

Faculty Senate Minutes

12/11/2018

4:00-5:00 p.m.

Kelley – Steward SUB 113 AB

Attendance: Scott Risser, Charie Faught, Atish Mitra, Burt Todd, Mary North-Abbott (representing Petroleum), Diane Wolfgram, Karen Wesenberg-Ward, Phil Curtiss, Rita Spear, Jackie Timmer, Karen Vandaveer, Miriam Young, Tony Patrick, Vickie Petritz, Ron White, Jeanne Larson, Brian Kukay, Kishor Shrestha, Ulana Holtz, Peter Lucon, Stella Capoccia, Chad Okrusch, Courtney Young, Matt Egloff, Katherine Zodrow, Dan Authenrieth, Larry Smith, Sue Schraeder, Scott Rosenthal, Bryce Hill, Abhishek Choudhury, Raja Nagisetter, Xufei Yang,

- I. Welcome and Minutes (<https://www.mtech.edu/facultystaff/facultysenate/minutes/Faculty-Senate-Minutes-1130208.pdf>)

Motion to approve and seconded. Motion passes.

Action Items

- II. Resolution from faculty member – See below language.

Comment from chair that faculty senate an open meeting. Faculty can propose and make recommendations and make a motion, but senators must second and vote. Allows minority and majority voices and allow discussion and time on the floor. Around ten minutes are allowed, but discussion can be continued.

Presentation provided by faculty member- see attached document. Overall enrollment from PPC committee showing enrollment and faculty. Statics is an indicator of how many engineering students are enrolled, though 2-3 semesters behind. Numbers going down starting in 2016, which means freshman started dropping in 2014. 139-140 students number has now leveled off. At the same time the mechanical and industrial engineering have increased, including degrees awarded. Comparison of Tech vs MSU provided. Not looking at real cause as to why enrollment is down as compared to MSU, including listening to students and how operations work, changing catalogue and systems, such as software and determining registration. Look like “going out of business-now hiring”, faculty will want to work elsewhere. Wondering what would do if enrollment rebounded. If we are in a financial emergency, should declare it, or if it is little things, should address those items. We may be looking at wrong information.

Resolution now has the floor, looking for motions or other actions.

Question about cheating scandal in summer of 2016, which is same time enrollment went down. Is this related?

Response that may be related, students were caught but did not review well in the press. Small things that can add up, like this issue. Tech did well in catching the cheaters.

Comment that reasons for enrollment decline may not be internal. The city is not a community where students have activities as compared to Bozeman. When students look for a nice place, Bozeman is more attractive, as is Missoula. MSU becoming the place, even Carroll College enrollment going down. The community does make a difference, and we cannot change that. Enrollment is down overall in Montana, but MSU is attracting those from out of state, such as California. We cannot compete based on location.

Comment that Butte is an old mining town, but so is Telluride. We can promote outdoor and other activities, students do not know about the resources. We could do better at advertising. Butte is a great place for those who love the outdoors, with room for growth.

Comment that scenic beauty of Missoula is not helping enrollment there.

Comment that we don't believe we can recruit our way out of situation. We do have a structural flaw between marketing and recruiting, they do not work hand in hand. The two departments report to different administrators. Recruiting department went to less than 60 high schools this year out of 185. Previous recruiters went to all high schools twice a year, with messages on point about programs. Had we visited twice with a well-crafted message, may still be in the situation but less dire. This situation needs to be remedied regardless of what happens moving forward.

Comment that there are a lot of ways to look back, but better to look forward and for solutions, such as getting PTC faculty more involved in recruiting. Would like to see departments that are flagged to be cut should be given the opportunity to recruit and increase enrollment. Response that a last ditch effort to do more recruiting, but should still be focused on the recruiting staff. Comment that faculty do a lot of recruiting. Would like to make a motion that faculty within the departments be given the opportunity to recruit and turn the ship around. Would like the departments to have a chance to play a role.

Motion to recommend to third draft of PPC that departments in jeopardy be given a role in recruiting and addressing and rectifying the issues that have been identified. Right now not sure of budget as an issue. Question regarding is this separate from resolution, with response that it is separate. Comment that feedback and controls, if system needs to be stopped, needs to be detected. Opinion that PPC not looking at correct control to be able to stop. Departments that will be cut have not been given a chance to correct, did we read correctly, or is there additional information. If we have 4.5 million in the bank, we have time to correct.

