



20 Jan 2022

Faculty Senate Meeting Minutes Jan. 20, 2022

Missouri University of Science and Technology Faculty Senate

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Volume XV, Number 4
Minutes of the Faculty Senate Meeting
January 20, 2022

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, Mary Gillis for Julia Alexander, Venkat Allada, Stuart Baur, Matthew Burmeister, Marco Cavaglia, Jeff Cawfield, Amitava Choudhury, Steve Corns, Kathryn C. Dolan, Cassie Elrod, Scott Miller 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, Nancy Stone, Shoaib Usman, Jee Wang, David Westenberg, Daniel Willis, Maciej Zawodniok

II. Approval of Minutes

The minutes of the November 11 meeting were distributed prior to this meeting. A motion was made to approve the minutes.
Motion passes.

III. President's Report

Kelly Homan presented and reported that the Intercampus Faculty Cabinet (IFC) met on December 6th via Zoom. Topics discussed included;

- UM System Libraries funding (Christopher Dames, UMSL)
 - > Journal and database subscriptions have seen near 10% year-over-year cost increases
 - > Integrated Library System expected to yield \$1.5M cost savings
- IFC Working Group on Shared Governance
 - > WG has members focusing on CRR view and AAUP view of shared governance, separately.
 - > The WG is planning a focused survey, to be administered in Spring 2022 to faculty across all campuses, on perceptions of shared governance

The shared governance survey will be sent to all UM System campuses this spring, please plan to participate.

The IFC (Intercampus Faculty Cabinet) also met on January 10th via Zoom. Topics discussed included;

- Research Board Tier 3 Funding
 - > Funds have not been distributed since at least 2020.
 - > Funds have been retained in Weldon Spring endowment, according to Eric Vogelweid (UM Assistant VP and Controller).
 - > President Choi has committed to working out distribution model and releasing funds to individual campuses.
- Special Meeting of Board of Curators was to be held on 11 Jan.
 - > President Choi indicated BoC had taken authority away from him as Chancellor to make a mandate decision (such as for masks).
- 2022 Legislative Priority for Missouri S&T: Missouri Protoplex, \$50M state request to match \$50M from S&T (private support).

Missouri S&T has a campus chapter of the American Association of University Professors (AAUP) chartered in Fall 2021. The chapter intends to be an advocate for faculty and shared governance. The point of contact for S&T's chapter is Ulrich Jentschura and you can reach him by email at ulj@mst.edu

An Ad-Hoc Committee on Assessment of Campus Climate was formed.

- Committee formation initiated by Faculty Senate leadership.
- In response to concerns related to faculty and staff morale on campus.
- Ideally, will provide annual quantified feedback on the health of the campus community
- Charge to committee:
 - > Identify, and modify as appropriate, nationally-recognized assessment instruments to gauge campus climate. Desire emphasis on identifying positives, negatives and actionable suggestions for improvement.
 - > Identify standing Fac Senate committee to be charged with annual administration and summary of the survey results, as well as Bylaw changes, if necessary.
- Committee membership: Megan Fowler (Staff Council), Claire Reynolds Keuny (Psych Sci), Devin Burns (Psych Sci), Dave Westenberg (Bio), and Kelly Homan (MAE).
- Ad-Hoc Committee will bring proposal to Faculty Senate for consideration within 2 months.
- The survey will be separate from Administrative Reviews to avoid bias.

The tentative Special Topics for the remaining Faculty Senate Meetings are below.

