



11-12-2015

## Faculty Senate Minutes Nov 12, 2015

Missouri University of Science and Technology Faculty Senate

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**Volume IX, Number 3**  
**Minutes of the Faculty Senate Meeting**  
**November 12, 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, Bill Fahrenholtz, Mark Fitch, Ralph Flori, Daniel Forciniti, Abhijit Gosavi, Barbara Hale, Lance Haynes, (Susan Murray for) Amber Henslee, (Richard Brow for) Wayne Huebner, **Ulrich Jentschura**, Kurt Kosbar, Umit Koylu, Gearoid MacSithigh, Audra Merfeld-Langston, Ashok Midha, Mark Mullin, **Fui-Hoon Nah**, Robert Paige, **Otis Register**, (Xinhua Liang for) Ali Rownaghi, Chaman Sabharwal, Tom Schuman, Sahra Sedighsarvestani, Shoaib Usman, (Ron Frank for) David Westenberg, Paul Worsey, **Wan Yang**, Maciej Zawodniok

**II. Approval of October 15, 2015 Meeting Minutes**

Dr. Schuman, substituting for Dr. Grant who is out on medical leave, called for the approval of the October 15, 2015 minutes. The minutes were **approved** as submitted.

**III. Campus Reports and Responses**

**A. President's Report – Thomas Schuman for Steven Grant**

Dr. Schuman reported that Inter Faculty Council (IFC) recently met by teleconference concerning the MU race protests. Under the bylaws, IFC has a limited charge related to the issues it considers, mostly serving in an advisory role to the UM System President. With the resignation of the President, IFC does not have a lot to do, but they had a request from the Concerned Students 1950 to meet with the System Faculty Council, which is the IFC. IFC will meet with appropriate representatives from the group to discuss their concerns.

There are changes in the Collected Rules and Regulations (CRR) with regard to the Conflict of Interest (COI). Both CRRs 330.015 and 420.030 deal with COI but are in conflict with each other. UM Legal has incorporated CRR 420.030 into 330.015 to have one guide for conflict of interest issues. However, there are significant changes to the conflict of interest policy. UM System is requesting faculty feedback from all four campuses prior to December 1, 2015. Therefore, this matter has been referred to both Academic Freedom and Standards and the Intellectual Property committees. The item is posted at <http://facultysenate.mst.edu/meetings/> under [CRR 330.015](#).

There's another change in the CRR on Health and Medical Surveillance Program for Laboratory Animal Care Personnel dealing with personnel issues associated with animal

care. Those are also posted for review but have also been referred specifically to Biological Sciences, Chemistry, and Materials Science.

Faculty are encouraged to apply for UM System President's Awards. Information has been distributed by email.

It was announced today by the Board of Curators that Mike Middleton has been named the interim UM System President. He is a former Deputy Chancellor of MU; he retired in August but is being brought back to serve as interim UM President.

The Faculty Senate Officers and the members of IFC have produced a resolution for consideration by Faculty Senate. A motion was made, seconded, amended, and approved as follows:

*Be it resolved:*

*The Faculty Senate of Missouri S&T is committed to ensuring a safe, welcoming environment for all students, faculty, staff, and visitors that is free of wrongful discrimination, racism, sexism, intimidation, and threats of violence. At the same time, we affirm our support for the constitutionally enshrined freedoms of assembly, speech, religion, and the press and for the educational principles of academic freedom and civil discourse. We expect the entire Missouri S&T system to abide by these bedrock principles of the university and condemn actions by any member of the community that threaten to undermine them.*

Details are available at the following link:

[PresidentReport.Nov2015](#)

## **B. Retiree Health Care Benefits, Renetta Gallup**

Renetta Gallup, Director of Pension and Total Rewards Fiscal Services, discussed the Retiree medical study and where it stands. A couple of years ago, the (UM) president appointed a Total Rewards Task Force, which presented eight directional recommendations, one of which was to take another look at the medical and all insurance plans that are available after retirement.

The goals of the study were to make sure the retirees of the university are getting the most for their dollar. After an employee retires, the premium paid by the employee often changes. The university uses a subsidy strategy; the retiree continues to pay a portion of the premium and the university pays a portion. There has been a significant change in the post-Medicare market over the last three to five years. There are now affordable, accessible retiree medical plans available in the market. There are ways the university could take advantage of options, such as Medicare subsidies, which would lower costs not only for the university, but also for the retiree.

Discussions regarding future retiree medical benefits are ongoing. By 2019, the liability for current and future retiree medical benefits will be over \$1B; it will be about \$4.5B in twenty-five to thirty years. The governmental accounting standards board, the ruling

body that determines how public institutions will do their accounting, has said that although we have always put the liability for this medical cost in the footnotes of our financial statements, it now has to appear in the body of the financial statements. That changes all the financial ratios and could change our credit rating, which in turn could change the university's ability to get funding, to issue bonds, etc. So, it has to be addressed.

