

Faculty Senate Minutes

2/15/2019

10-11:05 a.m.

Highlands College 112

Attendance: Scott Risser, Jackie Timmer, Dan Autenrieth, Jeanne Larson, Alysia Cox (for Karen Wesenberg-Ward), Matt Egloff, Chad Okrusch, Peter Lucon, Tony Patrick, Ulana Holtz, Stella Capoccia, Phil Curtis, Mary North-Abbott, Doug Abbott, Atish Mitra

- I. Welcome and Minutes ([Faculty Senate Minutes Link](#))

Motion to approve past minutes of meeting and seconded. Motion passes.

Action Items

- II. Emeritus Application - Dr. Doug Cameron

Was presented by Alysia Cox (see attachment).

Motion to forward recommendation for Emeritus Status and Seconded. Motion Passes.

- III. CRC Recommendations

On hold to give senate at least 2 weeks for looking at documentation before discussing / voting on it. Will be taken up during next meeting.

Informational Items

- IV. Committee updates:
 - a. Teaching Community

No discussion as no representative present

- b. Research Mentors

No discussion as no representative present

- c. Budget

The senate representative (Chad Okrusch) requested that he steps down and someone with accounting background volunteers to represent the senate instead. However, he agreed to continue till someone else volunteers.

- d. Campus Committee Assessment

(Senate Chair presented): Subcommittee (led by Courtney Young) has prepared a matrix of committee lists (see attachment) of the current status of committees. Requested to sit down with Provost Abbott

and go over it and see if any changes necessary (change of scope, whether reports to senate, whether there are some redundant committees, etc.). (Question from senator): whether the matrix clearly mentions the charter of each committee. (Reply from Chair): some are in the handbook; some should be obvious from committee names. (Suggestion from senator): the National award committee should be encouraged by having faculty senate support. Phil Curtis volunteered to help with further work on the matrix. (Question from senator for Provost Abbott): requests there be similar activity for admin committees?

e. Chancellor Search Advisory Committee

(Senate Chair reported): Yesterday the pool of semifinalists was identified. Interviews planned in March and on campus finalists expected after spring break. Deputy commissioner expected to send out a more detailed report sometime today.

Discussion Items

V. Campus Retention Efforts

a. Efficacy of mid-term grades (20th and 40th day)

(Comment from senator): There is a feeling that mid-term grades (specially 20th day grades) create urgency and stress in students as they are concerned if they will pass – and leads to possible dropping – when recovery is possible if they persist. Questions how the 20/40-day grade reporting started and what purpose it serves. (Response from senator): it provides a good opportunity of advisors to intervene and talk to the students after the 20/40-day reporting and help them take corrective action. (Response from Chair): have noticed that student athletes have been talked to by the coach after mid-term grades, and that produced positive results. (Responses from senators): suggests that 20th day grades be moved further down to be to be useful. 20 day too soon to give an exam, so evaluation is not accurate. Even 40 day grade barely before halfway mark - may not be accurate evaluation. (Question from senator): is there data to see if there is any effect – good or bad – of mid-term grades? Focus should be on UNSAT grades, and useful data will be how many UNSATs convert to DROP vs successful graduation. (Response from senator): There is departmental data (small cross section) that approx. 85% of students improve after mid-term grades. (Comment from senator): Students (justifiably) hate having a F on their grade. Individual faculty can advise the students who come to them to drop to stay and work harder. (Comment from Chair): There are many ways to use analytics: faculty gives grades, but are they also supposed to be active retainers of students, or is that more job the of retention experts? If faculty is responsible for actively retaining students, they have to commit a lot of department time on it. (Comment from senator): some departments spend a lot of active time in student retention, but such effort is often not measurable or recorded. (Question from senator): should retention be a campus wide effort or individual department effort? (Comment from senator): MSU reports 75% retention, which is commendable. (Comment from senator): MSU has an engineering program which focuses on non-calculus mathematics, which makes student retention easier.

