



10-15-2015

## Faculty Senate Minutes Oct. 15, 2015

Missouri University of Science and Technology Faculty Senate

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**Volume IX, Number 2**  
**Minutes of the Faculty Senate Meeting**  
**October 15, 2015**

**I. Call to Order and Roll Call**

Those whose names are grayed out below were absent.

Levent Acar, S.N. Balakrishnan, Stuart Baur, Martin Bohner, William Bragg, Michael Bruening, Joel Burken, Craig Claybaugh, Steven Corns, Michael Davis, Richard Dawes, K. C. Dolan, Fikret Ercal, (Richard Brow for) 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, (Hongxian Zhang for) 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 September 17, 2015 Meeting Minutes**

The September 17, 2015 minutes were **approved** as submitted.

**III. Campus Reports and Responses**

**A. President's Report – Steven Grant**

Dr. Grant shared his goals as Faculty Senate President for the 2015-2016 academic year, saying he would like to work with administration to make the campus more efficient. He suggested that simplifying and accelerating the faculty hiring process by imposing a time limit on each step in the process and reducing the number of steps from the faculty perspective would bring about improved efficiency. Dr. Grant would like to increase faculty involvement in decision making, such as in the area of budget planning as was discussed at the last Faculty Senate meeting. Another stated goal is to pass a bylaw amendment for the dean hiring process, which has been made more urgent by recent events. Finally, he would like to increase communication between faculty and administration in all areas affecting faculty.

Dr. Grant gave an overview of issues being discussed by Intercampus Faculty Council. Tom Schuman is S&T's representative on the Tenure and Post Tenure Review subcommittee. This group is working on development of a statement on the value of tenure, reviewing current policies, and developing mechanisms to reward faculty who continue to achieve throughout their career. Steve Grant is our campus representative on the Title IX subcommittee. This committee will monitor the effects and implementation of Title IX and suggest possible changes throughout the year. Thus far, on the four campuses, no Title IX violations have gone through the new process. It is

suggested that all four campuses participate in the Coache Faculty Climate Survey periodically. Participation by all four campuses will allow the President to compare campus to campus. Finally, there is a lawsuit on the Columbia campus involving guns on campus. IFC will be monitoring that as it progresses.

Renetta Gallup, Director of Retirement and Fiscal Services at UM System, will address Faculty Senate at the November 12 meeting. She will be able to discuss the Retirement Medical Benefits issues caused by the change in how future medical benefit liabilities are booked. The Total Rewards Advisory Committee has been effective in slowing down the administration decision making process, especially in regards to future retirees. Shannon Fogg and Kurt Kosbar are our representatives on that committee.

UM System leaders have recommended the following for current retirees:

- Continue to offer insurance coverage to current retirees
- Continue the premium subsidy for retirees currently participating in the UM plans
- Explore market alternatives to the university's existing retiree insurance programs that lower costs for both retirees and the university
- Have new alternatives in place by January 1, 2017

Discussion among UM administration and faculty leaders regarding medical benefits for future retirees is ongoing. Ending retirement medical benefits for future retirees after a given date in the future is being considered. For those who retire at age 65 or older, current market plans (such as Medicare advantage) appear better than UM system plans. The problem is for those who retire before age 65 where comparable plans do not exist.

Details of the president's report may be found at the following link:  
[PresidentReport.Oct2015](#)

Dr. Worsey suggested that deadlines for changes be moved from January 1 to the last day in February because faculty are not allowed to retire in January.

Mark Mullin indicated that people are concerned about the "90 rule" since they have been planning their retirement around it, but nothing has been said about how the forthcoming changes might affect them.

## **B. Administrative Reports**

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

Provost Marley began by saying he would present some items from both the Chancellor's report and his own, starting with very recent developments.

Dr. Marley explained that a week ago Friday, he accepted the resignation of Ian Ferguson as Vice Provost and Dean of the College of Engineering and Computing. Dean Ferguson's resignation was the result of a rapidly developing series of events and circumstances culminating in the agreement that it was best he resign. Dr. Marley stated that he received communication from faculty via

the chairs on the previous Tuesday. He conducted a number of confidential meetings with various individuals and groups over the course of that week, including several meetings with Dean Ferguson. Dr. Ferguson, who has been dealing with personal and family health issues, will complete the calendar year on paid personal leave and will return in January as a member of the Department of Electrical and Computer Engineering.

