

Faculty Senate Agenda

April 19, 2022

- I. Welcome and Minutes (<https://www.mtech.edu/facultystaff/facultysenate/minutes/index.html>)

Approvals for April 5, 2022 Meeting Minutes

Action Items

- II. Faculty Senate Officer Elections
- III. CRC items (plus discussion of additional meeting to accommodate May 4 CRC meeting)
- IV. Land Acknowledgement (see attachment plus language below)
- V. Resolution to edit the Faculty Staff Handbook- Salary Inversion (see below)
- VI. Resolution to have a Hiring Freeze (non-faculty, see below)
- VII. Faculty Emeritus (not yet received, but will be below if received in time)
- VIII. Resolution regarding last second interview notice (see below)
- IX. Resolution regarding budget uncertainty (see below)

Informational Items

- X. None at this time

Discussion Items

- I. All Faculty Meeting Agenda and Time (April 26 from 3-4:30 in the Library Auditorium)
- II. Budget Committee Update
- III. Faculty Satisfaction Survey Update
- IV. Last meeting May 3 at 1:00- live or via zoom?

IV. **Moved:** The Faculty Senate endorses, refers to Executive Committee and other appropriate governance bodies, and requests the American Indian Achievement Team continually consider proposed revisions as needed or appropriate to the following Land Acknowledgement Statement.

“The lands on which Montana Technological University stand are a part of the ancient homeland and traditional territory of many Indigenous tribes, as places of hunting, travel, trade, and healing. We collectively acknowledge the Niimiipuu (Nez Perce), Piikani (Blackfeet), Seliš (Salish), and Agai-deka (Shoshone) peoples as original stewards. We pay respect and honor to the Nations and Peoples, as well as the land. By offering this Acknowledgement, we affirm Indigenous sovereignty and commit to serving the needs of American Indian and Indigenous peoples today and into the future.”

V. I put forth the following resolution:

Add new section under hiring

"204.3 Salary Inversion

Current faculty shall have their salaries adjusted upwards when a new faculty member is hired who is less qualified and experienced than current faculty. Criteria shall include but are not limited to, licensure, degrees, academic rank, years of service at Montana Tech, and previous applicable academic and work experience.

At a minimum, cumulative (add all applicable) inversion adjustments are:

A current faculty member of the same academic rank, qualifications, and experience, shall be paid at least the same base salary, plus previous annual pay raises more, as the new hire

A current faculty member of higher academic rank shall be additionally paid the pay raise differential more than the new hire.

A current faculty member with an applicable license such as, but not limited to, a PE or nursing license, shall be paid the pay raise differential more than the new hire without such license."

VI.

"Whereas Montana Tech is in serious budget difficulty;

Whereas both student enrollment and the number of employed faculty have significantly declined;

Whereas Fall 2022 ABET accreditation requires a sufficient number of faculty who are qualified, both legally and by education and experience, and who as a group have a sufficient depth and breadth of experience to offer each of Montana Tech's various engineering degree programs;

Resolved that the faculty senate urges Montana Tech to:

1. enact an immediate hiring freeze on all positions above faculty rank, and to immediately cease all interviews and candidate searches in process above the faculty level, and not to extend any offers of employment above the faculty level until the budget issues are resolved.
2. immediately assess the faculty assigned to the several engineering programs, and to re-assign current faculty and engage in additional hiring of new faculty to insure that each engineering program has sufficient numbers of full time faculty who are qualified, both legally and by education and experience, and as a group have a sufficient depth and breadth of experience to offer these various engineering degree programs and to pass ABET accreditation.
3. not to hire additional faculty in programs based upon greater student enrollment until all programs have sufficient numbers of faculty to offer their degrees and to pass ABET accreditation, and when there is sufficient budget.
4. to consolidate the number of departments and higher administrative positions, and eliminating by attrition as warranted, in order to substantially reduce administrative overhead."

VIII.

"Whereas important managerial positions require careful deliberation and scrutiny by the employees of Montana Tech;

Whereas Montana Tech has recently conducted numerous interviews for important high-level positions with little or no input from faculty and other employees;

Whereas, Montana Tech is now having "forums" with little or no notice given so employees can prepare questions or even arrange to attend on such short notice;

Be it resolved that the faculty senate and faculty strongly urge:

1. that the administration postpone all candidate forums until April 25, 2022 and conclude them before final exams week begins.
2. that the administration immediately provide information on the finalists for these positions so that interested employees have time to review and study them.
3. that a minimum of seven days notice be given before an interview forum during Spring 2022, and that henceforth a minimum of 14 days notice be given.
4. that no such candidate forums or interviews occur between the end of the spring semester and the beginning of the fall semester.
5. that the administration consider the need to hire any additional administrative positions given budget concerns, diminished numbers of students and faculty, and the fact that these positions may be duplicating managerial tasks that can be managed by the University of Montana.

6. That faculty, other employees, and students be given the option to suggest that the position in question should not be hired at all given budget or other concerns, and if such is a significantly held opinion, that the administration not fill the position."

IX. Whereas there is uncertainty in budget, programs, and continued employment of faculty and staff;

Be it resolved that the faculty urge Montana Tech's administration to:

1. *Issue FY 2022-2023 employment contracts to faculty by May 2, 2022.*
2. *Inform the faculty of the details of the FY 2022-2023 budget by May 2, 2022.*
3. *Inform the faculty of any changes in organization by May 2, 2022.*

If faculty need to act, it should be before FY2021-2022 contracts end.