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Faculty Senate Minutes January 24, 2019

Missouri University of Science and Technology Faculty Senate

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Volume XII, Number 4
Minutes of the Faculty Senate Meeting
January 24, 2019

I. Call to Order and Roll Call

The meeting was called to order by President Michael Bruening.

Motion: Professor Bruening moved to add the Information Technology and Computing Committee to the agenda.

The motion was seconded and passed.

Roll was called by Stephen Raper. Those whose names are **grayed** out below were absent.

Brent Unger, Patrick Gamez, Terry Robertson, **Mark Mullin**, **David Westenberg**, Craig Claybaugh, (Keng Siau for) Fui-Hoon Nah, Parthasakha Neogi, **Jee Ching Wang**, Richard Dawes, Klaus Woelk, Stuart Baur, Mark Fitch, Jianmin Wang; Michael Gosnell, Chaman Sabharwal, Michael Davis, Levent Acar, (Sahra Sedigh Sarvestani for) Ali Hurson, Kurt Kosbar, **Maciej Zawodniok**, Steven Corns, Stephen Raper, K. C. Dolan, (Ed Malone for) Sarah Hercula, Norbert Maerz, David Wronkiewicz, Kathleen Sheppard, William Fahrenholtz, Jeff Smith, Akim Adekpedjou, (Wlodzimierz Charatonik for) Matt Insall, S.N. Balakrishnan, **Jie Gao**, **Kelly Homan**, Ashok Midha, Otis Register, Shoaib Usman, Paul Worsey, **Ulrich Jentschura**, Dan Waddill, Amber Henslee, **Michelle Schwartze**

II. Approval of Minutes

The minutes of the November 15, 2018 minutes were approved as distributed prior to the meeting.

III. Campus Reports

A. Staff Council

Vice Chair Barbi Spencer reported that earlier in the day, Staff Council hosted a reception in appreciation for the work our facilities operations employees do all year long. She added that a different department will be highlighted each month. She also said Staff Council will share a Staff spotlight via e-connection and Facebook twice monthly beginning in February. Faculty were invited to email staffcouncil@mst.edu to suggest a department or an individual to be recognized. Other announcements included Staff Day, which will be held on May 29 this year with a circus theme, and a clothing line that is being developed for future release.

The report is available at the following link:
[StaffCouncil.1.24.19.](#)

B. Student Council

Madison Moore reported that Student Council presidential packets are now open in preparation for spring elections. She also mentioned that Student Council held discussions with the Academic Freedom and Standards Committee on the Plus/Minus Grading Proposal, to be discussed by Dr. Kosbar later in the meeting.

C. Council of Graduate Students - NO REPORT

IV. President's Report

Professor Michael Bruening gave an update on the Chancellor's Search saying that three finalists were selected and campus interviews are taking place. President Choi is expected to announce the next chancellor by late February.

In Intercampus Faculty Council (IFC) news, he reported that changes to the CRR about the selection of department chairs is still being drafted, but the final document will be circulated to all faculty for feedback as soon as it is available.

The format for Board of Curators meetings is changing from a two-day meeting to one day, with most of the subcommittee discussions happening by phone prior to the meeting. Dr. Bruening mentioned that our April Faculty Senate breakfast will become lunch with faculty and students.

In Policy Committee updates, open forums will be announced concerning the Dual Career Partner Assistance Program and Animals on Campus. Dr. Bruening said that some changes were made to the proposed policy on the Use of Cameras to Monitor Facilities and/or Activities based on feedback from the open forum and that some further clarifications are planned. He agreed to send the final version to the Senators for feedback. He also referred to the Revised OSP Policy on Principal Investigator Eligibility that was circulated prior to the meeting, asking for comments. Concern was expressed that the proposed policy states that the dean should review all requests when our centers do not have academic deans. Vice Chancellor for Research, Costas Tsatsoulis agreed that the language can be modified to say academic dean or Vice Chancellor for Research. Faculty were invited to send suggestions to Dr. Tsatsoulis.

Details of the report are available at the following link:

[PresidentReport.1.24.19](#)

V. Reports of Standing Committees

A. Curricula

Tom Schuman presented the Curricula Committee report, stating that the Curricula Committee met on December 5 and January 9 to review three degree change requests, thirty-one course change requests, and six experimental course requests.