Faculty Senate Meeting	Special Topic
January 2022	Online, Distance and Continuing Education
February 2022	FY 2023 Budget and Budget Priorities
March 2022	Graduate student initiatives
April 2022	(Annual Elections)
June 2022	Carnegie R1 and Campus Initiatives

IV. Administrative Reports

A. Chancellor’s Report

Chancellor Dehghani presented and mentioned he has been working with Jefferson City to secure funding for Missouri S&T’s Protoplex. The Protoplex will connect industry, state/federal leaders and academia to develop new manufacturing processes, further elevating S&T’s standing as a national leader in manufacturing engineering. Protoplex R&D will create and sustain manufacturing jobs and streamline getting lab research to the marketplace. Every \$1 spent in the U.S. on manufacturing generates \$1.48 in the economy, the highest of any sector. Manufacturing in Missouri accounts for 12% of GDP and 86% of exports. S&T has secured \$50M in private support (from the Kummer gift) and \$5M in state funding (allocated in FY22). The Protoplex is a critical component of the Manufacture Missouri Ecosystem (MME). Governor Parsons has released his proposed budget and that included \$41,250,000 for Missouri S&T for the Missouri Protoplex. Missouri S&T is trying to be the destination of small manufacturers that need help from S&T and others. The MME consists of three tiers.

Tier 1 is the Manufacture Missouri Ecosystem

Tier 2 is the Innovation Campus

Tier 3 is the Missouri Protoplex

The Missouri Protoplex is the first building of a proposed six-building campus. The Kummer Institute Foundation provided a match of \$50 million and the State of Missouri has matched (to date) \$5 million. With Governor Parsons budget, that also includes \$41.2 million match.

The entire direction of Missouri S&T using our North Star goals and striving to be an R1 school is lined up with the evolution of S&T.

Phase 1 (1870) – Land-grant institution, established as a school of mines and metallurgy to meet state and national needs of the Industrial Revolution.

Phase 2 (1915) – Expansion into an undergraduate engineering school with the addition of new engineering degree programs provided through passage of the Buford Act.
Phase 3 (late 1950s-early 1960s) – Space Race-era transition from “School” to “University” with addition of non-STEM degree programs, graduate education, Graduate Center for Materials Research, nuclear reactor.
Phase 4 (today) – Transformation into a research university of national stature, with a major initiative to grow research and graduate education.

With the start of the new semester please remember that the first four or five weeks of a semester are when students may be most at risk. Many students radiate signals when they are struggling so please pay attention to that.

B. Provost’s Report

Provost Potts presented and shared that an Ad-Hoc Committee has been formed to look at by-laws. The plan is to have everything updated by March.

Faculty have been asked to wait for official notification that a student is Covid positive. Do not ask the student to produce proof of being sick and don’t make the students feel bad.

The writing center will move temporarily to the library while it waits to move to its permanent home in what is now the student success center located in Toomey Hall.

Academic Affairs updates;

Fall and Spring undergraduate retention is ~94%, the same as in previous years, it is higher for Kummer Vanguard Scholars. There is also a new nomination and selection process for Kummer Doctoral Fellowship. Amy McMillen was appointed the interim director for advising and Rachel Koman was hired as the director of Kummer Student Programs. There is a coutelle/dual PhD. Planned with Silesian UT and Wuhan UT for civil engineering. A joint masters is UMSL in health informatics is also being planned. For faculty recruiting there are four openings;

- Havener Chair Math & Statistics: Announcement forthcoming
- Kummer Chair BIT: Finalist interviews scheduled
- Steinmeyer Chair Econ: Interviews pending
- Dean searches underway. Committees meeting with search firm. Intended offer dates early April.

Reach out to your networks for qualified candidates and to share what we are looking for. We have to get qualified candidates and it’s a sellers’ market right now.

V. Campus Reports

A. Staff Council

Megan Fowler presented and informed Faculty Senate that Tom Donnell has stepped down as President and Megan will be the Interim President of Staff Council. Jackie Sansone will be the new Vice President and there will be elections for a new treasurer.

Staff Council is actively recruiting new members.

Staff Excellence Awards nominations will be opening soon so please consider staff members for these awards.

B. Student Council

Amanda Aiken presented and discussed that Student Council (SC) is trying to fill some positions. Student Body President packets will be available January 31st. Regular meetings will begin every other week starting on January 25th. The MLK day of service went well and there were over 50 participants. SC is starting the planning of Gonzo Gives Back to take place in March. There will be a leadership conference with SwiftKick on January 29th.

C. Council of Graduate Students

No report.