Extensive analysis of the issue is ongoing, and with the recent changes in leadership, the date for presentation to the Board will most likely be pushed to February.

Recommendations for current retirees is to preserve the plan with the current university subsidy of premiums, while taking advantage of market options to lower costs. Any changes for current retirees will not go into effect until at least January 1, 2017. Retirement medical plan options are still being considered for active employees, but the plan will likely close to new hires at some point. Information and resources will be provided to employees to allow ample time for input.

Renetta's presentation is posted available at the following link:  
[Retiree Health Care Benefits](#)

## **C. Administrative Reports**

### **i. Chancellor's Report –Cheryl Schrader**

Chancellor Schrader talked about some of the challenging issues that have arisen at UM Columbia and also with the University of Missouri System with the resignation of President Wolfe and the naming of Mike Middleton as interim president. She noted that Chancellor Loftin is transitioning from the position of chancellor to the director of research facilities starting January 1 and that Hank Foley will be the interim chancellor at MU.

Dr. Schrader said she has talked with several groups, such as the officers of Student Council, African-American student leaders, and staff council. There are a lot of good things happening on campus, so it may be easy to think that some of the things that are happening at MU couldn't happen here. However, we need to recognize that this is a systemic issue; there is systemic racism, and if it's evident anywhere in our system, we need to be addressing it head on.

Dr. Schrader indicated that she sent letters earlier in the week to faculty and staff, students, the Board of Trustees, the Alumni Association Board of Directors, and our African-American alumni. She did this to make it clear that we do not ignore issues of racism but also to recognize that we are looking at discrimination and marginalization for many different groups. We need to remove existing barriers that may prevent people from being successful.

Chancellor Schrader said Curator Steelman called Monday and indicated his approval of what we have been doing at Missouri S&T, such as moving

Shenethia Manuel into the position of Vice Chancellor for Human Resources, Equity and Inclusion, which put us in front of the other campuses. Another thing he highlighted was our Celebration of Nations, which he said is a model for other universities.

In 2012, we launched a campus climate survey and have been systematically taking action on those results. We have focused on recruiting a more diverse student body. We have revised hiring processes for both faculty and staff that generate diverse candidate pools, and we provided hiring incentives which reward departments who attract and retain underrepresented faculty.

During Homecoming, we celebrated the thirtieth anniversary of the Chancellor's Advisory Committee on African-American Recruitment and Retention (CACAARR). Other milestones recognized at Homecoming were the fortieth anniversary of our Minority Engineering Program, which is now Student Diversity Programs, and also the fortieth anniversary of our women's programs.

Chancellor Schrader concluded by saying there is much still to do and she needs the help of Faculty Senate. She asked the body think about the following questions:

- Could we do a better job of being inclusive?
- Are we unintentionally marginalizing or excluding any faculty from our governing body?
- How can we become a more diverse and governing body?
- Are we perpetuating practices and policies that do not support best people practices?

Dr. Schrader pointed out that it is important that our search committees and processes are as inclusive as possible, but we also need to have a bylaws policy that doesn't exclude important groups from being represented – faculty, students, staff, and perhaps alumni – and making sure that in our bylaws we have diverse committees at all levels.

Inclusion is a core, shared value of our university, and we need to make sure it's integrated into everything that we do.

Chancellor Schrader announced a change in the officers of the General Faculty that did not make it into the slide presentation. Laura Stoll will be filling in as secretary for Deanne Jackson, who may be out periodically for health reasons. Also, Tom Schuman will serve as acting Faculty Senate president for Steve Grant, also for health reasons.

Chancellor Schrader also reported the following highlights:

- Homecoming
  - Homecoming Parade

- Milestone Celebrations
  - Computer Science Department Fiftieth Anniversary
  - CACAARR 30<sup>th</sup> Anniversary
  - Fortieth anniversary of Minority Engineering and Women's Programs (now Student Diversity, Outreach and Women's Programs)
- Faculty First Fridays – December 4
- Two faculty will be recognized at Commencement
  - Diana Ahmad, Curators' Teaching Professor
  - Joel Burken, Curators' Professor
- Janet Kavandi, MS in Chemistry ('82) will be the December Commencement speaker
- Both Commencement ceremonies will be on Saturday, December 19, at 10 AM and at 4 PM
- Presentations from recent open forums are posted
  - Campus budget forum
  - Strategic Plan Summit
  - Complete Strategic Plan

Details of the Chancellor's report may be found at the following link:  
[Chancellor.Report.Nov2015](#)

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

Provost Marley commended the Commencement Committee for improvements made to the commencement ceremonies.

