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Faculty Senate Minutes Oct. 20, 2016

Missouri University of Science and Technology Faculty Senate

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Volume X, Number 3
Minutes of the Faculty Senate Meeting
October 20, 2016

I. Call to Order and Roll Call

The meeting was called to order by President Tom Schuman. Roll was called by Steven Corns, filling in for Secretary Barbara Hale. Those whose names are grayed out below were absent.

William Bragg, Lance Haynes, Audra Merfeld-Langston, Mark Mullin, David Westenberg, Craig Claybaugh, Fui-Hoon Nah, Daniel Forciniti, Ali Rownaghi, Richard Dawes, Jeffrey Winiarz, Klaus Woelk, Joel Burken, Mark Fitch, Fikret Ercal, (Ali Hurson for) Chaman Sabharwal, Michael Davis, Levent Acar, Kurt Kosbar, James Drewniak, Maciej Zawodniok, Trent Brown, K. D. Dolan, Steven Corns, Abhijit Gosavi, Ralph Flori, Wan Yang, (Shannon Fogg for) Kathleen Sheppard, David Van Aken, Wayne Huebner, Martin Bohner, Akim Adekpedjou, S.N. Balakrishnan, Umit Koylu, Gearoid MacSithigh, Ashok Midha, Otis Register, Shoab Usman, Paul Worsey, Barbara Hale, Ulrich Jentschura, (Susan Murray for) Amber Henslee

Prior to the start of the business portion of the meeting, Dr. Schuman presented a plaque to Maria Grant, widow of Dr. Steven Grant, in appreciation for his service as President to the Faculty Senate last year.

II. Approval of Minutes

Section VIII. of the minutes of the September 22, 2016 meeting were amended to clarify that no minutes were presented from the June 16, 2016 Executive Session due to the fact that there was not a quorum at that point so the meeting ended.

The minutes were approved as amended.

III. CRR Revisions for Diversity and Inclusion Audit

Dr. Schuman introduced Emily Love, from the Office of Diversity, Equity, and Inclusion at UM System, to discuss revisions to our Collected Rules and Regulations as a result of the recent Diversity and Inclusion Audit. Ms. Love gave some background on the audit and the policy review. She called attention to the proposed revisions to the CRRs related to equity resolution processes. She also presented a timeline for the Diversity Audit Policy Review, which indicates that the goal is to deliver final drafts to the Board of Curators on December 8-9, 2016. Feedback can be submitted to the Faculty Senate officers or directly to Ms. Love.

Paul McGuffey, from the UM Office of General Counsel, addressed questions regarding proposed changes to the equity panel process. He explained that most of the changes are

tweaks to improve the process after operating with the rules for almost two years. He said one change that is a little more fundamental is that a component has been added for instances when the complaint is against a unit or the university as a whole rather than a student, staff, or faculty member. Ms. Love called attention to the Executive Summary as a starting point to process all of the changes. She indicated some changes have been made to the section on claims against a faculty member based on feedback received from faculty and from equity implementers.

Dr. Schuman stated that he, Dr. Fitch, and Dr. Sedigh Sarvestani will be looking at these changes with IFC, but stressed that Faculty Senators are asked to review the documents as distributed and provide feedback before the next meeting, at which time the Senate will be asked to approve the proposed changes.

The current and red-line copy of the CRRs under consideration were distributed by President Middleton in an email on October 11. They are available on the Sharepoint site and are posted under the Officers' Reports on the Faculty Senate website.

Proposed Post Tenure Review CRR Revisions White Paper
CRR 310 Redline

IV. Campus Reports and Responses

A. President's Report

Professor Schuman gave an update on Intercampus Faculty Campus initiatives. IFC is seeking comment on these separate proposed CRR revisions. The white paper and redline documents are posted for review and feedback.

Finalists for the UM President search were interviewed prior to the October 4-5 Board of Curators' meeting. An announcement is expected within the three weeks or so.