VI. Special Topic-Future of Online, Distance and Continuing Education

Beth Concepción presented and shared that she is looking forward to meeting as many more people as possible at S&T. Beth has been charged with cultivating, executing, and promoting educational programs primarily focusing on graduate programs, graduate certificates, and corporate training. Beth stated her goal was to work with and support faculty to ensure the strength of distance programs. There are a couple of issues, and there's been a lot of dissatisfaction and people being upset over the dissolution of global and the move to Missouri online. The disillusion of global left a vacuum and there's been a vacuum for a little while and people are naturally upset about it. UM System has been making unilateral decisions about a lot of things and people are upset. Beth wants to be that liaison with Missouri online. We do need to have some really important discussions about some key issues and those key issues are course creation, revenue sharing and program development. No decisions have been made but moving forward we're thinking about things like course creation, and can faculty do this and load and, if so, what resources do faculty need to do that. What is the way that we can share revenue that makes sense, we have a premium on distance

education right now? How do we retire programs and how do we build smart new programs that are going to serve our purposes better? In the Spring of 2022, three programs are launching face-to-face programs;

- Civil Engineering
- Electrical Engineering
- Mechanical Engineering

The programs will be starting with one class each in the Spring. The goal is to try to build enrollment.

The second thing that was shared today was that Beth, through a GEER Grant (management and workforce development), has been working on online, noncredit, four-week courses that will start in February.

VII. Reports of Standing Committees

A. Administrative Review Committee

Kelly Liu presented on behalf of the Administrative Review Committee (ARC). A motion was made to review the following three positions;

- Provost
- Center of Advancing Faculty Excellence
- Chief Information Officer

Motion passes.

The timeline was previously approved by Faculty Senate in June of 2020.

Action	Time
Review list to faculty senate for approval	January 20
Job descriptions	January 28
Development of questionnaires	
Questionnaires to FS for review/approval	February 17
Statement of accomplishments due	February 25
Review of administrations	March 11 - March 25
Results to FS officers	April 28
Final report to FS	June 9

The people who are allowed to participate in the review are;

All ranked tenure/tenure-track (TT) and ranked non-tenure-track (NTT) faculty, including those holding administration positions, are eligible to participate in the surveys.

B. Budgetary Affairs

Mark Fitch presented on behalf of the Budgetary Affairs Committee (BAC). The BAC will address the following;

One-time Referrals

- Library budget changes

Continuing referrals:

- Report on the “big picture balance sheet”
- Current and next FY budget

Non-referrals

- Salary Increases/raises

In reviewing the library finances, two budgets exist, operations and acquisitions. There have been cuts to things like journals from 2017 to 2021. There have also been cuts to positions.

For the current FY budget, enrollment revenue was \$820K lower than budgeted, so that there is now a \$2 million deficit. S&T has a \$1 million enrollment contingency and \$1 million from one-time monies. For FY 2023 planning is beginning. State support is not expected to decline. An increase in tuition is likely if State support is not increased.

When discussing raises, this includes;

- raise,
- merit,
- market,
- counter-offer, and
- temporary pay increase (e.g. Department Chair, almost always lost at end of service)

Excludes:

- promotion (Prof \$10K, Teach Prof \$6K, Assoc Prof \$5K, Assoc Teach Prof \$3K)
- Shift from/to administration (i.e. Khayat to VCR)

It was previously reported the Chancellor got a 25% raise in March but part of that was given this year and part will be given next year. For the other changes, note the changes are position not person. Some of the large increases come from filling a position or for a new position within a department. For faculty raises (does not include Lecturers, Research NTT, Chancellor’s Professors, or administrators),

AY 2021-2022

- Departments varied, 1.13 – 5.74% raise, two groupings = 2.0-2.6 % and 3.3-3.5%
- Faculty range was wide (several charts)