b. Advising

No discussion as no representative present

VI. Workload Equity

(Comment from Chair): This is a complex issue. Discussed an article from Inside Higher Ed ([New research says some straightforward interventions are effective in addressing faculty workload disparities](#)) Would be useful to have transparent charts where every faculty member has a clear understanding where they are with respect to other faculty. Corrective actions are easier to take when clear picture is available. We need to ask the question: is there an issue on less than equitable load distribution on campus? Is the senate interested in assessing if there is an issue – before deciding if any intervention is necessary? (Question from senator): can this made part of faculty satisfaction survey? (Response from senator): some departments are already working on it. (Response from senator): argues to have the survey separate without identifying info. (Comments from senators): Comparisons between departments are not meaningful as standards are different, so any comparison should be within individual departments. (Comment from visitor): At one time, experienced faculty were mentoring new faculty for teaching. These days this does not happen and new (specially pre-tenure) faculty have it more difficult with last minute changes in course allotments. (Comment from Chair): good that both SME and CLSPS are discussing initiatives to this. Discussion about whether there is need for a motion at this stage? (Comment from senator): better to give individual colleges/ departments time to look at it, and then come back and discuss again.

VII. Other Items

(Comment from Chair): Senate thanks Provost Abbott for his response to senate queries about the interim chief financial officer.

Motion to adjourn and seconded.

	Committee/Chair	Chair	Reports to	Meetings		Charge	Needed	Membership	Merged/Eliminated
Admin	Athletic	Matt Stepan?	Chancellor	Resent to Matt		See Appendix A of FSHB, page A1			
Admin	Behavioral Intervention Team	Carrie Vath	Provost and OCHE	At least semesterly but as needed		See Appendix A of FSHB, page A1	Yes	Yes	No – chair serves as the gatekeeper for all BIT cases and deploys the team as needed. If the chair cannot handle the situation, the two counselors are brought in if they are needed to take action/assist but are not on the BIT
Admin	Bookstore Advisory Board	Laurie Vandel	The Bookstore Advisory Board has not met in years. It was an orphan committee which met each semester, again, several years ago. I have not felt it necessary to go through a Board to take issues to our administration or faculty. See Appendix A of FSHB, page A2						this committee should be cancelled
Admin	Campus Access	Cricket Pietsch and Amy Lorang	Provost	Annually but not lately		Determine ways of dealing with Campus Access (both physical and digital) and making sure it is compliant with ADA regulations. See Appendix A of FSHB, page A2	Yes	Too large	No – however this is more of a recommending body – improvements would actually go through facilities – Doug Evans should be Chair?

						Oversee the annual planting of the flowers on campus, the bulbs on campus that bloom in the spring, the deciduous trees that were planted on campus last spring, and planting native plants with Robert Pal on the hillside above the football field. See Appendix A of FSHB, page A2			
Admin	Campus Landscape	Rita Spear and Roget St. Aubin	Chancellor	At least semesterly			Yes	Too small	NO – we need a long term strategic plan like MSU (see attached)
Admin	Computer and Telecommunications Advisory					See Appendix A of FSHB, page A4			
Admin	Educational Outreach Advisory					Not in Appendix A of FSHB			
Admin	Employee Recognition		RESENT			Not in Appendix A of FSHB			
Admin	Faculty Advisory Committee for College Relations and Marketing Office	Defunct	Not in Appendix A of FSHB. Courtney is right, this was created back when Ray Rogers and Tony Campeau were here. The Office of College Relations and Marketing covered what are now elements of Enrollment Services, Enrollment Management and Recruiting (Carrie Vath and Stephanie Crowe), and Public Relations (Joe McClafferty's staff). Because that office doesn't even exist as such any longer, I think this committee should be dissolved. Those offices now seek input through other channels.						