In news from UM Finance, a second withholding by the Governor is constraining the budget, but the shortfall is not yet impacting university programs. They are trying to congeal the UM System budget back to a single budget at the legislative, rather than single line items as was done last year. We have retained as a System, the Moody "stable" rating. A new Finance Academy will be offered for academicians. In addition, there is a new spousal travel reporting and approval law. Under the new law, prior approval must be sought for a spouse to accompany a faculty member or administrator on business travel, and an annual report must be filed at the end of the year for any spousal travel that is taken.

Due to an increased number of security attacks associated with UM System computing, the System CIO is changing some computing policies. Some of the changes include increasing the filter sensitivity, implementing a "secure authentication toolkit" and changing the IT purchasing policy related to the purchase and installation of software and hardware.

Dr. Schuman brought to attention a number of committee positions that still need to be filled following the committee elections that were conducted at the April meeting. Nominees are still needed for a number of those committees.

Results of the Female Faculty Campus Climate Report from December 2015 are posted on the Provost's website with login required for access.

The Results of the Collaborative on Academic Careers in Higher Education (COACHE) were presented to the campus in an open forum earlier this month. In comparison with other institutions, we fell well below the other 89 colleges' results in six categories (Leadership [senior, divisional], Governance [trust, shared purpose, understanding issues, adaptability], but scored in the top 30% with regard to Tenure expectations (clarity) and Leadership (Faculty).

Dr. Schuman announced that the Internationalization Committee is a new committee proposed by Dr. Kent Wray, Vice Chancellor, Global and Strategic Partnerships. The committee is seeking standing committee status under Faculty Senate. This consideration will be on the agenda for the November meeting.

In terms of campus issues, representatives from the Interactive Business Inclusion Solutions (IBIS) visited campus on October 18 to discuss bylaws changes, the composition and structure of the dean search process.

Another referral to the RP&A Committee is to consider enrollment caps for specific departments and determining what should be construed as the proper capacity for departments on campus.

Professor Schuman reported that progress has been made in the areas of graduate student tuition remission, defining the fiduciary responsibilities of the college deans, returning faculty line ownership to the dean's level and shared governance in changes to the strategic plan.

The search process for the next Vice Provost and Dean of the College of Engineering and Computing is still pending.

The Chancellor has met with departments in both colleges, conducting listening sessions in September and October with David Russell, Dr. Middleton's Chief of Staff, representing UM System. Faculty were given the opportunity to point out broken systems, to identify solutions for those broken systems, and to identify common threads for discussion.

Detailed information is available at the following links:

[PresidentReport.10.20.16](#)

[Proposed Post Tenure Review CRR Revisions White Paper](#)

[CRR 310 Redline](#)

B. Administrative Reports

i. Chancellor's Report

Chancellor Schrader made a few introductory remarks, discussing the recent State of the University address and the panel discussion format. Dr. Schrader stated that some of the questions submitted by attendees that were not answered at the State of the University address due to time constraints will be addressed soon. She went on to say that one of the questions asked was what she considers the biggest setback to implementing the Strategic Plan. She commented that the largest limiting factor has been resources, in particular the tightening constraints that we have been experiencing. This has made it extremely important to prioritize. Difficult decisions have had to be made and investment has been less robust than we had hoped. Chancellor Schrader then announced that she would yield her time to Provost Marley and Walt Branson so they could address some of those questions directly.

ii. Provost's Report

Provost Marley began his report by stating that, in addition to this presentation, he is also sending out periodic emails to address some of the questions that come up between Faculty Senate meetings. He mentioned that several of the questions he will address in this presentation came to him from faculty, alumni, and advisory board members attending Homecoming the past weekend.

Dr. Marley then asked that Walt Branson, Vice Chancellor for Finance and Administration, be recognized to discuss some of the academic budget considerations. Dr. Marley quickly listed the topics for today's discussion and added that he will be creating a place on the Provost's website to host this data and similar information under secure login. An announcement will be made when that site is setup.

