



09 Nov 2017

Faculty Senate Minutes November 9, 2017

Missouri University of Science and Technology Faculty Senate

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Missouri University of Science and Technology Faculty Senate, "Faculty Senate Minutes November 9, 2017" (2017). *Minutes & Agendas*. 120.

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Volume XI, Number 3
Minutes of the Faculty Senate Meeting
November 9, 2017

I. Call to Order and Roll Call

The meeting was called to order by President Sahra Sedigh Sarvestani. Roll was called by acting Secretary Michael Bruening. Those whose names are **grayed** out below were absent.

Brent Unger, (Gerald Cohen for) Audra Merfeld-Langston, Mark Mullin, (Ron Frank for) David Westenberg, Craig Claybaugh, Fui-Hoon Nah, Parthasakha Neogi, Jee Ching Wang, Jeffrey Winiarz, Klaus Woelk, Mark Fitch, Jianmin Wang; (Wei Jiang for) Fikret Ercal, Chaman Sabharwal, Michael Davis, Levent Acar, James Drewniak, Kurt Kosbar, **Maciej Zawodniok**, **Steven Corns**, Steve Raper, **Trent Brown**, (Sarah Hercula for) K. C. Dolan, Norbert Maerz, David Wronkiewicz, (Michael Bruening for) Kathleen Sheppard, Wayne Huebner, David Van Aken, Akim Adekpedjou, Martin Bohner, S.N. Balakrishnan, **Umit Koylu**, **Robert Landers**, Gearoid MacSithigh, **Otis Register**, Shoab Usman, Paul Worsey, (Daniel Fischer for) Barbara Hale, Ulrich Jentschura, Amber Henslee

II. Approval of Minutes

The minutes of the October 19, 2017 meeting were approved with one correction. In the third paragraph of section V.A “of” should be replaced by “or”: *Memoranda do not currently address the creation **or** dissolution of a department.*

III. President’s Report

Professor Sedigh Sarvestani began the President’s Report by giving highlights of recent activity at the University of Missouri System. She thanked the faculty for providing feedback on proposed changes to the Collected Rules and Regulations (CRRs). Changes are being considered in regards to the tuition assistance benefit for spouses and dependents of UM faculty and staff. A shared leave policy is being considered, as well as an administrative leave policy that would allow for reduced operations during winter break. Mr. Dustin Schneiders, former chief of staff for Missouri State Senate President Pro Tem Ron Richard, has been appointed Director for Government Relations. UM System has also announced support for Governor Greitens’ Amazon Headquarters 2 proposal.

Dr. Sedigh Sarvestani did not have much to report from Intercampus Faculty Council, since it has not met since the last Faculty Senate meeting. The next meeting will be held on November 28. IFC representatives will meet with the Board of Curators at the Curators’ meeting on December 7. One goal is to emphasize the distinct identity and specific strengths of each campus. IFC is also investigating more effective ways of evaluating teaching. Dr. Larry Gragg will represent our campus in this effort. In regard to the initiative on Open and Affordable Educational Resources, a faculty grant program has been announced, a System-wide task force

has been put in place, and a campus committee has been established. Ms. Angie Hammons and Dr. Klaus Woelk represent S&T on the task force. The campus committee includes the following members: Drs. Klaus Woelk, Dan Reardon, Eric Showalter, Larry Gragg, and Wayne Huebner. Dr. Sedigh Sarvestani stated that she is seeking Faculty Senate endorsement of Klaus Woelk as the Faculty Senate representative to this committee.

Motion: A motion was made and seconded to endorse Dr. Klaus Woelk as the Faculty Senate representative to the campus committee on Open and Affordable Educational Resources.

The motion passed.

Dr. Sedigh Sarvestani reported that Chancellor's Council met on November 1. She reminded the Senate that Mark Fitch is the Senate representative on the Council. The Council discussed a policy prohibiting the use of hoverboards on campus due to safety concerns. The Facilities Use Policy was reviewed in light of controversies over the use of public space. The issue was referred to the Facilities Planning and Academic Freedom and Standards Committees. Policies related to dual career couples and community volunteer leave (donated leave) are being discussed by the Faculty Recruitment and Retention Council and UM System, respectively.

Strategic planning is in progress. Drs. Richard Dawes and Sedigh Sarvestani represent Faculty Senate on the committee. Two open forums are planned for December 5 and 6. Details are available at <http://provost.mst.edu/new-strategic-plan>.

The first meeting of the search committee for the Vice Chancellor for Research and Dean of Graduate Studies was held earlier today. The Korn Ferry firm has been contracted to handle the search. Information can be found at <http://provost.mst.edu/vcrdgs-search>.

