The University Senate of Michigan Technological University

To: Senators, Alternates, and Liaisons
From: Robert Hutchinson, Senate President
Date: March 20, 2024
Subject: Agenda for University Senate Meeting #699
Copies: President, Provost, Board of Trustees Secretary, Vice Presidents, Library, Staff Council
            Chair, *Tech Today,* Michigan Tech *Lode*

Meeting #699 of the University Senate of Michigan Technological University will convene at 5:30
p.m. on **Wednesday, March 20, 2024 in DOW room 642.**

Senators are responsible for making their constituents aware of the agenda for this meeting.
Senators who are unable to attend should arrange for their alternates to attend in their place.

Agenda	Time
Call to Order	
Roll Call of Senators and Recognition of Visitors	**5**
The quorum was met.	
Absents: Lindsey Wells, Quincy Higgins, and Karlee Westrem (non-voting).	
Approval of Agenda	**2**
The agenda was approved.	
Approval of Minutes from Meeting	**5**
The minutes of meeting #698 were approved.	
Presentations	**30**

    a.   Chief Human Resources Officer, Dan Carney: [Staff Compensation Structure Initiative](#)

Their objective is to deliver performance-based compensation that is both competitive and equitable, adhering to regulatory standards and financial prudence. They aim to provide a well-rounded compensation package that includes fair base pay and extensive benefits, structured around market insights. Employee pay is determined by evaluating their skills, experience, and performance, ensuring everyone's remuneration aligns with their contributions. Through efficient and consistent pay administration, they support the university's strategic goals and commit to the responsible management of compensation practices.

At Michigan Tech, the dedication and drive of our staff are central to our mission and growth, emphasizing the importance of fostering and retaining top-tier talent as a strategic priority. Currently, our pay practices are outdated, leading to issues like inconsistent pay, unclear career progression, diminished morale, and challenges in attracting and keeping skilled staff. The envisioned future includes a new, robust compensation system and governance structure that will create clear job classifications and equitable pay administration. This modernized approach aims to reinforce our commitment to the staff and enhance Michigan Tech's capability to secure and support the talent necessary for our objectives.

The initiative is composed of five strategic phases to refine staff compensation at the University. Starting with a comprehensive review of existing pay practices completed in January 2023, it has progressed to the current second phase of gathering data, formulating a compensation philosophy, establishing benchmark groups, and crafting a communication plan. Concurrently, the third phase involves structuring job families,

defining job groups and levels, and setting guidelines for job titles to bring uniformity to the University's job hierarchy and evaluation methods. Upcoming steps include a market review to determine competitive pay bands for each position and the final phase, which will design a governance framework to guide consistent pay practices and update HR policies accordingly.

President's Report 5

Robert Hutchinson, Senate President: As president, it's been a privilege to lead and to announce my candidacy for re-election. While presiding over meetings limits my chance to speak for the College of Business, I want to highlight a significant proposal 6-24, which has evolved from collaborative efforts and addresses the recognition and security of instructional track faculty. This proposal builds on past efforts to enhance titles and acknowledgment for these essential faculty members. I was particularly touched by a colleague's recent recognition, underscoring the impact of our initiatives. Academically, our instructional faculty are expanding, yet their presence is smaller here compared to other institutions. Especially in our College of Business, they constitute a substantial portion. Contributions from these faculty members, including those on the executive committee, have been invaluable in shaping the proposals that aim to bolster their participation and stability within the university.

Committee Reports 10

a. Academic and Instructional Policy – Chair Paniz Hazaveh
    They will present proposal 6-24 tonight.
b. Administrative Policy – Chairs Jon Sticklen and Eric Seagren
    They have finished the Chair Search and Evaluation proposals.
c. Curricular Policy – Chair Paul Bergstrom
    They have finalized all the proposals that they were working on, ready to be presented in the Senate.
d. Committee for Promoting and Facilitating Equity and Understanding – Chairs Lanrong Bi and Sangyoon Han
    They have finished analyzing the students' mental health survey and will be presenting the results in the next senate meeting.
e. Elections – Chair Laura Fiss
    Laura Fiss: In your inboxes, you will find a nomination form for Senate officers where you can nominate yourself or someone else. Make sure to confirm with anyone before nominating them. The review of eligibility is ongoing, and the deadline for nominations is March 25th. If you encounter issues or wish to make multiple nominations, it's permitted to submit the form more than once.
f. Finance and Institutional Planning – Chair
    Nothing to report.
g. Fringe Benefits – Chair Patrice Cobin
    Nothing to report.
h. Information Technology – Chair
    Nothing to report.
i. Professional Staff Policy – Chair Christine Grotzke
    Nothing to report.
j. Research Policy – Chair Kelsey Kocher
    Nothing to report.

    k. Ad Hoc Committee Reports
        a. Ad-hoc Academic Calendar Committee
           Nothing to report.

Unfinished Business

    a. Proposal 6-24: "Proposal to Modify Sections 2.1 and Appendix L of the Faculty Handbook to Update Instructional Track Faculty Reappointment and Promotion Review" Presented by: Academic and Instructional Policy Committee (Voting Units: Academic)

    Paniz Hazaveh presented the proposal.
    The proposal was discussed.
    The proposal was approved unanimously with no objection.

New Business
    20

  a. Proposal 7-24: "Proposal for a Graduate Certificate in Foundations of Cybersecurity"
    Presented by: Curricular Policy Committee (Voting Units: Academic)
  b. Proposal 10-24: "Minor in Ecological Engineering" Presented by: Curricular Policy
    Committee (Voting Units: Academic)
  c. Proposal 14-24: "Establishment of a Doctor of Philosophy in Manufacturing Engineering" Presented by: Curricular Policy Committee (Voting Units: Academic)
  d. Proposal 17-24: "Bachelors of Science in Aerospace Engineering" Presented by: Curricular Policy Committee (Voting Units: Academic)

    Paul Bergstrom presented the above proposals. He emphasized that Proposals 12-24 and 17-24 are very important and asked the senate to pay attention to them.
    One of the senators questioned the adequacy of the resources in terms of faculty for Doctor of Philosophy in Manufacturing Engineering.
    John Irwin responded that their unit is hiring one full faculty and one-half faculty, and they will recruiting more faculties in the future to expand the program.

Public Comments
No public comments.   **10**

Adjournment
The meeting was adjourned.