

Faculty Senate Agenda  
4/21/2025 Noon-1 p.m.  
Mill 201

- I. Welcome and minutes: <https://www.mtech.edu/facultystaff/facultysenate/minutes/docs/2025/minutes-4-11-25.pdf>

Action Items

II. CRC Recommendations ([2024-2025 CRC Working Folder](#))

- a. HC – Health
- b. HC – Health
- c. HC & LCME – Mining Technology
- d. HC – Construction Technology
- e. CLSPS – Math
- f. LCME – Metallurgy
- g. LCME – Civil Engineering
- h. LCME – Civil Engineering
- i. CLSPS – Nursing
- j. LCME – Petroleum Engineering
- k. LCME – Computer Science
- l. LCME – Geological Engineering
- m. LCME – Geological Engineering
- n. LCME – Environmental Engineering
- o. CLSPS – Data Science
- p. LCME – Geological Engineering
- q. LCME – Geological Engineering
- r. LCME – Geological Engineering

III. Emeritae Nomination

- a. Granger
- b. VanDaveer

IV. Part-Time Faculty Support

V. Proposed change to course evaluations

- a. Current Evaluations
- b. IDEA SRI / Anthology Resources
- c. Sub-Committee on Evaluation Drafts

Information Items

VI. Reserved for Provost and Montana Tech Administration

Discussion Items

VII. Full Faculty Meeting

VIII. For the Good of the Order

## **Nomination for Emeritus Status – Linda Granger**

On behalf of the Highlands College Leadership Team, it is our great honor to nominate Linda Granger for Emeritus Status in recognition of her extraordinary contributions to Highlands College and the business department over the past 40 years. Her commitment to teaching, leadership, and service has had a profound and lasting impact on our students, faculty, and the broader Montana Technological University community.

Linda began her career in the business department, where she quickly became a respected and valued faculty member. Throughout her four decades of service, she has demonstrated an unwavering dedication to student success and academic excellence, teaching a wide range of courses and supporting students at every stage of their educational journey.

In addition to her instructional responsibilities, Linda has served as an advisor to business students and more recently to students pursuing an Associate of Science degree. Her thoughtful guidance has helped shape the academic and professional paths of countless individuals.

Linda also served as department head for the business department and the Business and Industry programs, where she provided strong leadership rooted in collaboration, innovation, and high academic standards. Her ability to manage administrative responsibilities while maintaining a deep commitment to students has been a tremendous asset to Highlands College.

Her influence extends well beyond the classroom. Linda has been an active and engaged member of the university community, serving on numerous committees and offering valuable insight and leadership. She currently serves on the Faculty Senate, where she continues to represent the interests of faculty and students with professionalism, thoughtfulness, and care.

Linda Granger's legacy is one of compassion, dedication, and impact. Her mentorship and leadership have left an indelible mark not only on the business department, but on the entire Highlands College community. She is widely respected for her integrity, collegiality, and lifelong commitment to education.

For all these reasons, the Highlands College Leadership Team enthusiastically supports the nomination of Linda Granger for Emeritus Status. We are deeply grateful for her decades of service and confident that her contributions will continue to inspire future generations across Montana Technological University.

April 16, 2025

Esteemed Colleagues,

On behalf of the Sherry Lesar School of Nursing, it is with great pride and admiration that I nominate Karen VanDaveer for the esteemed title of Professor Emeritus at Montana Technological University. Karen's remarkable career as both Director of Nursing and Dean of Highlands College has left a lasting impact on our institution, our students, our community and beyond.

Karen has consistently demonstrated an unwavering commitment to excellence in academia and leadership throughout her distinguished tenure. As Director of Nursing, her visionary approach was instrumental in shaping a program now recognized as the top nursing program in Montana. Karen began her career teaching in the Licensed Practical Nurse (LPN) certificate program and later transitioned into the role of Director of Nursing. With this transition, Karen met Montana State Board of Nursing standards accepting a full-time leadership position as Director while maintaining faculty rank. In 1999, she led the efforts to secure initial authorization for Montana Tech to offer an Associate of Applied Science Practical Nursing (AAS PN) degree, and an Associate of Science in Nursing (ASN), complete with a bridge pathway for students aspiring to continue their education. Her active involvement in professional organizations and the healthcare community helped shape a visionary blueprint for the program's continued evolution.

This forward-thinking leadership contributed to the establishment of an Associate of Science in Registered Nursing (ASRN) degree, accompanied by its accreditation from the National League for Nursing Accrediting Commission (NLNAC). Recognizing the need for continued student advancement pathways, Karen spearheaded efforts to launch an online Bachelor of Science in Nursing completion degree, which earned accreditation from the Commission on Collegiate Nursing Education (CCNE). She then built upon her legacy of innovation by overseeing the development of Montana Tech's pre-licensure 120-credit Bachelor of Science in Nursing (BSN)—the first standalone BSN program approved by the state in 78 years. In 2018, the BSN program received its re-accreditation visit from CCNE and was granted re-accreditation for 10 years, one of the highest re-accreditation standards possible. Karen's commitment to excellence is also showcased by the NCLEX-RN pass rates of 95-100% over the last 10+ years which were consistently above the state and national averages. To date, over 900 nurses have graduated and entered into the nursing profession under Karen's watch.

Karen exemplifies the ideals of an educator, mentor, and advocate, continually inspiring her students and colleagues with her wisdom, passion, and strategic vision. She possesses a unique ability to identify the strengths of those she works with and inspire them to excel. Personally, I had the privilege of being mentored by her during the fundraising and establishment of the Lesar Family Nursing Simulation Center, which was entirely funded through private donations. Her networking and partnership efforts were pivotal to Montana Technological University receiving a \$7 million endowment for the Sherry Lesar School of Nursing. Her remarkable contributions have also been recognized with several prestigious awards, including the Award for Excellence in University System Citizenship (2005), the Butte Chamber of Commerce Excellence in Education Award (1992), and the Outstanding Nurse Award (2015) from the Montana Center to Advance Health Through Nursing.