Dr. Sedigh Sarvestani reported that several referrals have been made. The Budgetary Affairs Committee has been asked to provide regular reports to Faculty Senate, the Disability and Support policies and practices are being reviewed by the Student Affairs Committee, and finally, the Bylaws are being reviewed by the Rules, Procedures, and Agenda Committee.

Details of the President's Report are available at the following link:
President.11.9.17

IV. Campus Reports

A. Staff Council

John Cook presented the Staff Council Report for Sylvia Dees, who could not be there. Staff Council will again sponsor the GRACE drive from November 1-27. Boxes for donations of non-perishable foods or toys have been placed around campus. Two new policies that will impact staff have been discussed. The Board of Curators will consider the policy on donated leave pool and holiday time at its December meeting. Staff Council is working on a new process for revising its Bylaws.

Details of the report are available at the following link:
[StaffCouncil.11.9.17](#)

B. Student Council

Joel Merz presented the Student Council Report for Scottie Thomas. He said Student Council is working to accelerate the timeline for construction of the new fitness center, which is slated to begin in Spring 2018, with completion expected by Fall Semester 2019. Student Council is completing data analysis of the academic survey given to students; results should be ready before Thanksgiving break. And student activity fees for the 2018-19 academic year have been approved. Student Council recommended an increase of \$1.80.

Details of the report are available at the following link:
[STUCO.11.19.17](#)

C. Council of Graduate Students

Palash Bhowmik reported on Council of Graduate Student activities, stating that since the last meeting, CGS has reformed its Executive Board. They have completed work on a summer fellowship and conducted an election. Upcoming events include plans for a Graduate Research Showcase and a yoga class.

Mr. Bhowmik reported that there are concerns among graduate students regarding proposed changes in federal laws that may result in graduate assistantships being considered taxable income. He requested support from Faculty Senate in this regard.

Details of the report are available at the following link:
[CGS.11.9.17](#)

V. Reports of Standing Committees

A. Rules, Procedures and Agenda

Professor Tom Schuman began his report by providing background on the Faculty Conduct Committee, which was created in 1988 by an act of the Chancellor and Faculty Senate. He said the document states a code of conduct for the Faculty Handbook as it existed at the time, provides for a special judiciary committee process for adjudicating claims of misconduct. He went on to say that the committee is still being populated but has not been active in several years. It also is in violation of the bylaws, in that it doesn't meet the definition of a special committee, and has no reports on file. In addition, the new CRR 330.110, which was enacted in April 2017 by the Board of Curators, establishes a code of faculty conduct and, in effect, over-rides the content for the code of conduct in the old faculty handbook. The new CRR describes the process for investigating and adjudicating claims of faculty misconduct.

Dr. Schuman stated that RP&A recommends that the Faculty Senate disband, or move to have General Faculty disband the Committee on Faculty Conduct. He added that RP&A also recommends that a referral be made to establish a new process in accordance with CRR 330.110.

Motion: Professor Mark Fitch moved that Faculty Senate moves for General Faculty to disband the Committee on Faculty Conduct. The motion was seconded.

Professor Levent Acar questioned the wisdom of disbanding the committee without already having the process in place. Dr. Sedigh Sarvestani pointed out that CRR 330.110 already spells out the process; only the method for forming the faculty panel is in question.

The motion passed.

Dr. Schuman went on to address the department creation/realignment process as a follow-up to the discussion from the previous meeting in which the creation of the Department of Teacher Education and Certification was approved.

Motion: RP&A moves: “The ad hoc Special “Department Creation/Realignment Process” Committee is hereby formed and charged to determine a process to be used for creation or realignment of a departmental unit.”

Charter: Work in conjunction with the Provost’s office to develop process for creation or realignment of academic departments.

Nominated committee members (willing to serve):

Levent Acar (Faculty Senator, ECE)

Norbert Maerz (Faculty Senator, GGPE)

Jeff Winiarz (President, Graduate Faculty)

Steve Raper (Chairman, Campus Curricula Committee)

Gearoid MacSithigh (Campus Curricula Committee, Faculty Senator, MAE)

The motion passed.

B. Curricula

Professor Schuman presented the Curricula Committee report, stating that the Curricula Committee met on October 31 to review three degree change requests, eighteen course change requests, and four experimental course requests.

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

The motion passed.

Details of the report are available at the following link:

[CCC.Report.11.9.17](#)

[FS.slides.11.9.17](#)

C. Information Technology

Professor John Singler provided a brief report from the last meeting of the Information Technology and Computing Committee (ITCC). With regard to research computing, the campus invested \$500K in high-performance computing equipment and upgrades to the Forge cluster are complete and in use. The campus has committed an additional \$400K for 2018. Richard Dawes, chair of the Research Computing subcommittee, led the initiative.

