

**Faculty Senate Minutes**  
**10/23/2020**  
**1-2 pm**  
**HSB 202 and Virtual Meeting via Zoom**

**In Person:** Charie Faught (Chair), Peter Lucon (Vice-Chair), Ulana Holtz, Atish Mitra (Secretary)

**Zoom:** Karen Wesenberg, Rita Freebourn, John Ray, Tony Patrick, Matt Donnelly, Katherine Zodrow, Glenn Shaw, Sue Schrader, Dan Autenrieth, Ron White, Richard LaDouceur, Courtney Young, Matt Egloff

Quorum@ 1:00 pm

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

Approvals for October 9, 2020 Meeting Minutes.

Motion to approve, and seconded. **PASSED.**

**Action Items**

- II. CRC Items
  - a. None to date (New CRC form in use)
- III. FS Handbook language on Department Standards (see page 3)

In the last senate meeting, senators were requested to get feedback from their respective departments on this topic. Multiple senators reported that their departments are generally in favor of the suggested addition to the FS handbook.

Motion to approve. After some discussions, motion changed to “motion for approval at senate - to bring this for voting at the upcoming full faculty meeting”. Motion seconded. **PASSED.**

Chair: Will bring this as action item in upcoming full faculty meeting.

**Informational Items**

- IV. Faculty Satisfaction Survey

Chair discussed the faculty satisfaction survey; will be presented in detail at the full faculty meeting.

V. Activities and priorities for the upcoming year

a. October Full Faculty Meeting

Motion to have full faculty meeting on 6<sup>th</sup> Nov (1:00pm), and seconded. **PASSED.**

b. Adding Pronouns to E-mail Signature

Chair discussed mail from LGBTQ+ group (student group) – see page 4.

c. Strategic Planning

Chair: More faculty members have been added to the group, and group will meet in two weeks to do more brainstorming. The senate chair and vice-chair are members of the group.

VI. Other Items

- a. Discussion on forwarding the proposal for Larry Smith's emeritus status to Chancellor for approval. Glenn Shaw presented a request for emeritus status of Larry Smith in both geological engineering and Bureau of Mines (MBMG. Motion to approve, and seconded. **PASSED.**

Motion to adjourn @1:50pm

V.

## Montana Tech Faculty Association CBA Article 23 Department Performance Standards

*Evaluation of faculty members for purposes of promotion and tenure shall involve consideration of appropriate Department Performance Standards of the respective academic units. Wherever possible, within faculty evaluation materials, evaluators shall describe the faculty member's progress based on Departmental Performance Standards. Distribution of approved Department Performance Standards to appropriate faculty prior to initiating the evaluation process will be done by the appropriate dean or the dean's designee.*

*In the event that a department wishes to modify Department Performance Standards, the department head will initiate this process by submitting to the appropriate dean the modification, a rationale for this modification, and evidence that a simple majority of department faculty support this modification.*

*Once the proposal for modification has been submitted, it must be approved by the appropriate dean, Provost/VCAA, and the Chancellor. A faculty member pursuing tenure and or promotion must satisfy the Department Performance Standards in effect when he or she began employment with Montana Tech or any subsequent Department Performance Standards modifications, provided that there has not been a gap in continuous employment at Montana Tech (excluding summer, leave of absences, and sabbaticals). The faculty member applying for tenure and or promotion is responsible for identifying the appropriate Department Performance Standards within his or her application cover letter. Once identified, the faculty member must adhere to that version of the Department Performance Standards in its entirety, and may not utilize any other version for that application year."*

## FW: Adding Pronouns to Email Signature- For Faculty Senate Discussion

Faught, Charie <CFaught@mtech.edu>

Thu 10/22/2020 3:28 PM

Everyone-

Per the faculty senate agenda, here is the e-mail regarding the use of pronouns.

Best,

Charie Faught

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**From:** Crooker, Cheyenne <ccrooker1@mtech.edu>

**Sent:** Monday, October 12, 2020 1:49 PM

**To:** Faught, Charie <CFaught@mtech.edu>

**Subject:** Adding Pronouns to Email Signature

Dear Charie,

The LGBTQ+ club has asked if any Montana Tech faculty would be willing to add their preferred pronouns to their email signature. Carrie Vath has placed it on the Executive Team meeting agenda as well. Is this something you could bring to faculty senate? If there is anything I can do to help, please reach out.

**Below are two links to examples of pronouns on an email signature:**

1. <https://academicguides.waldenu.edu/diversity-inclusion/pronouns/signatures>
2. <https://lgbt.ucsf.edu/signature-samples>

**Below is a link to an article about why adding pronouns to our everyday work is important:**

1. <https://www.cultureamp.com/blog/sharing-gender-pronouns-at-work/>

**Directions to Update your email signature:**

1. Open a new email message
2. On the main ribbon, click on "Signature"
3. Edit or Add your signature
4. Save your signature

Kind regards,

Cheyenne

### CHEYENNE CROOKER

*Admin Assoc III for*

*[Interdisciplinary Arts & Sciences](#), [Writing](#),*

*[Electrical Engineering](#), and [Dean Trudnowski](#)*

[406.496.4275](tel:406.496.4275) | [ccrooker1@mtech.edu](mailto:ccrooker1@mtech.edu) | [Main 108A](#)



Preferred Pronouns: She, Her, Herself