

Minutes- Faculty Senate meeting of February 12, 1999

Members present- Doug Cameron, Curtis Link, Mary McLaughlin, Larry Smith, Don Stierle, Courtney Young

Visitor- VCAAR Dan Bradley

Recorder- Don Stierle

VCAAR Bradley came in to discuss the new Director of Educational Outreach position. The Senate had just sent a memo to VCAAR Bradley and Chancellor Gilmore regarding the new position (memos are attached). Bradley wanted to help the Senate understand the new position better. He stated that a committee was set up to look at this new position last semester and concluded that Montana Tech needed to enhance its continuing educational courses and start to get in the distance learning game. He said that the wording of the January 12, 1999 memo from Chancellor Gilmore was unfortunate and that this was really not a New position. No new money has been diverted for this position because a new computer center director has not been appointed. Due to a reorganization in the computer center, the computer center position will not be appointed until spring and it may not be filled at all. Bradley said that the new Director of Outreach position will hopefully be self supporting in the next three years. He also said that the full time coordinator position of Mary Yerkich was also not a new position. It was pointed out that Jim Michelotti did drop from one half to one third time teaching as he assumed his new position. The Senate told Bradley that the motivation to send our memos was to reaffirm that we were interested in a collegial relationship with the administration and that this surprise seemed not to be very collegial. Bradley stated that he will try not to surprise the faculty in the future and that any new committees that he forms in the future will have a Faculty Senate representative.

The Senate talked to Bradley about the Department Head Description. Bradley said that he wants to see a general consensus on the description by a faculty vote at the Faculty meeting on Thursday, February 18. He said that the description may have to be fine tuned after the Deans Description is finished. He stated that this description will bring Montana Tech closer to shared governance.

The Senate agreed to invite Regent Margie Thompson to one of our next meetings to talk to her about the Legislative session and about the new BOR planning document(attached). The Senate has some problems with this document and wants Regent Thompson to hear these problems. Stierle will set up a time with her.

The Senate needs to get going on revision of the Handbook. We should be able to do quite a bit of it by e-mail. Stierle said that he will try to get a copy of it electronically so we can start to send it around.

of The University of Montana

MONTANA TECH

Butte, MT 59701

MEMORANDUM

TO: Frank Gilmore, Chancellor
FROM: Faculty Senate
DATE: February 10, 1999
RE: New Administrative Positions

On January 21st, Faculty Senate Chairman Don Stierle met with you regarding the creation of new administrative positions, namely, the Director of Educational Outreach. This memo is to make clear the position of the Senate on this matter.

First, since resources are limited and because there are many needs to improve faculty staffing, any new creation of administrative positions is of great concern to the faculty. The faculty should be consulted before such positions are announced and with due consideration of alternative needs. The faculty deserves an explanation of where the new monies will come from to support new administrative positions.

Second, the creation of the Director of Educational Outreach position is independent of how the Computer Center will continue to be administered and staffed. If, as state in your memo of January 12, a replacement of the Director of Computing and Telecommunications is to be filled by July 1, 1999, then clearly new administrative positions have been created. These positions represent more than merely a shift in current responsibilities and duties.

Finally, the Faculty Senate would like to see a global hiring plan for the entire campus. We would like to see less of these surprise decisions regarding new positions and more effort being made to work with the faculty in an open, collegial manner. We need consensus about important future changes in staffing at Montana Tech.

As always, the Faculty Senate is ready and willing to meet with you regarding this and any other matter concerning the improvement of the quality of education at Montana Tech.

of The University of Montana

MONTANA TECH

Butte,MT 59701

MEMORANDUM

TO: Dan Bradley, interim Vice Chancellor for Academic Affairs
FROM: Faculty Senate
DATE: February 10, 1999
RE: New Administrative Position

The creation of a new Director of Educational Outreach and supporting full time coordinator came as a complete surprise to all members of the faculty. This announcement was particularly disappointing to members of the Faculty Senate who give great amounts of time and energy to be a voice for the faculty on important decisions that impact Montana Tech. This memo is to make clear our position on this matter.

First, the creation of a new administrative position should be of great concern to you and the faculty that you represent. Several departments are severely understaffed and we are often told that replacements can not be made. Yet, an entirely new administrative position is created with **no** consultation with this same faculty that is required to accept staffing short falls.

Finally, the process of making important decisions such as these should be more visible to members of the faculty. There needs to be a greater concern with informing and calling for active participation of the faculty in the process that leads to these kinds of decisions. This is particularly true in times of severe resource constraints. When financial times are rough greater consensus is needed so that all feel they are sharing the burden fairly.

We hope you will continue efforts at supporting the faculty and its staffing needs. We are at the point where resource limitations will affect the quality of education this institution has to offer. As always, we are anxious to discuss this and any other matter that will help improve the future educational excellence of this institution.

DRAFT

BOARD OF REGENTS'
PLANNING DOCUMENT

VISION

We will balance quality, access, cost, and accountability in a unified higher education system focused on educational outcomes and committed to preparing Montana citizens for the future. We will aggressively pursue the use of technology to provide high-quality educational experiences to students, broaden access to programs, promote lifelong learning, and more efficiently manage resources. We will develop an educated citizenry prepared to meet the challenges of the 21st century and lead productive lives. We will focus on learning over teaching, delivering programs when and where students need them, and at a price students and Montana's taxpayers can afford. We will operate with a consumer orientation, driven by market considerations and promoting entrepreneurial behavior in a diverse campus environment.

GOALS

1. Evaluate all programs, services, policies, and resource allocations by the degree to which they contribute to successful student learning.
2. Identify opportunities to redesign and use new technologies to improve processes, achieve cost savings, and redirect staff time to improve productivity.
3. Implement proficiency-based admissions throughout the Montana University System on each campus and for specific programs.
4. Award all degrees based upon outcomes rather than the accumulation of credits.
5. Emphasize excellence in communication skills, the use of technology, problem-solving, critical thinking, and collaborative learning in all programs.
6. Develop further mechanisms for access by full use of technology-mediated instruction to provide equivalent educational opportunities to off-campus and non-traditional students.
7. Coordinate course and program requirements, credit transferability, and delivery on a statewide basis with diminished emphasis on geographic regions.
8. Resources
 - a. Require all units to move toward allocating 5% of annual budgets to staff development.
 - b. Require long-term planning for technology and funded depreciation of technology assets.
 - c. Integrate plans for managing deferred maintenance into regular budgets.
 - d. Make resource allocations dependent upon a long-term plan for library and information resources.
9. Measure faculty productivity by contributions to student learning.
10. Seek collaborative partnerships with other education, government, business, community, and student entities, including the Montana legislative process.

ACTIONS

Develop a coordinated systemwide master plan to respond to the long-term enrollment and educational needs of Montana students. This plan should address:

- a. facilities utilization, including deferred maintenance;
- b. academic program development and the use of technology;
- c. faculty and staff development;
- d. funding;
- e. enrollment planning that incorporates the workforce needs of Montana, expands two-year educational opportunities, and supports the state's economic development initiatives; and
- f. coordination and cooperation with K-12 to encourage more high school graduates to pursue higher education opportunities in Montana.

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