			This is no longer a public committee. For the past few years, the previous Dir. of Financial Aid made all of the rulings. This Year Shauna and I decided to reform the committee. The membership includes: Shauna Savage, Leslie Dickerson, and myself. We consult with Doug Abbott as needed. The committee meets to discuss every appeal that is submitted each term (~15). We meet as the appeals come in because there is a need to make a decision quickly. This Fall the committee met 8 times. Appendix A of FSHB, page A5						
Admin	Financial Aid Appeals	Carrie Vath							
Admin	Financial Education Advisory	Carrie Vath							Should be cancelled
Admin	Library	Charie Fought	Faculty Senate and Scott Juskiwicz	At least semesterly	Support the university library to the benefit of the strategic direction of the university, its faculty and students		Yes	Yes	No
Admin	Motor Pool				Not in Appendix A of FSHB				
Admin	Parking Appeal	Denise Herman	Mary Durkin	Weekly	Review appeals against parking citations received on campus. Not in Appendix A of FSHB		Yes	Yes	Could be combined with the Traffic and Parking Committee but this committee has a narrow focus and only meets 30 min at a time
Admin	Recycling	Catherine McKillips	Orphan?	At least semesterly	Develop a comprehensive, long term recycling program for the MT TECH Campus to recycle materials such as aluminum, plastic, paper and cardboard by educating the campus, providing bins, and applying for grants. Not in Appendix A of FSHB		Yes but needs change	Yes but only 2 are active	NO – the committee needs active members and could use some help. A new student club? Copper Club?
Admin	Retention Efforts				See Appendix A of FSHB, page A3				
Admin	Safety				Appendix A of FSHB, page A9				
Admin	Staff Senate				Appendix A of FSHB, page A9				
Admin	Strategic Planning	Defunct?	Chancellor & Provost	Not in several yrs	Develop, implement, assess, analyze, and revise, as necessary, the Strategic Plan. Appendix A of FSHB, page A10		Yes but new members needed and	It was too large (~40)	May be needed following Program Prioritization
Admin	Student Disciplinary Appeals	Carrie Vath	Dean of Students	As needed; it has not met lately	To hear any students who feel that a disciplinary action for non-academic misconduct is unjust. Appendix A of FSHB, page A10		Yes	Yes	The committee needs to be in place in case of an appeal

Admin	Student Union & Activities Advisory Board									
Admin	Student Wellness	Cricket Pietsch	Orphan	2 times a semester	Appendix A of FSHB, page A10		Yes	Yes (at 17)		Just combined with Rape Prevention Education Team which are supported by grants. Helps with Retention.
Admin	Sustainability	Defunct			Not in Appendix A of FSHB		I think the committee is dead. We last met when Frank was still chancellor.			
Admin	Traffic and Parking	No one appointed			Appendix A of FSHB, page A10					
Admin	Veteran's Task Force	Janet Friez is the Chair	Dean of Students	Annually to review nominations for the veteran of the year award	Provide and assess services geared towards veterans. Janet(Chair) is responsible for making sure the veterans lounge is stocked with supplies, Cricket does this on the South Campus and she oversees the veterans orientation session in Fall and spring. She also does all of the planning for the awards dinner. Not in Appendix A of FSHB.		Yes; however, there are discussions about rethinking this committee	There needs to be one individual to manage the veterans lounge, the orientation, and the dinner		This probably does not need to be a committee but the responsibilities need to be given to someone. Janet has been willing to manage it this Fall but needs to hand it over to someone else- She doesn't have the time. It should be someone on a 12-month contract or a faculty member that will manage and work for free
Admin	WEB Guidance	Diane Warthen	Orphan?	Once a semester	Recommend policies regarding all Montana Tech Web pages, recommend standards, ensure that there is an ongoing process of content review and adherence to the standards. Appendix A of FSHB, page A11		Unsure but not very active	Probably too large		No
Admin	Wellness Champions	Cathy Isakson	Orphan - MUS Wellness	Regularly as needed	Appendix A of FSHB, page A11		Yes	Yes		No
Admin/Union	Merit Award	Theresa Stack	Provost	Twice a year	Select up to 6 candidates for merit and summarize findings to Provost. Appendix A of FSHB, page A8		Unsure – we follow FSHB	No – we need odd number		Combining with the Employee Recognition Committee makes sense but faculty prefer to be recognized by their peers?
Faculty	Academic Standards					See Appendix A of FSHB, page A1				
Faculty	Collegiate Evaluation	Jerry Downey				See Appendix A of FSHB, page A2				
Faculty	Curriculum Review					See Appendix A of FSHB, page A4				
Faculty	General Education Review	Hilary Risser				Appendix A of FSHB, page A6				
Faculty	Graduate Council	Bev Hartline				Appendix A of FSHB, page A6				
Faculty	Instructional Improvement	It is not Frank Ackerman				Appendix A of FSHB, page A7				What Hillary is doing for Faculty Senate is exactly the charge?