Dr. Singler reported that two-factor authentication (Secureauth) is now available. Currently, use of two-factor authentication is optional, but as of November 20, it will be required for logging into MyHR. The UM System indicated that someone from S&T asked to require Secureauth for logging into Canvas, but ITCC and the IT Department are opposed. It has not been determined who indicated that S&T is interested in this.

Dr. Singler stated that within the next few weeks, UM System will put a new cell phone policy into effect. It is not known at this time exactly what the policy will involve or whether it will apply to phones and service funded by grants, but the general gist is that the university will no longer provide cell phones to most employees, and no personal use will be allowed on any phones that are provided.

Finally, Dr. Singer reported that President Choi has tasked Gary Allen to identify an alternative to Terminal 4 for web management software for campus websites.

Details of the report are available at the following link:

[ITCC.11.9.17](#)

D. Budgetary Affairs

-- NO REPORT

E. Tenure Policy Committee

Professor Gerald Cohen distributed minutes from the October meetings of the Tenure Policy Committee. Dr. Cohen explained that the Tenure Policy Committee was asked to review the promotion and tenure procedures in light of the addition of deans and colleges back into our campus structure. He stated that the minutes of the two recent meetings form the Tenure Policy Committee's report.

Dr. Cohen said that the committee's deliberations identified four issues.

1. Should the area subcommittees be retained or be replaced by College committees?
2. Should a candidate's opportunities to appeal a negative recommendation be reduced from six to three? The reduction would create more time for deliberation by the committees and administrators involved in the p/t process.
3. Should the size of the campus p/t committee be reduced from 19 to, say, seven or eight members?
4. Should an individual faculty member be limited to serving on a single promotion and tenure committee in a single year, to voting on a tenure candidate once?

He said the first two issues were fairly straightforward, the third issue generated a little more discussion, and the fourth issue was controversial within the committee. He announced his intention to address only the first two issues at the day's meeting.

Motion: The Tenure Policy Committee moves that College promotion and tenure committees replace the promotion and tenure area subcommittees and each department should have one member on the college committee.

A discussion ensued regarding the alignment of the academic departments into the current four area subcommittees. In response to a question from the floor, Dr. Cohen answered that all of the engineering departments comprise the Engineering and Computing area subcommittee, while the other three area subcommittees are made up of departments from the College of Arts, Sciences, and Business. Ultimately, this motion would align all of the CASB departments into one college committee.

A **motion** was made and seconded to amend the motion on the floor to insert the sentence, "If a department has no tenured regular faculty members, it forfeits its right to representation on the college committee."

The motion to amend passed.

There was no further discussion. *The motion as amended passed.*

Dr. Cohen then addressed the second issue identified by the Tenure Policy Committee, namely, whether the number of possible appeals should be reduced from six to three? He went on to explain that the current promotion and tenure procedures allow for an appeal following each level of review –making it possible for a single case to have a total of six appeals. He added that the committee agreed that the necessity of allowing time for each appeal cuts into the available time for administrators and committees to deliberate. He said that appeals also tend to be repetitive. The committee felt that three appeals are enough for the candidate to state their case.

Motion:

The Tenure Policy Committee moves that Faculty Senate accept the following package of items pertaining to appeals:

1. The number of possible appeals should be reduced from six to three. Candidates can now file an appeal only upon receiving a letter from an administrator (chair, dean, provost).
2. If a promotion and tenure committee has a majority “no” vote or the administrator directly above that committee recommends negatively against a candidate, the administrator shall inform the candidate by letter of the negative recommendation, providing the candidate sufficient information (while maintaining confidentiality) to permit the candidate to prepare an appropriate rebuttal.
3. Barring extenuating circumstances, candidates wishing to file an appeal will have seven calendar days to do so.
4. Rebuttals will no longer be permitted to criticism within an overall positive recommendation, i.e., a majority “yes” vote of the promotion and tenure committee and a positive recommendation of the administrator directly above that committee.

Professor Acar asked for clarification regarding the recommended appeal process. He asked if the candidate has the opportunity to appeal in cases where the committee gives a negative recommendation, but the administrator’s recommendation is positive.

Professor Ron Frank, a member of the Tenure Policy Committee, clarified that if either the committee or the administrator’s recommendation is negative, the candidate can rebut.

Amendment to the motion:

2. If a promotion and tenure committee has a majority “no” vote or the administrator directly above that committee recommends negatively against a candidate, the administrator shall inform the candidate in writing, providing the candidate sufficient information (while maintaining confidentiality) to permit the candidate to prepare an appropriate rebuttal.

The amendment passed.

A vote was taken on the motion as amended. *The amended motion passed.*

Dr. Cohen concluded his report by deferring the consideration of the remaining two issues until the next meeting.

