



Missouri University of Science and Technology

# Faculty Senate Meeting

March 21, 2024

# 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](mailto:facsenate@mst.edu) with justification.



## Agenda

# I. Call to Order and Roll Call

**P. Runnion, Secretary**

**March 21, 2024**



## Agenda

# II. Approval of Minutes

**KC Dolan, President**

**February 22, 2024**



## Agenda

# III. President's Report

**KC Dolan**

## IFC meeting March 4 in Columbia

Might / probably raise pool this year

➤ Budget in house—raise pools depend on legislature

HR—explained insurance options

P&T process and practices being discussed across campuses

Next meeting April 15 on zoom

Board of Curators meeting at S&T April 18

10-12 students have been selected to engage with curators at dinner

# Strategic Plan

- > Faculty task forces for SFA 2, 3, and 7
  - Student Well-Being and Success
  - Academic Excellence
  - Employer and Employee Excellence
- > Our suggestions have been passed up to Colin and Wayne—along with comments from open forums and surveys
  - Colin meeting with BoC
- > Living document
  - It will continue to be refined between now and April 1
  - Then following BOC meeting on April 18 there will be check ins
- > Faculty liaisons
  - COACHE committee suggestion

# Campus Matters

- > Professional education projects—
  - CEC—St Louis (distance +)
  - CASE—Summer conference: National Security in the Age of the 4<sup>th</sup> Ind Rev
- > Faculty Gathering Place
  - Update
- > Honorary Degrees
  - Three have been chosen, approved, and notified...
  - We can make these public soon
- > Do Admin reviews! Due tomorrow!



## Agenda

# IV. Campus Reports

## A. Staff Council (No Report)



## Agenda

# IV. Campus Reports

## B. Student Council



## Agenda

# IV. Campus Reports

## C. Grad Student Council (No Report)

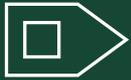


## Agenda

# V. Special Topic

## Facilities Planning

**F. Stone**



# Capital Projects Update

**Fred L. Stone**

*Associate Vice Chancellor, Facility Planning and Operations  
Missouri University of Science and Technology*



HAVENER CENTER

NORTH QUAD

US HWY 63

INNOVATION LAB

WELCOME CENTER

TOOMEY HALL

ARRIVAL COURT

ROLLA BLDG

PARKING GARAGE

BIOPLEX

SCHRENK HALL WEST

SCHRENK HALL EAST

# INNOVATION LAB

...creating a hub of creativity and possibility thinking for all students

- ▶ Opened in February
- ▶ Completed on budget
- ▶ Space for:
  - Maker space
  - Idea labs
  - Active learning classrooms
  - Student success center
  - Multipurpose room
  - Collaboration space
- ▶ Connected to Havener Center





MISSOURI S&T  
to see the University's job  
on Instagram!  
@s&t\_missouri

Handwritten notes and a QR code are visible on the board.

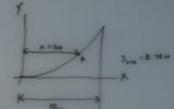


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MISSOURI  
S&T™



$$\int \frac{1}{x^2} dx = -\frac{1}{x} + C$$

$$\int v dv = \frac{1}{2}v^2 + C$$







# WELCOME CENTER

...a one stop shop for prospective students and families, home to Enrollment Management

▶ Space for:

- Welcoming Prospective Students
- Enrollment Management
- Admissions
- Events Hall
- Presentation Room

▶ Construction Start: March 2024

▶ Project Complete: Fall 2025





**VIEW FROM WEST**

# MISSOURI S&T

SOLVING FOR TOMORROW

SOLVING FOR TOMORROW

SOLVING FOR TOMORROW

WELCOME





SOLVING FOR TOMORROW

SOLVING FOR TOMORROW

SOLVING FOR TOMORROW

INNOVATION LEAD



# Highway 63 Pedestrian Underpass

# HIGHWAY 63 PEDESTRIAN UNDERPASS

US HWY 63 / BISHOP AVE.