Discussions with College of Engineering and Computing chairs are ongoing to develop a strategy for moving forward. Jim Drallmeier will serve as the spokesperson for the group, accepting names for consideration as interim Vice Provost and Dean until noon on Friday (Oct. 16). The timetable for searching for a permanent replacement will be announced in the near future after further consultation with the chairs and faculty groups.

Dr. Marley continued speaking on behalf of Chancellor Schrader. An open forum to discuss changes to the faculty bylaws is scheduled for October 29 in the Meramec/Gasconade Room of the Havener Center. Members of the bylaws task force will be available to provide background and answer questions. The forum will focus on necessary changes to the faculty bylaws, specifically in regard to the process for hiring a new dean. Although the proposal did receive a favorable majority on the spring ballot, it did not meet the two-thirds majority required in order to pass.

As mentioned in Dr. Grant's report, UM President Wolfe talked to the Intercampus Faculty Council (IFC) and there was broad discussion and agreement that we need to address workplace climate issues within the university system. There was some concern that the "net promoter score" that came out of the marketing survey and that indicated faculty would not recommend the university to their colleagues might not accurately reflect campus the climate. The COACHE survey is meant to approach climate issues scientifically. All four campuses will participate in the survey.

The post-tenure review discussions by the IFC have paralleled similar discussions at Missouri S&T. The intent is to put in place a procedure and criteria to provide additional pay increases beyond the normal merit raise increase for those faculty who continue high achievement beyond the awarding of their full professorship.

In regard to post-retirement medical benefits, Chancellor Schrader wanted to note that Kelly Stuck from the UM system HR office will speak at the Miner Retiree Luncheon on November 9. Dr. Marley reports that Chancellor Schrader has offered to arrange for Ms. Stuck to address Faculty Senate, if there is interest.

Following the recent Budgetary Affairs Committee recommendation, Chancellor Schrader remains committed to transparency and shared governance in budgeting decisions. She is looking at new ways for faculty to be engaged in

this area.

An open forum was held over the noon hour today about a proposed tobacco-free campus policy. President Wolfe has urged all four campuses to update their smoking and tobacco-free policies. This campus is the only one in the University of Missouri System that does not have a policy beyond a building policy. Dr. Marley stated that administration desires to have a policy in place by the next academic year. There has been some confusion that the proposed policy was interpreted as a directive. While it is true that a straw-man policy has been produced and there is a lot of support for such a policy, there are many things to work through and consider. More open forums and discussions are planned.

Annual benefits enrollment opens Monday, October 19 and continues through October 30. Information about health plan options and this year's wellness incentive, which includes a discount for tobacco-free families, is available at [hr.mst.edu](http://hr.mst.edu).

Faculty are reminded that Faculty First Fridays continue on the first Fridays of November and December. The brown bag lunches provide an opportunity to interact with faculty colleagues and administrators in an informal setting.

A summit for a periodic review of our strategic plan has been scheduled for November 3 at 1 p.m. There you'll get the inside scoop on our strategic initiatives, including summaries and various data points as we approach the midpoint of our plan.

Details of the Chancellor's report may be found at the following link: [ChancellorReport.Oct2015](#)

**ii. Provost's Report – Robert Marley**

Provost Marley then transitioned to his own report, beginning by answering a question from the previous Faculty Senate meeting. At the September meeting, Dr. Marley had presented enrollment figures but did not have the percentage of increase in female enrollment. From 2001 to 2015, we grew from a total of 1,097 female students to 2,043, which is a one percent increase. During the same time period, the percentage of underrepresented minorities increased from six to eight percent. Dr. Marley stated that while we are making progress, we have more work to do.

Dr. Marley commented that his report with division updates will be posted online, but in the interest of time, he jumped forward to discuss a concern related to Library budgets. Tracy Primich and her staff are working diligently to come in within the budget. He pointed out that with the current rate of inflation, the Library is facing a targeted cut of about \$55,000 to its collections. Dr. Marley said that he will be working with Tracy to identify sources to prevent that

reduction and further to address the issue for next year with the continued rate of inflation.

