



20 Feb 2020

Faculty Senate Meeting Minutes February 20, 2020

Missouri University of Science and Technology Faculty Senate

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I. Call to Order and Roll Call

The meeting was called to order by President Steve Corns. Roll was called by Secretary Kelly Homan. Those whose names are grayed out below were absent.

Brent Unger, Jorge Porcel, Terry Robertson, Mark Mullin, David Westenberg, Craig Claybaugh, Fui-Hoon Nah, Parthasakha Neogi, Jee Ching Wang, Amitava Choudhury, Klaus Woelk, Stuart Baur, Mark Fitch, William Schonberg, Michael Gosnell, Chaman Sabharwal, Michael Davis, Mahalet Fikru, Ali Hurson, Kurt Kosbar, Sahra Sedigh Sarvestani, Maciej Zawodniok, Venkat Allada, Steve Raper, Sarah Hercula, Dan Reardon, Ralph Flori, Jonathan Obrist-Farner, Kathleen Sheppard, William Fahrenholtz, Jeff Smith, Alvan Akin for Akim Adekpedjou, Matt Insall, S.N. Balakrishnan, Jie Gao, Kelly Homan, Ashok Midha, Lonnie Pirtle, Samuel Frimpong, Shoab Usman, Ulrich Jentschura, Alexey Yamilov for Michael Schulz, Amber Henslee, Michelle Schwartze

II. Approval of Minutes

The minutes of the January 23, 2020 meeting were presented. Dr. Corns called for a vote and the minutes were approved.

III. Campus Reports

A. Staff Council

Velvet Hasner presented on behalf of Staff Council. June 3rd is staff appreciation day and the theme is back to the 1980's. The day will consist of an opening ceremony with awards, games, lunch and a food auction. Staff Council would like to ask for faculty to support staff day and noted they are welcome to attend. The staff will each get a free lunch and any money raised will support the employee scholarship fund. Each year three staff members are awarded a scholarship.

B. Student Council

Christina Carrig presented for Student Council and shared that Student Council will be hosting a peer led mental wellness session on February 27th in Toomey 199.

Student Council will be electing a new president in March with an announcement to be made on March 9th.

Student Leaders Award elections are open until March 20th and the winners will be announced on April 3rd.

Missouri S&T student council is a participant in Project Unify. Project Unify is an

intercampus student council that is working on a proposal to make the Registrars dates the same for all students on each of the four system campuses.

A retention study shows that the College of Arts, Science and Business (CASB) majors are leaving S&T for other institutions, in order to pursue degrees that are offered at S&T. Missouri S&T hosted a majors and minors event in the past to let our students know all the degree programs that S&T has to offer but it has not been done recently. There is discussion to hold a majors and minors event again.

IV. President's Report

President Corns received an email response from UM System regarding the Faculty Senate meeting times. For the spring 2020 semester, Faculty Senate is approved to start the meetings at 2 pm.

The Administrative Review Committee surveys have been sent out and the COACHE survey will be available today. The COACHE survey will remain open until the first week of April. Faculty are encouraged to participate in both surveys.

President Corns is planning on inviting Neil Outar and Benjamin White to the April Faculty Senate meeting, if that does not work out, they will attend the summer meeting.

On March 31st, Matt Gunkel will be on campus for an open forum at 10 am. The room has not yet been confirmed.

The most recent Intercampus Faculty Council (IFC) meeting was on February 10, 2020. Topics included bad weather closures, who makes the decision and how the decision is made. Academic Pluralism was discussed and our representative is Trent Brown. Jill Wood gave an update regarding Open Access Publishing. As of right now, there are no changes to the Elsevier subscriptions. Each year faculty is required to do Title IX trainings. The trainings will probably become mandatory and if they are not completed, raises may not be awarded.

V. Reports of Standing Committees

A. Curricula

Steve Raper presented for the Campus Curricula Committee (CCC). CCC held a meeting on February 5th, 2020 with the next meeting scheduled for April 1st. The committee reviewed 2 Certificate Programs, 18 Degree Change request (DC forms), and 15 Course Change requests (CC forms).