AY 2020-2021

- 0% raise, few merit, several promotions, eight non-zero cases

AY 2019-2020

- Departments varied, instructed to use 1.5% for all, then 0.5% to top quarter
- Dominant model was 1-1.5% for many, 3-6% for the rest
- All 1.5% except one/few below 1% and one/two above 5% (ChE, MAE)
- 0% for a few, 2-4% for the rest (ALP)
- 0.5-1.5% for most, 5-8% a few (Emgt, GGPE, MNE)
- 1.5% several, 2.0% several, 5% one, 30% one (CS, much churn)

For AY 21-22 there were 327 faculty. The average raise was about 3% but because there are 4% fewer faculty, actual dollars decreased by 2.26%. There are 20 administrative positions, with a 4.44% average increase which is a 20.3% total salary increase to the budget. The faculty increase is;

118 faculty got 1.5% or less

136 faculty got 1.5-3%

73 faculty got 3% or more

**Did not include Lecturers, Research NTT, Chancellor's profs, or administrators in numbers*

Dept	ALP	Bio	BIT	Chm	ChE	CArE	CS ¹	Econ	ECE	Emgt	Engl	GPE	Hist	Mth	MSE	MAE	MNE	NE	Phys	Psych	TEC
Net	-4	+2	-4	-8	-4	-2	+3	-1	-5	-2	+1	-2	0	-3	-2	-8	-1	-2	-3	0	+2
'18	20	11	18	24	16	28	16	9	36	16	18	22	13	24	20	39	9	8	19	12	2
'19	18	10	17	21	15	29	17	8	34	17	18	22	13	23	19	33	9	9	16	11	3
'20	16	11	16	18	15	29	20	8	32	15	17	20	13	22	18	34	8	6	16	12	4
'21	16	13	14	16	12	26	19	8	31	14	19	20	13	21	18	31	8	6	17	12	4

C. Curricula

Steve Raper presented on behalf of the Campus Curricula Committee (CCC). The committee met on December 7th. The committee reviewed 11 course change forms, 4 program change forms, and 4 experimental course requests (EC).

The CCC moved for Faculty Senate to approve the 11 course change (CC) forms and 4 program change (PC) forms.

Motion passes.

D. Committee for Effective Teaching

Devin Burns presented on behalf of the Committee for Effective Teaching (CET). There are plans for improving assessment of teaching with a new Student Evaluation of Teaching (SET) survey that will be voted on in February. The new survey will be tested in the Spring and will go live in the Fall of 2022. The CET committee will continue developing recommendations for additional methods as well. The proposed questions for the new SET are;

Please rate your instructor on the frequency that they have exhibited these qualities and behaviors," with the response options "never," "rarely", "sometimes", "often", and "always":

1. Knowledgeable About Subject Matter (e.g. appropriately answers students' questions; provides value beyond required texts)
2. Engaging and Interesting (e.g. uses technology to support and enhance lectures; uses interesting, relevant, and/or personal examples)
3. Receptive to feedback (e.g. requests course feedback from students; responds to student suggestions)
4. Attentive to Student Learning (e.g. asks questions to check student understanding; reinforce information when necessary)
5. Provides Constructive Feedback (e.g. provides useful, timely feedback on returned work)
6. Respectful (e.g. is considerate and polite, encourages students)
7. Accessible (e.g. posts/attends office hours, gives contact information, responds in a reasonable amount of time)
8. Establishes Learning Objectives (e.g. prepares/follows the syllabus; has clear learning objectives)
9. Uses Relevant Assessments (e.g. assessments target key learning objectives)

There are some old questions that will remain on the survey as well.

The below use a 5-point agree-disagree response scale:

10. I would tell other students that the instructor was effective in communicating the content of the course.
11. I would tell other students that the instructor described and consistently followed course and grading policies.
12. I would tell other students that the instructor was prepared for class.
13. I would recommend this instructor to other students.
14. This instructor was an effective teacher

Misty House will be sending an email with all the information so everyone can review before the next Faculty Senate meeting.

VIII. Unfinished Business

None

IX. New Business

None

X. Adjourn

The meeting adjourned at 3:45 P.M.

Respectfully submitted,
Dave Westenberg, Secretary