Dr. Marley referred the membership to the posted slides for the Division updates, and instead he would spend the bulk of his time addressing questions and issues raised since the previous meeting. Regarding the process for selecting an interim dean of the College of Engineering and Computing (CEC), Dr. Marley reported that he has been working with the chairs of the college to develop a set of criteria, expectations, and characteristics they would like to see in the interim appointment. He then met with the nominees solicited at the last meeting. The list has been narrowed to a subset of individuals with whom discussions continue. He also reported that he set up meetings with the faculty of each of the departments in the CEC, which has allowed him to hear directly from the faculty about their concerns related to the interim dean position and going forward from there. Dr. Marley anticipates announcing the interim dean before the next regular Faculty Senate meeting.

Dr. Marley reported that he presented data on faculty hiring to the Council of Department Chairs earlier in the day. Questions were raised about the accuracy of the numbers of new faculty shown in the chart, which indicated that we were halfway to our goal of hiring 100 faculty by 2020. The breakdown of tenured/tenure track faculty hired by this fall includes planned and active searches. Twenty-six new faculty have been hired since FY13, and there are

fourteen active and seven planned searches in 2015-16. If all of the active searches planned for this year are successful, we will have reached a record number of tenured/tenure track faculty.

Provost Marley then addressed the faculty salary incentive (the process formerly known as self-award), explaining briefly that our policy had fallen out of compliance. There was a recent audit begun through UM System, which formally ended on Monday of this week. Parts of the report will be released after the auditors have filed the report to the Department of Health and Human Services, our cognizant agency. A Task Force headed by Darryl Beetner is working to develop the next policy. Details of the Provost's Report are available at the following link:  
[Provost.Report.Nov2015](#)

Provost Marley was asked whether there would be a permanent Dean of the CEC by next fall. He indicated that we would begin a search process as soon as possible after the appointment of the interim Dean.

#### **D. Staff Council – Joe Boehm**

Staff Council President Joe Boehm reported that Staff Council hosted Fall Staff Appreciation Day including a fire pit, s'mores and great camaraderie. They had a clearance sale and sold almost \$660 of tee shirts.

GRACE for Christmas donation boxes should be out by Monday. GRACE partnered with Toys for Tots this year; donated items will be distributed locally.

The recent Health Fair had great participation with 150 water bottles being handed out.

Chancellor Schrader spoke to Staff Council earlier today about the events on the Columbia campus and how they relate to Missouri S&T. Andy Careaga also attended, presenting information about the new branding initiative.

Joe concluded by encouraging input from Faculty Senate about how to improve our campus environment for staff.

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

Adam McMikle reported that Student Council plans to conduct a Hugs and High Fives event over the next week to show support for each other and encourage a welcoming environment of inclusion. We do not want to support any initiatives that cause hostility and isolation on our campus.

Student Council is working on a resolution in response to the UM System handling of the situation related to President Wolfe's resignation. There is concern that our campus

did not have input in the situation resulting in his resignation, even though he was a committed partner with our campus.

A resolution is also being developed related to concerns about prerequisites and graduating in a timely manner, while maintaining the quality education we expect at S&T.

Student Council welcomes referrals or presentations from Faculty Senate about issues related to resources, technologies being innovated here, etc. We are compiling Miner Hacks list similar to the S&T Life Hacks about things we can do to get more involved in this community and what is available to us with a student or employee ID.

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

Tommy Goodwin thanked those who supported Ignite Rolla. The Council of Graduate Students, working with the Office of Graduate Studies, has increased the number of available travel grants from four to twenty \$200 grants to assist graduate students in presenting their research. The deadline for applying is November 13.

Details are available at the following link:  
[CGS.Nov2015](#)

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

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

Dr. Schuman reported that the Campus Curricula Committee met on October 27. They reviewed 3 degree change requests, 18 course change requests and 7 experimental course requests.

Motion: The Campus Curricula Committee moves Faculty Senate to approve the DC and CC form actions.

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

The Campus Curricula Committee has received a memo from Provost Marley to change the Discipline Specific Curricula Committee (DSCC) associated with Computer Science from the Science DSCC to the Engineering and Computer Science DSCC.

Motion: The Campus Curricula Committee moves for Faculty Senate approval of the request by the Provost to reassign the DSCC charter for Computer Science. *The motion passed.*

Details are available at the following link:  
[CurriculaReport.FS.11.12.15](#)  
[CurriculaSlides.FS.11.12.15](#)



B. Public Occasions

The Public Occasions Committee has approved October 15, 2016 as proposed by the Miner Alumni Association as the 2016 Homecoming date and moves for Faculty Senate approval.

