



23 Sep 2021

Faculty Senate Meeting Minutes Sep 23, 2021

Missouri University of Science and Technology Faculty Senate

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Volume XV, Number 1
Minutes of the Faculty Senate Meeting
September 23, 2021

I. Call to Order and Roll Call

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

Lana Alagha, Julia Alexander, Venkat Allada, Stuart Baur, Matthew Burmeister, Marco Cavaglia, Jeff Cawlfeld, Amitava Choudhury, Steve Corns, Kathryn C. Dolan, Cassie Elrod, Wayne Huebner for William Fahrenholtz, Mahelet Fikru, Darin Finke, Mark Fitch, Michael Gosnell, Sarah Hercula, Kelly Homan, Ali Hurson, Matt Insall, Ulrich Jentschura, Kurt Kosbar, Umit Koylu, K. Krishnamurthy, Bih-Ru Lea, Kelly Liu, Ashok Midha, Parthasakha Neogi, Jorge Porcel, Prakash Reddy, Melissa Ringhausen, Paul Runnion, Chaman Sabharwal, William Schonberg, Sahra Sedigh Sarvestani, Kathleen Sheppard, Jeff Smith, Vahe Permzadian for Nancy Stone, Shoaib Usman, Jee Wang, David Westenberg, Daniel Willis, Maciej Zawodniok

II. Approval of Minutes

The minutes of the June 10 meeting was distributed prior to this meeting.
A motion was made to approve the minutes.
Motion passes.

III. Campus Reports

A. Staff Council

Amanda Kossuth, past Staff Council President introduced Tom Donnell, the new Staff Council President. Tom reported that staff council is working on a fall appreciation event and more details would be coming. Additionally, information will be coming out regarding the Grace food drive.

B. Student Council

Amanda Aiken, Student Council President (StuCo) presented and said StuCo is looking to fill several positions. If faculty know of any motivated students who want to make a difference please let Amanda know.

C. Council of Graduate Students

Mohamad Abdul Nabi presented for the Council of Graduate Students (CGS). The main purpose of this group is to voice the challenges faced by graduate students. CGS, as represented by its officers and representatives across all departments, have highlighted essential needs and points that should be addressed including the Graduate Students Bill of Rights and the Ombudsman Office. CGS is planning activities to promote the engagement of graduate students socially and academically.

IV. President's Report

Faculty Senate President Kelly Homan presented the officers for the academic year 2021-22 and thanked Steve Corns as the outgoing past president.

Past-President: Steve Raper (EngMgt)

President: Kelly Homan (MAE)

President-Elect: Kate Sheppard (History)

Parliamentarian: KC Dolan (English)

Secretary: Dave Westenberg (BioSci)

Faculty Senate officers are engaged at the campus and system level. The engagement activities include:

- Intercampus Faculty Cabinet (IFC) – UM System, 9 mtgs
- S&T Chancellor – monthly meetings and attendance at Chancellor's Leadership Team meetings
- S&T Provost – monthly meetings
- Faculty Senate RP&A – precede each Faculty Senate meeting
- Faculty Senate Officers – monthly meetings
- Campus Standing Committees – 17 committees with Faculty Senate membership

Intercampus Faculty Cabinet Meetings are meetings attended by S&T representatives as well as the other three system campuses. Steve Raper is the 2021-2022 IFC President and Michael Bruening participates in the shared governance working group.

New developments at the state and system level include:

- Passage of SB389 – removes cap on tuition increases and allows for differentiated tuition.
- State-level allocation for UM System was increased this year
- UM System budget outlet positive for next several years
- Health Benefit plans are seeing limited cost increase for the upcoming year
- System-level IT driven by security concerns but mindful of campus-level and faculty-driven concerns.
- Board of Curators sees need for UM System investment and is very enthusiastic about Missouri S&T, strong focus on accountability

There have been administrative leadership changes such as:

1. Provost and Executive Vice Chancellor for Academic Affairs: Dr Colin Potts
2. Vice Chancellor for Finance and Operations: Alysha O'Neil
3. Chief Information Officer: Danny Tang
4. Vice Chancellor for Research: Prof Kamal Khayat (CArEE)
5. Vice Provost for Graduate Education: Dr. Costas Tsatsoulis
6. Equity and Title IX Director: search in process

Faculty Senate Officers will introduce two new things this year. A Faculty Senate Report that will be distributed the week following each meeting and Faculty Senate Meeting Feedback Survey. The survey will be sent at 3:30 pm the day of the FS meeting and will remain open until the following Saturday at noon.

A resolution was presented to acknowledge Past President Steve Raper.

