Missouri University of Science and Technology

Faculty Senate Meeting

January 25, 2024

Meeting procedure

Missouri S&T Faculty Senate

- Only Senators may debate motions
- Only Senators can vote
- If you are not a Senator, or a proxy, you cannot vote or debate
- Do not speak over someone, or out of order
  - Raise your hand (For those online please use “Raise Hand” on the Zoom app)
  - The President will call on you and then you will have the floor
  - Please wait for the microphone
- Unless you have been recognized (told you have the floor), you may not speak

Meeting Minutes

Missouri S&T Faculty Senate

•Robert's Rules of Order say that meeting minutes are simply a summary of what happened at the meeting.

•They are not a play by play of everything that happened or what members said.

•We will be using Robert's Rules to guide our recording of minutes.

•If needed, Faculty Senators may request access to the audio recording of the meeting. Please email facsenate@mst.edu with justification.

Missouri S&T
Faculty Senate

Agenda

I. Call to Order and Roll Call

P. Runnion, Secretary

January 25, 2024

Missouri S&T
Faculty Senate

Agenda

II. Approval of Minutes

KC Dolan, President

November 16, 2023

Missouri S&T
Faculty Senate

Agenda

III. President's Report

KC Dolan

IFC meetings December 4 and January 25 on Zoom

December:

- AVP Dustin Schnieders
  - FY 25… not much of a bump this year
  - Bills on horizon involve topics concerning DEI, grad degrees, and core transfer curriculum
- Shared governance report: preparing a white paper, ongoing

IFC meetings December 4 and January 25 on Zoom

January:

- Software purchasing report by Directors/CIOs from the four campuses
- TikTok prohibition policy—compliance
- Shared governance report
- Next meeting March 4 in Columbia

Campus Matters

- Strategic plan
  - Living document
  - Faculty input encouraged, as per provost
  - Contact me if you'd like to be more involved
- Missouri Independent article / funding MO students, credits
- Faculty lounge in Toomey—coming
  - Contact me if you'd like to be part of the vision committee
- Test Optional motion coming in AF&S report
- Librarians move to faculty approved by chancellor– Thanks!

Missouri S&T
Faculty Senate

Agenda

IV. Campus Reports

A. Staff Council

J. Sansone

(No Report)

Missouri S&T
Faculty Senate

Agenda

IV. Campus Reports

B. Student Council

J. Ropp

Student Council

Sammi Young (sammiyoung@mst.edu)

Student Council is looking for a second advisor.

We need to fill the position since our only advisor John Gallagher (Director of Student Involvement and Int. Assistant VC for Student Affairs), is leaving in June. Our advisors can be faculty or staff. We can fill one position this semester and the other in the fall.

Please share with your office and reach out to Sammi for more information. Thank you

Missouri S&T
Faculty Senate

Agenda

IV. Campus Reports

C. Grad Student Council

H. Al-Abedi

(No Report)

Missouri S&T
Faculty Senate

Agenda

V. Special Topic

ADVANCE Grant Update

J. Cundiff

S&T ADVANCE Program

Overall Goals:

- Increase representation, retention, and advancement of diverse groups of women faculty by making S&T a destination of choice where all faculty can thrive:
  - Improve local climates
  - Mitigate bias in hiring and evaluations
  - Foster equitable resource distribution and access to opportunities

Education and leadership development

Targeted support to departments

Transform university structures, policies, procedures

S&T ADVANCE Program

Education & Leadership Development

Best Practices in Faculty Recruitment: A Workshop for Search Committees

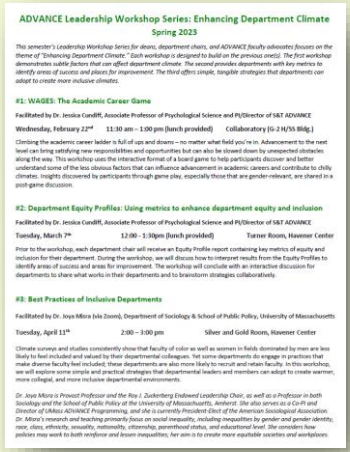
Distinguished Lectures

Dr. Karan Watson: *"Why respect, fairness, and trust is good for everyone in the university"*

Dr. Erin Cech: *"Professional cultures and inequality in STEM"*

Board of Trustees IDEA Committee: *"How diversity and inclusion improves organizations"*

Workshop Series for Dept Chairs



ADVANCE Leadership Workshop Series: Enhancing Department Climate
Spring 2023

This semester's Leadership Workshop Series for deans, department chairs, and ADVANCE faculty advocates focuses on the theme of "Enhancing Department Climate." Each workshop is designed to build on the previous one(s). The first workshop demonstrates subtle factors that can affect department climate. The second provides departments with key metrics to identify areas of success and places for improvement. The third offers simple, tangible strategies that departments can adopt to create more inclusive climates.

#1: WAGES: The Academic Career Game

Facilitated by Dr. Jessica Cundiff, Associate Professor of Psychological Science and PI/Director of S&T ADVANCE

Wednesday, February 22nd 11:30 am – 1:00 pm (lunch provided) Collaboratory (G-2 H/SS Bldg.)