Faculty	National Student Awards	Marisa Pedulla	Provost	Numerous!	Appendix A of FSHB, page A8		Yes	Yes (excluding point persons)	No
Faculty	Research Advisory				Appendix A of FSHB, page A8				
Faculty	Undergraduate Research	Katie Hailer			Appendix A of FSHB, page A11				
Faculty	Writing	Dawn Atkinson							
OCHE	Benefits (Inter-Unit)					See Appendix A of FSHB, page A1			
Shared	Academic Freedom & Tenure	Scott Risser	Provost	As needed		See Appendix A of FSHB, page A1	Yes	Yes (might consider going from 3 to 5)	Could share with Union Grievance but may be best as is
Shared	Cultural Events	Michael Masters	orphan	At least semesterly		Organize and promote cultural events that help tie with the community of Butte including but not limited to music, art, international dinner, etc. See Appendix A of FSHB, page A4	Yes – MT Tech and Butte need this	Yes	No
Shared	Diversity & Inclusivity					Not in Appendix A of FSHB			
Shared	eLearning Advisory	Kathy Stevens	Provost	At least once a year		Facilitate distance learning at Montana Tech, which included growing online programs and courses, helping faculty with technology, and providing support to the online teaching environment. See Appendix A of FSHB, page A5	Yes – huge potential here	Yes	No – we became part of an MUS initiative from OCHE – however, when Tom Gibson left, the support dwindles so MUS committee does not meet as much – a faculty member needs to be the chair
Shared	Faculty Service	Tim Kober				See Appendix A of FSHB, page A3 and A6 (looks like some fixing to do)			
Shared	Grievance				Appendix A of FSHB, page A6				
Shared	Moodle	Casey Vanatta	IT	At least once a year	-Inform departments of changes and modifications upcoming to Moodle		Yes	Yes	Could be combined with Distance Learning, On-line learning, e-learning, etc.

January 22, 2019

ITEM # XXX

Request for authorization to confer the title of Professor Emeritus of Chemistry on Dr. Douglas Cameron – Montana Technological University

THAT

Upon the occasion of the retirement of Professor Douglas Cameron from the faculty of Montana Tech, the faculty wishes to express its appreciation for his 29 years of dedication and valued service by requesting the rank of Professor Emeritus be conferred upon him by the Board of Regents of Higher Education.

EXPLANATION

Dr. Douglas (Doug) Cameron was born and raised in Butte Montana, where his family owned and operated a local trucking company. Doug worked through high school and college hauling freight and moving furniture. He graduated with Honors from Montana State University with a B.S. degree in Chemistry. He attended Purdue University earning his M.S. (1978) and Ph.D. (1979) degrees in Analytical Chemistry. His graduate work focused on the use of tandem mass spectrometry to study both low and high-energy, gas phase, ion/molecule reactions.

Dr. Cameron began his professional career as a Senior Research Chemist for Unocal Corporation in the Science & Technology Division developing analytical methodology to support oil exploration, production and processing. He joined the University of Wyoming Research Corporation Western Research Institute as a Senior Research Chemist exploring the chemical composition and use of tar sands and oil shales for crude oil production and the chemical analysis of asphaltenes. At that time he was also an Adjunct Professor in the Chemistry Department at the University of Wyoming. Subsequently, he joined Los Alamos National Laboratory as a Staff Member in the Analytical Chemistry Group where he explored the development of a transportable gas chromatograph/mass spectrometry system for chemical analysis in support of environmental and national defense initiatives.

In 1990 Dr. Cameron accepted a position as an assistant professor of chemistry at the Montana College of Mineral Science and Technology. He was promoted to associate professor in 1993 and to full professor in 1999. He served as Interim Department Head in the Chemistry & Geochemistry Department for the 1997-1998 academic year, Department Head in Health Care Informatics and Pre-Professional Health Studies from 2003 to 2006, and as Department Head in Chemistry & Geochemistry, from 2005 to 2012.

