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Faculty Senate Minutes Sep. 17, 2015

Missouri University of Science and Technology Faculty Senate

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**Volume IX, Number 1
Minutes of the Faculty Senate Meeting
September 17, 2015**

I. Call to Order and Roll Call

The meeting opened with Past President, Martin Bohner, presenting a gavel to incoming [President Steven Grant](#).

Roll was called by Secretary Michael Bruening. Those whose names are **grayed** out below were absent.

Levent Acar, S.N. Balakrishnan, Stuart Baur, Martin Bohner, **William Bragg**, Michael Bruening, Craig Claybaugh, **Steven Corns**, Michael Davis, Richard Dawes, Dolan, K.C., **Fikret Ercal**, Bill Fahrenholtz, Mark Fitch, **Ralph Flori**, Daniel Forciniti, Abhijit Gosavi, Barbara Hale, Lance Haynes, Amber Henslee, Wayne Huebner, Ulrich Jentschura, Kurt Kosbar, Umit Koylu, Gearoid MacSithigh, Audra Merfeld-Langston, Ashok Midha, Mark Mullin, Fui-Hoon Nah, Robert Paige, **Otis Register**, Chaman Sabharwal, Tom Schuman, Sahra Sedighsarvestani, **Shoaib Usman**, David Westenberg, Paul Worsey, **Wan Yang**, Maciej Zawodniok

II. Approval of June 18, 2015 Meeting Minutes

The June 18, 2015 minutes were **approved** as submitted.

III. Campus Reports and Responses

A. President's Report – Steven Grant

President Steven Grant read the following resolution recognizing Past President Martin Bohner:

Whereas Professor Bohner has served the Missouri University of Science and Technology Faculty Senate since 2011 as Parliamentarian, Secretary, President-Elect, and President;

Whereas, as an Officer of the Faculty Senate, Professor Bohner has demonstrated excellent leadership skills, consistent good humor, hard work, considered judgment, thoughtfulness, and dedication to shared governance in these positions;

Whereas, Professor Bohner has maintained a friendly, collegial, and consistently positive attitude at all times;

Be it resolved that the Faculty Senate of the Missouri University of Science and Technology does hereby sincerely thank Professor Bohner for every job well done and wish him continued success in his future endeavors.

Adopted this 17th day of September, 2015, at the meeting of the Missouri University of Science and Technology Faculty Senate.

Lance Haynes made a motion to accept the resolution.

The Resolution passed by acclamation. [Dr. Bohner](#) was presented a plaque in recognition of his service.

Dr. Grant mentioned several issues to be reviewed by Intercampus Faculty Council this fall, including review of grievance policies, Title IX updates and Tenure/Post Tenure Review. He also discussed the failed vote on the proposed Bylaws changes involving hiring of deans and reported that there will be an open forum on October 29 in the Meramec Gasconade Room of Havener Center with members of the Bylaws Task Force present for questions.

Dr. Grant briefly explained that market alternatives to the university's existing retiree insurance program are being explored in order to lower costs for both the retiree and the university. Betsy Rodriguez will be on campus in November to discuss the issue.

Details of the President's report may be found at the following link:
[President.Report.Sept2015](#)

B. Administrative Reports

i. Chancellor's Report – Robert Marley for Cheryl Schrader

Provost Marley gave an overview of highlights of the Chancellor's report.

- Record Enrollment
- Research agreement with Honeywell
- Increasing diversity of our students
- Pathways to Missouri S&T
- A focus on meeting the needs of students and faculty through physical complexes
 - Schrenk Hall
 - Residential Complex
 - Experimental
 - Dining options
- October 29 open forum to cover needed changes to the bylaws
- Faculty First Fridays to begin October 2
- The Chancellor's State of the University address will be held at noon on September 23

Details of the Chancellor's report may be found at the following link:
[ChancellorReportSept2015](#)

ii. Provost's Report – Robert Marley

Provost Marley transitioned to his report and took the opportunity to address questions that have come to him and the chancellor recently.

Funding of this year's Strategic Initiatives was reduced from previous years to around 1.3% in new initiatives which translates to about \$4M. Provost Marley mentioned that the chancellor will talk about the FY16 strategic initiatives at her State of the University address on September 23.