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

The motion passed.

Dr. Schuman then presented a motion from the Campus Curricula Committee to add certificates to the Minor Creation Policy that was approved in April 2018. The proposed changes were distributed with the agenda prior to the meeting.

Motion: Campus Curricula Committee moves to accept the following approval policy:

“Minor and Certificates Creation Policy” (‘Minor Creation Policy’ approved by Senate 26 April 2018)

“Introduction

The purpose for the Experimental Course (EC) process is to allow for development of modern degrees via new course content but also to help determine marketability and viability/cost effectiveness of the new courses. New or substantially different degree programs are subject to degree viability justification and approval by state agencies. New course creation can skip the EC process by making the course to be required within a degree program. Minor and certificate programs are useful marketing tools that exemplify uniqueness and value of the S&T campus to attract students but are elective and supportive to a program of study, not degree programs in their own right.

Course viability is subject to the Chancellor Policy Memo II-30, as well as the respective policies of each college. While course enrollments of courses being developed within the EC process are more lenient than permanently numbered courses, it is expected that new courses with permanent numbers will meet viability policies. Minors are commonly created for the purposes specified above as an extension of a degree program, having required courses in common, which has no additional program cost since the courses are populated as required parts of the degree program. As such, minors created from degree programs are encouraged. Departments can choose to skip the EC process and create a new permanent course, e.g., when creating a minor, emphasis, or certificate, in addition to courses that are also to be required within a degree program.

“Certificates are to undergo regular curriculum approval processes, subject to the following:

Undergraduate certificates must have one primary owner (i.e., degree program) that does not preclude co-listing and must consist of currently offered or already approved (i.e., hard numbered) courses. Experimental courses may not be included as a part of a

proposed certificate program of study. Proposed certificate programs, once approved, shall not allow substitute courses except in extenuating circumstances. Such extenuating circumstances must be approved by the associated Dean of the College in which the certificate program resides or of Graduate Studies for graduate certificates. Approved certificates shall become effective in the Fall Semester of an academic year. Certificates already approved or in approval processes prior to creation of this policy shall be grandfathered as approved under their existing processes but any future changes to those or later certificates must follow the regular curriculum approval system/processes.

Proposed Certificate programs of study must be submitted to the Missouri Department of Higher Education (MDHE) for approval. Certificate proposals are to be submitted through the campus curriculum approval process in parallel with an MDHE submittal after approval by the associated Dean, and can be approved by faculty senate and become a Certificate subject to MDHE approval. The action of MDHE shall be reported by the CCC at the FS meeting following MDHE approval or rejection of the Certificate.

“Minor or Certificate with Permanent Course Creation

The goal is to underscore the excellence available in academic learning on campus but to not maintain those that do not attract students. Each degree program is allowed one minor or certificate program that requires no student population justification per year, having been ostensibly created from required courses of their degree program, but departments may create as many other minors or certificates as are reasonably populated. All current minor and certificate programs are included in any counting of minors and certificates that are not justified by population.

Minors or certificates can be used as a reason to create new classes that bypass the EC process provided there is a compelling reason for their creation. The campus curriculum committee (CCC) will recommend to the Senate those that are deemed compelling. All proposed permanent courses, those proposing non-experimental catalog numbers, must be required in the minor or certificate. No more than 6 credit hours of new permanent courses per year that bypass the EC process are allowed; any additional course credit hours bypassing the EC process must be well-justified.

“Course Purging Policy

To avoid simply a bypassing of the EC process, minors and certificates and their respective courses shall be evaluated for number of students completing said minor and courses at a period of 5 years and assessed against the appropriate campus policy(ies). Minors and certificates and their courses required within the minor or certificate not meeting those policies are to be deactivated along with the new courses that were created outside the EC process when the minor or certificate was created unless the course has been taught successfully within the last 5 years.

Courses not taught are routinely purged from the catalog about every 10 years. At the 10 year review, any required courses for a degree program, minor, or certificate but having not been taught successfully during the last 10 years will be assessed by the campus curriculum committee for deactivation, along with the degree program, minor, or certificate requiring that course.”

