Meeting procedure

• 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

• 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.
I. Call to Order and Roll Call

P. Runnion, Secretary
January 25, 2024
II. Approval of Minutes

KC Dolan, President
November 16, 2023
III. President’s Report

KC Dolan
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!
IV. Campus Reports

A. Staff Council

J. Sansone
(No Report)
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
Agenda

IV. Campus Reports

C. Grad Student Council
H. Al-Abedi
(No Report)
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
S&T ADVANCE Program
Targeted support to departments

Established ADVANCE Advocates in every department

Department Climate Survey Fall 2022

Departmental Enhancement Grant Program

Call for Proposals

Funded by the National Science Foundation, S&T ADVANCE aims to increase the representation of women, especially women from historically underserved racial/ethnic groups, across STEM faculty ranks and leadership positions at Missouri S&T. The specific goals of the project are to address underlying barriers to women's recruitment and advancement by promoting the following initiatives: (a) cultivate an inclusive climate; (b) mitigate bias in hiring and evaluations; and (c) foster equitable resource distribution and access to opportunities.
S&T ADVANCE Program
Transform university structures, polices, procedures

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”

Dr. Sahra Sedigh Sarvestani: (573) 341-7505 sedighs@mst.edu
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/
VI. Reports of Standing Committees

A. Campus Curriculum

P. DeWitt
Total Committee Activity

- 33 Course Change Requests (CC Forms)
- 8 Program Change Forms (PC Forms)
- 5 Experimental Course Request (EC Form)
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
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
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
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
Curriculum committee moves for FS to approve the 33 CC and 8 PC form actions.

Discussion: Questions or comments?
VI. Reports of Standing Committees

B. Public Occasions

S. Sedigh Sarvestani

(No Report)
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

All approved by BOC

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<thead>
<tr>
<th>#</th>
<th>Title</th>
<th>Type</th>
<th>Facility Needs</th>
<th>FCNI</th>
<th>Total Cost</th>
<th>Debt</th>
<th>Gifts</th>
<th>Internal</th>
<th>Federal</th>
<th>State</th>
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<td>1</td>
<td>Engineering Research Lab Addition and Renovation</td>
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### FCNI, Facility Condition Needs Index = cost to renovate/value of building

- **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**

Some Website I Googled:

We aim for 0.2, at 0.3 start planning renovation
# Teaching lab funds, “What Happened to E&E?”

General Revenue funded E&E:

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<thead>
<tr>
<th>Row Labels</th>
<th>General Revenue Allocation</th>
<th>Curator Professors</th>
<th>Faculty Support</th>
<th>Grand Total</th>
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<td>Education</td>
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<td>Mathematics &amp; Statistics</td>
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<td>$108,127</td>
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<td>Mechanical &amp; Aerospace Engin</td>
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<td>Mining &amp; Explosives Engr</td>
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<td>Nuclear Eng &amp; Radiation Science</td>
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<td>Kummer College</td>
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<td>Economics</td>
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<td>Engineering Mgt &amp; Sys Engr</td>
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<td>Grand Total</td>
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<td>$2,030,430</td>
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<td>208,291</td>
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Grand Total
Has upper administration expanded?

No?
Has upper administration expanded?

No?

Executive Officers
- 26 (2018)
- 381 (2019)
- 319 (2020)
- 27 (2021)
- 49 (2022)
- 829 (2023)

Faculty
- 22 (2018)
- 319 (2019)
- 27 (2020)
- 49 (2021)
- 829 (2022)
- 728 (2023)

Other Faculty
- 26 (2018)
- 381 (2019)
- 319 (2020)
- 27 (2021)
- 49 (2022)
- 829 (2023)

Staff
- 26 (2018)
- 381 (2019)
- 319 (2020)
- 27 (2021)
- 49 (2022)
- 829 (2023)
Has upper administration expanded?

Some *divisional offices* grew, some not

<table>
<thead>
<tr>
<th>Division</th>
<th>Fiscal Year</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
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<td>43.1</td>
<td>34.5</td>
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<td>11.1</td>
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<td>2020</td>
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Has upper administration expanded?
Some Provost’s offices’ grew, some not

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Has upper administration expanded?