Climbing the academic career ladder is full of ups and downs – no matter what field you're in. Advancement to the next level can bring satisfying new responsibilities and opportunities but can also be slowed down by unexpected obstacles along the way. This workshop uses the interactive format of a board game to help participants discover and better understand some of the less obvious factors that can influence advancement in academic careers and contribute to chilly climates. Insights discovered by participants through game play, especially those that are gender-relevant, are shared in a post-game discussion.

#2: Department Equity Profiles: Using metrics to enhance department equity and inclusion

Facilitated by Dr. Jessica Cundiff, Associate Professor of Psychological Science and PI/Director of S&T ADVANCE

Tuesday, March 7th 12:00 - 1:30pm (lunch provided) Turner Room, Havener Center

Prior to the workshop, each department chair will receive an Equity Profile report containing key metrics of equity and inclusion for their department. During the workshop, we will discuss how to interpret results from the Equity Profiles to identify areas of success and areas for improvement. The workshop will conclude with an interactive discussion for departments to share what works in their departments and to brainstorm strategies collaboratively.

#3: Best Practices of Inclusive Departments

Facilitated by Dr. Joya Misra (via Zoom), Department of Sociology & School of Public Policy, University of Massachusetts

Tuesday, April 11th 2:00 – 3:00 pm Silver and Gold Room, Havener Center

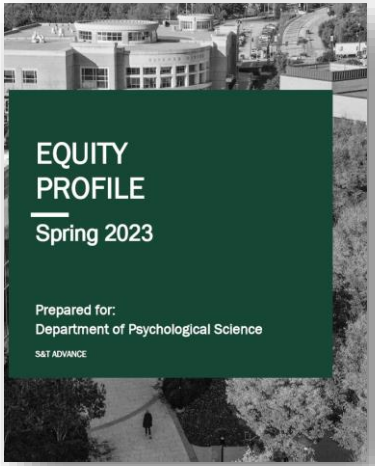
Climate surveys and studies consistently show that faculty of color as well as women in fields dominated by men are less likely to feel included and valued by their departmental colleagues. Yet some departments do engage in practices that make diverse faculty feel included; these departments are also more likely to recruit and retain faculty. In this workshop, we will explore some simple and practical strategies that departmental leaders and members can adopt to create warmer, more collegial, and more inclusive departmental environments.

Dr. Joya Misra is Provost Professor and the Roy J. Zuckerberg Endowed Leadership Chair, as well as a Professor in both Sociology and the School of Public Policy at the University of Massachusetts, Amherst. She also serves as a Co-PI and Director of UMass ADVANCE Programming, and she is currently President-Elect of the American Sociological Association. Dr. Misra's research and teaching primarily focus on social inequality, including inequalities by gender and gender identity, race, class, ethnicity, sexuality, nationality, citizenship, parenthood status, and educational level. She considers how policies may work to both reinforce and lessen inequalities, her aim is to create more equitable societies and workplaces.

S&T ADVANCE Program

Targeted support to departments

Department Climate Survey Fall 2022



Established ADVANCE Advocates in every department

S&T ADVANCE Program

Transform university structures, polices, procedures

Dr. Sahra Sedigh Sarvestani:
(573) 341-7505
sedighs@mst.edu

Faculty Fellows Program

Dr. Clair Kueny: *"Creating a Destination of Choice by Interrupting Bias in Annual Faculty Reviews and Evaluations"*

Dr. William Schonberg: *"Advancing Faculty Diversity and Broadening Paths to Career Advancement at Missouri S&T"*

Dr. Kelley Wilkerson & Dr. Catherine Johnson: *"Faculty Recruitment Strategies for Missouri S&T"*

S&T ADVANCE Program:

Upcoming Opportunities:

- Apply to be an S&T ADVANCE Faculty Fellow
  - Proposals due Feb 1st
- Participate in upcoming faculty workshop, 1-2pm Jan 31st:
  - "Charting your course: Designing your academic and professional life with intention" with Dr. Sharon Walker
- Become an S&T ADVANCE Affiliate
  - Stay updated on upcoming S&T ADVANCE events
  - Email advance@mst.edu to join

Learn more by visiting https://advance.mst.edu/

Missouri S&T
Faculty Senate

Agenda

VI. Reports of Standing Committees

A. Campus Curriculum

P. DeWitt

CCC Meeting - 5 December 2023

Missouri S&T
Faculty Senate

Total Committee Activity

- 33 Course Change Requests (CC Forms)
- 8 Program Change Forms (PC Forms)
- 5 Experimental Course Request (EC Form)