Comment that not sure what coming in to discuss. PPC deserves recognition for work that has been done, since last spring, with decisions made by this semester. Know more about the campus now than in the past thirty years. Don't believe we can go back but need to move forward. Need to use data and assessment, need to make decisions and evaluate. For campus to move forward and improve. Throwing out recommendations and saying we have a financial crisis is not the way to go.

Clarification about rejecting something that we have not seen yet, since version three has not been released. Final draft by Friday, but then a long time to implement.

Comment that we saw that it was happening in the spring, needed to prepare for it. Have had some changes in version 2. Some engineers do struggle with writing and communications, so PTC courses are important. Focus of writing and communications should be supported. This is a very slow process compared to some companies.

Comment that with respect to the proposal, only talking about exigency. Another is discontinuation or reduction of faculty. No efforts to remove tenured faculty. People have known about process. PPC also should be an alignment process as opposed to a financial process. Main purpose of PPC should be about alignment as opposed to finance.

Comment that we need to remember that why we started down this path as being a special focus institution in order to define what sort of institution that we want to be.

Comment that SD School of Mines and CO School of Mines, with engineering programs, with a few science programs. Other programs not available at these two schools at the undergraduate level.

Comment that colleague's not in support of the resolutions in a department. Motion to table for further consideration and seconded until next version has been released.

Comment that it is not known when version 3 will be released on Friday. Next regularly scheduled meeting in January. Is there an opportunity to have a special meeting next week to discuss? Motion to meet next Tuesday to discuss and seconded. Motion passes.

Motion to table until next Tuesday made.

Substitute motion- entirety of meeting may be based on version 3, so move to meet on first meeting on Monday.
Majority of meeting may be about version 3, so motion to move proposal to spring semester.

Motion to bring back next Tuesday passes. Will be included in special meeting.

Informational Items

IV. Committee updates:

a. Program Prioritization Committee –

Report that meeting last week discussed open forum and PPC e-mail comments, and a forty minute presentation on marketing, recruiting, and retention. Next meeting may discuss further comments and the last open forum session, with a final version released and voted on Friday. Faculty Senate representative notified the Faculty Senate that since department is slated for elimination, may have a conflict of interest and as such wants to bring it up for discussion.

Question regarding are there any departments that were not affected. Response from chair that almost all departments have been impacted. Any person would be biased, so should not be an issue.

Question regarding what if committee does not endorse, with response that the Chancellor still may have the authority to move forward. Response from chair that not to endorse would send a clear message and would have other things at stake.

Comment from guest that voting would look bad and would be biased.

Question regarding choosing to abstain or vote based on group consensus. Response that these are options, and representative willing to listen to the group to make the choice.

Question about how long of a time between version 3 and vote. Comment that may be out as soon as Thursday night, with vote Friday afternoon.

Comment that anyone who would be on committee would have a conflict of interest, since all are vested in the University. The representative has as clear a head as anyone and should exercise the vote.

Question regarding PPC endorsing if did not created. Response that subcommittee and chancellor created the document.

Question regarding if voting on draft, do we need to vote on the referendum as presented in a proposal? Question on does the faculty senate representative have a sense of version 2, with the response that the representative does have a sense of the version and has been actively participating in the process.

Comment that with the shortness of time, should the vote be moved to Monday.

Question about does the faculty senate representative have a sense of the faculty senate thoughts, with the response that the representative does have an overall sense of the group and comments made thus far.

Comment regarding moving the vote after Tuesday's vote so that we can as a group recommend or not? Would be a great idea.

b. Budget Committee-

Did not meet last week or the week before.

V. Spring meeting schedule- None scheduled at this time. Both Phil Curtiss and Stella Capoccia would be willing to do the scheduling again.

VI. Other Items

A senator questions the legitimacy of outgoing chancellor of making decisions that he will not have to live with. Have heard this as an issue from the community. Believe that making decisions would be a mistake, would like to see the PPC recommendations for the new chancellor rather than someone making the recommendations for them. Response that we had that discussion in PPC, PPC is a recommending body, with thoughts that nothing to stop the chancellor.

Comment that thankful on the work of the PPC, but if incoming chancellor would want to be part of the decisions. Comment that if we continued on with the process would be part of the decisions.

Comment that administration and Chancellor will make decisions on administration (as opposed to academics and non-academics). May or may not be in version 3, but we as a faculty senate can make some determination in this and version 3. We as a body can make recommendations. If we do not, then we are not doing shared governance, shared governance has failed.

Comment that the corollary opinion is who would take a job if it is such in flux?

Comment that asked about administration and about how long we could last without a decision, without a full answer.