Money increased

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<th>$, 2023 – 2018</th>
<th>%</th>
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<td>-22</td>
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<tr>
<td>Faculty</td>
<td>-594,644</td>
<td>-2</td>
</tr>
</tbody>
</table>
### Has upper administration expanded?

#### Provost's offices' money

<table>
<thead>
<tr>
<th>Area</th>
<th>$, 2023 – 2018</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>College Arts, Sciences &amp; Educ</td>
<td>+186,598</td>
<td>+40</td>
</tr>
<tr>
<td>College Engineering &amp; Computing</td>
<td>+70,951</td>
<td>+11</td>
</tr>
<tr>
<td>Educational Innovation</td>
<td>-532,378</td>
<td>-100</td>
</tr>
<tr>
<td>Enrollment Management</td>
<td>-209,807</td>
<td>-40</td>
</tr>
<tr>
<td>Graduate Education</td>
<td>-154,779</td>
<td>-28</td>
</tr>
<tr>
<td>Kummer College</td>
<td>+312,630</td>
<td>+100</td>
</tr>
<tr>
<td>Provost</td>
<td>+627,134</td>
<td>+106</td>
</tr>
<tr>
<td>Undergraduate Education</td>
<td>+93,145</td>
<td>+25</td>
</tr>
<tr>
<td>Faculty</td>
<td>-594,644</td>
<td>-2</td>
</tr>
</tbody>
</table>
Plateau tuition impacts on drop/WD rates and grades

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
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

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

<table>
<thead>
<tr>
<th>Fall Term</th>
<th>Regular Application with Test Score</th>
<th>Application without Test Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>3483 (75%)</td>
<td>1140 (25%)</td>
</tr>
<tr>
<td>2022</td>
<td>3833 (76%)</td>
<td>1200 (24%)</td>
</tr>
<tr>
<td>2023</td>
<td>4810 (75%)</td>
<td>1588 (25%)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Regular</th>
<th>Test Optional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Enrolled</td>
<td>1000</td>
<td>168</td>
</tr>
<tr>
<td>Number Retained (1&lt;sup&gt;st&lt;/sup&gt; Year)</td>
<td>876</td>
<td>135</td>
</tr>
<tr>
<td>1&lt;sup&gt;st&lt;/sup&gt; Year Retention Rate (Fall 21 to Fall 22)</td>
<td>87.6%</td>
<td>80.8%</td>
</tr>
<tr>
<td>Average Cumulative GPA</td>
<td>3.33</td>
<td>3.18</td>
</tr>
<tr>
<td>Percent Academically Deficient</td>
<td>4.4%</td>
<td>5.9%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Regular</th>
<th>Test Optional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number Enrolled</td>
<td>1098</td>
<td>48</td>
</tr>
<tr>
<td>Number Retained (1&lt;sup&gt;st&lt;/sup&gt; Year)</td>
<td>941</td>
<td>41</td>
</tr>
<tr>
<td>1&lt;sup&gt;st&lt;/sup&gt; Year Retention Rate (Fall 22 to Fall 23)</td>
<td>85.7%</td>
<td>84.2%</td>
</tr>
<tr>
<td>Average Cumulative GPA</td>
<td>3.45</td>
<td>3.04</td>
</tr>
<tr>
<td>Percent Academically Deficient</td>
<td>5.4%</td>
<td>12.5%</td>
</tr>
</tbody>
</table>
## Potentially Relevant Findings and Arguments

### AF&S Motion regarding test-optional admissions

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

<table>
<thead>
<tr>
<th></th>
<th>2021</th>
<th></th>
<th>2022</th>
<th></th>
<th>2023</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Regular</td>
<td>Test-Optional</td>
<td>Total</td>
<td>Regular</td>
<td>Test-Optional</td>
<td>Total</td>
</tr>
<tr>
<td>Pell Eligible</td>
<td>197 (79%)</td>
<td>53 (21%)</td>
<td>250 (100%)</td>
<td>226 (93%)</td>
<td>16 (7%)</td>
<td>242 (100%)</td>
</tr>
<tr>
<td>URM</td>
<td>114 (79%)</td>
<td>30 (21%)</td>
<td>144 (100%)</td>
<td>106 (89%)</td>
<td>13 (11%)</td>
<td>119 (100%)</td>
</tr>
<tr>
<td>In-State</td>
<td>787 (86%)</td>
<td>130 (14%)</td>
<td>917 (100%)</td>
<td>837 (96%)</td>
<td>33 (4%)</td>
<td>870 (100%)</td>
</tr>
<tr>
<td>Out-of-State</td>
<td>213 (85%)</td>
<td>38 (15%)</td>
<td>251 (100%)</td>
<td>261 (95%)</td>
<td>15 (5%)</td>
<td>276 (100%)</td>
</tr>
<tr>
<td>Total</td>
<td>1000 (86%)</td>
<td>168 (14%)</td>
<td>1168 (100%)</td>
<td>1098 (96%)</td>
<td>48 (4%)</td>
<td>1146 (100%)</td>
</tr>
</tbody>
</table>

