



11 Jun 2020

## Faculty Senate Meeting Minutes Jun 11, 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, Darin Finke for 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, Akim Adekpedjou, Matt Insall, S.N. Balakrishnan, Jie Gao, Kelly Homan, Ashok Midha, Lonnie Pirtle, Samuel Frimpong, Shoaib Usman, Ulrich Jentschura, Michael Schulz, Amber Henslee, Michelle Schwartze

## **II. Approval of Minutes**

The minutes of the April 16, 2020 meeting were presented. Dr. Corns called for a vote and the minutes were approved.

## **III. Campus Reports**

### **A. Staff Council**

Barbi Spencer introduced the new Staff Council President, Amanda Kossuth. Amanda will start her term as President on July 31, 2020.

### **B. Student Council**

Lawrence (Larry) Hierlmeir the new Student Council President introduced himself and looks forward to working with Faculty Senate.

## **IV. President's Report**

President Corns presented and started with committee updates;

- The Bylaw Revisions Committee is compiling the last drafts and those should be available soon.
- The Budgetary Affairs Committee will report today on potential salary

reductions.

- The Facilitates Planning Committee is requesting information on status of ongoing and upcoming construction projects.
- The Tenure Policy Committee has no report [and there are no plans to change the tenure and promotion calendar for 2020-2021.](#)
- The Intellectual Property Committee has no report and plans to discuss membership on the new Chancellor committee to review intellectual property.

Intercampus Faculty Cabinet (IFC) is discussing preparations for a move to remote learning. The last IFC meeting was May 22, 2020 and discussed changes in the University of Missouri benefits. Updates will be given at the Board of Curators meeting June 18-19, 2020. The budget for all campuses is still looking to be in shortfall. Other discussion included updates on promotion and tenure CRR's. IFC had discussions with Curators Chaman and Graham about the merger of UM System President and University of Missouri-Columbia Chancellor as well as the merger of UM and University of Missouri-Columbia administration.

There are some policy changes regarding the reopening of labs. Some labs have reopened with limited capacity but department chairs and center directors can now give access. There are new changes to HR 720 regarding general temporary salary reductions, criteria based salary reductions and salary and FTE reductions for employees on term academic appointments.

## **V. Reports from Standing Committees with Time-Sensitive Motions**

### **A. Curricula**

Steve Raper presented for the Curricula Committee (CC), which last met on May 6. The total activity was 1 name change request, 14 certificate program forms, 27 degree change request, 30 course change requests, 7 experimental course requests, 1 certificate program (PC), 3 degree change request (DC), 23 course change requests (CC) and 5 experimental requests (EC).

The curriculum committee moved Faculty Senate approve the DC and CC forms, the PC forms do not need approval.

*Motion passes.*

### **B. Administrative Review**

Kelly Liu presented for the Administrative Review Committee (ARC). The ARC reviewed five positions this year. The names and positions reviewed were Andrew Careaga, Daniel

Forciniti, Joan Nesbitt, Debra Robinson and Costas Tsatsoulis. The results of the review have been sent to the Provost and Chancellor.

The ARC was charged with creating an administrative review schedule. A review schedule was created for 2020-2021 and 2021-2022.

<b>Administrative Review Schedule</b>		2018-2019	2019-2020	2020-2021	2021-2022
		<b>Chancellor</b>			
<b>Chancellor's Direct Reports</b>	Vice Chancellor Finance & Operations			Review	
	Executive Director Marketing & Communication		Review (Careaga)		
	Vice Chancellor of Research & Dean of Graduate Studies		Review (Tsatsoulis)		
	Vice Chancellor - University Advancement		Review (Nesbitt)		
	Vice Chancellor- Student Affairs		Review (Robinson)		
	Chief Diversity Officer			Review	
	<b>Provost</b>	Review (Marley)			Review
<b>Provost's Direct Reports</b>	Associate Provost of Administration			Review	
	Associate Provost for Faculty Affairs		Review (Forciniti)		
	Center for Advancing Faculty Excellence				Review
	Vice Provost and Dean of CASB	Review (Roberts)			Review
	Vice Provost and Dean CEC	Review (Walzen)			Review
	Vice Provost and Dean Enrollment Management			Review	
	Vice Provost Global Learning		Review		
	Vice Provost- Academic support			Review	
	Dean of the Library				Review
	Chief Information Officer				Review

The ARC moves for the Faculty Senate to approve the administrative review schedule for 2020-2021 and 2021-2022.

*Motion passes.*

### C. Committee for Effective Teaching

Dan Oerther presented on behalf of the Committee for Effective Teaching (CET). The Curators had requested each campus develop a historical baseline of effective teaching plans to improve effective teaching and then a measure of evaluation of those improvements.

The CET moves that Faculty Senate:

- Adopt the proposed definition of effective teaching;
- Acknowledge the historical baseline of effective teaching;
- Endorse the proposed roadmap for improving the measurement of effective teaching;
- Endorse the proposed roadmap for improving the triangulation of effective

- teaching; and
- Refer the recommendation on the scholarship of teaching and learning for further consideration.

A friendly amendment was proposed to split the motion into three motions. The amendment was accepted.

The CET moves that Faculty Senate adopt the proposed definition of effective teaching;

Effective teaching at the Missouri University of Science and Technology is defined 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.

*Motion passes.*

The CET moves that Faculty Senate acknowledge the historical baseline of effective teaching;

The historical baseline of effective teaching at the Missouri University of Science and Technology is reported as a “CET score,” which is the mean result of student response to the question, “Rate the overall teaching effectiveness of this instructor.”

