



21 Feb 2019

Faculty Senate Minutes February 21, 2019

Missouri University of Science and Technology Faculty Senate

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Volume XII, Number 6
Minutes of the Faculty Senate Meeting
February 21, 2019

I. Call to Order and Roll Call

The meeting was called to order by President Michael Bruening. Roll was called by Secretary 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, (Don Wunsch for) 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, Matt Insall, (Keith Nisbett for) S.N. Balakrishnan, Jie Gao, Kelly Homan, Ashok Midha, **Otis Register**, Shoaib Usman, Paul Worsey, (Julia Medvedeva for) Ulrich Jentschura, Dan Waddill, Amber Henslee, Michelle Schwartze

II. Approval of Minutes

The revised minutes of the January 24, 2019 minutes were approved as distributed prior to the meeting.

III. Campus Reports

A. Staff Council

John Cook, Staff Council chair, reported that the Department of Teacher Education and Certification and the Intelligent Systems Center were selected to be honored with a department appreciation reception. He said Carol Atwell, custodian in the Civil Engineering building, was featured in the most recent Staff Spotlight. Staff Day is scheduled for May 29 with the theme, “Under the Big Top: The Greatest Staff on Earth.” Staff Council approved some changes to their Bylaws.

B. Student Council

Student Council President Madison Moore reported that elections for Student Body President will take place March 4-8 and the new President will attend the April Faculty Senate meeting. She said that Student Council has discussed using incentives to increase student participation in CET evaluations by having students screenshot their submitted evaluations to be entered into a prize drawing. She asked if Faculty Senate foresees any negative fallout or benefit from that approach. Some Senators commented that they thought it was a good idea.

C. Council of Graduate Students

-NO REPORT

D. Guest Speaker - K. Morris-Lehman

Krista Morris-Lehman, Care Coordinator for the Counseling Center and the U-Care contact for the campus, gave an overview of the services provided by the U-Care program, highlighting the Student Emergency Fund that was initiated two years ago. She said faculty can help by fundraising, referring students to her office, providing gift cards, etc. She said that student requests are reviewed by a committee that approves or amends the initial request. The goal is to help students with their immediate needs and to find long term solutions.

Details of the report are available at the following link:

[Care Coordination - Student Emergency Fund](#)

IV. President's Report

Michael Bruening, President of Faculty Senate, gave a brief update on the status of the Chancellor search, saying the search continues with the same search committee, but new candidates are being sought. He added that there is no clear timeline, but President Choi has indicated he still wants to have a new chancellor in place by July.

He reported that Sahra Sedigh Sarvestani and Steven Corns attended the February 5 Intercampus Faculty Council (IFC) meeting. At the meeting, Mark McIntosh announced that there will be no Research Board grant competition this semester, but it will likely be implemented in the next academic year as part of the UM System's Tier 3 Research and Creative Works Strategic Investment Program. Other topics discussed were possible revisions to CRR 330.110, Evaluation of the Ability to Work, and an update on the Mid-Career Faculty Task Force. Dr. Bruening called on David Westenberg, who reported that the Task Force is looking at best practices to develop flexible processes for review and promotion of mid-career faculty. Nominees are also being sought to serve on the Presidential Engagement Fellows review panel.

Dr. Bruening gave a brief overview of the Department Chair CRR proposal, explaining that President Choi expressed a desire for change last fall with a goal of having good, effective chairs for all departments. The deadline for commenting on the draft was extended to March 1, but President Choi still plans to present revisions at the April Board of Curators meeting. Due to broad discontent with the proposed changes, a resolution was drafted and circulated. Dr. Bruening said that he received feedback from System that was concerned with the "tone" of the resolution. There was also concern

about the Curators' reaction to such a resolution, including the possibility that the resolution might backfire, adversely affecting the changes that faculty want to see in the CRR. Therefore, the Senate Officers decided to follow the lead of other campuses and prepare a memo listing faculty objections to the proposed changes. Professor Bruening read the draft memo:

Motion: The Missouri S&T Faculty Senate officers move that the Senate approve the following memo to provide feedback on proposed CRR 20.110.