CCC Meeting – 5 December 2023

Faculty Senate

Course Changes (CC) Requested

File: 4720.4	BUS 1414 : The Inclusive Workplace
File: 1850.1	BUS 1811 : Introduction to College Success II
File: 2131.1	BUS 3105 : Management and Business Law Essentials
File: 2130.1	BUS 3205 : Accounting Essentials
File: 2133.1	BUS 3305 : Operations Management Essentials
File: 2135.1	BUS 3705 : Management Information Systems Essentials
File: 2134.1	BUS 3805 : Mathematics and Statistics Essentials
File: 2141.1	BUS 4970 : Senior Business Design I
File: 2143.1	BUS 4980 : Senior Business Design II
File: 2454.9	COMP ENG 5410 : Introduction to Computer Communication Networks
File: 2460.5	COMP ENG 5420 : Introduction to Network Security
File: 2299.1	COMP ENG 6440 : Network Modeling and Analysis
File: 2140.1	FINANCE 3205 : Finance Essentials
File: 2006.1	IS&T 3443 : Database Applications in Business
File: 264.5	IS&T 3553 : Modular Software Systems in Java
File: 4364.6	IS&T 5131 : Foundations of Computer

CCC Meeting – 5 December 2023

Missouri S&T Faculty Senate

Course Changes (CC) Requested

File: 5004	MATH 5762 : Marketing Revolution with Machine Learning
File: 1903.12	MET ENG 3220 : Introduction To Extractive Metallurgy
File: 874.4	MIN ENG 1912 : Principles Of Mining Engineering
File: 2520.4	MIN ENG 2126 : Introduction To Mining Safety
File: 1534.8	MIN ENG 2925 : Surveying For Mineral Engineers
File: 1412.2	MIN ENG 3912 : Materials Handling In Mines
File: 41.12	MIN ENG 3913 : Mineral Identification and Exploration
File: 1128.11	MIN ENG 4097 : Capstone Design Project
File: 1344.9	MIN ENG 5522 : Ore Reserve Analysis and Geostatistics
File: 408.8	MIN ENG 5612 : Principles of Explosives Engineering
File: 590.7	MIN ENG 5823 : Rock Mechanics
File: 1696.8	MIN ENG 5912 : Mine Power and Drainage
File: 2264.6	MIN ENG 5932 : Underground Mining Methods
File: 2265.5	MIN ENG 5933 : Surface Mining Methods
File: 2132.1	MKT 3105 : Marketing and Strategy Essentials
File: 5008	MUSIC 1001 : Special Topics
File: 4247.2	TCH COM 3570 : Writing in the Sciences

CCC Meeting - 5 December 2023

Missouri S&T
Faculty Senate

Program Changes (PC) Requested

File: 255.27	BUSAPPS-MI : Business Applications and Software Development Minor
File: 153.87	CP ENG-BS : Computer Engineering BS
File: 40.14	E&S COM-MI : Electronic & Social Commerce Minor
File: 238.11	HCI-MI : Human-Computer Interaction and User Experience Minor
File: 95.34	MI ENG-BS : Mining Engineering BS
File: 101.20	MOBLB&T-MI : Mobile Business & Digital Transformation
File: 122.11	PRE MBA-MI : Pre MBA Minor
File: 375.7	SCITEC-CTU : UCT - Science, Technology, and Society

CCC Meeting - 5 December 2023

Missouri S&T
Faculty Senate

For Informational Purposes; No Senate Approval Required

Experimental Course (EC) Requested

File: 5010 CHEM 5001.001 : Chemistry and Circular Economy of Critical Minerals
File: 5012 IS&T 5001.004 : Information Security Management
File: 5015 IS&T 5001.005 : Data Governance
File: 5016 IS&T 5001.006 : Foundations of Computing and Programming for Data Science
File: 5006 TCH COM 5001.005 : Advanced Web-Based Communication

CCC Meeting - 5 December 2023

Missouri S&T
Faculty Senate

Curriculum committee moves for FS to approve the 33 CC and 8 PC form actions.

Discussion: Questions or comments?

Missouri S&T
Faculty Senate

Agenda

VI. Reports of Standing Committees

B. Public Occasions

S. Sedigh Sarvestani

(No Report)

Missouri S&T
Faculty Senate

Agenda

VI. Reports of Standing Committees

C. Budgetary Affairs

M. Fitch

Referrals

- FY 24 Budget = no changes
- FY 25 budget = a bit early still
- (Advancing STEM funding)
- Teaching lab funds, “what happened to E&E?”
- Personnel and budget in division level offices and higher over the years
- (Name change GGPE → ESE)
- Plateau tuition impacts on drop/WD rates and grades

Next time

- Five-year budget

Advancing STEM = state funding

Missouri S&T Faculty Senate

All approved by BOC

Projects						Funding Strategy				
#	Title	Type	Facility Needs	FCNI	Total Cost	Debt	Gifts	Internal	Federal	State
1	Engineering Research Lab Addition and Renovation	NC/RE	$17.8 M	0.49	$49,000,000	$0	$11,182,500	$14,785,000	$0	$23,032,500
2	Schrenk Hall East Renovation	RE	$19.1M	0.57	$32,000,000	$0	$14,350,000	$1,650,000	$0	$16,000,000
3	Norwood, Parker, and Harris HVAC Replacement	RE	$19.3 M	0.34	$18,935,000	$0	$9,467,500		$0	$9,467,500
	Total				**$99,935,000**	**$0**	**$35,000,000**	**$16,435,000**	**$0**	**$48,500,000**

FCNI, Facility Condition Needs Index = cost to renovate/value of building

Some Website I Googled:

0- 10% FCI	***Asset is in good condition***
10-25% FCI	Asset is in *fair to good* condition
25-60% FCI	Asset is in *poor to fair* condition
60% + FCI	Asset is in *critical* condition

We aim for 0.2, at 0.3 start planning renovation

Teaching lab funds, “What Happened to E&E?”