Whereas Professor Stephen Raper has served the Missouri University of Science & Technology Faculty Senate since 2017 as Parliamentarian, Secretary, President-Elect, and President;

Whereas, as an Officer of the Faculty Senate, Professor Raper has demonstrated hard work, good judgment, and an unflinching commitment to the betterment of the campus;

Whereas, Professor Raper has addressed issues directly and sought meaningful resolution, helping the campus to navigate through difficult times of change;

Whereas, Professor Raper has modeled the long-term view and ownership of the institution that reflects the ideal of a committed faculty, and was a consistent voice for the faculty, ever mindful of the need for a team mentality between faculty, staff, students and administration;

Be it resolved that the Faculty Senate of the Missouri University of Science & Technology does hereby sincerely thank Professor Raper for many tasks well done and wish him continued success in his future endeavors.

Adopted this 23rd day of September 2021 at the meeting of the Missouri University of Science & Technology Faculty Senate.

The resolution *passes*.

V. Administrative Reports

A. Chancellor's Report

Chancellor Dehghani started off by highlighting two important points. Everyone is asked to help Danny Tang with campus security. When Danny came on board he was asked to assume that S&T would be hit with ransomware attack. A report has been put together addressing the threat and presented to the Council of Chancellor's.

Chancellor Dehghani congratulated Professor Bonnie Bachman on receiving a significant grant from the Kauffman Foundation for advancement of innovation and entrepreneurship.

At the trustees meeting, a comprehensive set of information was presented. The campus master plan version from October 2019 was unanimously approved. The plan is guided by three strategic priorities:

- Build research, innovation, and entrepreneurial thinking
- Increase university's recognition and improve rankings
- Increase recruitment and retention

The campus master plan facilities include:

- Arrival District
 - Innovation Lab
 - Welcome Center
- Phase III of Shrenk Hall Renovation (Shrenk East)
- Renovation and addition to Engineering Research Laboratory
- Manufacturing Technology and Innovation Campus
 - Missouri Protoplex, first building of six

The arrival district will connect I-44 to the main campus. The Innovation Lab will be a hub for all students. The Welcome Center will be a key facility for prospective students and families to explore S&T. The Missouri Protoplex will be the first building on S&T's Manufacturing Technology and Innovation Campus.

The people in Jefferson City have asked S&T to submit a proposal with no upper limit to contribute to S&T's manufacturing ecosystem. S&T needs facilities and we are out of room.

The Stonehenge event held on 9-22-21 was hopefully the beginning of events that are geared towards student and faculty engagement.

B. Provost's Report

Provost Potts presented and discussed S&T's North Star Goals. S&T is enrollment driven so to help with that some recent changes include an appointment of a separate Vice Provost of Graduate Education and a Vice Provost of Continuing and Professional

Education. There are several undergraduate admissions and retention initiatives including direct admission.

More details about direct admission include:

What it is

1. Students elect a major on admission – no second bar to meet
2. Parity between CEC/CASB (and soon KC) quality expectations
3. Departments offer onboarding/mentoring services

What it is not

1. NOT irrevocable. But internal transfers must meet degree reqts.
2. NOT an opening of the floodgates. We can modulate F/S ratio by excluding students OR increasing faculty numbers.
3. NOT a relaxation of rigor. CEC, CASB (and KC) majors will have parity in expectations.
4. NOT a reqt. to take on FY/SY academic advising

Future enrollment proposals include direct admission which admits students into degree clusters, differential tuition, which sets tuition rates by program, and plateau tuition where tuition is set for students depending on credit hour. Faculty input is needed on all implementation details.

The 2020-2021 evaluation cycle is complete. There is an appeals process for the small number of faculty who were surprised by their evaluation results. Salary raises were contingent on satisfactory ratings and for faculty the average was 1.5% increase and for staff the average was 1%. In the future, with consultation, evaluations will be part of collaborative goal setting plan. The current teaching evaluation with student involvement is flawed and there are other ways of evaluation that other universities are doing.

Sahra Sedigh Sarvestani commented that it seems there's been a fundamental misunderstanding regarding the nature of the objections to the Faculty evaluation process. It was not about the appeals at all, it was about the fashion, in which the overall score is evaluated for a faculty member, this was a change in the interpretation of the CRR and was announced five months after the performance period had ended. Furthermore, it was announced in a year, where nine months of that performance period was during a pandemic, where the Faculty had their IT and distance learning support cut. I just want to state that publicly that it appears that there was a fundamental misunderstanding.