The motion passed.

Details of the report are available at the following link:

[CCC.Report.1.24.19](#)

[CCC.FS.Slides.1.24.19](#)

[Minor and Certificate Creation Policy \(redlined\)](#)

B. Public Occasions

Professor Sahra Sedigh Sarvestani presented a motion to approve Open House dates for next year as proposed by the Office of Admissions.

Motion: The Public Occasions Committee moves that the following be adopted as Open House dates for academic year 2019-2020.

- Saturday, October 19, 2019
- Saturday, November 16, 2019
- Monday, February 17, 2020
- Friday, April 10, 2020

The motion passed.

Professor Sedigh Sarvestani summarized previous discussions of adding a fall break before Thanksgiving, but said the committee is still awaiting input from the academic departments. Senators were urged to seek input from their department colleagues and send feedback to her by February 7, 2019.

In response to a question about dates for the campus 150th Anniversary Celebration, Dr. Bruening called on Andy Careaga. Andy reported that the committee working on the celebrations is focusing on three dates: Feb. 2020 is the 150th anniversary of our founding, the kick-off for the celebration will be Homecoming 2020, and November 2021 is the 150th anniversary of the first day of classes.

Details of the report are available at the following link:

[Public Occasions.1.24.19](#)

C. Budgetary Affairs

Professor Mark Fitch presented the Budgetary Affairs Committee report, commenting that the State budget for universities is expected to be relatively flat and withholdings are possible and cuts are likely. He also gave an update on a referral concerning raises given to administrators, faculty and staff in FY2018. For purposes of this discussion administrators refers to anyone with a title of Dean or Associate Dean and above. Likewise, the term “raise” does not include market adjustments, promotions, post tenure review awards, or temporary pay increases for administrative duties. Raise information was presented in terms of percentages for FY18 and FY19 for forty-six

administrators, 384 faculty (reported as titles including “professor”, but not “adjuncts”), and 734 staff members.

Details of the report are available at the following link:

[BAC.1.24.19](#)

D. Intellectual Property

Jonathan Kimball presented a report from the Intellectual Property and Tech Transfer Committee, including a snap shot of royalty income, number of patents and copyrights issued, active licenses, case load and patent expenses for FY18.

He discussed opportunities and challenges for consideration, citing a constant concern about “centralization” of technology transfer functions (shared services), as well as concern about the System patent budget, and the increase of non-royalty producing technology transfer. He then addressed concerns raised by the myHR Invention Assignment Agreement, which came about as a result of recent changes to the Bayh-Dole regulations that require a written invention assignment agreement be in place *before* conducting any work on a federally funded project.

Motion: The IP Committee moves that the Faculty Senate approve the following resolution:

The Faculty Senate of the Missouri University of Science and Technology acknowledges the additional requirements imposed by changes to 37 C.F.R. § 401.14(f)(2), which require a written agreement prior to the execution of federally-funded research. However, we cannot advise faculty to execute the agreement that has been implemented via MyHR in August 2018. We request the following actions of the Vice President of Research and Economic Development at the University of Missouri System:

1. That the language in the agreement be changed to explicitly restrict applicability to federally-funded research;
2. That the language in the agreement be changed to mirror existing language in the invention disclosure (Form UM 16C rev. 09.15.15), particularly in regards to the further assurances clause;
3. That a different process be used so that the agreement is tied to specific federal grants and contracts, rather than as a blanket statement with indeterminate applicability; and
4. That the UM System Patent Committee, at a minimum, be involved in all further matters regarding the Bayh-Dole Act and its changes.

The motion passed.

Details of the report are available at the following link:

[IPTT.1.24.19](#)

E. Academic Freedom and Standards

Professor Kurt Kosbar gave a status report on the Plus/Minus Grading Issue, beginning with a brief history of the proposal from the original referral to the Academic Freedom and Standards Committee (AF&S) in AY 2017-18, subsequent discussions and the request from Faculty Senate that the committee solicit more comments and remove the dependency on Mizzou policy.