General Revenue funded E&E:

Row Labels	General Revenue Allocation	Curator Professors	Faculty Support	Grand Total
College Arts, Sciences & Educ	**$622,709**	**$25,000**		**$647,709**
Arts, Languages & Philosophy	$42,137	$5,000		$47,137
Biological Sciences	$51,611	$5,000		$56,611
Chemistry	$75,509			$75,509
Education	$259,310			$259,310
English & Tech Communication	$24,408			$24,408
History & Political Science	$24,106	$5,000		$29,106
Mathematics & Statistics	$42,097	$5,000		$47,097
Military Science - Air Force	$9,189			$9,189
Military Science - Army	$10,149			$10,149
Physics	$72,158	$5,000		$77,158
Psychological Science	$12,035			$12,035
College Engineering&Computing	**$589,151**	**$60,504**	**$10,000**	**$659,655**
Chemical & Biochemical Engrg	$10,000	$5,000		$15,000
Civil, Arch & Environ Engr	$111,605	$5,000		$116,605
Computer Science	$22,029	$10,000	$10,000	$42,029
Electrical & Computer Engineer	$82,527	$10,000		$92,527
Geosciences&Geological&Pet Eng	$27,004	$5,000		$32,004
Materials Science & Engr	$92,823	$15,304		$108,127
Mechanical & Aerospace Engin	$170,696	$10,200		$180,896
Mining & Explosives Engr	$38,134			$38,134
Nuclear Eng &Radiation Science	$34,332			$34,332
Kummer College	**$718,066**	**$5,000**		**$723,066**
Business & Information Tech	$22,126			$22,126
Economics	$5,599			$5,599
Engineering Mgt & Sys Engr	$690,341	$5,000		$695,341
Grand Total	**$1,929,926**	**$90,504**	**$10,000**	**$2,030,430**