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

[ProvostReport.Oct2015](#)

Dr. Fitch asked when the Chancellor was last in attendance at a Faculty Senate Meeting. Provost Marley did not know but indicated that she was absent today because she was giving a speech at the Southern Governors Association.

Dr. Fitch also sought clarification on how to know when a policy proposal, such as the tobacco-free policy, is a directive and when it is a suggestion that is still up for debate. Dr. Hale suggested taking votes on policy proposals would be a good idea. Dr. Worsey expressed concern about policies that target a minority and that the tobacco-free policy could drive smokers onto the street. Mark Mullin warned that the open forums on the policy are most likely to draw the bitterest opponents and will likely not be reflective of the overall campus opinion on the topic. Dr. Grant indicated that the Personnel Committee would present further information on the topic.

#### **C. Staff Council – Joe Boehm**

Joe Boehm reported the following news from Staff Council:

- Renetta Gallup briefed the Staff Council on the proposed changes to retiree medical benefits.
- The council expected fallout related to the proposed tobacco policy but have received none to this point.
- Fall Staff Appreciation will be held from 9 to 10:30 AM on October 30 at the Puck. There will be hot chocolate, apple cider, pumpkin carving and door prizes for staff.
- The Grace food/toy drive will be held during the last half of November. Donations of non-perishable food or toys will stay local.

#### **D. Student Council – Adam McMikle**

Student Council president, Adam McMikle, reported that Student Council has passed a resolution about enrollment growth and accommodations being made on campus for students. The resolution, which is available upon request, will be presented to the Chancellor and her cabinet on November 3.

Student Council is helping to host the open forums about the Tobacco-Free Campus Policy. The next forum will be held on October 22 at 6:30 p.m. in Toomey 199. Students are advocating for certain areas of the policy to be modified to make sure it is accommodating to our students, faculty, and staff.

Student Activity Fees for the next academic year have been finalized. If you have questions, please contact Adam.

Student Council is also seeking more collaboration with faculty and staff on further communications with administration about funding and capital improvements. Student Council has invited Barbara Hale or a representative from the Budgetary Affairs Committee to join in our discussions. Input from Faculty Senate and Staff Council is welcomed.

In response to a question from the floor, Adam summarized the resolution and affirmed that the aforementioned resolution will be posted at [stuco.mst.edu](http://stuco.mst.edu) on the orgsync portal by the end of the day.

Details of the Student Council Report are available at the following link:

[STUCO.Oct2015](#)

#### **E. Council of Graduate Students – Tommy Goodwin**

Tommy Goodwin reported that research travel grant applications are due November 13. The grants assist graduate students with expenses associated with attending conferences.

Council of Graduate Students' representatives have been chosen for various campus committees. There are more students interested in participating, so please let CGS know if you need graduate student representation on a committee.

Ignite Rolla is set for November 2 from 6 to 8 p.m. in St. Pat's Ballroom C. The event involves a series of six to twelve minute talks about research, hobbies, passions, etc. Abstracts are being accepted until October 30.

Details of the Council of Graduate Students Report is available at the following link:

[CGS.Oct2015](#)

### **IV. Reports of Standing and Special Committees**

#### **A. Curricula - Thomas Schuman**

Dr. Schuman reported that the Campus Curricula Committee met on September 29 and will meet again on October 27. They reviewed 1 degree change request, 42 course change requests (mostly involving prerequisites in association with the upcoming enforcement of prerequisites) and 6 experimental course requests.

Motion: The Campus Curricula Committee moves for Faculty Senate approval of the DC and CC forms actions.

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

Details are available at the following link:

[CurriculaReport.FS.10.15.15](#)

[CurriculaSlides.FS.10.15.15](#)

## **B. Public Occasions – Sahara Sedighsarvestani**

Dr. Sedighsarvestani reported that Public Occasions has a couple of requests. First is the addition of the dates of the spring and fall Career Fair to the Public Occasions calendar. The dates are the third Tuesday in February and the fourth Tuesday in September. The intent is to make faculty aware of the dates so they will consider the Career Fair while planning for classes. The dates are already on the campus calendar but the director of Career Opportunities and Employer Relations believes that the Public Occasions calendar has more visibility.