*The motion passed.*

Details are available at the following link:

[PublicOccasions.Nov2015](#)

C. Academic Freedom and Standards –Diana Ahmad

Professor Ahmad stated that following the October 15 meeting in which the Faculty Senate approved changes to Student Regulations regarding absences, it was discovered that the section related to dropping incompletes prior to the Fall Semester 1991 needed to be reinstated.

Dr. Ahmad also reported a request for a friendly amendment changing the phrase, “Instructors MAY make the ultimate decision; however, student have the power to appeal to the department chair or dean.” It was also agreed to strike word “ultimate.”

The friendly amendment changes the wording to the following:

“Instructors make the decision; however, students may appeal to the department chair or dean.”

Academic Freedom and Standards moves that the posted proposed changes as amended and reinstating the deleted 1991 incompletes section, be approved. *The motion passed.*

Details are available at the following link:

[AF&S.Nov2105](#)

D. Administrative Review – Larry Gragg

Professor Gragg addressed questions raised by Professor Lance Haynes with regard to the accountability and scope of the administrative review. The committee reconvened to take another look at their charge. The committee decided to stay with the three reviews originally proposed for 2016: Chancellor, Provost, and Dean of the College of Arts, Sciences, and Business. Then they took another look at the current organizational chart on the Chancellor’s homepage and proposed for 2017 the review of anyone who has Vice Chancellor in their title and for 2018, those who have the title of Vice Provost. The proposed schedule assumes that the administrator under review will have completed one academic year of service prior to the review in a non-interim or non-acting appointment.

Considering the charge to the committee and with accountability in mind, the committee decided to provide the results of the review to the individual under review, to the person they report to, and to the officers of the Faculty Senate. Dr. Gragg pointed out that there is nothing in the charge to prevent wider distribution of the results should the committee feel the review warrants that.

Details are available at the following link:

[AdministrativeReview.Nov2015](#)

It was asked whether the proposed schedule would mean that the Chancellor and Deans would not be reviewed again until 2019. Dr. Gragg indicated that that was, in fact, the plan. Dr. Davis and Dr. Haynes indicated that in the past the chancellor had been reviewed more often, about every year or two. Dr. Gragg indicated that future committees could alter the schedule.

E. Personnel

The Personnel Committee was asked to look at the hiring process and submits the following motion:

“Faculty Senate urges the Administration to review the 29-step hiring process and:

- 1) Establish timelines, with action required by a certain deadline else that step has a default outcome, either proceed or fail;
- 2) Have an office track the status of each and every faculty search and oversee adherence to the timeline;
- 3) Create a simplified committee-level summary of the process for faculty;
- 4) Examine the process with intent to simplify, notably the layers of decision;
- 5) Create ‘else’ branches in the process, which as currently available has no flow path for when the result of a step is ‘no’; at each step, a no result should result in feedback within some period of time;
- 6) Move from an unranked list to a categorized list; and
- 7) Delete the word ‘Advisory’ in describing the Search Committee.”

A discussion ensued about the implication of removing the word “advisory” from “search advisory committee.” The moderator recognized Professor Melanie Mormile who commented that in the current hiring process, the Provost makes the decision on strategic hires, but the department makes the selection on other hires. She also mentioned that there will be pushback on the removal of the word “advisory.”

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

Details are available at the following link:

[PersonnelCommittee.Nov2015](#)

F. Information Technology / Computing – Thomas Vojta

ITCC met with Vice Chancellor Branson about budget priorities from the ITCC perspective. They held a discussion based on a list of projects prepared by IT. This led to a reorganizing of the list and a follow-up meeting will be held to discuss the next steps.

G. Rules, Procedures, and Agenda – Martin Bohner

Professor Bohner reported that Faculty Senate needs to elect one member to the Grievance Oversight Committee. The member should be elected from the Faculty Senate and will be the chair of the Grievance Oversight Committee. RP&A nominates Professor Lance Haynes for this position.

*The motion passed.*

Dr. Bohner called attention to the American Association of University Professors (AAUP) Centennial Declaration which was posted on the Faculty Senate webpage prior to the meeting.

Motion:

RP&A moves for Faculty Senate to support these ten principles on Academic Freedom and Tenure.

Professor Lance Haynes noted that AAUP's definition of Academic Freedom is considerably broader than the Missouri System's definition as Collected Rules and Regulations.

*The motion passed.*

Details are available at the following link:

[AAUP Declaration](#)

**VI. Old Business**

None

**VII. New Business and Announcements**

None

**VIII. Adjourn**

The meeting adjourned at 3:25 PM.

Respectfully submitted,  
Michael Bruening, Secretary