Dr. Kosbar discussed data and comments collected from various universities and campus constituencies. He said that AF&S has changed its position on C- grades since summer 2018, now recommending that C- grades satisfy “C or higher” prerequisite requirements. He said that all GPA calculations would still have 2.0 requirements, but C- grades could be replaced in GPA calculations if a student repeated the course at S&T.

Dr. Kosbar summarized the committee’s discussion on the proposal saying that many on the committee are concerned that the current system forces instructors to assign the same grade to students with substantially different levels of performance. He added that the proposed system would allow instructors who prefer the current grading system to continue using it. The AF&S Committee will present a formal motion at the February 2019 Faculty Senate meeting.

Details of the report are available at the following link:

[AF&S.1.24.19](#)

VI. Administrative Reports

A. Chancellor’s Report

Chancellor Maples reported that Governor Mike Parsons delivered the State of the State address on January 16, in which he looked at UM core appropriations; UM System is requesting flat funding. Chancellor Maples said he had learned just that day that state revenue is coming in 10% lower than expected, which is not good in that higher education tends not to be considered a mandatory funding item. He added that if we are told to cut money, but the money is already spent (on personnel salaries, etc.), when we come to the end of the year, we would still have to cut it from somewhere. He said that the Missouri Department of Higher Education is working to gain control of performance funding in order to set state-wide standards related to that.

The Chancellor reported that recent executive leadership retreats have focused on budget projections and revenue needs over the next few years. He stressed that we cannot continue to cut and achieve the level of greatness, increased reputation and improved performance that we aspire to achieve. He reiterated that across the campus conversations are happening looking at creative ways to increase revenue and restated that we need to participate in System initiatives to increase revenue, such as e-learning. Referring to a graph showing our annual assumptions, he pointed out that we expect about 1 percent new enrollment growth, two percent tuition increases, and flat or

declining state support. He explained that we need to set the tuition increase by April in time for consideration at the Board of Curators' meeting, but we will not know the budget for next year until May.

Details of the report are available at the following link:

[ChancellorReport.1.24.19](#)

B. Provost's Report

Provost Marley gave an update on the Federal Shutdown and its impact or potential impact to research funding. He confirmed that the Office of Sponsored Programs will continue to invoice federal agencies and our funded projects are continuing. He referred to some immediate and longer term risks to be aware of, specifically correspondence from our sponsor agencies, such as stop work orders, etc.

Dr. Marley gave a status report on some ongoing System-level searches, adding that announcements are expected in February or March. He mentioned that the search for our Vice Provost for Global Learning has been put on hold until the System Chief e-Learning Officer is filled in order to allow that individual to participate in that process and allow time for right-sizing our Global operation in terms of its focus. He added that as part of that focus, the Instructional Design and Development Team is moving to the Center for Advancing Faculty Excellence (CAFÉ) and International Affairs will report to the Office of Academic Support.

Following up on a question about ongoing department chair searches in Mechanical and Aerospace Engineering and Teacher Education and Certification, he confirmed that both searches are moving forward. Provost Marley commented that the basis of the proposed changes to the CRR related to the selection and appointment of department chairs is based on the legality of employees selecting their own supervisor. He commented on the difference between a department chair versus a department head, saying that in the model most of us are most familiar with, a department chair is an elected member of the faculty to represent the faculty to the administration. He said the issue here and throughout the UM System is that our chairs actually function as administrators - they make administrative decisions that affect the lives of faculty in their department. He explained that EEOC and Affirmative Action policies state that a group of employees cannot directly choose the individual who will make those kinds of decisions related to their employment. He reminded the Senate that it was this same concern that drove the discussion about the selection of deans a couple of years ago and is also one of the reasons President Choi wants to adapt this Collected Rule.

Details of the report are available at the following link:

[ProvostReport.1.24.19](#)

VII. New Business

Professor Sahra Sedigh Sarvestani presented a brief update from the Administrative Review Committee on behalf of Ian Ferguson, Chair of the Committee. She reported that the surveys have been drafted, will be placed on the Faculty Senate webpage by tomorrow (January 25, 2019) and the url will be sent to Senators. Comments should be submitted to Professor Ferguson by close of business, Thursday, January 31.

VIII. Adjourn

The meeting adjourned at 3:35 PM.

Respectfully submitted,
Stephen A. Raper, Secretary