Colin Potts responded with one thing I will say about the future is that I've been meeting with the other system Provosts and there's a definite appetite to change the evaluation process from a notion that either you're satisfactory or your unsatisfactory. I think that the Board of Curators' and the President are quite firmly committed to the idea that to be a satisfactory faculty

member requires satisfactory at least in all three of the things, against which we are all evaluated, however, I think there's also some appetite to think about the trend that this isn't just a one-year thing. and so I'm hoping that we won't. Last year was a difficult year for everyone, so we are working to address these issues in the future.

VI. Guest-VC of Strategic Initiatives and CEO of the Kummer Institute

Kelly Homan made the motion to suspend the rules of the agenda.

Motion passes.

Due to time, Kelly Homan stated this presentation will be postponed until the next Faculty Senate meeting.

VII. Reports of Standing Committees

A. Academic Freedom and Standards

Kurt Kosbar presented on behalf of the Academic Freedom and Standards (AFS) Committee. AFS received a referral on admission procedures and foundational engineering and computing. This is on hold pending action by the Curriculum Committee.

The AFS Committee did look at an issue of coordination of course syllabus. This will be on the agenda for discussion at the next Faculty Senate meeting.

The committee is discussing courses that have multiple sections and using the same syllabus. A coordinating committee could vote on it and full-time faculty assigned to each course would be included in the majority vote. A resolution draft was submitted for review for Best Practices for Coordination of Course Syllabi. This will be presented for a vote next month.

Whereas; The university fosters excellence and innovation in education by granting instructors the academic freedom to develop, present, and evaluate courses in the manner they see fit; and

Whereas, There is a reasonable expectation that when multiple sections of a course are taught in a semester, there will be a degree of uniformity across the sections; and

Whereas, Students can benefit when information regarding physical and mental health, safety and other important matters is distributed in course syllabi; and

Whereas, Campus regulations are largely silent on the detailed content of course syllabi; therefor be it

Resolved, That to balance the academic freedom of individual instructors, while assuring an appropriate level of uniformity in course syllabi, the S&T Faculty Senate recognizes the following best practices:

A provost / dean / academic department chair may reasonably require specific wording be inserted in course syllabi taught on campus / in their school / in their department, provided the same wording is to appear in all syllabi.

When there are multiple sections of a course taught in a semester, it is reasonable for the department chair to form a coordinating committee to assure a degree of uniformity between the sections. Instructors should feel obligated to use syllabus wording approved by a majority vote of this committee. When there are full-time faculty assigned to teach a course, they should be included on the coordinating committee for the course, as a voting majority.

B. Administrative Review

Wayne Huebner presented on behalf of the Administrative Review (AR) Committee. He presented the high-level results of the work of the AR during the last academic year. Wayne recognized the members of the 2020-2021 committee.

Diana Ahmad
Wayne Huebner, Chair
Bih-Ru Lea
Kelly Liu

The following positions were reviewed:

1. Chancellor (Dehghani)
2. Vice Chancellor Finance & Operations (Plain)
3. Deputy Provost for Academic Excellence (Brow)
4. Vice Provost and Dean Enrollment Management (Sivadasan)
5. Vice Provost Global Learning (Moore)

The surveys were loaded into Qualtrics and tested. The survey went out and reminders were sent. The reports were downloaded by the ARC and FS Officers. The reports were shared with the positions that were reviewed and administrators who supervise those individuals.

Name /Position	Response Rate	Retain ?		Total Answers
		Yes (# / %)	No (# / %)	
Mo <u>Dehghani</u> , Chancellor	30.5% (109/357)	67 / 63.8%	38 / 36.2%	105
Shobi Sividasan, Vice Provost Enrollment Management	19.6% (70/358)	40 / 59.7%	27 / 40.3%	67
Richard Brow, Interim Deputy Provost for Faculty Excellence	20.2% 72/357)	57 / 79.2%	15 / 20.8%	72
Cuba Plain, Interim Vice Chancellor: Finance and Operations	19.8% (71/358)	25 / 36.2%	44 / 63.8%	69
Caprice Moore, Interim Vice Provost : Global Learning	15.6% (56/358)	24 / 45.3%	29 / 54.7%	53

C. Budgetary Affairs

Mark Fitch presented on behalf of the Budgetary Affairs Committee (BAC). The BAC has the following referrals:

- Determine campus funding commitments for accepting Kummer (KI) gift
- Continuing referrals:
 - Report on the “big picture balance sheet”
 - Current and next FY budget
- Non-referrals for discussion:
 - Continuing concern about funding University Drive

Regarding the referral about the KI gift, the budget changed significantly since spring. Originally 20 positions were going to be paid from S&T funds. The KI Investment Strategy Committee plans to tentatively pay for all 20 lines. This will decrease the faculty hire costs to S&T. Three buildings will be paid for using KI funds. Kummer College Dean and staff position will be paid for by KI and then S&T will be responsible around 2025 for those costs. The constant value of money that was invested is expected to yield \$12-15 million per year.