FORMER UNIVERSITY DRIVE

UNIVERSITY PROMENADE

HAVENER CENTER





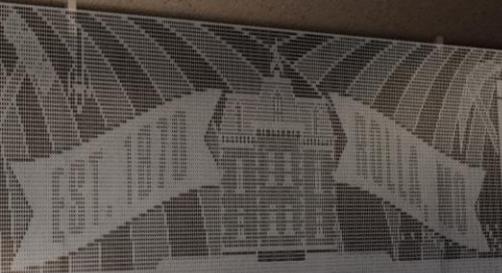






Wrought

in Silver





Forged in Gold  
S&T





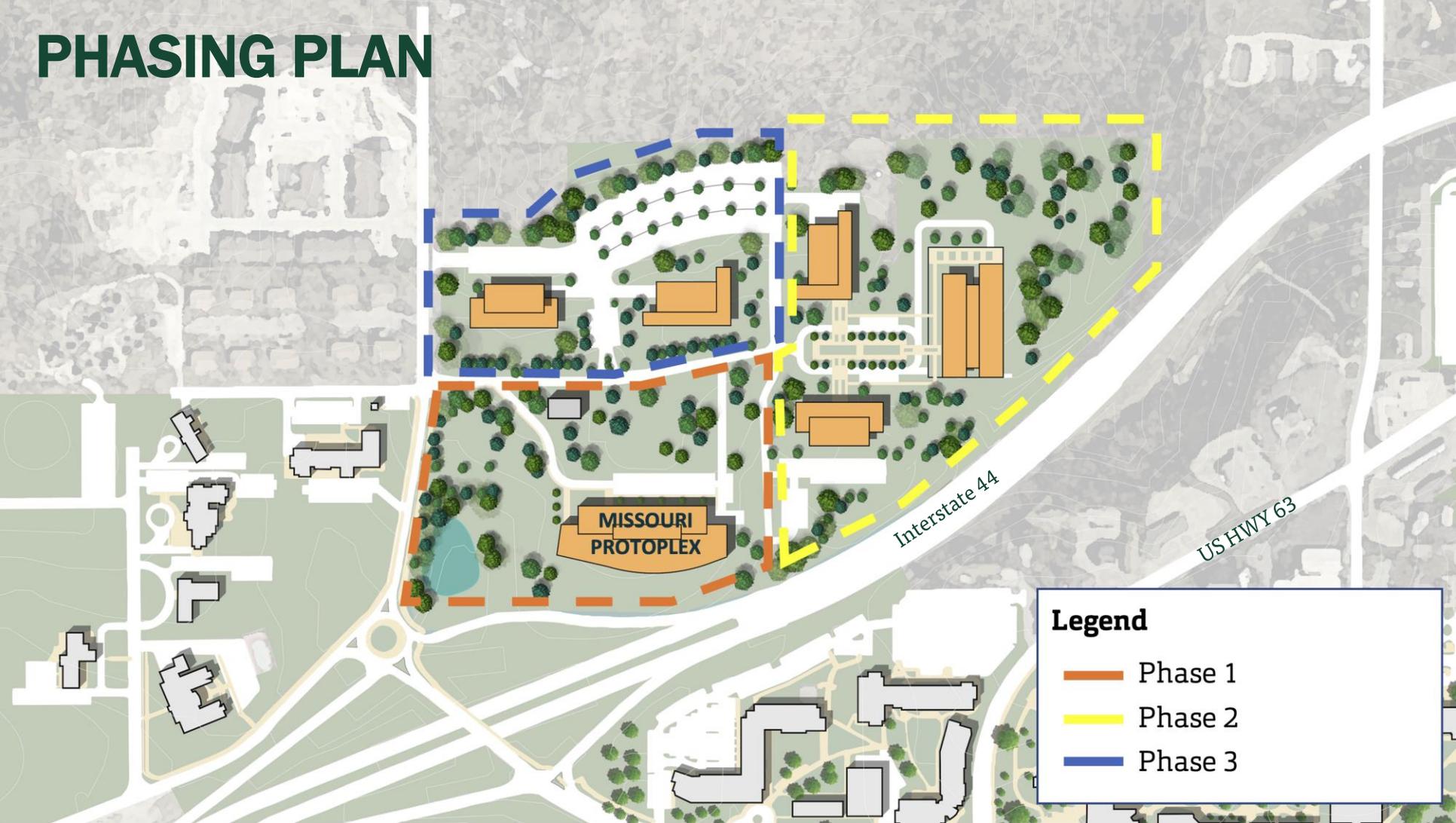
# PEDESTRIAN UNDERPASS

- ▶ Project complete: August 2024
- ▶ Connects main campus to RC1, RC2, UC, Greek Houses, and Missouri Protoplex
- ▶ Highway 63 shutdown:  
March 24, 7:00 p.m. – April 15
  - ▶ Pedestrian route updates provided through eConnection and email



# Missouri Protoplex

# PHASING PLAN



MISSOURI PROTOPLEX

Interstate 44

US HWY 63

**Legend**

- Phase 1
- Phase 2
- Phase 3

# MISSOURI PROTOPLEX

- ▶ Includes:
  - ▶ High Bay Research Space
  - ▶ Research Labs
  - ▶ Corporate Partnership Offices
  - ▶ Meeting Space
  - ▶ Geothermal Plant and Well Fields
- ▶ Project Complete: Fall 2025
- ▶ 117,000 GSF



# MISSOURI PROTOPLEX



MISSOURI S&T





# APPLIED RESEARCH CENTER (ENGINEERING RESEARCH LAB)

## Expanding and improving research lab space with space for interdisciplinary research

- ▶ Program for:
  - ▶ Research laboratory space for interdisciplinary teams
  - ▶ Core laboratory space for clean room and electron microscopy
  - ▶ Expanding total research capacity
- ▶ Current activities: reviewing schematic design submittal from design team and performing cost reconciliation