Dr. Marley discussed our goal to add at least 100 faculty by 2020. He emphasized that 25 new faculty lines were added last year, 8 faculty hires are in process, and we are planning an additional 12-14 faculty hires. To put this in perspective, Dr. Marley explained that over the last 3 years, a total of 14 tenured/tenure track faculty left our campus. By gaining 25 last year, we are making progress toward that goal even with the number of retirements we have every year. There are currently 8 active searches, including 2 Best-in-Class searches left from spring.

Dr. Marley gave a brief report on faculty retention efforts. Increases in salary base raises related to promotion are being phased in over the next couple of years. This year's amount for promotion to full professor is \$8,000 and next year that amount will rise to \$10,000.

Likewise, this year we had a 1.5% merit pool, and roughly \$230,000 was identified for additional market merit adjustments. Nominations were solicited through the deans from department chairs to be distributed amongst faculty selected to receive those.

Additionally, Chancellor Schrader decided this summer to add an academic unit award for departments which demonstrate excellence across the board. Again, nominations were solicited from the deans. Each faculty member of two different departments will receive an additional increase to their base pay based on that award.

Continuing the "to be developed and distributed this year" theme, an additional \$100,000 has been designated to reward post-tenure excellence. Provost Marley acknowledged the value of post tenure review and the angst that it can sometimes cause. This is an effort to bring a positive reward for those who, through the judgment of their peers in this process, have maintained a very high level of excellence. Criteria will be set up and a process developed to make those awards during the year as we go through post-tenure review.

For faculty who receive national awards of distinction that bring positive attention to our university and help raise our reputation, an additional \$24,000

will be used for increases in base pay. All of these efforts are a first big step toward recruiting and maintaining our best faculty. In addition, raises have been instituted for NTT faculty members who have been promoted.

In response to questions that frequently come up about administrative bloat, Provost Marley has been working with Institutional Research, the Chancellor's Office (Rose Horton) and others to understand the nature of the administrative ranks, which he acknowledged have grown. He emphasized that the increase in administrative/managerial positions is largely related to compliance issues, such as Title IX, that have been required by law. Also, increases in managerial positions in IT and Student Support Services have added to increase in administrative positions. Of course, the addition of the colleges and deans has likewise increased the size of the administration.

Dr. Marley discussed the big picture issue related to Retiree Medical Benefits covered by Dr. Grant earlier - the \$4.5B liability. The Board of Curators is being briefed, but there are no decision items at this time. The Total Rewards Advisory Committee is working on a recommendation to change the plan with expectations to have it in place by January 2017. Affected employees will be given no less than one years' notice.

Details of the Provost's Report and division updates are available at the following link:

[Provost.Report.Sept2015](#)

Lance Haynes moved to set aside the reports agenda in order to complete business on time. The following Staff Council, Student Council, and Council of Graduate Students reports were made at the end of the meeting.

C. Staff Council – Joe Boehm

Since the order was suspended, Joe Boehm, Staff Council president, had to leave for a prior commitment.

D. Student Council – Adam McMikle

Adam McMikle introduced himself as the current student-body President and highlighted projects Student Council will be working on this year.

Student Council will work to increase the quality of student representation on our campus through incorporating an academic senate of one representative from every degree granting program on campus. Applications for those positions are open now.

The Student Activity Fee Open Forum is scheduled for October 13 at 6:30 P.M. Discussion will concern recommendations for how the fees are used. Resolutions for three new fees will also be considered at this meeting for the following areas:

- Improvements for our library
- Performing arts programs offered on campus
- Infrastructure for campus transportation

Student Council welcomes input from the Faculty Senate at any of these scheduled events or through special meetings.

Details of the report are available at the following link:
[STUCO.Report.Sept2015](#)

E. Council of Graduate Students – Tommy Goodwin

Tommy Goodwin, President of the Council of Graduate Students, gave a brief report of activities planned for 2015-16.

- CGS is working with Student Council on an integrated forum between undergraduate and graduate students to serve as a mentoring platform for undergraduate students.
- CGS will finalize student representation on campus committees within the next week or two.
- Ignite Rolla will be held in October, so watch for that announcement.

IV. Reports of Standing and Special Committees

A. Curricula - Thomas Schuman

Dr. Schuman reported that the Campus Curricula Committee met on May 11. They reviewed 4 degree change requests, 26 course change requests and 11 experimental course requests.

The Campus Curricula Committee moved for Faculty Senate approval of the CCC Report's DC form and CC forms actions.