Dear President Choi:

The Missouri S&T Faculty Senate welcomes the opportunity to provide feedback on the proposed changes to CRR 20.110 on department chairs. The department chair has a more direct effect on faculty than any other administrator on campus. Thus, it is vitally important for the faculty that decisions about the selection, evaluation, and retention of the chair involve significant input from the department faculty. The S&T faculty understand and agree with the stated motivation behind the changes in the proposed CRR, namely that competent, effective department chairs are essential for the efficient operation of the university's academic departments. We also support the CRR's language on shared governance, inclusion, and diversity. Nevertheless, we have significant concerns over the current wording of the proposed CRR, particularly the following:

1. The most significant concern is that, as worded, it places all authority over the chair search process and selection in the hands of the dean and does not mention explicitly a role for the department faculty. Nor does it contain any details about the role of the search committee. While a good dean would, of course, appoint a significant portion of department faculty to the chair search committee, there is great concern that a dean could easily abuse the rule as it is currently phrased and minimize the role of both the department faculty and the search committee in the selection of a new chair.
2. Thus, we would like to see more language that specifies the predominant role of the department faculty both on the search committee and in the approval of the finalists selected by the committee.
3. We also suggest that the dean should be able to reject or override the search committee's proposed finalists only under extraordinary circumstances that are explained fully to the department faculty
4. The proposed changes hit Missouri S&T particularly hard because the proposed CRR singles out the section on chair searches in our campus bylaws for nullification. We believe that our bylaws have served us well and have appropriately preserved the rights and role of the department faculty in chair searches in a way that the proposed CRR does not.
5. While we understand that regular CRRs supersede campus bylaws, we also question whether a new CRR can actually "abolish" a section of our bylaws, as the draft indicates, since amendments to the bylaws must be approved by the campus's general faculty.

6. We also understand that department chairs have a dual role not only to manage their departments but also to represent the views of their departments' faculty to the dean and other administrators and to execute department policies. We suggest, therefore, including these important roles in the list of chair responsibilities.

7. We are concerned that the proposed CRR has no language about the role of the department faculty's role in the evaluation of the chair and in decisions about the retention or reappointment of the chair.

8. We believe that these suggestions are supported by guidelines established by the AAUP Redbook of Policy Documents and Reports (esp. pp. 121 and 130-31), and by policies on chair searches at peer public land-grant universities.

The Faculty Senate of the Missouri University of Science and Technology

A motion to amend item #3 , changing it to “We also suggest that the dean should not be able to reject the search committee’s proposed finalists except under extraordinary circumstances that are explained fully to the department faculty and agreed to by the majority of the department faculty.”

The motion to amend passed.

A motion was made to amend item #5 to read, “We question whether a new CRR can actually ‘abolish’ a section of our bylaws, as the draft indicates, since amendments to the bylaws must normally be approved by the campus’s general faculty.”

The motion to amend passed.

There was a **motion** to table the Memo on CRR 20.110. *The motion failed.*

There was a **motion** to amend the memo to say that “two thirds of the search committee must be faculty members of the department, and over one half of the committee must be tenured. In cases of departments with insufficient faculty members to meet this requirement, tenured faculty members can be recruited from departments from a closely related field. Finalist candidates must be elected by a simple majority of the department. The dean can make recommendations to the Provost from among these.”

The motion to amend failed by a vote of 14 yes, 23 no

There was a **motion** to call the question on approving the memo. *The motion passed.*

The motion to adopt the memo as amended passed. Professor Don Wunsch asked that he be named in the minutes as a “no” vote.

Details of the report are available at the following link:

[PresidentReport.2.21.19](#)

V. Reports of Standing Committees

A. Curricula

Ashok Midha presented the Curricula Committee report, stating that the Curricula Committee met on February 6 to review sixteen course change requests, and two experimental course requests.

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

The motion passed.