Walt Branson was recognized to speak, whereupon he addressed a question that had been raised regarding a graph that has been circulated. The graph shows the academic budget compared to total revenue. There was concern because on the graph, the academic affairs' percentage of the total budget looks smaller in 2002 than it does in 2016. He pointed out that this data was pulled from an official document, the Budget Book, on the System website, but that it is based on a preliminary budget that is prepared very early on in the process, generally in March before tuition and fees and state appropriations are set. What happens with the actual revenue and expenditures is actually quite different. He also pointed out that over time there have been some organizational structure changes that impacted where the expenditures are shown in a given year, such as global and strategic partnerships being pulled out of the Provost's Office in 2014. He provided a comparison graph for the same time frame that shows actual expenditures at the end of the fiscal year compared to actual revenues.

Mr. Branson explained that over the last several years there has been strategic initiative funding that is held centrally in the Budget Office, then transfers are made to the Provost's Office as expenses are incurred. When we look at the tuition and fees, the General Revenue Allocation aid that is provided to the students is taken out because that is more representative of the funding that is available. It was clear from the expenditures chart that the percent funds focused on academic has not changed more than one percent since 2002.

Provost Marley then presented several charts showing Missouri S&T's enrollment to faculty FTE ratio, by department and compared to other institutions. He stated that the national student/faculty ratio is 24 or higher and has been rising recently.

Dr. Marley provided summary information about faculty raises showing from zero to just over 20% raises, with the merit raise pool being 1.0 percent and the average total faculty raise being 1.94%. He pointed out that some faculty received no raise due to poor performance, but the chart also reflects retirements, where no new dollars were assigned to that faculty line. Dr. Marley said in answer to questions concerning raises of upper administration, which is the Chancellor's Cabinet and above, that range was zero to 1.94% with an average of 1.08%.

Provost Marley pointed out that eleven retention issues had been referred to him this year. Those retention issues were successfully addressed, with only one faculty member declining the retention offer. Overall, about \$115,000 was put towards faculty retention.

Lastly, Dr. Marley shared summary data on our Strategic hires over the last three years, where those have been placed, their title and ranking. He stated that the raw data was provided by Associate Provost Caprice Moore, and explained that when he or the Chancellor have referred to the 42 new strategic hires, this is where that data came from. The ratio of tenure track to non-tenure track has been about three to one.

Provost Marley ended by reminding the Senate that this kind of data will be posted on the provost's website, provost.mst.edu, with secure login required, as soon as that can be set up.

Questions were then entertained for the Provost or the Chancellor. Dr. Balakrishnan commented that some years ago, a task force was formed to examine "current state" research capacity in terms of space capacity compared to student/faculty ratio.

Chancellor Schrader pointed out that the slides show that the student to faculty ratio differs significantly by College with the College of Engineering and Computing ratio being 15.5, while in the College of Arts, Sciences, and Business it is up over 20. She also added that with the addition of 42 new

faculty lines, the ratio is trending downward at Missouri S&T but upward at many peer institutions. She pointed out that you can't just look at the totals, you have to take it into account what's happening within the departments. Student to faculty ratio is only a subset of the data provided to the vice provost and deans as they determine allocations to departments.

Sahra Sedigh Sarvestani asked about the faculty included in the student-to-faculty ratio formula. Chancellor Schrader indicated she believes it to be based on the number of "instructional" faculty, which would exclude non-tenure-track researchers in the formula. The faculty/student ratio does not include Graduate Teaching Assistants (GTAs) but does include the student credit hours generated by GTAs.

Joel Burken asked if this is solely based on SCHs taught, not on students in a department, not related to advising, recruiting and everything else we do for the students, then how does this relate to students graduated per program. Provost Marley agreed that all of those factors are correct, but it's one slice of the pie. He reiterated that as the Chancellor mentioned they are providing the deans with benchmark data for how this reflects into peers on a budgetary basis, how much money you expend per FTE on a student, how to organize course sections per FTE instructional, looking at the workload model and the student/faculty ratio data.

