

Faculty Senate Agenda
3/5/2025
Noon-1 p.m.
Mill 201

- I. Welcome and minutes: <https://mtech.edu/facultystaff/facultysenate/minutes/docs/2025/minutes-2-19-25.pdf>

Action Items

- II. CRC Recommendations
- III. Research Advisory Committee – Safety Concerns noted by campus constituents

Information Items

- IV. Faculty and Staff Climate Survey AY 23/24

Discussion Items

- V. Discussion with Athletic Director Matt Stepan
- VI. Chancellor Search
- a. Status
 - b. Proposed resolution to suspend
 - c. Proposed resolution for future search contracts
 - d. Proposed resolution for reduction of management unit investigation
- VII. For the Good of the Order

IV. Faculty and Staff Climate Survey AY 23/24

154 Responses – 48% Staff, 46% Faculty, and 6%

Listed Scores are percent of respondents who agree with each statement.

| | National 2020 Comparison Provided by GPTW | 2021 Tech | 2024 Tech |
|---|---|--------------|--------------|
| Management keeps me informed about important issues and changes. | 93 | 57 | 56 |
| Management makes its expectations clear. | 93 | 52 | 56 |
| I can ask management any reasonable question and get a straight answer. | 94 | 59 | 57 |
| Management is approachable, easy to talk with. | 96 | 63 | 65 |
| Management is competent at running the business. | 97 | 59 | 48 |
| Management hires people who fit in well here. | 96 | 56 | 52 |
| Management does a good job of assigning and coordinating people. | 92 | 50 | 47 |
| Management trusts people to do a good job without watching over their shoulders. | 96 | 70 | 68 |
| People here are given a lot of responsibility. | 96 | 80 | 83 |
| Management has a clear view of where the organization is going and how to get there. | 94 | 53 | 44 |
| Management delivers on its promises. | 95 | 53 | 46 |
| Management's actions match its words. | 95 | 57 | 46 |
| I believe management would lay people off only as a last resort. | 95 | 59 | 53 |
| Management is honest and ethical in its business practices. | 98 | 65 | 53 |
| Our executives fully embody the best characteristics of our company. | 97 | 61 | 47 |
| <i>Credibility Average</i> | 95 | 59 | 55 |
| I am offered training or development to further myself professionally. | 91 | 56 | 57 |
| I am given the resources and equipment to do my job. | 97 | 73 | 79 |
| Management shows appreciation for good work and extra effort. | 95 | 58 | 57 |
| Management recognizes honest mistakes as part of doing business. | 96 | 61 | 56 |
| We celebrate people who try new and better ways of doing things, regardless of the outcome. | 94 | 43 | 51 |
| Management genuinely seeks and responds to suggestions and ideas. | 94 | 50 | 53 |
| Management involves people in decisions that affect their jobs or work environment. | 91 | 50 | 48 |
| This is a physically safe place to work. | 99 | 85 | 80 |
| This is a psychologically and emotionally healthy place to work. | 95 | 56 | 57 |
| Our facilities contribute to a good working environment. | 96 | 57 | 53 |
| I am able to take time off from work when I think it's necessary. | 97 | 84 | 77 |
| People are encouraged to balance their work life and their personal life. | 94 | 55 | 57 |
| Management shows a sincere interest in me as a person, not just an employee. | 95 | 52 | 57 |
| We have special and unique benefits here. | 90 | 61 | 57 |
| <i>Respect Average</i> | 94 | 60 | 60 |
| I feel I receive a fair share of the profits made by this organization. | 86 | 26 | 14 |
| People here are paid fairly for the work they do. | 91 | 27 | 24 |
| Everyone has an opportunity to get special recognition. | 93 | 50 | 52 |

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|--|-----------|-----------|-----------|
| I am treated as a full member here regardless of my position. | 96 | 62 | 73 |
| Promotions go to those who best deserve them. | 92 | 42 | 35 |
| Managers avoid playing favorites. | 90 | 47 | 44 |
| People avoid politicking and backstabbing as ways to get things done. | 95 | 40 | 43 |
| People here are treated fairly regardless of their age. | 98 | 69 | 68 |
| People here are treated fairly regardless of their race. | 98 | 79 | 68 |
| People here are treated fairly regardless of their gender. | 98 | 66 | 62 |
| People here are treated fairly regardless of their sexual orientation. | 99 | 79 | 62 |
| If I am unfairly treated, I believe I'll be given a fair shake if I appeal. | 94 | 50 | 41 |
| <i>Fairness Average</i> | 94 | 53 | 49 |
| I feel I make a difference here. | 95 | 77 | 82 |
| My work has special meaning: this is not "just a job." | 92 | 73 | 73 |
| When I look at what we accomplish, I feel a sense of pride. | 96 | 81 | 79 |
| People here are willing to give extra to get the job done. | 97 | 63 | 69 |
| People here quickly adapt to changes needed for our organization's success. | 95 | 42 | 43 |
| I want to work here for a long time. | 93 | 68 | 70 |
| I'm proud to tell others I work here. | 98 | 78 | 75 |
| People look forward to coming to work here. | 96 | 57 | 59 |
| I feel good about the ways we contribute to the community. | 94 | 79 | 78 |
| I would strongly endorse my company to friends and family as a great place to work. | 96 | 65 | 66 |
| Our customers would rate the service we deliver as "excellent." | 97 | 71 | 71 |
| <i>Pride Average</i> | 95 | 68 | 70 |
| I can be myself around here. | 96 | 70 | 70 |
| People celebrate special events around here. | 97 | 61 | 67 |
| People care about each other here. | 98 | 67 | 76 |
| This is a fun place to work. | 96 | 59 | 66 |
| When you join the company, you are made to feel welcome. | 98 | 75 | 74 |
| When people change jobs or work units, they are made to feel right at home. | 96 | 66 | 39 |
| You can count on people to cooperate. | 96 | 54 | 63 |
| <i>Camaraderie Average</i> | 97 | 65 | 65 |
| <i>Taking everything into account, I would say this is a great place to work.</i> | 97 | 65 | 73 |
| Average of all Great Place to Work® Model© Statements | 95 | 61 | 58 |
| It is easy to collaborate with members from different teams or departments. | | 47 | 56 |
| It is easy to collaborate within work groups. | | 65 | 70 |

VI. Chancellor Search Resolutions:

- b. Whereas the chancellor position is important and a hiring decision for this position should not be rushed, and whereas we have had a failed search, and whereas a new search this spring will likely be rushed and may not find the best candidate, be it resolved that the faculty senate requests that MT Tech and the Board of Regents suspend the chancellor search, and, in consultation with MT Tech employees and students, identify and appoint an interim chancellor for the 2025-2026 school year, and thereby allow a more thorough search for this important position.

- c. Whereas the recent chancellor search apparently also employed a "headhunter firm," and whereas this failed to identify and hire a suitable candidate, and whereas this approach and process entailed significant expense without a successful outcome, be it resolved that the faculty senate of MT Tech strongly recommends that any entity employed to engage or assist in subsequent searches be contractually required to refund all or part of billed expenses should such search end in a failure to hire a suitable candidate.

- d. Whereas both colleges and secondary schools have seen explosive growth in administrative management overhead, and whereas covid has demonstrated that many managerial tasks can be accomplished remotely, and whereas many schools have more students in individual degree programs, be it resolved that the faculty senate requests that the Board of Regents investigate whether upper management overhead at MT Tech can be reduced by consolidating management units, reducing the rank and responsibilities of managerial positions at MT Tech, and managing some entities here from UM.