Missouri University of Science and Technology
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.
VI. Reports of Standing Committees

E. Administrative Review

K. Erickson
2023-2024 Members

Kelvin Erickson, Chair

Kelly Homan

Bih-Ru Lea

Kelly Liu
## Administrative Review Schedule

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Executive Director: Marketing &amp; Communication</td>
<td>Not Review - retiring</td>
<td>Not review - interim</td>
<td>Not review - in position &lt; 1 year</td>
<td>Review</td>
<td>Review</td>
</tr>
<tr>
<td>Vice Chancellor of Research &amp; Innovation</td>
<td>Not review - interim</td>
<td>Not review - interim</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
</tr>
<tr>
<td>Vice Chancellor - University Advancement</td>
<td>Review (Robinson)</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
</tr>
<tr>
<td>Vice Chancellor - Student Affairs</td>
<td>Not review - in position &lt; 1 year</td>
<td>Search on-going</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
</tr>
<tr>
<td>Vice Chancellor - Strat. Initiatives &amp; COO Kummer Institute</td>
<td>Not review - in position &lt; 1 year</td>
<td>Not review - in position 1 year</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
</tr>
<tr>
<td>Chief Diversity Officer</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
<td>Review</td>
</tr>
</tbody>
</table>
## Administrative Review Schedule

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Provost for Acad Operations, Accred., Assess.</td>
<td>Review</td>
<td>Not review - interim</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Associate Provost for Faculty Affairs</td>
<td>Review (Fordini)</td>
<td>Review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost and Dean of CASB</td>
<td>Not Reviewed</td>
<td>Review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost and Dean CEC</td>
<td>Not Reviewed</td>
<td>Review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost and Dean Kummer College</td>
<td>Not review - interim</td>
<td>Not review - interim</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost and Dean Enrollment Management</td>
<td>Review</td>
<td>Not review - In position 1 yr</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost Graduate Education</td>
<td>Not review - interim</td>
<td>Not review - in position &lt; 1 year</td>
<td>Review</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost Undergraduate Education</td>
<td>Not review - interim</td>
<td>Not review - in position &lt; 1 year</td>
<td>Review</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vice Provost Online Education</td>
<td>Not review - in position 1.5 year</td>
<td>Not review - interim</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Institutional Research Officer</td>
<td>Review (Jones)</td>
<td>Review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of the Library</td>
<td>Not Reviewed</td>
<td>Not review - in position &lt; 1 year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief Information Officer</td>
<td>Review</td>
<td>Review</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Special Asst to the Provost for Faculty Development</td>
<td>Review (Drowne)</td>
<td>Review</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Positions Approved for Review

- Vice-Chancellor Finance and Operations
- Provost
- Special Asst to the Provost for Faculty Development
## Tentative Timeline and Process

<table>
<thead>
<tr>
<th>Action</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review list to faculty senate for approval</td>
<td>November 16</td>
</tr>
<tr>
<td>Job descriptions</td>
<td>December</td>
</tr>
<tr>
<td>Development of questionnaires</td>
<td></td>
</tr>
<tr>
<td>Questionnaires to FS for review/approval</td>
<td>January 25</td>
</tr>
<tr>
<td>Statement of accomplishments due</td>
<td>February</td>
</tr>
<tr>
<td>Review of administrators</td>
<td>March 4 - March 22</td>
</tr>
<tr>
<td>Results to FS officers</td>
<td>April 26</td>
</tr>
<tr>
<td>Final report to FS</td>
<td>June 6</td>
</tr>
</tbody>
</table>
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*
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
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
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
VII. Unfinished Business
VIII. New Business
IX. Adjourn