Motion: Curriculum Committee moves for Faculty Senate to approve the DC and CC form actions. *Motion passes.*

B. Rules, Procedures and Agenda

Sahra Sedigh Sarvestani presented for the Rules, Procedures and Agenda Committee (RP&A). An election is needed for faculty representatives to the Conflict of Interest Committee (COIC). Vice Chancellor Tsatsoulis has requested that three faculty members be added to the committee to make a total of six members. An election will be held at this meeting. The charge to the Conflict of Interest Committee is as follows:

The Chancellor has charged the Conflict of Interest Committee (COIC) with the responsibility for management of all conflicts of interest at the Missouri University of Science and Technology, pursuant to CRR 330.015, 420.030, and 410.020.

Conflicts are common and unavoidable in a modern research university. The COIC works to assist faculty and staff to structure appropriately their various interests to avoid, mitigate, or manage those conflicts.

No two situations are the same; therefore, the Committee works diligently to understand each scenario to find custom solutions that best meet the needs of the parties involved.

The COIC will consist of five members as follows:

- Chair (three-year term): Senior level administrator, appointed by Chancellor or designee. The Chair will also serve as the Missouri S&T COI Officer.
- Three tenured faculty members appointed by Faculty Senate (staggered three-year terms)
- One Division of Administrative Services representative (three-year term), appointed by Chancellor or designee.

There are four nominees, Cassie Elrod, Business and Information Technology, Matt Insall, Mathematics and Statistics, Jonathan Kimball, Electrical and Computer Engineering, and Jiamin Wang, Civil, Architectural, and Environmental Engineering. The results of the election are as follows: Cassie Elrod, Matt Insall, and Jonathan Kimball.

C. Effective Teaching

Dan Oerther presented for the Committee on Effective Teaching (CET). An executive summary of their recent work was provided. The CET is proposing changes and plans to ask for a motion at the next meeting. Faculty Senators are asked to review the CET documents that were emailed.

The CET is proposing a new definition of Effective Teaching to read as follows:

The CET defines effective teaching at Missouri S&T as locally optimized instruction sensitive to students, leveraging faculty expertise, and supported by institutional resources – which achieves measured improvements in the knowledge, skills, and attitudes of students.

The CET has three items they want to use to improve effective teaching.

1. The current end-of-semester instrument, delivered in an online format, and completed anonymously by students outside of class time must be substantially modified as follows:

The instrument should be updated with new campus-wide questions to objectively assess the four attributes of effective teaching, including:

- 1) Up-to-date content;
- 2) An intentional approach to pedagogy;
- 3) Clarity of assignments, schedule, due dates, and grading criteria; and
- 4) outcomes-based instruction

The new instrument should be deployed twice – at mid-semester and at the end-of-semester – providing an opportunity for real-time improvement of teaching during the semester as well as long-term measurement of instructor performance.

The new instrument should continue to be delivered in an online format, continue to be completed anonymously, but be scheduled to be completed during class time – when the instructor leaves the room – to increase student participation.

Students should participate in and be informed of these changes to achieve buy-in and active participation by students in measurement of effective teaching (i.e., students must know that their input is valued and that improvements in teaching will be adopted based upon student input).

2. To assess effective teaching using multiple measurement instruments, all Departments should be encouraged to adopt one or more of the peer observation instruments listed in the 2018 Intercampus Faculty Council report (or an equivalent).

This Department action should be incentivized by excluding faculty who have not received an annual peer teaching effectiveness observations from participating in faculty teaching recognition programs at Missouri S&T (i.e., at a minimum for faculty teaching awards).

3. To provide a clear signal of appropriate institutional support for effective teaching, the current three-legged stool of faculty workload – research,

teaching, and service – should be clarified as – scholarship, instruction, and service.