A Likert-scale is used with a range from zero (Poor/Strongly Disagree) to 4 (Excellent/Strongly Agree).

Historically, scores below 2.0 can be worthy of concern (per Strategic Plan), while scores above 3.5 can be worthy of recognition (per CAFÉ Awards Program).

Endorse the proposed roadmap for improving the measurement of effective teaching;

Endorse the proposed roadmap for improving the triangulation of effective teaching

And

Improving the measurement of effective teaching;

The instrument is to be updated to assess four attributes of effective teaching, including:

- 1) content;
  - 2) pedagogy;
  - 3) clarity (i.e., of assignments, schedule, due dates, and grading criteria);
- and
- 4) outcomes-based instruction

Students should participate in updating the questions.

The new instrument should be deployed twice – at mid-semester and at the end-of-semester.

And

Improving the triangulation of effective teaching;

- Departments are encouraged to adopt one or more of the peer observation instruments listed in the 2018 Intercampus Faculty Council report (or an equivalent).
- The CET recommends faculty teaching recognition programs at Missouri University of Science and Technology incorporate peer observation as part of evaluation criteria.
- Instructors should leave the room during regularly scheduled class time to encourage students to complete the instrument.

*Motion passes.*

The CET moves that Faculty Senate refer the recommendation on the scholarship of teaching and learning for further consideration;

- The scholarship of teaching and learning (i.e., funding and publications) should be recognized as a valid type of “research” in the evaluation of faculty performance.

*RP&A will take the recommendation to the Tenure Policy Committee in 2020-2021.*

## **VI. Administrative Reports**

### **A. Chancellor’s Report**

Chancellor Mo Dehghani

Chancellor Dehghani began by giving an update on where S&T is financially. For FY21 and FY22 we will experience a shortfall of \$32 million dollars. The shortfall is due to the pandemic effect, a decline in freshman and graduate enrollment and a cut in state revenue. For FY21 budget assumptions, we will also see an increase in benefit costs, promotion and tenure raises, and an increase in minimum wage. There will be no merit pool.

Some budget measures include layoffs and furloughs which has already affected 90 of our staff. No faculty have been affected at this point.

### **B. Provost’s Report**

Interim Provost Stephen Roberts stated that there would be no change to the start date for fall 2020. Many groups are working on our planning for the fall semester, they include the learning transition team, facilities management, colleges, academic departments, the Center for Advancing Faculty Excellence and the VP of academic support. The groups are working on preparing courses, instructors and facilities for instruction that will happen in person and remotely. Remote instruction could be an entire class that is taught remotely, or in part, such as in a hybrid model. All courses and all instructors should be prepared to transition to remote instruction.

The Provost asked that faculty be mindful of all aspects of wellness, and those dimensions of wellness include physical, emotional, intellectual, social, spiritual, environmental and occupation. When looking at the academic calendar, be aware that there could be the possibility of a semester that runs October 2020 to January 2021. This gives us a tremendous recruiting advantage, feedback has been received from the VP of Enrollment Management, who has shared the possibility with many of our admitted students and the feedback was very, very positive.

The Provost also asked the Faculty Senate and our colleagues to consider a broader application of direct admission to a major for undergraduates. Direct admission is often a serious competitive recruiting advantage. Many departments at S&T have or have had a direct admission option and those who do not, please consider developing one.

## **VII. Reports from Other Standing Committees**

### **A. Academic Freedom and Standards**

Kurt Kosbar presented on behalf of the Academic Freedom and Standards Committee (AFS). Approximately 17% of SP20 grades were changed to S/U. About 2100 undergraduates changed a total of 4200 grades to S/U and 60 graduate students changed a total of 70 grades to S/U.

AFS moves that Faculty Senate clarify some issues regarding the change in the grading basis for spring semester 2020, approved at the special Faculty Senate on 2 April 2020.

1. On 2 April 2020, the Faculty Senate stated that a grade of "S" earned in spring semester 2020 would satisfy all prerequisite and graduation requirements which require a "C" or higher grade.

The Senate was silent on the issue of an "S" grade satisfying a "B" or higher-grade requirement, which is part of some graduate student academic requirements.

The Senate anticipates the Graduate Faculty may wish to address this, and issue guidance to graduate students, academic departments, and the registrar's office.

2. If a student takes a class off-campus in spring 2020 on a pass/fail scale, and earns a passing grade, it shall transfer to S&T as an "S" grade. This grade will satisfy all the pre-requisite and graduation requirements which a spring semester 2020 S&T "S" grade satisfies.
3. If a student takes a class off campus in spring 2020, on an A/B/C/D/F basis, then the grade assigned in that class will be transferred to S&T as it does in every other semester. The student will not be given an opportunity to convert it to the S/U grading scale at S&T.

*Motion passes.*

The AFS Committee moves that Faculty Senate make the following statement; at this time, the Faculty Senate anticipates using conventional grading scales for summer semester 2020, fall semester 2020, and into the foreseeable future. Instructors and students should be aware that a change to all on-line education, on short notice, is possible and should plan accordingly.

*Motion passes.*

There have been many questions and misunderstandings between instructors and students regarding equipment, services and environments for online students. Students have concerns about added cost of internet, hardware and/or software. AFS considered a motion on these issues but did not yet wish to bring it to Faculty Senate.

#### B. Budgetary Affairs

Mark Fitch had no report to present for the Budgetary Affairs Committee.

### **VIII. New Business**

### **IX. Adjourn**

Motion to adjourn. The meeting adjourned at 4:51 pm.