



16 Jun 2016

## Faculty Senate Minutes Jun. 16, 2016

Missouri University of Science and Technology Faculty Senate

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**Volume IX, Number 10**  
**Minutes of the Faculty Senate Meeting**  
**June 16, 2016**

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

Those whose names are **grayed** out below were absent.

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

**II. Approval of April 21, 2016 Meeting Minutes**

The April 21, 2016 minutes were **approved** as submitted.

**III. Campus Reports and Responses**

**A. President Pro Tem's Report – Tom Schuman**

President Tom Schuman began his report by announcing that the Intercampus Faculty Council (IFC) representatives next year are himself, Mark Fitch, and Sahra Sedigh Sarvestani. Expected IFC Actions for 2016-2017 are to revisit the Title IX activities on all campuses, complete the changes to the Collected Rules and Regulations (CRR) on post-tenure review, and to begin direct interactions with the Board of Curators.

Changes to the CRRs from the IFC Post-Tenure Review subcommittee have been proposed and will be distributed via the Faculty Senate website for comments campus wide. After feedback, the proposed changes would go to IFC and then to the Board of Curators for approval.

After the April Faculty Senate elections, there were several campus committee vacancies remaining. Nominations for those slots will be sought from departments over the summer, and an election will be conducted at the September 2016 meeting to fill those vacant positions.

The proposed Bylaws amendment was rejected by the UM System due to concerns about the potential lack of diversity in the section regarding the composition of the dean search committee. Interactive Business Inclusion Solutions, the outside consultant,

objected to the requirement that the committee be composed of two-thirds tenured faculty members. They suggested that having one-half of the committee composed of tenured faculty members would sufficiently satisfy their concerns.. The next step is to identify a slate of faculty to incorporate the revisions suggested by IBIS. It was suggested by UM System that the revisions to the bylaws amendment should be done in cooperation with Shenethia Manuel, our campus diversity officer, in order to expedite the process. All of the System's policies and procedures are currently under review for diversity and inclusion concerns by an outside organization.

Dr. Schuman discussed the COACHE Survey, which closed April 8, 2016. Results should be delivered to campus in July.

Professor Schuman discussed the Administrative Review conducted in March, stating that the approved criteria for publishing the results to Faculty Senate were achieved for the Chancellor and the Dean. The committee report will be presented later in the meeting. Dr. Schuman then read a memo from President Middleton addressed to himself and Chancellor Schrader indicating that a 360-degree review followed by facilitated conversations and coaching sessions will be initiated for campus leadership. Additionally, President Middleton requested that Dr. Schuman identify a slate of faculty members from which he (Middleton) would select participants for the facilitated conversations. Dr. Schuman stated that the memo will be posted with the President's Report on the Faculty Senate website and requested that Faculty Senators share the memo with faculty in their department.

#### [Memo from Dr. Middleton to Chancellor and the Senate](#)

Upon questions regarding whether he considered this to be an appropriate response with regard to the results of the survey, Dr. Schuman replied in the affirmative. He further indicated that the results would be distributed to the Faculty Senators after the public meeting during the Executive Session. Dr. Schuman indicated that the numerical results would be considered confidential at the request of Dr. Middleton in order to reduce the potential for impact to the budget.

Discussion continued regarding the appearance of a cover-up if actions by Faculty Senate are seen as an attempt to suppress a negative review.

Curt Elmore made a **motion** that the numerical results and the summary of the written comments collected during the administrative review of the Chancellor be released to all faculty members on or before July 1, 2016.

Dr. Elmore argued that we represent an institution of higher education which has the objective of seeking truth and knowledge, and that we should not readily agree to suppress information. Furthermore, he said that the potential negative perception associated with such a suppression could outweigh the potential negative perception that might be associated with public knowledge of the Administrative Review results.

Gearoid MacSithigh suggested a friendly amendment to remove the summary of comments from the motion. The friendly amendment was accepted.

Professor Schuman encouraged a vote against the motion on the grounds that to make the results of the review more public than he intended and as requested by President

Mark Fitch spoke in opposition to the motion for a number of reasons, one being that the language Dr. Elmore used to introduce his motion would imply that faculty teaching evaluations should also be made public, an idea which Faculty Senate has repeatedly rejected. He stated that this is a similar personnel issue in which someone was evaluated and in our society, we tend not to share those publicly. Professor Fitch further stated that for the ongoing tone of the relationship with the administration, it is much better if the interim President sees us as cooperative.

Sarah Sedigh Sarvestani requested a reading of the motion, as amended.

Professor Elmore complied:

**Amended Motion:** I move that the numerical results collected during the administrative review of the Chancellor be released to all faculty members on or before July 1, 2016.

During the ensuing discussion, Michael Davis pointed out that in previous administrative reviews the Faculty Senate hasn't even seen the numerical data, adding that keeping the data confidential is not a new precedent.