Public Occasions moves for the addition of Career Fair dates to the Public Occasions Calendar. Coming from a committee, no second is needed. *The motion passed.*

The Registrar proposed revisions to the Academic Calendar for Academic Years 2015-2016 and 2016-2017, specifically to begin final exams at 7:30 a.m. instead of 8 a.m.

Dr. Sedighsarvestani provided background for the request saying that due to the increased number of common final exams, the final exam schedule during Fall 2014 and Spring 2015 began at 7:30 a.m. No complaints were received from students. The only other options were to allow the exams to run later in the day or to eliminate the thirty-minute gap between exams. If final exams run longer in the day, they overlap with Senior Showcase. In a May 2014 survey conducted by the Registrar's Office to academic department chairs, the overwhelming response was to begin at 7:30 a.m.

There was discussion related to concerns raised about facilities and staff availability at 7:30 a.m., but Dr. Sedighsarvestani pointed out that the schedule has been in place for about a year with no complaints.

Laura Stoll, speaking on behalf of Deanne Jackson as Registrar, explained that the one item that pushed the schedule change a year ago was doing away with the academic free hour. This body approves the calendar so far in advance, we are just trying to move things in line with what's already being done.

Discussion continued for some time until *the question was called and approved.*

Motion: To change the 2015-2016 Academic Calendar to begin final exams at 7:30 a.m. instead of 8 a.m. *The motion passed.*

Motion: To change the 2016-2017 Academic Calendar to begin final exams at 7:30 a.m. instead of 8 a.m. *The motion passed.*

Details of the Public Occasions report are available at the following link:  
[PublicOccasions.Oct2015](#)



### **C. Academic Freedom and Standards – Diana Ahmad**

Dr. Ahmad passed out a Xeroxed copy of pertinent pages from the Absences section of the Student Academic Regulations with proposed changes highlighted in yellow. She provided background and then outlined the proposed changes, including some deletions to the section on incomplete grades. She said it started as an attempt to help students on active duty military service but will also help other students who may have to miss classes or assignments for religious reasons. It was pointed out that we already have a policy related to absences for deployment. This change is meant to cover those shorter absences.

There was much discussion regarding the pros and cons of the proposal. A friendly amendment was suggested to change the statement from “students have the power to appeal” to “students may appeal” in two places in the document. The friendly amendment was accepted. *The question was called and approved.*

The motion is to accept the markup of the Academic Regulations with the friendly amendment. Coming from a committee, no second is needed. *The motion passed.*

Details are available at the following link:  
[Proposed Changes to Academic Regulations](#)

### **D. Personnel Committee – Mark Fitch**

Dr. Fitch reported that the Personnel Committee was asked by the chair of RP&A not to make a motion on a Tobacco-Free Campus because some actions were going on. The committee presented the following from their discussion:

- While you should not harm others, it is legal to smoke in Missouri.
- A smoking ban pushes the issue onto neighbors, smokers barely leave the property to smoke, and the campus becomes a source of nuisance.
- The burden of walking somewhere to smoke should be considered payment for negative impact on others. Some individuals are extremely sensitive, so we should work to decrease harm caused to others.
- Members of the Committee agreed:
  - there should be no smoking at major building entrances,
  - they did not like the idea of a whole-campus ban,
  - ideally, smoking should be limited to controlled locations near buildings, analogous to smoking lounges in public facilities.

The full report is available at [PersonnelCommittee.Oct2015](#).

### **E. Information Technology/Computing – Thomas Vojta**

Dr. Vojta reported that ITCC met twice since the last Faculty Senate meeting. On October 8, Provost Marley, Vice Chancellors Branson and Wray and Assistant Vice Chancellor Petroy attended a special meeting to discuss budget issues.

The issue of student IT fees was resolved with all of the Student IT fees remaining within IT. However, that may mean that other IT funds may be cut. There is no decision as yet on using the IT fee for web development positions. There was also no resolution regarding the general feeling on the committee that research support is greatly underfunded. An idea was considered about having some grant overhead go to IT to support a research support team. Vice Chancellor Branson has requested input from ITCC on budget priorities for IT. IT will prepare a list of ideas and look at them in the November meeting.