Karen's commitment to advocacy for nursing and healthcare extends to her service on numerous community and state boards. Across Montana, she is widely regarded as a passionate advocate and visionary leader whose name is consistently called upon for discussions on nursing education. Most recently, her contributions to state nursing education reform included her appointment to the HealthCARE



Steering Committee as part of the Trade Adjustment Assistance Community College Training (TAACCCT) grant. As Montana Tech's project director for the statewide \$15.4 million TAACCCT grant, Karen was actively involved in developing curriculum to create pathways linking Certified Nursing Assistant (CNA), Licensed Practical Nurse (LPN), and Registered Nurse (RN) programs to BSN completion.

Karen has also been recognized as a steadfast advocate for student success, faculty mentorship, and academic integrity. She is known for her student-centered approach and her open-door policy, consistently supporting students and colleagues alike. During the COVID-19 pandemic, Karen took on broader leadership responsibilities, serving as Interim Dean of both the College of Letters, Science, and Professional Studies and Highlands College, before her appointment as permanent Dean of Highlands College in 2021.

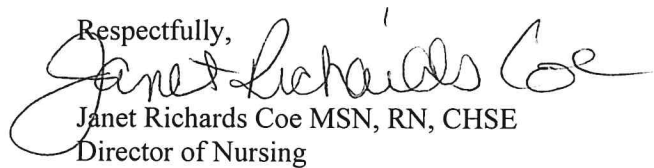
As Dean, she prioritized workforce development, community and industry partnerships, and curricular innovation. She led efforts to align programs with transferability and accreditation standards; launch "short courses" to meet immediate workforce needs; and expand access and responsiveness in programs across technical and academic disciplines.

Karen's strategic vision and collaborative leadership significantly enhanced Highlands College's capacity to serve students, support faculty, and respond to community and industry needs in communities across Montana. While Dean of Highlands College, she was instrumental in securing over \$8 million in outside funding which includes \$1 million of American Rescue Plan Act funding through Butte-Silver Bow, funding to develop a smart manufacturing program, and \$5.75 million to train boots on the ground broadband installers throughout Western Montana. She has consistently demonstrated strategic foresight, collaborative leadership, and an unwavering commitment to the mission of public higher education. Karen's philosophy is "we don't say no until thorough research is completed and an informed decision can be made".

Karen's contributions to Montana Technological University have been both profound and enduring. She has been a relentless champion of advancing nursing education, a passionate advocate for lifelong learning, and a dedicated steward of community engagement. Her legacy will continue to resonate throughout our institution for generations. On a personal level, I am deeply grateful for her extraordinary ability to inspire and empower those around her. Karen played a pivotal role in guiding me on my journey to pursue a graduate degree, secure a faculty position, and bring to life the dream of establishing a simulation center on our campus. It is through her exceptional ability to recognize the potential in others and her unwavering support for their growth that I am honored and privileged to serve today as the Director of the Sherry Lesar School of Nursing.

In recognition of her extraordinary service, leadership, and dedication, I wholeheartedly nominate Karen VanDaveer for the title of Professor Emeritus. I am confident that this honor would be a fitting tribute to her exceptional contributions to Montana Technological University and her enduring commitment to the advancement of education and healthcare.

Respectfully,



Janet Richards Coe MSN, RN, CHSE

Director of Nursing

Sherry Lesar School of Nursing

Montana Technological University

April 16<sup>th</sup>, 2025

Dr. Scott Risser, Chair  
Montana Tech Faculty Senate

Dear Scott and Members of the Senate:

On Friday, April 11<sup>th</sup>, I returned home from the Faculty Senate meeting, prepared to type up the minutes of our proceedings and to complete my lectures and accompanying materials for the week of April 14<sup>th</sup>. I was dismayed to discover that my Microsoft 365 programs were inaccessible, with just “read-only” versions available. After several conversations with the Montana Tech Information Technology staff, I learned that licenses for access to downloadable Microsoft programs would now only be provided to full-time faculty and staff. The online versions, which are limited in their functionality, would remain accessible to adjunct instructors. This decision is the result of limited budgets that have significantly constrained the ability of our IT Department to continue to offer these programs to part-time faculty.

While this issue was easily remedied by my own purchase of the software, it represents only the latest in a chain of inequities that part-time faculty members face in meeting their job responsibilities. Although our compensation is significantly less than that of full-time instructors, we pay for parking passes, participate in required Human Resources training seminars and have funds withdrawn from our pay checks for retirement, whether we have opted for that withdrawal or not. This semester we had to grapple with the challenges presented by the conversion to Canvas, spending uncompensated hours learning this new learning management system. Yet, we are expected to provide the same level of course content and instruction as our full-time colleagues, often for required courses, which we happily do. And, now, we must pay for the computer software that we use in preparing lectures, developing assignments and designing class exercises.

I have been a member of Montana Tech’s adjunct faculty for 34 years, because I love working with students and helping them become better writers and critical thinkers. Teaching is an important way to improve our world; I plan to continue for as long as it’s feasible. While a pay raise is always welcome, it is also important to recognize and acknowledge the value that our adjunct faculty contributes to Montana Tech. We must find a way to continue supporting this important relationship and provide equitable support to all of our faculty and staff. Please consider this communication as an agenda item at our next Faculty Senate meeting on April 21<sup>st</sup>, 2025.

Sincerely,

*Janet A. Cornish*

Janet Cornish

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Adjunct Instructor, Montana Tech Writing Program

Secretary, Faculty Senate