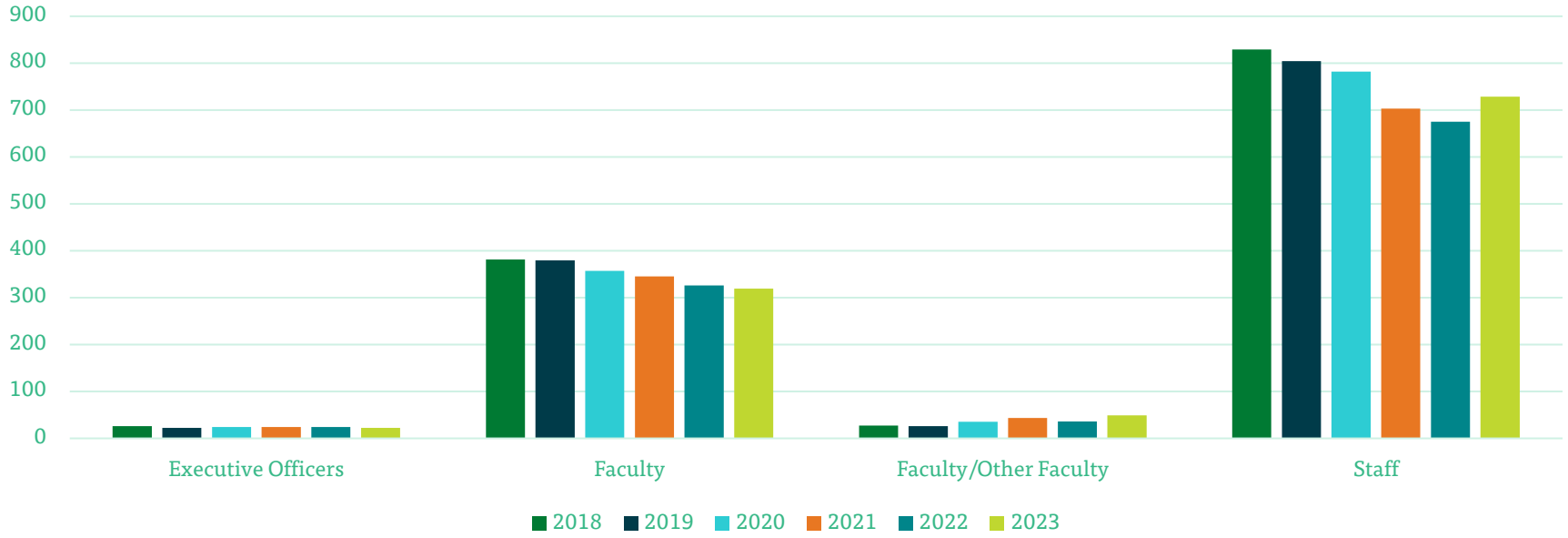
GRA + Gifts + Other, 2017-2023

		2018	2019	2020	2021	2022	2023
CASE	BIOLSCI	73,466	75,858	64,832	47,468	54,307	96,113
	CHEMIST	155,773	145,551	150,416	16,613	55,868	179,019
	EDUC	29,740	38,048	42,693	23,439	15,997	27,311
	ENGLISH	21,605	10,520	4,680	1,420	19,616	16,129
	HISTORY	49,846	29,079	24,686	13,023	20,715	36,077
	MATH	84,821	54,535	61,639	23,995	77,826	114,929
	ARMY	9,153	10,368	10,163	8,273	14,294	14,301
	MILISCI	6,168	9,086	15,234	7,120	9,739	13,250
	PHILOSO	84,667	41,702	36,629	20,182	35,094	55,444
	PHYSICS	75,307	43,145	32,230	33,608	76,596	67,393
	PSYCHOL	107,360	21,123	73,498	14,430	37,443	203,391
	Total	697,907	479,015	516,698	209,571	417,496	823,356

		2018	2019	2020	2021	2022	2023
CEC	CHE	151,336	139,853	134,014	123,106	252,360	244,848
	CIVIL	398,991	295,042	310,113	255,754	339,491	465,543
	CS	166,808	164,857	127,395	52,728	51,484	155,670
	ECE	299,191	530,996	230,591	198,628	351,093	275,451
	GGPE	390,115	243,995	234,964	150,858	108,117	128,952
	MSE	268,966	355,713	283,828	169,887	171,118	698,113
	MAE	371,040	378,655	539,585	405,130	420,502	560,098
	MNE	243,729	120,519	121,982	194,849	116,246	261,191
	NUC	53,103	66,540	36,261	44,749	57,974	73,325
	Total	2,343,279	2,296,170	2,018,734	1,595,687	1,868,384	2,863,192
RKCOL	BIT	240,010	96,864	69,547	16,001	43,364	117,871
	ECON	30,475	14,992	19,311	9,935	13,553	55,369
	EMGT	118,372	96,436	99,729	91,327	81,243	137,550
	Total	388,857	208,291	188,587	117,263	138,160	310,790
Grand Total		3,430,042	2,983,477	2,724,019	1,922,521	2,424,040	3,997,337

Has upper administration expanded?

No?



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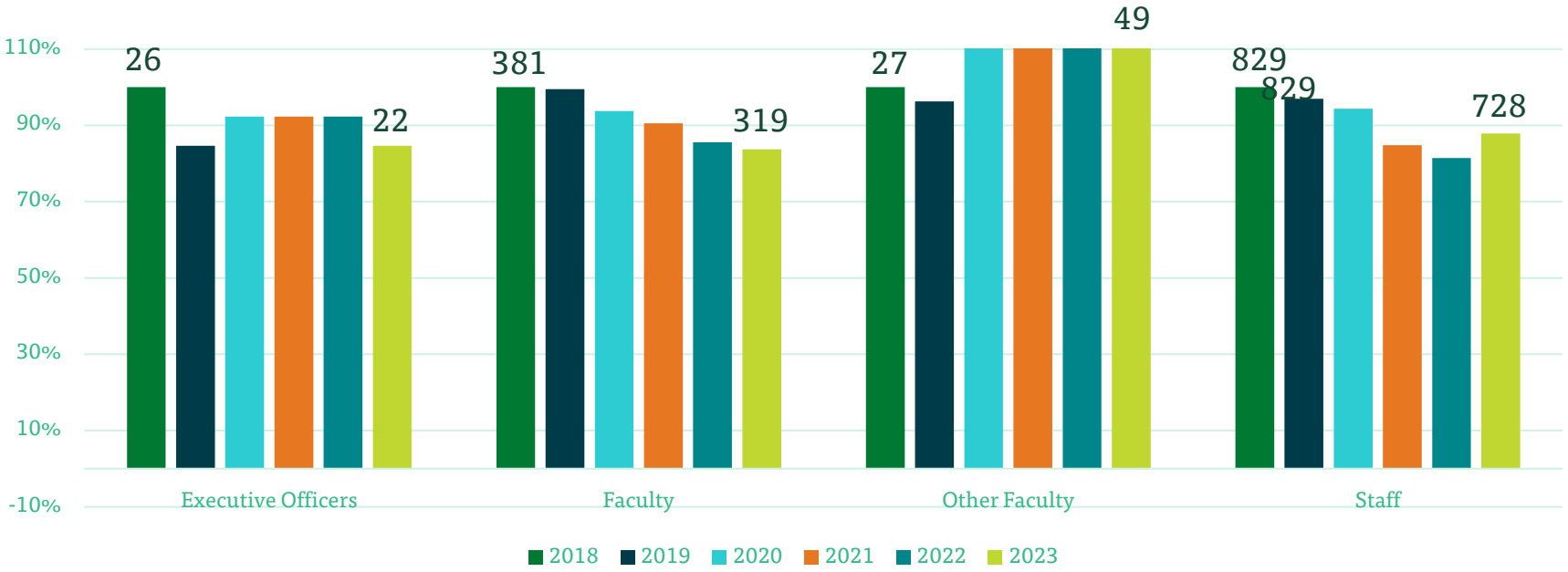

Has upper administration expanded?