Dr. Balakrishnan countered that the results of previous administrative reviews were made publicly available on the Faculty Senate web page and remain accessible to date.

Lance Haynes commended Dr. Schuman on his handling of the situation, but expressed his extreme disappointment in the way the administrative review was administered. He further commented that as much as he supports the viewpoint of Dr. Elmore and the intent of the motion, he intended to vote against it in order to support Dr. Schuman's efforts on behalf of Faculty Senate.

There was further discussion about whether or not the senators could take the results of the survey informally back to their departments. Dr. Schuman requested that they not do so and that senators should keep the numerical results confidential and instead share Dr. Middleton's letter with their departments as evidence of the result of the survey.

Question was called and seconded on the motion.

*The motion did not pass.*

Professor Schuman continued his report stating that the Graduate Student Funding Policy Committee presented its report to the Chancellor and the Provost on April 11. It was reviewed by the Chancellor, and the committee continued to work with the Chancellor, Vice Chancellor Branson and the Faculty Senate President toward implementation of the policy.

Dr. Schuman said that the Faculty Senate officers met with the Provost, Vice Chancellor Branson, and the Chancellor to discuss the FY17 Budget. Dr. Schuman pointed out that the campus focus on increased student enrollments is the biggest factor impacting the budget. We are currently operating under an unsustainable budget model.

Professor Schuman passed along appreciation from Staff Council to the faculty members who supported Staff Day and made it successful.

Details of the President's Report are available at the following link:  
[PresidentReport.6.16.16](#)

## **B. Administrative Reports**

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

Provost Marley presented the Chancellor's Report for Dr. Schrader, who is participating in the June Board of Curators meeting.

Dr. Marley stated that Chancellor Schrader asked him to express her appreciation for another successful commencement. More than 1,200 degrees were awarded at two ceremonies, bringing the total number of degrees granted during the past academic year to over 2,100. Dr. Schrader wanted to acknowledge the contributions of Keith Nisbett and Caprice Moore and pointed out that Jerry Bayless, who led the commencement committee for many years, was honored as the mace bearer.

Summer at S&T means that our campus has a lot of new faces and activities.

- Dan Lin led her GenCyber camp for 25 K-12 teachers.
- 16 summer camps for children through high school are being offered on campus this summer.
- A record 600 teachers are expected to complete Project Lead the Way training this summer, increasing the number of PLW Programs by more than 100 over last year.

Chancellor Schrader also wanted to highlight that Missouri S&T secured \$400,000 in recurring state appropriations to help bring Project Lead the Way to the poorest counties in Missouri.

Nine staff members received excellence awards on staff day. Several faculty members volunteered at the event, including Larry Gragg, Amber Henslee, Audra Merfeld-Langston, and Mark Fitch. Chancellor Schrader appreciates your participation in Staff Day.

Among three new Curators who were recently appointed is Tom Voss, who received his BS in electrical engineering from Rolla in 1969. He retired as CEO from Ameren and is chairman of Smart Wires, a global grid optimization company based in the San Francisco Bay area. Tom resigned his position on our Board of Trustees in order to accept appointment to the BOC.

Chancellor Schrader wanted to make everyone aware of the opportunity to review draft revisions to the strategic plan and provide feedback. The draft is available at <http://progress.mst.edu/revisions/>.

Three Fast-Track grants were awarded to S&T faculty. Congratulations to Joshua Rovey, Steven Berg, Hai-Lung Tsai and Reza Zoughi for their successful applications.

For the first time since 2003, there will be a golf coach on campus. In 2017, we will actually have both men's and women's golf teams. We have worked out an arrangement with Oak Meadow Country Club golf course for our home meets, tournaments and practices.

Faculty volunteers are sought to assist during Opening Week, which is scheduled for August 15-18. Interested faculty should contact Kayla Klossner-Thompson. Faculty First Fridays will resume on September 2 at Hasselmann Alumni House. Be sure to mark these dates on your calendars.

Finally, Chancellor Schrader wants to keep you informed of upcoming leadership development opportunities. Provost Marley stated that both he and the Chancellor are undergoing a 360-degree review designed to provide feedback from several constituent groups, which will help inform additional conversations and development. Invitations will be forthcoming. Feedback will go directly to the outside consultants and results will be shared with President Middleton and with us.

Earlier this week, the Chancellor's Cabinet spent several days taking a deep dive into how change management approaches can help us improve as leaders.

Details of the Chancellor's report may be found at the following link:  
[Chancellor.Report.June2016](#)

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

Provost Marley transitioned to his report, starting with the announcement of the Faculty Incentive Program. The policy, which includes a statement of the policy signed by the President, a procedural guideline, and the application, is located at <http://provost.mst.edu/facultyincentiveplan/>. Dr. Marley expressed his appreciation to the Task Force Members who worked on this policy.

