

Full Faculty Meeting
6th November 2020
1:00pm-2:00pm
Library Auditorium

Per the Faculty Staff Handbook, the tentative agenda for the meeting will be as follows:

1. Proposal to change FS Handbook (see below).
2. Brief overview of Faculty Satisfaction Survey
3. CRC changes (informational)
4. Review of FS activities
5. Chancellor Discussion
6. Open Discussion

Here is the one actionable agenda item, which may lead to a motion:

Action: Add verbatim language from “Article 23 Department Performance Standards,” of the current Collective Bargaining Agreement (CBA) of the MTF, to the Montana Tech Faculty Staff Handbook (FSH) as a new section 206.8. Currently there is no section 206.8 in the FSH. Currently the FSH mentions following department performance standards (such as in section 206.3.3). However, there is no written and accepted process or procedure for developing, implementing, and applying such standards in the FSH. The CBA has apparently had such language since 2014. This action will add the same language to the FSH.

Current CBA language:

ARTICLE 23 - DEPARTMENT PERFORMANCE STANDARDS

Department Performance Standards were implemented in the fall of 2014

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Evaluation of faculty members for purposes of promotion and tenure shall involve consideration of appropriate Department Performance Standards of the respective academic units. Wherever possible, within faculty evaluation materials, evaluators shall describe the faculty member's progress based on Departmental Performance Standards. Distribution of approved Department Performance Standards to appropriate faculty prior to initiating the evaluation process will be done by the appropriate dean or the dean's designee.

In the event that a department wishes to modify Department Performance Standards, the department head will initiate this process by submitting to the appropriate dean the modification, a rationale for this modification, and evidence that a simple majority of department faculty support this modification. Once the proposal for modification has been submitted, it must be approved by the appropriate dean, Provost/VCAA, and the Chancellor.

A faculty member pursuing tenure and or promotion must satisfy the Department Performance Standards in effect when he or she began employment with Montana Tech or any subsequent Department Performance Standards modifications, provided that there has not been a gap in continuous employment at Montana Tech (excluding summer, leave of absences, and sabbaticals). The faculty member applying for tenure and or promotion is responsible for identifying the appropriate Department Performance Standards within his or her application cover letter. Once identified, the faculty member must adhere to that version of the Department Performance Standards in its entirety, and may not utilize any other version for that application year.

New 206.8 would be:

206.8 Department Performance (or Unit) Standards

Evaluation of faculty members for purposes of promotion and tenure shall involve consideration of appropriate Department Performance Standards of the respective academic units. Wherever possible, within faculty evaluation materials, evaluators shall describe the faculty member's progress based on Departmental Performance Standards. Distribution of approved Department Performance Standards to appropriate faculty prior to initiating the evaluation process will be done by the appropriate dean or the dean's designee.

In the event that a department wishes to modify Department Performance Standards, the department head will initiate this process by submitting to the appropriate dean the modification, a rationale for this modification, and evidence that a simple majority of department faculty support this modification. Once the proposal for modification has been submitted, it must be approved by the appropriate dean, Provost/VCAA, and the Chancellor.

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