Some divisional offices grew, some not

	Fiscal Year					
	2018	2019	2020	2021	2022	2023
Advancement	2.2	3.0	3.0	1.9	2.2	2.0
Chancellor	5.9	4.0	3.0	3.1	3.0	3.0
Diversity, Equity & Inclusion	13.0	12.0	12.3	12.1	7.6	5.9
Finance and Administration	1.6	1.7	2.0	2.0	3.0	3.4
Kummer Institute				0.2	1.9	3.1
Marketing and Communications	19.2	18.0	20.5	19.5	22.6	25.0
Provost	48.1	45.9	43.8	43.1	34.5	39.9
Research and Innovation	15.0	12.4	11.1	13.2	14.4	15.8
Student Affairs	7.8	7.7	7.5	10.8	11.1	11.4

Has upper administration expanded?

Some Provost's offices' grew, some not

	Fiscal Year					
	2018	2019	2020	2021	2022	2023
College Arts, Sciences & Educ	4.2	4.8	5.0	6.2	5.0	5.5
College Engineering & Computing	5.5	5.3	5.3	6.8	6.5	6.7
Educatonal Innovation	7.5	6.5	6.6	6.9	0.0	
Enrollment Management	9.0	10.3	7.2	6.7	7.6	5.6
Graduate Education	10.8	9.2	9.4	6.2	4.8	4.9
Kummer College					0.1	2.6
Provost	6.2	4.9	5.5	5.5	6.8	8.4
Undergraduate Education	4.9	4.9	4.9	4.8	3.6	6.3

Has upper administration expanded?

Money increased

	$, 2023 – 2018	%
Advancement	-57,242	-22
Chancellor	+89,501	+16
Diversity, Equity & Inclusion	-307,009	-48
Finance and Administration	+243,575	+130
Kummer Institute	+386,896	+100
Marketing and Communications	+534,946	+54
Provost	+393,494	+11
Research and Innovation	+233,816	+25
Student Affairs	+397,718	+81
Faculty	-594.644	-2

Has upper administration expanded?

Provost's offices' money

	$, 2023 – 2018	%
College Arts, Sciences & Educ	+186,598	+40
College Engineering & Computing	+70,951	+11
Educatonal Innovation	-532,378	-100
Enrollment Management	-209,807	-40
Graduate Education	-154,779	-28
Kummer College	+312,630	+100
Provost	+627,134	+106
Undergraduate Education	+93,145	+25
Faculty	-594.644	-2

Plateau tuition impacts on drop/WD rates and grades

Missouri S&T Faculty Senate

Nope. According to UGE:

- GPA went up 0.02 FS 2023 compared to FS 2022
- Number of drops and WD's lower in Fall 2023 than Fall 2022
  - 1098 drops in first 6 weeks in Fall 2023 versus 1157 early drops in Fall 2022
  - 451 WD's in Fall 2023 versus 490 in Fall 2022

Missouri S&T
Faculty Senate

Agenda

VI. Reports of Standing Committees

D. Academic Freedom and Standards

E. Bryan

Academic Freedom & Standards

Motion regarding test-optional admissions

Move that (1) Missouri S&T continue test-optional policy for the 2025-2026 academic year, and (2) the University administration review and consider the latest findings regarding (a) test scores as indicators of likely student success, and (b) possible equity issues if test scores are not required before it makes a final decision regarding this matter.

Key Points to Consider

AF&S Motion regarding test-optional admissions

- This is a one-year continuation
- Data indicates the majority of students submit test scores anyway
- Test-optional applies only to admissions. Scholarship applications still require test scores
- The vote at the AF&S level was strong: 7-0-1 (for-against-abstain). However . . .
- After our internal committee vote to support the policy, new information came to light from the RP&A that might suggest that test-optional or no-test admissions policies put marginalized and low-income applicants at a disadvantage.

Potentially Relevant Findings and Arguments

AF&S Motion regarding test-optional admissions

Competitive Landscape

- All Missouri public four-year universities are test optional.
- As of Fall 2022, most first-time college students continue to submit a test score with their applications at MU (67%), S&T (76%), and UMSL (70%), and this trend is relatively stable across groups (Pell-eligible, underrepresented students, rural, in-state, and out-of-state).
- Fall 2023, first-time college students at S&T, this distribution remains consistent, with 75% of applicants submitting a test score.

Potentially Relevant Findings and Arguments

AF&S Motion regarding test-optional admissions

Competitive Landscape

Permanently test optional:

- Colorado School of Mines
- Illinois Institute of Technology
- Worcester Polytechnic Institute
- Rochester Institute of Technology

Test Optional through 2026:

- Steven Institute of Technology

Currently Test Optional - Have not announced decision for 2025:

- Michigan Institute of Technology
- New Mexico Institute of Mining and Technology
- South Dakota School of Mines and Technology
- University of Alabama in Huntsville

Potentially Relevant Findings and Arguments

AF&S Motion regarding test-optional admissions

Student Success

- The majority of students who enroll at S&T post admission remains heavily test-based, with 86%, 96%, and 86% of the enrolled cohort as test-based for 2021, 2022, and 2023, respectively.
- Retention to second-year rates of test-optional students improved in the fall 2022 cohort considerably, although the *n* is small.