Comment that it is problematic when decisions are made without consequences.

Comment that we can use Tuesday special meeting to discuss. Also should discuss using funds, since we may have an emergency (without having declared it). Should we ask for an audit? Can find money or funds that should not have been spent.

Input on what will discuss on Tuesday, may be a closed door, but would not have been determined. Question on why you wouldn't want as much input from faculty for a determination. Not sure what the benefit would be for a closed door. Response that can open to faculty and close to administration.

Motion to close and seconded. Meeting adjourned.

II. "Pursuant to MUS policy 710.2.1

The program prioritization and financial exigency processes are different. The former is a slow and deliberative process that looks to the future direction of the institution. The latter is an emergency process brought on by financial issues that must be urgently addressed. The administration has indicated repeatedly that this institution has substantial financial reserves and that it is not in financial exigency. Yet when asked, the administration have cited financial concerns to justify imminent cuts in programs and staffing.

Be it resolved, that the faculty of Montana Tech demand that the administration use the correct process and in the correct manner.

Be it further resolved, if Montana Tech is in financial exigency, then the administration shall declare it now, and initiate a proper financial exigency process.

Be it further resolved, if Montana Tech will not declare financial exigency, then the faculty of Montana Tech vigorously oppose the use of this recent "expedited program prioritization process," or anything else other than a true financial exigency process, to accomplish the objectives of a financial exigency.

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Informational Items

- IV. Committee updates:

- a. Program Prioritization Committee
- b. Budget Committee

Discussion Items

- V. Spring meeting schedule

- VI. Other Items

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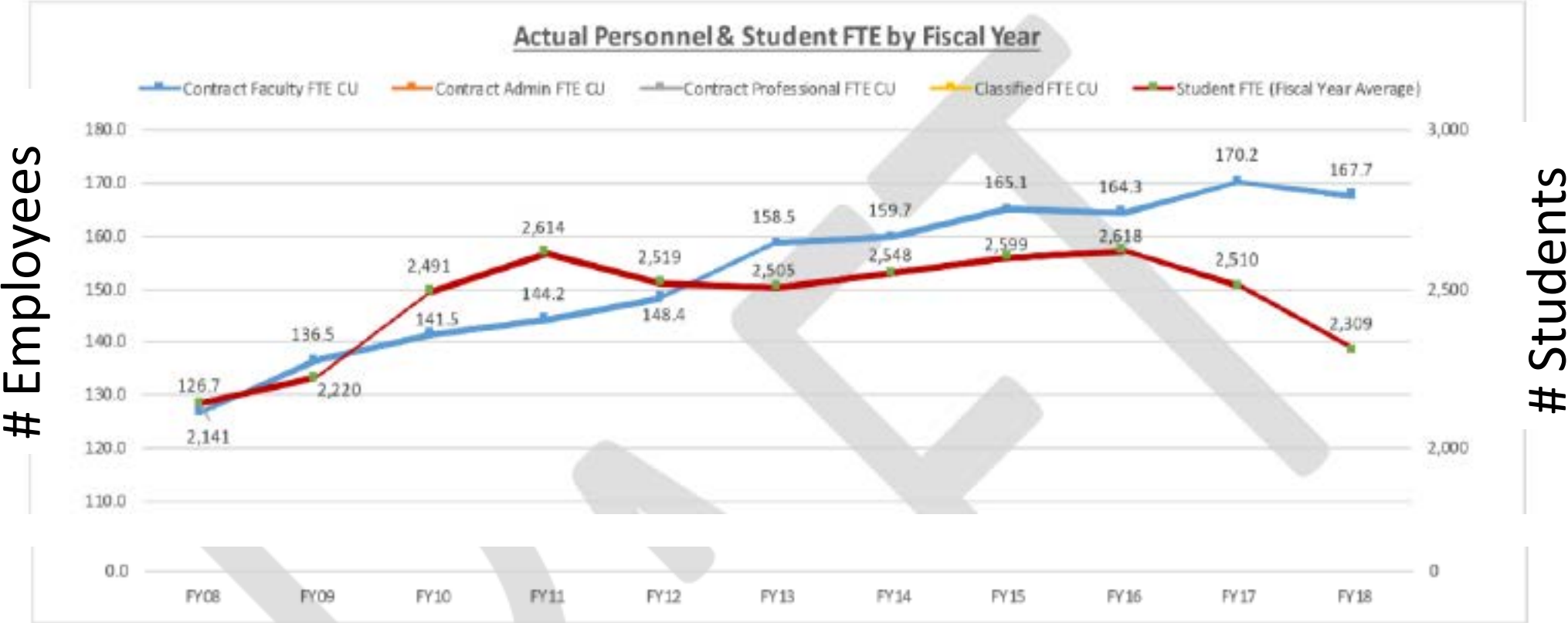
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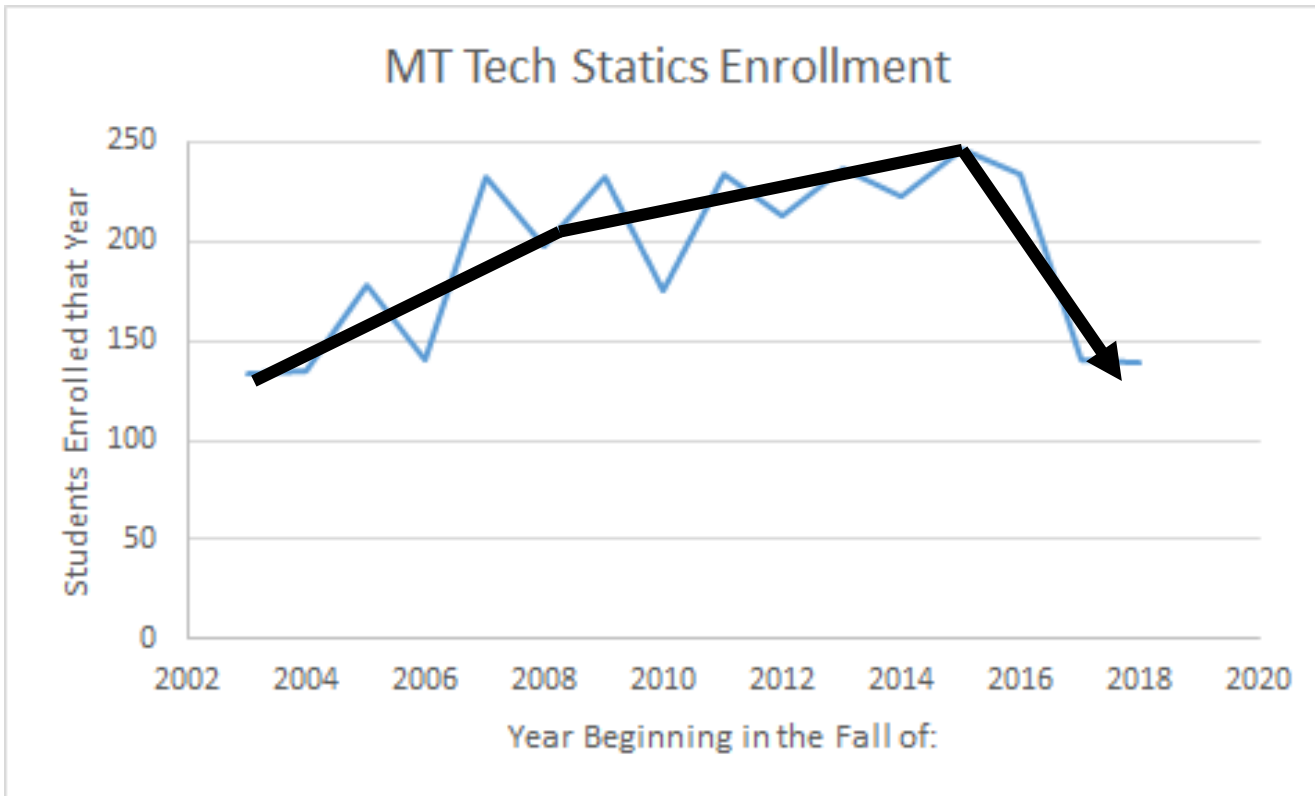
MT Tech Engineering Enrollment

MT Tech Overall Enrollment vs. Employees



- Taken From PPP presentation

MT Tech Statics/Engineering Enrollment



- Data From Oredigger.
- Almost All Engineering Majors Take Statics.
- *Statics is Taken in 2nd or 3rd Year, Depending on High School Preparation.*
- Good But LAGGING Indicator of Engineering Enrollment.
- Statics Enrollment Began to Drop in Fall 2016.
- This Means Engineering Enrollment Began to Drop in 2014-2015.