Professor Midha presented information on the use of admission to a department as a course prerequisite. The issue was discussed but no action by Faculty Senate was required.

B. Public Occasions

Sahra Sedigh Sarvestani presented the Public Occasions report, explaining that the 2018-2019 and 2019-2020 academic calendars were previously approved by Faculty Senate, but revisions were requested to add a third commencement ceremony, Graduate Student Orientations, and Career Fair.

Motion: The Public Occasions Committee moves that the following revisions be made, respectively, to the 2018-2019 and 2019-2020 academic calendars.

Spring Semester 2019 (revised)

International Student Orientation	January 15, Monday
Open Registration Ends	January 21, Monday
Martin Luther King, Jr. Recognition Holiday	January 21, Monday
Spring semester opens 8:00 a.m.	January 22, Tuesday
Classwork begins 8:00 a.m.	January 22, Tuesday
Mid-Semester	March 16, Saturday
Spring Recess begins 8:00 a.m.	March 14, Thursday
Spring Recess ends 8:00 a.m.	March 18, Monday
Spring Break begins 8:00 a.m.	March 24, Sunday
Spring Break ends 8:00 a.m.	April 1, Monday
Last Class Day	May 10, Friday
Final Examinations begin 7:30 a.m.	May 13, Monday
Final Examinations end 5:00 p.m.	May 17, Friday
Spring Semester closes 6:00 p.m.	May 17, Friday
Commencement – 6:00 p.m.	May 17, Friday
Graduate and Undergraduate Degrees in Designated Departments	
Commencement - 10am	May 18, Saturday

Graduate and Undergraduate Degrees in Designated Departments
 Commencement - 3:30pm May 18, Saturday
 Graduate and Undergraduate Degrees in Designated Departments

Fall Semester 2019 (revised)

International Student Orientation	August 6, Tuesday
Freshman Orientation Begins	August 11, Sunday
Transfer Transitions	August 15, Thursday
New Graduate Student Orientation	August 16, Friday
Open Registration Ends	August 18, Sunday
Fall semester opens 8:00 a.m.	August 19, Monday
Classwork begins 8:00 a.m.	August 19, Monday
Labor Day Holiday	September 2, Monday
Career Fair	September 24, Tuesday
Mid-Semester	October 12, Saturday
Thanksgiving vacation begins 8:00 a.m.	November 24, Sunday
Thanksgiving vacation ends 8:00 a.m.	December 1, Monday
Last Class Day	December 6, Friday
Final Examinations begin 7:30 a.m.	December 9, Monday
Final Examinations end 5:00 p.m.	December 13, Friday
Commencement- 10 a.m.	December 14, Saturday
Graduate and Undergraduate Degrees in Designated Departments	
Commencement – 3:30 p.m.	December 14, Saturday
Graduate and Undergraduate Degrees in Designated Departments	

Spring Semester 2020 (revised)

International Student Orientation	January 6, Monday
New Graduate Student Orientation	January 17, Friday
Open Registration Ends	January 20, Monday
Martin Luther King, Jr. Recognition Holiday	January 20, Monday
Spring semester opens 8:00 a.m.	January 21, Tuesday
Classwork begins 8:00 a.m.	January 21, Tuesday
Career Fair	February 18, Tuesday
Spring Recess begins 8:00 a.m.	March 12, Thursday
Mid-Semester	March 14, Saturday
Spring Recess ends 8:00 a.m.	March 16, Monday
Spring Break begins 8:00 a.m.	March 23, Sunday
Spring Break ends 8:00 a.m.	March 30, Monday
Last Class Day	May 8, Friday
Final Examinations begin 7:30 a.m.	May 11, Monday
Final Examinations end 5:00 p.m.	May 15, Friday
Spring Semester closes 6:00 p.m.	May 15, Friday
Commencement – 6:00 p.m.	May 15, Friday
Graduate and Undergraduate Degrees in Designated Departments	
Commencement - 10am	May 16, Saturday

Graduate and Undergraduate Degrees in Designated Departments
Commencement - 3:30pm May 16, Saturday
Graduate and Undergraduate Degrees in Designated Departments

The amended motion was approved.