Professor Fitch pointed out that Professor Cohen was cited in a recent issue of the *Chronicle of Higher Education*.

Details of the report are available at the following link:
[TPC.10.4.17](#)

VI. Administrative Reports

A. Chancellor's Report

Chancellor Maples gave a quick update, stating that the Board of Curators is in the process of revising how they approach capital projects. He said that at tomorrow's meeting he will present S&T's Five-Year Capital Projects list, which will include the Advanced Construction Materials Laboratory (\$6.5M), to be started fairly soon; Phase III of the Schrenk Hall project in 2020 (\$54M), the Engineering Research Laboratory addition and renovation (\$43M), a 2021 project; the Library and Learning Commons renovation (\$10M) for 2021, and the Havener Center renovation and expansion (\$26M) in 2022.

Chancellor Maples indicated that the discussion regarding shared leave was originally on the BOC agenda, but has been put off to a later date. Cuba Plain led some open forums this week on the topic. In addition, S&T has three employees on the System committee tasked with creating a donated leave program: Beth Abner, representing Payroll, Ronda Byers, representing HR, and Cuba Plain.

Dr. Acar asked about the status of the expansion of the Electrical and Computer Engineering Building. Dr. Maples replied that he would need to review the list.

Professor Fitch commented that he understood that Chancellor Maples granted the emeritus title to a Vice Chancellor who was never a professor. He asked if that isn't a violation of the Collected Rules and Regulations. Chancellor Maples indicated that he did, and that he had been told by UM System Legal that this was not a violation of the CRRs and that the decision was entirely at the Chancellor's discretion. He added that given the situation involved, and the person asking, and the place this was happening, he chose not to fight that battle at this particular moment. Dr. Sedigh Sarvestani commented that this was a self-nomination that triggered the whole process.

B. Provost's Report

Provost Marley opened his report by stating that in addition to the brief update he is giving, the Division updates will be posted with his report on the website. Following up on Professor Sedigh Sarvestani's earlier report, he reported that the Vice Chancellor for Research and Dean of Graduate Studies search committee met today, getting that process off to a good start.

Dr. Marley commented that he wanted to make the Senate aware of recent discussions regarding lab safety. After a couple of recent incidents on campus resulted in injuries to students and workers, he said that both he and the Chancellor felt the need for added personnel in the Office Environmental Health and Safety. To that end, a search for a new lab inspector is in process. He added that this person will also serve as a great resource for faculty members who operate laboratories.

Provost Marley said that Higher Learning Committee activities are well underway in preparation for the October 2018 HLC site visit. He reminded everyone that Assessment Activity Week begins the first week of December. The week begins with a luncheon at which Pat Okker, interim dean of the College of Arts and Sciences at Mizzou, will speak. She also led the team at Mizzou last year. Each college will conduct department meetings led by Jeff Cawfield, with participation by Mark Fitch, in which officials will be looking at assessment processes and updates within each department. The first draft will be uploaded by February 1 with the final draft due in June. Provost Marley then opened the floor for questions.

Professor Gearoid MacSithigh mentioned that since the last meeting, President Choi made a visit to campus. He asked what that was about. Dr. Marley replied that he was not on campus for the visit, but that the President set the agenda and requested to come in order to seek guidance from various campus constituents regarding extending the interim chancellor's contract.

Details of the Report are available at the following link:
[Provost.Report.11.9.17](#)

VII. New Business

- NONE

Dr. Sedigh Sarvestani commented on the vice chancellor emeritus designation, stating that the Faculty Senate officers looked at the CRRs extensively and came to the conclusion that this designation, being granted with no input from our campus faculty, violates the CRR. She added that given that it is a member of the campus community who requested the designation for herself and it's in a late stage of the process, the officers do not intend to intervene at this point. However, she said the officers would like to object in writing to President Choi about UM General Counsel's interference in matters that should involve the campus and their encouragement of circumventing policies and campus procedures.

In response to a question from the floor, Professor Sedigh Sarvestani explained that according to the CRR, the emeritus designation requires that the individual be a faculty member. She went on to say that the CRR allows for exceptions to be made for administrators who have held the rank of professor or associate professor at the university for at least five years.

Mark Mullin pointed out that several people in his department who have never held the rank of associate of full professor have been granted emeritus status. Dr. Sedigh Sarvestani agreed that

there was precedent for such exceptions, but she pointed out that in each of those cases, there was extensive input from the associated campus.

Chancellor Maples commented that he did make the rounds to inform the Faculty Senate officers about the situation and to explain his decision.

VIII. Adjourn

The meeting adjourned at 3:15 PM.

Respectfully submitted,
Michael Bruening for Steven Corns, Secretary