Entryway spending has changed, the Innovation Lab is expected to cost \$35 million, and the Welcome Center is \$14.5-22 million. The arrival district budget will be \$18 million of which \$13.3 million will be campaign money. The University Drive budget was originally \$5.5 million but is now not to exceed \$7.75 million. At a Rolla City Council meeting, Rolla city engineer stated that Rolla is basically paying half and S&T is paying half. The City of Rolla will be paying 52% and S&T will pay 48%.

The fiscal year (FY) budget for last year was much better than expected. The current FY budget changes include an end to the hiring exception, new position lines budgeted and \$1 million in

open positions. State funding will be flat for the next two years due to federal funding then it is expected to decline. The state did not withhold so there was additional money that went to maintenance and repair.

S&T has a large discount rate and was budgeted for 36% but was actually more normal at 30%. Net tuition and fees took a loss of about \$1 million. Research F&A basically pays for our research operation.

For expenditures, we have \$3.3 million in vacant staff positions. There is \$1 million budgeted for raises. The rest of the money appears to be encumbered for the underpass that S&T will be building.

The number of graduate students declined at a significant rate in the last 5 years by 10% and undergraduate students are down by 4%. The staff census shows a declined 4.7%. Faculty census headcount has declined 16% in 2 years, but the census average is 4.6%.

D. Curricula

Steve Raper presented on behalf of the Campus Curricula Committee (CCC). The committee met on August 9. The committee reviewed 6 course change forms, 3 program change forms, and 7 experimental course requests (EC).

The CCC moved for Faculty Senate to approve the 6 course change (CC) forms and 3 program change (PC) forms.

Motion passes.

E. Information Technology and Computing

Daniel Stutts presented on behalf of the Information Technology and Computing Committee (ITCC). The committee is aware of some current issues. These include:

1. Help Desk response time (med to long-term)
2. Communications between Faculty and IT staff (short-term)
3. Integration of academic (Canvas, etc.) and IT support (?)
4. IT staffing (long-term)
5. Relocation of IT back on campus (short – med-term)

Short-term = < 3 Mos., Med-term = 3 – 6 Mos., Long-term = > 1 year

The help desk is primarily staffed by students and faculty are asked to be more understanding as many of the problems are out of students hands.

Danny Tang, the new Chief Information Officer has been here two months and is working on things.

F. Intellectual Property

Jonathan Kimball presented on behalf of the Intellectual Property Committee (IP). There are some updates on FY21 items. There have been CRR changes that change the distribution of revenue and eliminates the UM System Office. The IP/TT committee drafted a policy memorandum that is under review and it is expected to be signed soon.

With the new Kummer Institute, the position of the Director of Technology Transfer and Economic Development will be combined with the KI Director of Innovation and that search will be launched this year.

G. Public Occasions

No report.

VIII. Unfinished Business

Kelly Homan presented a department name change. What is now a program would become The Department of Mining & Explosives Engineering. The name change is endorsed by faculty associated with the programs, reviewed by the Personnel and Budgetary Affairs Committee, and is supported by administration.

Motion *passes*.

A. MyVita/Interfolio

Following up on a referral, the issue was raised with Beth Chancellor. For now, this is what campus will be using.

B. CY 2020 Faculty Evaluation Appeal Process

Provost Potts spoke on this already.

C. Bylaws Revisions

During the Academic Year 2020-21, proposed Bylaw Revisions were not approved by Faculty Senate due to Grad Council-related revisions. The Bylaw Revision committee is reconsidering proposed revisions.

D. Teaching Evaluation

The Committee for Effective Teaching (CET) is tasked with developing a proposal for a revised teaching evaluation instrument. There are 4 proposed cornerstone principles:

1. SBE can be used as the basis for CET awards, either in whole or in part
2. PBE is necessary and sufficient for Tenure Application and Post-Tenure Review evaluations
3. SBE can be included, at individual faculty discretion, for Tenure Application and Post-Tenure Review evaluations
4. SBE cannot be used as the sole basis for unsatisfactory evaluation of teaching in

a Faculty Annual Review. A concern raised by SBE must be supplemented by PBE before unsatisfactory assigned.

(SBE=student-based evaluations, PBE=peer-based evaluations, ISA = instructor self-assessment)

Please give your feedback by completing the Qualtrics survey.

IX. Adjourn

The meeting adjourned at 3:55 P.M.

Respectfully submitted,
Dave Westenberg, Secretary