- **WHY DID ENGINEERING ENROLLMENT BEGIN TO DROP IN THE FALL OF 2014?**
- **WHAT WAS DONE TO ADDRESS THIS IN 2014, OR AT LEAST BY 2016 WHEN IT WAS REALLY APPARENT?**

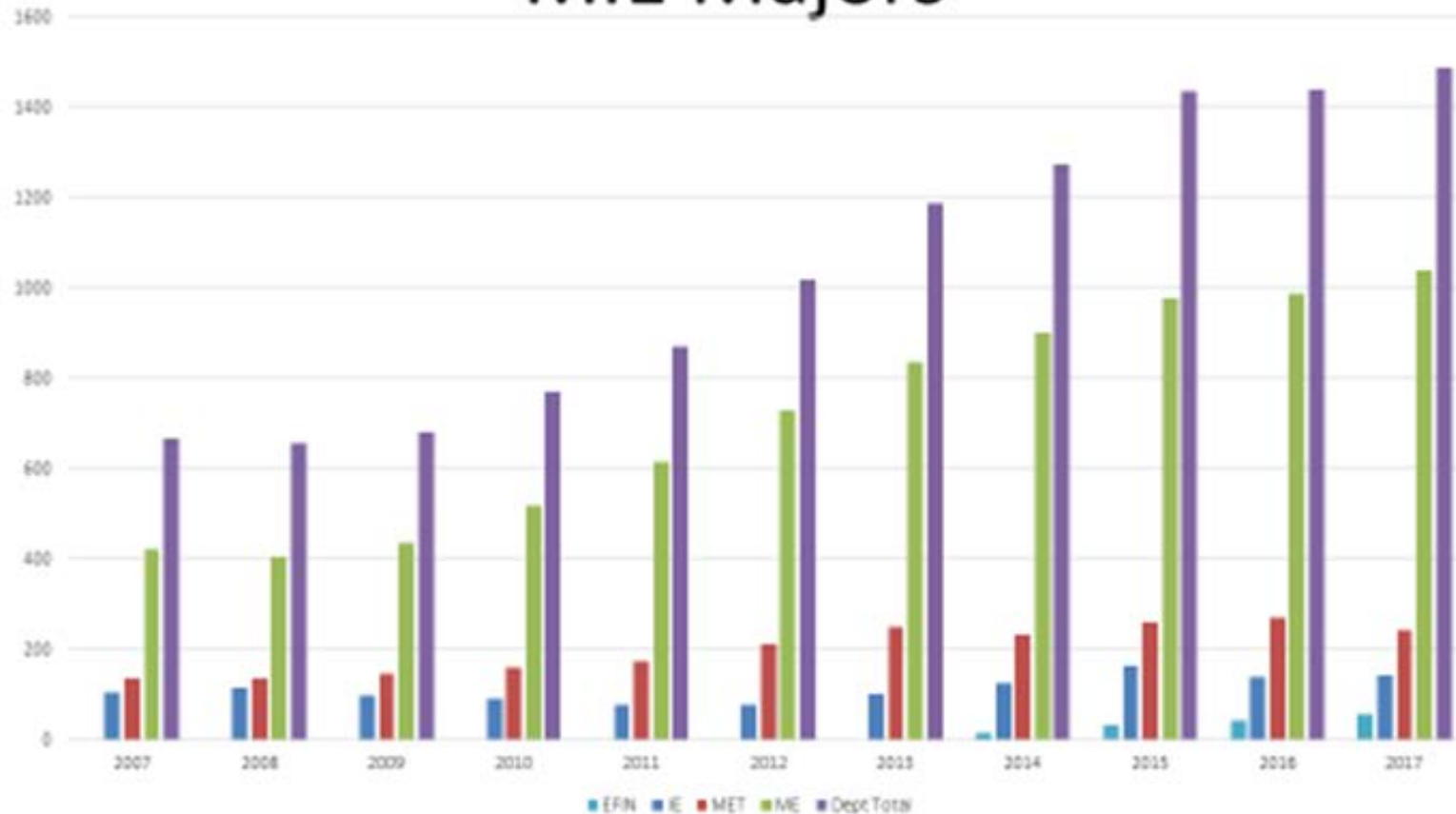
Raw Data

			Statics S01	Statics S02	Statics S03	Semester Total	Year Total
Fall	2003		45	47		92	
Spring	2004		41			41	133
Fall	2004		49	35		84	
Spring	2005		51			51	135
Fall	2005		58	68		126	
Spring	2006		52			52	178
Fall	2006		46	45		91	
Spring	2007		50			50	141
Fall	2007		59	99		158	
Spring	2008		75			75	233
Fall	2008		66	69		135	
Spring	2009		32	31		63	198
Fall	2009		70	69	20	159	
Spring	2010		33	41		74	233
Fall	2010		18	38	52	108	
Spring	2011		47	20		67	175
Fall	2011		33	56	65	154	
Spring	2012		52	28		80	234
Fall	2012		25	24	61	110	
Spring	2013		64	39		103	213
Fall	2013		51	82		133	
Spring	2014		62	42		104	237
Fall	2014		45	82		127	
Spring	2015		60	36		96	223
Fall	2015		57	84		141	
Spring	2016		71	34		105	246
Fall	2016		65	74		139	
Spring	2017		58	37		95	234
Fall	2017		29	38		67	
Spring	2018		50	24		74	141
Fall	2018		26	50		76	
Spring	2019		21	42		63	139

MSU Mechanical Engineering Enrollment

- Data From MSU Bozeman

MIE Majors



MSU Mechanical Engineering

- Data From MSU Bozeman

Degrees Awarded

Total Degrees Awarded



Comparison

- MT Tech has gone from 133 Engineering Majors who must take Statics in 2003, to 175-246 between 2010-2016, back down to 139 in 2018.
- MSU Bozeman Mechanical and Industrial Engineering ONLY, has gone from ~650-700 students in 2007 to almost 1500 students in 2017.
- Other: [MSU's mechanical engineering programs ranked among best in nation](#) , [Best Colleges for Mechanical Engineering Degree Programs 2017-18](#)
- *BOZEMAN — Montana State University's mechanical engineering degree programs have been recognized nationally.*
- *Schools.com ranked MSU No. 5 on its annual list of the best American colleges for mechanical engineering, citing the program's student-to-faculty ratio, tuition and degree options.*

Comparison MT Tech vs MSU Bozeman

- Montana Tech Has:
 - MUCH Less Expensive Housing
 - Less Expensive Tuition, Fees, Etc.
 - Much Smaller Classes
 - Better and Less Expensive Parking
 - Excellent Placement Rate of Graduates

- WHY AREN'T THE STUDENT COMING HERE?