Dr. Cameron has served on numerous committees on the Tech campus including Assessment Committee, General Education Committee, Advising/Retention Committee, Strategic Planning Committee, Curriculum Review Committee, Instructional Improvement Committee, Chancellor and Vice-Chancellor Search Committees, and numerous Departmental Search Committees. He was also very involved with recruiting students to Tech through the Dine with the Chancellor which traveled to various cities in Montana to visit with high school administrators and counselors to enlighten them about the programs and advantages for students attending Tech. Dr. Cameron traveled to high schools throughout the State doing Chemistry Magic Shows and talking about programs at Tech. He has also served the Southwest Montana Regional Science Fair as a Judge for over 25 years. He was active in the State and Regional sections of the American Chemical Society serving as the State treasurer for 13 years and organized several Montana Section conferences as Montana Tech. He served as Chairmen of the Awards Committee for the Northwest Region of the American Chemical Society for three years, and was an active member of the local chapter of Sigma Xi, serving as the local treasurer for five years. He coordinated the Mile Marker 73 Fund Raiser to help defray the medical expenses for several Tech students who were involved in a deadly car wreck in 2012.

For 28 years Dr. Cameron has taught courses primarily in General (College) Chemistry, Honors General Chemistry, Analytical Chemistry and Advanced Instrumental Analysis with labs. He developed special topics classes in Problem Solving in Chemistry, which eventually morphed into the Pre-Professional Studies courses, and advanced courses in chromatography and mass spectrometry. He co-developed courses on the spectroscopic identification of organic compounds, fate and transport of organic compounds in the environment, and computational chemistry. Dr. Cameron has been responsible for the maintenance and repair of most of the chemical instrumentation in the Chemistry Department; and, he has instructed a large number of chemistry students and students from other departments on campus on the use of this instrumentation for their undergraduate and graduate research. Dr. Cameron developed the initial Pre-Professional Health (PPH) Studies at Tech to assist students interested in attending professional health schools. Along with other Tech faculty, he has been advising these PPH students for nearly 20 years. He has taught the Freshman PPH seminar from its inception along with a Current Topics in Health Care seminar and an entrance exam preparation course. The PPH studies has also been a very successful recruiting tool for the Chemistry and Biology programs. Dr. Cameron developed Tech's first Honors Program and served as the Chair of the Honors Program Committee for several years along with teaching in the Honors Seminar Classes. In addition, he organized and was the group leader for three short-term studies abroad for Tech students, faculty and staff, traveling to Italy, Ireland and Spain.

Dr. Cameron was an active researcher while at Montana Tech serving as the research advisor/mentor to 18 undergraduate chemistry majors and seven M.S. students. Throughout his career he has 12 peer-reviewed publications, 11 published Governmental Reports, 6 published conference proceedings, and 37 conference presentations. He was successful in acquiring over \$440,000 in external funding for research as the Principle Investigator (PI) and an additional \$400,000 as a Co-PI. He assisted Dr. Doug Coe as one of several Co-PI's in successfully receiving three NSF-STEM grants for \$1.6 million dollars for the Montana Minds, Scholarships for Science and Engineering Students.

In the community, Dr. Cameron was instrumental in establishing soccer as a varsity sport in Butte High School. He served as vice president and president of the local youth competitive soccer club and was a coach and referee for several years. He also served as a high school soccer referee for the

Montana High School Association. He has been a member of the Butte Exchange Club service organization for many years helping to raise money and awareness for youth and local civic projects and to raise awareness and prevent child abuse. He is currently on the Board of Directors for the Exchange Club. He is also a Board Member for the Jacob Wheeler Foundation. This group works to raise awareness of and prevent suicide and provides scholarships to local high school students as part of the awareness process. Dr. Cameron was ordained a Deacon in the Catholic Church several years ago and serves the Holy Spirit Catholic Church in a number of duties. He also volunteers at St. James Hospital as an on-call chaplain primarily in the evenings.

Based on his accomplishments in teaching, research and service, the Chemistry and Geochemistry Department of Montana Tech is pleased to nominate Professor Douglas Cameron as Professor Emeritus of Chemistry and Geochemistry at Montana Tech together with all the rights, privileges, and honors thereto appertaining.