Motion: The Public Occasions Committee moves that the following academic calendar be adopted for the 2020-2021 academic year.

Fall Semester 2020

International Student Orientation	August 11, Tuesday
Freshman Orientation Begins	August 16, Sunday
Transfer Transitions	August 20, Thursday
New Graduate Student Orientation	August 21, Friday
Open Registration Ends	August 23, Sunday
Fall semester opens 8:00 a.m.	August 24, Monday
Classwork begins 8:00 a.m.	August 24, Monday
Labor Day Holiday	September 7, Monday
Career Fair	September 22, Tuesday
Mid-Semester	October 17, Saturday
Thanksgiving vacation begins 8:00 a.m.	November 22, Sunday
Thanksgiving vacation ends 8:00 a.m.	November 30, Monday
Last Class Day	December 11, Friday
Final Examinations begin 7:30 a.m.	December 14, Monday
Final Examinations end 5:00 p.m.	December 18, Friday
Commencement- 10 a.m.	December 19, Saturday
Graduate and Undergraduate Degrees in Designated Departments	
Commencement – 3:30 p.m.	December 19, Saturday
Graduate and Undergraduate Degrees in Designated Departments	

Spring Semester 2021

International Student Orientation	January 12, Tuesday
New Graduate Student Orientation	January 15, Friday
Open Registration Ends	January 18, Monday
Martin Luther King, Jr. Recognition Holiday	January 18, Monday
Spring semester opens 8:00 a.m.	January 19, Tuesday
Classwork begins 8:00 a.m.	January 19, Tuesday
Career Fair	February 16, Tuesday
Spring Recess begins 8:00 a.m.	March 11, Thursday
Mid-Semester	March 13, Saturday
Spring Recess ends 8:00 a.m.	March 15, Monday
Spring Break begins 8:00 a.m.	March 21, Sunday
Spring Break ends 8:00 a.m.	March 29, Monday
Last Class Day	May 7, Friday
Final Examinations begin 7:30 a.m.	May 10, Monday
Final Examinations end 5:00 p.m.	May 14, Friday

Spring Semester closes 6:00 p.m.	May 14, Friday
Commencement – 6:00 p.m.	May 14, Friday
Graduate and Undergraduate Degrees in Designated Departments	
Commencement - 10am	May 15, Saturday
Graduate and Undergraduate Degrees in Designated Departments	
Commencement - 3:30pm	May 15, Saturday
Graduate and Undergraduate Degrees in Designated Departments	

The motion passed.

Professor Sedigh Sarvestani gave a brief update on the status of the discussions about the addition of a Fall Break, requesting that those departments that have not yet provided input do so as soon as possible.

Details of the report are available at the following link:

[PublicOccasions.2.21.19](#)

**C. Budgetary Affairs
- NO REPORT**

D. Administrative Review

Bih-Ru Lea presented the update for the Administrative Review Committee for Ian Ferguson. She reported that the surveys are being loaded into Qualtrics and the reviewees are generating information about their activities and accomplishments to be included in the review process.

Details of the report are available at the following link:

[AdminReview.2.21.19](#)

E. Academic Freedom & Standards

Kurt Kosbar presented a motion on the Plus/Minus Grading Issue. He explained that the current motion includes a change from the motion presented at the January meeting, namely, that all courses that specify a grade of C or better will now say C- or better.

Motion:

Starting with fall semester 2020, S&T will expand its current A through F course grading system, to include the use of + and - modifiers, as described below.

Courses can use either an A through F system, or a satisfactory / unsatisfactory (S/U) system. The A through F grading system is appropriate for those subjects and situations that allow discrimination in quality of achievement and performance. The S/U system is more appropriate for students wishing to take elective courses in a subject matter field in which they will be competing with majors, for mastery learning situations, and for courses graded primarily on the basis of attendance.