Program Prioritization Analogy

- Two Minimarts Across the Hill From Each Other
 - Both Sell the Same Brands of Beer, Soda, Fuel, Snacks, etc.
 - One Charges Less for All of the Above.
 - Why isn't it Doing Better?
- What is the REAL Cause?
- We Doubt That the Problems will be Solved by:
 - Stop Selling Some Brands of Beer, Soda, Fuel, Snacks, etc.
 - Painting the Store.
- Could the REAL Cause and REAL Cure be Something Else?
 - Is the Beer & Soda Cold?
 - Does the Tire Pump Work?
 - Is the Windshield Cleaner Kept Full?
 - Are the Clerks Attentive?
 - Are the Bathrooms and Store Kept Clean?

Do We LISTEN TO THE CUSTOMERS?

- What are the Students Saying About us on Their Social Media?
- The Companies Who Hire Our Graduates?
- The Community?
- The Politicians?
- Faculty and Staff?

- How Easy is it to Register, Pay Bills, etc.?
- Can You Get That Elective Class That You Need to Graduate?
- How Much Time do Faculty and Staff Waste Doing “Luddite” Work Because We Won’t Buy Better Software?
- How Much Does MSU Bozeman Support Research Effort vs. Us?

Retention and Recruiting to Re-Align



- Do we Expect to Fill Vacancies?
- [montana-tech-releases-draft-plan-to-eliminate-programs-faculty-positions](#)
- [students-faculty-others-voice-objections-to-montana-tech-draft-plan/](#)
- [second-draft-of-tech-alignment-plan-restores-some-positions-degrees](#)

What If in Fall 2019...

- The Students Flock to Montana Tech Wanting to Get in on: [butte-residents-turn-out-for-health-care-training-center-unveiling](#)
- Or We Go Back to 300+ Freshmen Wanting to be Engineers?
- Or Oil Goes Back to \$\$\$/Barrel and Petroleum is Inundated?
- Or...
- Etc.

Financial Emergency?

- If Yes, then Declare it.
- If we don't do Something Soon we will be, then Declare it.
- If NOT, then perhaps we should check the temperature of the beer, the attentiveness of the clerk, the fullness of the windshield washer bucket and condition of the squeegee, the layout of the snacks, and the cleanliness of the bathroom, before we decide to eliminate staff, stop selling this brand of beer and that brand of candy. And embark on a re-model of the store.
- If the beer is warm, it doesn't matter how nice the siding looks.