Dr. Marley then announced that faculty members should have received an email shortly before the start of this meeting regarding the launch of the Graduate Student Funding Program. Dr. Marley thanked the committee members who worked on this program.

Provost Marley gave a brief update on faculty searches that are underway. Thirty three searches were approved in this academic year. There were seventeen acceptances, nine are in negotiation, three are interviewing, three are still active, and one has been initiated but will not be active until next academic year.

For chair searches for Civil, Architectural and Environmental Engineering; Mining and Nuclear Engineering; and Biological Sciences are in negotiation. The Geosciences and Geological and Petroleum Engineering chair search has been initiated but will be active next academic year. The Engineering Management and Systems Engineering chair search has been authorized for Academic Year 2016-17.

Provost Marley stated that he has visited with the department chairs in the College of Engineering and Computing, with Tom Schuman and key leaders in the college about the Vice Provost and Dean search. The consensus seems to be that it's time to move forward with the search with the goal of having the permanent dean in place by July 2017. The status of the Faculty Bylaws amendment will certainly influence how the search proceeds. He would like to start the search in August.

The search for the Chief Information Officer will begin. Dan Uetrecht has been serving extraordinarily well as interim. The timeframe will be similar to the timeline for the dean search. Individuals to serve on the search committee will be identified fairly soon.

Dr. Marley mentioned the budget meeting discussed by Tom Schuman earlier, stating that details of the budget will be finalized in a Cabinet meeting in the following week, with an announcement following shortly thereafter.

In follow up questions, Dr. Gragg referred to a recent article in the *Columbia Daily Tribune* regarding the UM System budget that will be voted on by the Board of Curators later this week. Dr. Gragg mentioned that the posted draft budget includes a reference of a 0.2% increase in salary on one page, but states on page 9 that there will be no merit raises at MU, UMSL or UM System, but it doesn't mention what happens at UMKC or Missouri S&T. Dr. Marley replied that he feels confident that there will be a raise this year, although it will not be as much as he or the other Cabinet members, including the Chancellor would like.

Tom Schuman asked the provost how much attrition among faculty members S&T had over the last year. Provost Marley replied that while the information is available, he did not come prepared to discuss it today. He stated that there is a net increase, but without having the numbers in front of him, he did not want to misspeak.

Gearoid MacSithigh said it is his understanding that the current interim arrangement for the CEC ends at the end of this month. Since the target for hiring the new dean is next summer, what happens in between? Dr. Marley replied that John Myers has been serving admirably as acting dean, there was a call for an interim dean to serve between now and when the search is completed. He acknowledged that the term has gone on much longer than either

he or Dr. Myers anticipated, but they were trying to follow the process as much as possible. Dr. Marley indicated that discussions are taking place and he will have some announcements concerning next steps, but is not prepared to talk about it today.

Division updates and details of the Provost's Report are available at the following link:

[Provost.Report.June2016](#)

**C. Staff Council – Joe Boehm**

- NO REPORT

**D. Student Council – Morgan Hale**

- NO REPORT

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

- NO REPORT

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

**A. Curricula - Thomas Schuman**

Dr. Schuman reported that the Campus Curricula Committee met on May 9. They reviewed 11 degree change requests, 16 course change requests and 3 experimental course requests.

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

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

Details are available at the following link:

[CurriculaReport.FS.06.16.16](#)

[CurriculaSlides.FS.06.16.16](#)

**B. Administrative Review Committee, Larry Gragg**

Dr. Larry Gragg reported that the Administrative Review Committee set up a specific chronology in delivery of the review results starting with Dean Roberts, Provost Marley and Chancellor Schrader. The results of each review were shared with that individual's supervisor and ultimately with President Middleton.



Professor Gragg said President Middleton met with the committee for an in-depth discussion of the review results culminating in the memo to Dr. Schuman and Chancellor Schrader.

The results were then delivered to the officers of the Faculty Senate so they could decide how to go forward.

Dr. Gragg recognized Barbara Hale who commented on her conversation with President Middleton. She shared her confidence that President Middleton understands the situation and is committed to fixing it.

Gearoid MacSithigh asked if anything emerged in the comments on the survey that were not covered by the questions. Dr. Gragg and Dr. Schuman both concurred that there no themes mentioned in the comments that were not already considered in the survey question.

At that time, Dr. Schuman asked anyone who is not a Faculty Senator or an ex-officio member of Faculty Senate to leave in order to begin the Executive Session.

C. Information Technology / Computing – Thomas Vojta

- NO REPORT

D. RP&A, T. Schuman

- NO REPORT

**VI. Old Business**

None

**VII. New Business and Announcements**

None

**VIII. Adjourn**

The meeting adjourned at 2:30 PM.

Respectfully submitted,  
Michael Bruening, Secretary