Potentially Relevant Findings and Arguments

AF&S Motion regarding test-optional admissions

Missouri S&T Faculty Senate

Table 1: Fall 2021 and Fall 2022 First-Time College (FTC) US Applicants

Fall Term	Regular Application with Test Score	Application without Test Score
2021	3483 (75%)	1140 (25%)
2022	3833 (76%)	1200 (24%)
2023	4810 (75%)	1588 (25%)

Table 2: Year 1 Data from Fall 2021 First-Time College (FTC) US Resident

	Regular	Test Optional
Number Enrolled	1000	168
Number Retained (1st Year)	876	135
1st Year Retention Rate (Fall 21 to Fall 22)	87.6%	80.8%
Average Cumulative GPA	3.33	3.18
Percent Academically Deficient	4.4%	5.9%

Table 3: Year 1 Data from Fall 2022 First-Time College (FTC) US Resident

	Regular	Test Optional
Number Enrolled	1098	48
Number Retained (1st Year)	941	41
1st Year Retention Rate (Fall 22 to Fall 23)	85.7%	84.2%
Average Cumulative GPA	3.45	3.04
Percent Academically Deficient	5.4%	12.5%

Potentially Relevant Findings and Arguments

Missouri S&T Faculty Senate

AF&S Motion regarding test-optional admissions

Table 4: Admit Type Demographics, FTC US Resident – Enrolled Students

	2021			2022			2023		
	Regular	Test-Optional	Total	Regular	Test-Optional	Total	Regular	Test-Optional	Total
Pell Eligible	197 (79%)	53 (21%)	250 (100%)	226 (93%)	16 (7%)	242 (100%)	233 (80%)	58 (20%)	291 (100%)
URM	114 (79%)	30 (21%)	144 (100%)	106 (89%)	13 (11%)	119 (100%)	112 (75)	37 (25%)	149 (100%)
In-State	787 (86%)	130 (14%)	917 (100%)	837 (96%)	33 (4%)	870 (100%)	777 (87%)	121 (13%)	898 (100%)
Out-of-State	213 (85%)	38 (15%)	251 (100%)	261 (95%)	15 (5%)	276 (100%)	247 (83%)	51 (17%)	298 (100%)
Total	**1000 (86%)**	**168 (14%)**	**1168 (100%)**	**1098 (96%)**	**48 (4%)**	**1146 (100%)**	**1024 (86%)**	**172 (14%)**	**1196 (100%)**

Potentially Relevant Findings and Arguments

AF&S Motion regarding test-optional admissions

These articles suggest that

(a) standardized test scores might be a better indicator of college level success than other measures such as high school grades

(b) not factoring standardized test scores into admissions criteria might unfairly disadvantage low-income and minority groups, who might not be able to benefit from less objective admissions criteria.

*The AF&S does not support or refute these findings.

***The AF&S did not have time to review carefully the following arguments and data but acknowledge their potential relevance.

NY Times article on Standardized Testing

Opinion Article on dropping Standardized Testing Requirements

Substack Article on dropping Standardized Testing Requirements

Working Paper on Admissions Requirements at Highly Selective Universities

Academic Freedom & Standards

Motion regarding test-optional admissions

Move that (1) Missouri S&T continue test-optional policy for the 2025-2026 academic year, and (2) the University administration review and consider the latest findings regarding (a) test scores as indicators of likely student success, and (b) possible equity issues if test scores are not required before it makes a final decision regarding this matter.

Missouri S&T
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VI. Reports of Standing Committees

E. Administrative Review

K. Erickson

2023-2024 Members

Missouri S&T Faculty Senate

Kelvin Erickson, Chair

Kelly Homan

Bih-Ru Lea

Kelly Liu

Administrative Review Schedule

Missouri S&T
Faculty Senate

		2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Chancellor		Review		Review		Review
Chancellor's Direct Reports	Vice Chancellor Finance & Operations	Review			Review (O'Neil)	
	Executive Director: Marketing & Communication			Not Review - retiring	Not review - in position < 1 year	
	Vice Chancellor of Research & Innovation			Not review - interim		Review
	Vice Chancellor - University Advancement			Not review - interim		Review?
	Vice Chancellor- Student Affairs			Review (Robinson)		
	Vice Chancellor - Strat. Initiatives & COO Kummer Institute			Not review - in position < 1 year	Search on-going	
	Chief Diveristy Officer	Review			Not review - in position 1 year	Review

Administrative Review Schedule

		2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Provost			Review		Review	
Provost's Direct Reports	Associate Provost for Acad. Operations, Accred., Assess.	Review			Not review - interim	
	Associate Provost for Faculty Affairs			Review (Forciniti)		
	Vice Provost and Dean of CASB		Not Reviewed			Review
	Vice Provost and Dean CEC		Not Reviewed			Review
	Vice Provost and Dean Kummer College				Not review - interim	
	Vice Provost and Dean Enrollment Management	Review			Not review - In position 1 yr	
	Vice Provost Graduate Education			Not review - interim	Not review - in position < 1 year	Review
	Vice Provost Undergraduate Education			Not review - interim	Not review - in position < 1 year	Review
	Vice Provost Online Education			Not review - in position 1.5 year	Not review - interim	
	Chief Institutional Research Officer			Review (Jones)		
	Dean of the Library		Not Reviewed	Not review - interim	Not review - in position < 1 year	
	Chief Information Officer		Review			Review?
	Special Asst to the Provost for Faculty Development				Review (Drowne)	