The grades available in the expanded A through F system, and their effect on grade point average calculations, will be: A (4.0), A- (3.7), B+ (3.3), B (3.0), B- (2.7), C+ (2.3), C (2.0), C- (1.7), D+ (1.3), D (1.0), D- (0.7), F (0.0).

Graduate students will not be allowed to earn grades of D+, D or D-.

The S and U grades will not be incorporated in the grade point average calculations.

All courses which currently specify a prerequisite with a grade of "C or better" will be changed to "C- or better". This change to "C- or better" may be subsequently altered through the normal curriculum modification process.

All regulations currently tied to a specific grade average will be interpreted to mean the numerical average currently associated with that specific grade. Hence, a required C average or better on all courses will be a 2.000 average or better.

Students will be allowed to replace grades in all courses in which they have obtained a C- or lower. The first sentence of Section VIII.G of the S&T Student Academic Regulations will be changed from:

"Effective with Missouri S&T coursework repeated Fall of 2001 or later, when a grade of "D" or "F" is received in a Missouri S&T course, the grade may be replaced in the calculation of the GPA if the course is repeated at Missouri S&T."

to:

"When a grade of C-, D+, D, D- or F is received in a Missouri S&T course, the grade may be replaced in the calculation of the GPA if the course is repeated at Missouri S&T."

There was considerable discussion on the proposed motion, with concerns being expressed about unintended consequences, including impact on academic standing, probationary students, and time to graduation. In a response to how this will affect graduate students, Professor Kosbar said the committee did not address that issue.

Professor Kosbar added that Student Council passed a resolution on February 19 opposing the AF&S motion as it stands.

A **motion** was made to call the question. *The motion passed.*

A **motion** was made to conduct the vote on the AF&S Motion by secret ballot. *The motion failed.*

The **motion to adopt the Plus/Minus Grading Policy** as presented by the AF&S Committee *failed by a vote of 15 yes, 21 no.*

The details of the report are posted at the following link:

[AFS.2.21.19](#)

VI. Administrative Reports

A. Chancellor's Report - NO REPORT

B. Provost's Report

Provost Marley began his report by mentioning that Chancellor Maples was attending a legislative function that day. He gave a couple of updates related to the Center for Advancing Faculty Excellence, stating that Irina Ivliyeva will become the Assistant Chair on June 1, 2019. He added that Wayne Huebner began serving as the Chair of CAFE on December 1 and that Larry Gragg's service as Co-Chair ends on May 31, 2019.

Dr. Marley gave a brief update on a couple of on-going searches. He announced the four finalists for the Vice Provost and Dean of Enrollment Management are Tim Albers, currently Vice Provost and Dean of Enrollment Management at S&T, Marion Dunagan, former Assistant Dean of Operations at the University of Arkansas, Fayetteville; David Heringer, Vice President of Enrollment Management, McMurry University; and Paul Orschein, Associate Vice President, Enrollment Management and Student Retention, Missouri Western State University. Dates for the open forums for each of these candidates will be announced shortly.

In the search for the Dean of the Library, he said four finalists have been identified and those dates are also about to be announced. The finalists are Leslie Bowman, Director, Maryland State Library for the Blind and Physically Handicapped; Hsin-liang (Oliver) Chen, Associate Dean, Joseph P. Healy Library, University of Massachusetts, Boston; Angela Fritz, Head of University Archives, Hesburgh Libraries, University of Notre Dame; and Brian Hickam, former Head Librarian and Director of the Lumpkin Learning Commons, Blackburn College.

In closing, he added that the search for the UM System Chief eLearning Officer has been continued and that has impacted the search for the Vice Provost of Global Learning at S&T.

The details of the report as well as division updates are posted at the following link:

[Provost.Report.2.21.19](#)

VII. New Business

A request was made for the final version of the memo on the Department Chair CRR proposal to be sent to the Senators.

VIII. Adjourn

The meeting adjourned at 3:35 PM.

Respectfully submitted,
Stephen A. Raper, Secretary