At the regular meeting on October 14, Melanie Mormile gave an update on myVita, which is scheduled to go live in early November. There are two main topics which will require resolution in the coming months: The first question is to what extent IT should, and will and can charge fees for supporting non-standard machines. These are computers which are used mostly for research purposes and require effort on the IT side because they are different from general campus builds. One other discussion point was the future of user web spaces. IT wants to move away from hosting them locally. Moving to Google Apps, Wordpress or cloud-based solutions are all under consideration.

Details of the report are available at the following link:  
[ITCC.Report.Oct2015](#)

**F. Rules, Procedures, and Agenda – Martin Bohner**

Dr. Bohner discussed the election of a Faculty Senator to the Budgetary Affairs committee at the September meeting, reminding the body that the nominee from the floor was selected. He explained that after the meeting it was discovered that the elected representative was ineligible since the position was to be elected from and by Faculty Senate. In order to conduct a new election, RP&A suggests two nominees: Daniel Forciniti and Richard Dawes. Stephen Corns called Point of Order in that Professor Dawes is the Graduate Faculty representative to the Budgetary Affairs Committee. There was some confusion regarding whether that information had been communicated to Professor Dawes and to the committee. There were no nominations from the floor. Professor Forciniti was elected.

**G. Library and Learning Resources – Michael Bruening**

Dr. Bruening presented information on the continuing budget difficulties of the Library. In the past five years, we have cut two hundred seventy five journals and/or data bases which amounts to about \$200,000. That trend shows no sign of diminishing. In order to meet the reduction of \$55,000 needed for this year, forty five journal subscriptions are on the chopping block (based on high cost per use). The trend has been for annual inflation to increase about 6% per year, while the Library's budget has only gone up about 1 percent per year. Given this trend, in ten years the Library's total purchasing power will only be able to afford about 58% of the resources we have now. Another thing to keep in mind is that if enrollment crosses 10,000 full-time equivalent students, costs for many of our subscriptions will increase dramatically. That is because many

items are priced by tiers based on the number of full time equivalent students we have. At our current rate of enrollment growth, we would reach that number around 2021-2022, which means that in ten years we would only have about 47% of our current purchasing power. Additionally, this year we have already had to pay as much in copyright costs for inter-library loan as we paid all of last year.

There was discussion about whether or not what we lost in print, we gained in online access. Tracy Primich explained that many of the items that have been cut were included in resources that are aggregators. The pro is that we still have it, but the con is that we no longer subscribe. When we cut the subscription, we lose the post subscription access.

Details of the report are available at the following link:  
[LLRC.Report.Oct2015](#)

## **H. Administrative Review – Larry Gragg**

Larry Gragg reported that there were no administrative reviews last year, and two years ago, there were three reviews. The committee decided that it would be best if we have a limited number of reviews, utilizing the shorter questionnaire that was developed two years ago, then hopefully, we would have a better response rate. The committee also decided that it is critical to start this new sequence of reviews with the administrators who most impact the academic affairs of the campus. Those administrators selected for review are the Chancellor, the Provost and the Vice Provost and Dean of the College of Arts, Sciences, and Business, eliminating the fourth (Vice Provost and Dean of the College of Engineering and Computing) due to the announcement earlier this week.

The process is to contact those three administrators and solicit a job description from them. Once we have the job descriptions, the committee will alter the questionnaire so that it is specific to that particular office. The surveys would be distributed next semester hoping for an April 6 deadline. Following the process of two years ago, the chair of the committee would present the results to the officers of the Faculty Senate, then deliver the results to the administrator under review and to their superiors. The results of the review for Vice Provost and Dean Roberts would be presented to Provost Marley, the results for Provost Marley would be presented to the Chancellor, and the results for the Chancellor would be presented to President Wolfe at the Board of Curators' meeting in Rolla.

There was a question as to whether the results would be presented to the Faculty Senate body. Dr. Gragg said he was not aware of what was deliberated two years ago when it agreed on this process. It was suggested that RP&A take a look at the procedures, especially at the feedback issue, before the reviews begin.

Details of the report are available at the following link:  
[AdministrativeReviewComm.Oct2015](#)

**VI. Old Business**

None

**VII. New Business and Announcements**

None

**VIII. Adjourn**

The meeting adjourned at 3:20 PM.

Respectfully submitted,  
Michael Bruening, Secretary