Coming from a committee, no second is needed. *The motion was passed unanimously.*

Dr. Schuman discussed the Prerequisite Enforcement Policy explaining that during the October 2015 Early Enrollment period, JoeSS will begin restricting undergraduate enrollment (excluding secondary majors and graduate students) in any course in which they do not satisfy a prerequisite, unless they receive permission to enroll. Training will be provided.

Details are available at the following link:
[CurriculaReport.FS.09.17.15](#)
[CurriculaSlides.FS.09.17.15](#)

B. Budgetary Affairs – Barbara Hale

The Budgetary Affairs Committee has proposed the following resolution to promote faculty involvement in budgetary planning:

Resolution:

Whereas the Missouri S&T faculty has been largely excluded from the campus fiscal year budget planning process, the Missouri S&T Faculty Senate respectfully requests that henceforth a BAC representative and a Faculty Senate Officer be included in meetings where major fiscal year budget decisions are discussed and finalized.

Coming from a committee, no second is needed.

Lance Haynes appealed to RP&A to come up with a motion that further asks the administration to consult more carefully with the faculty on all issues related to the university.

Bill Fahrenholtz pointed out that bylaws already address faculty involvement, in Collected Rules and Regulation **300.030 Section C.3.e**, which states:

Right to be Kept Informed - The faculty shall be kept informed of actions and activities of committees and executive officers, and of other occurrences that pertain to the Missouri University of Science and Technology. Where possible such information shall be made available to the faculty before being made available to the general public.

Dr. Hale said that the BAC resolution is a way to implement and provide specificity to the CRR provision for faculty involvement.

More discussion ensued. Question was called and approved.

Motion passed.

C. Academic Freedom and Standards – Douglas Ludlow for Diana Ahmad

Due to time constraints, Dr. Ludlow requested this item be tabled until the October meeting.

D. Information Technology / Computing – Thomas Vojta

Dr. Vojta reported that the only change in the officers of the ITCC for 2015-16 are that Daniel Tauritz replaces Donald Wunch as the chair of the Computer Security Subcommittee.

EdTech has been moved out of IT and now reports to Global Learning. The CIO search has not yet started. This is a concern because on other campuses, EdTech reports directly to the Provost.

Major discussion during the meeting was about budget issues. There is ongoing

uncertainty about the student IT fee because there are suggestions that part of the specific IT fee paid by students, which up to now has been administered by IT, may be withheld to be used by administration for special projects. There is discussion that 2 full-time positions funded by IT from this fee will go to Marketing and Communication to support that development. ITCC has strong concerns about using student IT fee monies for purposes not directly related to student IT needs. There will be a meeting with the Vice Chancellor and the Provost in the next couple of weeks to discuss the issue.

There is good news that there is a new High Performance Computing (HPC) cluster on campus, paid for by student IT fees, but our main HPC administrator, Scott Hamilton, has recently left the university, likely because the salary we offer cannot compete with market value.

There no news to report on the Learning Management System. We are still using Blackboard, although there is an extended pilot for 3,000 student to also use Canvas this semester.

Details of the report are available at the following link:
[ITCC.Report.Sept2015](#)

E. Student Affairs – NO REPORT

The Student Affairs Committee presented no official report, but Dr. Levent Acar reported they have had one meeting and there are no pending resolutions at this time.

F. Rules, Procedures and Agenda – Martin Bohner

Dr. Bohner reported that due to the bylaws requirement that a faculty member serve on no more than two standing committees at a time (other than RP&A), Kurt Kosbar has resigned his position on the Budgetary Affairs Committee. The vacated position is elected from and by the Faculty Senate. RP&A presented three nominations: Stuart Bauer, Daniel Forciniti, and Richard Dawes. Anthony Okafor was nominated from the floor. Anthony Okafor was elected by show of hands.

Representatives to the Missouri Association of Faculty Senates were not elected in the spring. RP&A would like to make the term for the representative and the alternate two years instead of one.

RP&A nominated Martin Bohner for the MAFS representative and Kurt Kosbar as the alternate.

The representatives were approved unanimously.

VI. Old Business

None

VII. New Business and Announcements

None

VIII. Adjourn

As the meeting was coming to a close, Bill Fahrenholtz thanked the Faculty Senate Officers for operating during difficult times, saying it is much appreciated. There were several expressions of agreement.

The meeting adjourned at 2:59 PM.

Respectfully submitted,
Michael Bruening, Secretary