Positions Approved for Review

- Vice-Chancellor Finance and Operations
- Provost
- Special Asst to the Provost for Faculty Development

Tentative Timeline and Process

Action	Time
Review list to faculty senate for approval	November 16
Job descriptions	December
Development of questionnaires	
Questionnaires to FS for review/approval	January 25
Statement of accomplishments due	February
Review of administrators	March 4 - March 22
Results to FS officers	April 26
Final report to FS	June 6

Questionnaire for Provost

1. Provides strong leadership for implementing the University's "North Star" goals while ensuring academic excellence by
   - Effectively providing leadership in increasing enrollment of students to 8,000 undergraduates and 4,000 graduate students by 2030
   - Effectively leading the effort to significantly increase undergraduate student retention and four- and six-year graduation rates
   - Playing an effective role in improving S&T's reputation and US News and World Report ranking from 185 among nationally ranked universities toward the top 100
   - Elevating S&T's research and scholarly profile to attain status as a Carnegie "R1" school within the decade

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for Provost (contd.)

2. Provides strong leadership that
   - Effectively enhances shared governance
   - Effectively promotes and provides support to the success of all S&T students
   - Effectively promotes and enhances the development and success of all S&T faculty
   - Effectively recruits and retains talented faculty, student, and staff
   - Is strongly committed to diversity and inclusion among students, academic staff, and faculty

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for Provost (contd.)

3. Is an effective communicator who
   - Works collaboratively and effectively with the academic units, institutes, and programs to support the university's mission
   - Sets an example of respect for all university constituents
   - Effectively communicates important policy and process changes and their likely outcomes in a timely manner
   - Acts effectively as a strong advocate for S&T in partnering with the University of Missouri System leadership and the Missouri Department of Higher Education and Workforce Development

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for Provost (contd.)

4. Effectively interacts and communicates with faculty, staff, and other on-campus constituents in a collegial manner.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Overall Assessment

Dr. Colin Potts should be retained in the position as the Provost and Executive Vice Chancellor for Academic Affairs.

☐ Yes ☐ No

Questionnaire for VC Finance and Administration

1. Effectively leads financial management that
   - Supports the University's vision.
   - Supports the University's strategic and academic missions.
   - Analyzes market conditions, and identifies needs and resources to adapt to changing conditions.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for VC Fin. & Admin. (contd.)

2. Effectively leads the administrative and support operations:
   - Facilities Operations (e.g., physical facilities), and Design and Construction.
   - Environmental Health and Safety.
   - University Police.
   - Human Resources.
   - Accounting and Fiscal Services, and Budget Planning.
   - Business Services, and Printing and Mail Services.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for VC Fin. & Admin. (contd.)

3. Effectively oversees all campus finance functions:
   - Budgeting and planning.
   - Capital budgeting.
   - Accounting.
   - Financial management and reporting.
   - Cash collections and management.
   - Accounts receivable.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for VC Fin. & Admin. (contd.)

4. Effectively interacts and communicates with faculty, staff, and other on-campus constituents in a collegial manner.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Overall Assessment

Ms. Alysha O'Neal should be retained in the position of Vice Chancellor for Finance and Administration.

☐ Yes ☐ No

Questionnaire for Special Asst. to the Provost

1. Effectively assists the Associate Provost for Faculty Affairs (Dr. Forciniti) in the following areas:
   - New faculty orientation and the early career faculty forum.
   - Collaborate with CAFÉ, UM System, and other offices to provide professional development opportunities for faculty.
   - Serve as a liaison to the APLU faculty development group.
   - Assist with ADVANCE program initiatives.
   - Work to improve faculty hiring processes and procedures.
   - Coordinate campus responses to the COACHE survey.
   - Lead faculty awards processes.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for Special Asst. (contd.)

2. Effectively works with the Associate Provost (Dr. Forciniti), the Dean's offices, the department chairs and other campus leaders to help improve processes related to:
   - Faculty review, promotion, and tenure.
   - Curators' Distinguished Professor nominations and other prestigious recognitions for faculty.
   - Faculty mentoring.
   - myVita.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Questionnaire for Special Asst. (contd.)

3. Provides the visionary leadership needed to continue transforming S&T's faculty environment and enhancing excellence for Missouri S&T's campus and faculty, higher education and research at S&T, and across the nation.
4. Effectively interacts and communicates with faculty, staff, and other on-campus constituents in a collegial manner.

Scale: *Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure*

Overall Assessment

Dr. Kate Drowne should be retained in the position of Special Assistant to the Provost.

☐ Yes ☐ No

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VII. Unfinished Business

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VIII. New Business

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IX. Adjourn