Detailed information is available at the following link:
[ProvostReport.10.20.16](#)

C. Staff Council Report

Beth Abner, Staff Council President for 2016, presented the Staff Council report pointing out that Fall Staff Appreciation Day is scheduled for Halloween, October 31, 2016. This year's Fall Staff Appreciation will feature hot chocolate, apple cider, pumpkin carving and a costume contest. She encouraged departments to allow their staff to attend from 9:30 to 11:30 a.m.

Staff Council will also support GRACE for Christmas again this year. Building coordinators will be coordinating collections between November 7 and 28. Toys and canned goods will be accepted with delivery planned for November 29.

The report is posted at [StaffCouncil.10.20.16](#).

D. Student Council

Student Council President Morgan Hale reported that Student Council has been working on finalizing their capital planning project for early submission so Mr.

Branson can go over the report with them in preparation for the November 2 Capital Planning Committee meeting.

Morgan stated that she and her Executive Board are looking over three semesters of data from the student interest survey, they are working with Mark Mullin to get usage data for the fitness center, and hope to pass the resolution discussed at the last meeting by the following week.

Student Council is also working with IFC in looking at the proposed changes to the Collected Rules and Regulations. She stressed that one thing they are particularly looking for is to make sure that the role of Student Council in student government is clearly defined. They will meet with IFC again on November 11.

E. Council of Graduate Students

-- No Report.

V. Reports of Standing and Special Committees

A. Curricula

Tom Schuman presented the Curricula Committee report for Ilene Morgan, who had a class conflict. The Curricula Committee met on October 5 to review fourteen course change requests and 5 experimental course requests.

Motion: The Curriculum Committee moves for Faculty Senate to approve the CC form actions as presented.

The motion passed.

Details are available at the following link:

[CurriculaReport.FS.10.20.16](#)

[CurriculaSlides.FS.10.20.16](#)

B. Information Technology/Computing

Thomas Vojta reported that ITCC discussed computer security issues, specifically that two issues with the two-factor authentication have already been identified: possible productivity loss and privacy concerns.

The Registrar has reported difficulties in scheduling large classes that need access to computers. There are plans to create three large new Computer Learning Centers. That's a significant investment in terms of IT dollars, not just one-time costs for

purchasing computers but continuing costs for support. The committee has decided to request a study to determine if the current CLCs are used efficiently.

Finally, ITCC urges that a search for a new Chief Information Officer is started as soon as possible.

C. RP&A

Sahra Sedigh Sarvestani presented the Rules, Procedures and Agenda Committee for Mark Fitch, who was participating in a review of the Faculty Senate and UMSL.

Dr. Sedigh Sarvestani commented that the Faculty Senate Officers have referred two issues to the RP&A Committee recently:

- A request to establish capacity-based maximal enrollment guidelines for degree programs was referred to the Academic Freedom and Standards Committee
- A request to explain the declining share of budget going to Academic Affairs, which was referred to Budgetary Affairs.

Both of these requests were addressed in the President's, Chancellor's and Provost's reports earlier in the meeting.

RP&A reported that a number of faculty standing committees have positions that still need to be filled. The following faculty were elected, as noted:

Academic Freedom and Standards Committee

Tseggai Isaac

Facilities Planning, one member (elected from and by Faculty Senate)

Michael Davis

Library and Learning Resources (dept. nominated, FS elected to fill remainder of Michael Bruening's term)

Amber Henslee

Campus Curriculum Committee (one member from Faculty Senate to fill Kurt Kosbar's term)

Gearoid MacSithigh

Conflict of Interest Committee (two members to serve out remaining year, appointed by Faculty Senate)

Tseggai Isaac

The **Grievance Resolution Panel** and the **Parking, Security and Traffic** committees had no nominees. Those positions still need to be filled.

D. Public Occasions

Dr. Sedigh Sarvestani reported that the Miner Alumni Association has proposed October 28 as the Homecoming 2017 date and the Public Occasions Committee has approved it. **The motion is presented for Faculty Senate approval.** *The motion passed.*

VI. Old Business

None

VII. New Business and Announcements

None

VIII. Adjourn

The meeting adjourned at 2:50 PM.

Respectfully submitted,
Steven Corns for Barbara Hale, Secretary