The investment of scholarly efforts at improving teaching and learning (i.e., scholarship of teaching and learning) must be recognized as valuable in decisions of appointment, reappointment, tenure, and promotion (i.e., as research).

The rigor of external, (inter)national peer reviewed is a hallmark of traditional discovery scholarship (i.e., securing a competitive NSF grant and authoring a peer-reviewed article in the archival literature), and should be the pursuit of faculty who conduct research in the scholarship of teaching and learning.

To further the goals of better teaching, the investment of institutional support of traditional discovery research (i.e., course-load reduction and proportionately larger share of the annual raise pool) also should be the reward provided to the rigorous pursuit of teaching excellence.

Dan Oerther stated that improvement will be achieved via actions of CET in partnership with CAFE and other stakeholders including Provost/Deans/Department Chairs as well as faculty, staff, and students. Improvements will be documented with year over year reports of CET scores.

D. Information Technology/Computing

John Singler did not present a report.

E. Tenure

Gerry Cohen presented on behalf of the Tenure Policy Committee (TPC). The committee received a request from the Associate Provost for Faculty Affairs, Daniel Forciniti to clarify wording in the Promotion and Tenure regulations regarding the number of appeals that are allowed. Over a year ago, S&T Faculty Senate approved a reduction of the number of appeals by a candidate from six to three. The P&T regulations document was then duly altered to reflect that change. However an oversight occurred and the changes were made in only one part of the document. The last page still mentioned various appeals totaling six. The Tenure Policy Committee reviewed this at the request of Dr. Forciniti and recommends the oversight be corrected. The TPC views this as non-controversial.

In November of 2019, Provost Stephen Roberts requested the Tenure Policy Committee consider the suggestions in a May 2019 article about Worcester Polytechnic Institute (WPI) and its new policy on promotion to full professor; of particular interest is WPI's broadening of what is considered scholarship. After consulting the UM Collected Rules and Regulations, the Tenure Policy Committee is opposed to adopting the WPI policy.

F. Budgetary Affairs

Mark Fitch presented for the Budgetary Affairs Committee (BAC). For the campus budget, there is no change from the last BAC report. Looking forward, the same budget with 250 less students means we will lose \$2.8 million. The campus is looking at cutting 5%.

The Provost invited the BAC to collaborate with Department Chairs, Deans and Finance to look at a performance-based budget incentive model for academic departments. At the BAC February 14th meeting, the committee agreed that transparency is very important and the committee does not want to rush this. After asking for buy in from administration and the chairs, it was decided that no formula can set a budget.

The last seven years of main campus graduate student waivers were reviewed. It was found that there is a decline of 450 MS students. The overall observations show a decrease of 441 MS students from FS 2014 to FS 2019, and an increase of 75 PhD students from FS 2014 to FS 2019. In the last two years, gross tuition money is down but waivers are up. Last semester the gross graduate tuition was one million dollars less than FS 2018.

VI. Administrative Reports

A. Chancellor's Report

Chancellor Dehghani presented and stated that the budget picture is not as grim as it might seem. We do have challenges including declining student numbers. Missouri S&T needs additional revenue of 7.3 million dollars to avoid any cuts. A plan is in place and there are five levers to pull in order to increase revenue: (a) increase undergrad enrollment, (b) online education, (c) retention of existing students, (d) international master's students/master's students as a whole, and (e) creating an environment where new students want to come to campus. Everyone is working very hard to turn the 5 year decline around. Our retention has suffered and our attrition has suffered by 20%.

Chancellor Dehghani introduced Dr. Kathy Northcut, Interim Vice-Provost of Academic Support. Jeff Cawlfeld was recognized for 7 years of service.

February 19th, 2020 was S&T day at the capitol. Our 150 year celebration will kick off on February 25th at the Missouri State capitol.

B. Provost's Report

Provost Roberts was present but had to leave for a meeting before he could share his presentation. The Provost will plan to present his report at the March 19, 2020 Faculty Senate meeting.

VII. New Business

No new business.

VIII. Adjourn

Meeting adjourned at 3:39 pm.