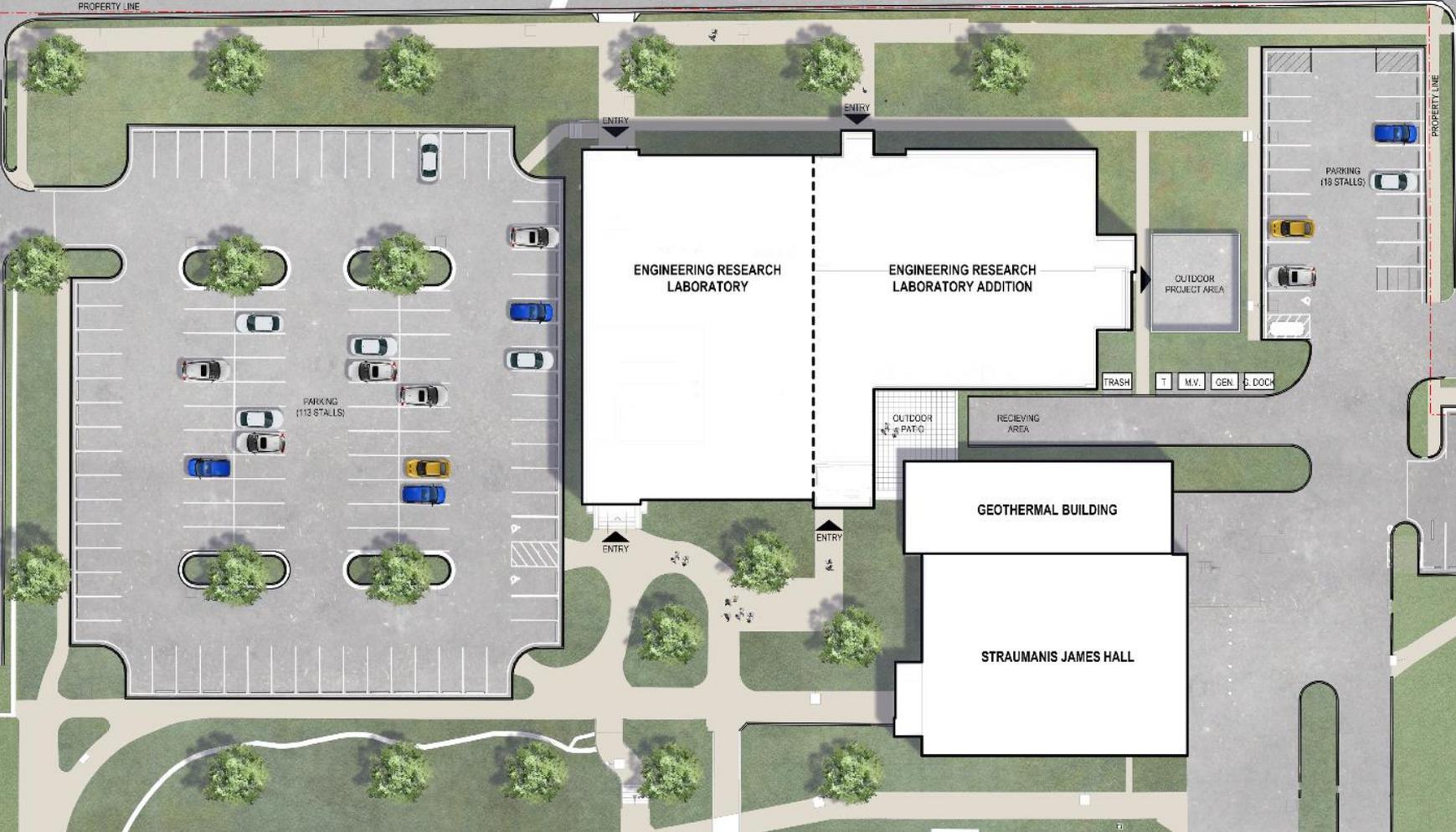
ST PATRICKS LANE

PROPERTY LINE

NORTH STATE STREET

VICHY RD

PROPERTY LINE



ENGINEERING RESEARCH LABORATORY

ENGINEERING RESEARCH LABORATORY ADDITION

OUTDOOR PROJECT AREA

PARKING (113 STALLS)

PARKING (18 STALLS)

ENTRY

ENTRY

GEOTHERMAL BUILDING

STRAUMANIS JAMES HALL

OUTDOOR PATIO

RECEIVING AREA

TRASH

M.V. GEN. & DOCK

ST PATRICKS LANE

PROPERTY LINE

NORTH STATE STREET

PROPERTY LINE

VICHY RD

ENTRY

ENTRY

ENTRY

ENTRY

ENGINEERING RESEARCH  
LABORATORY

ENGINEERING RESEARCH  
LABORATORY ADDITION

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M.V.

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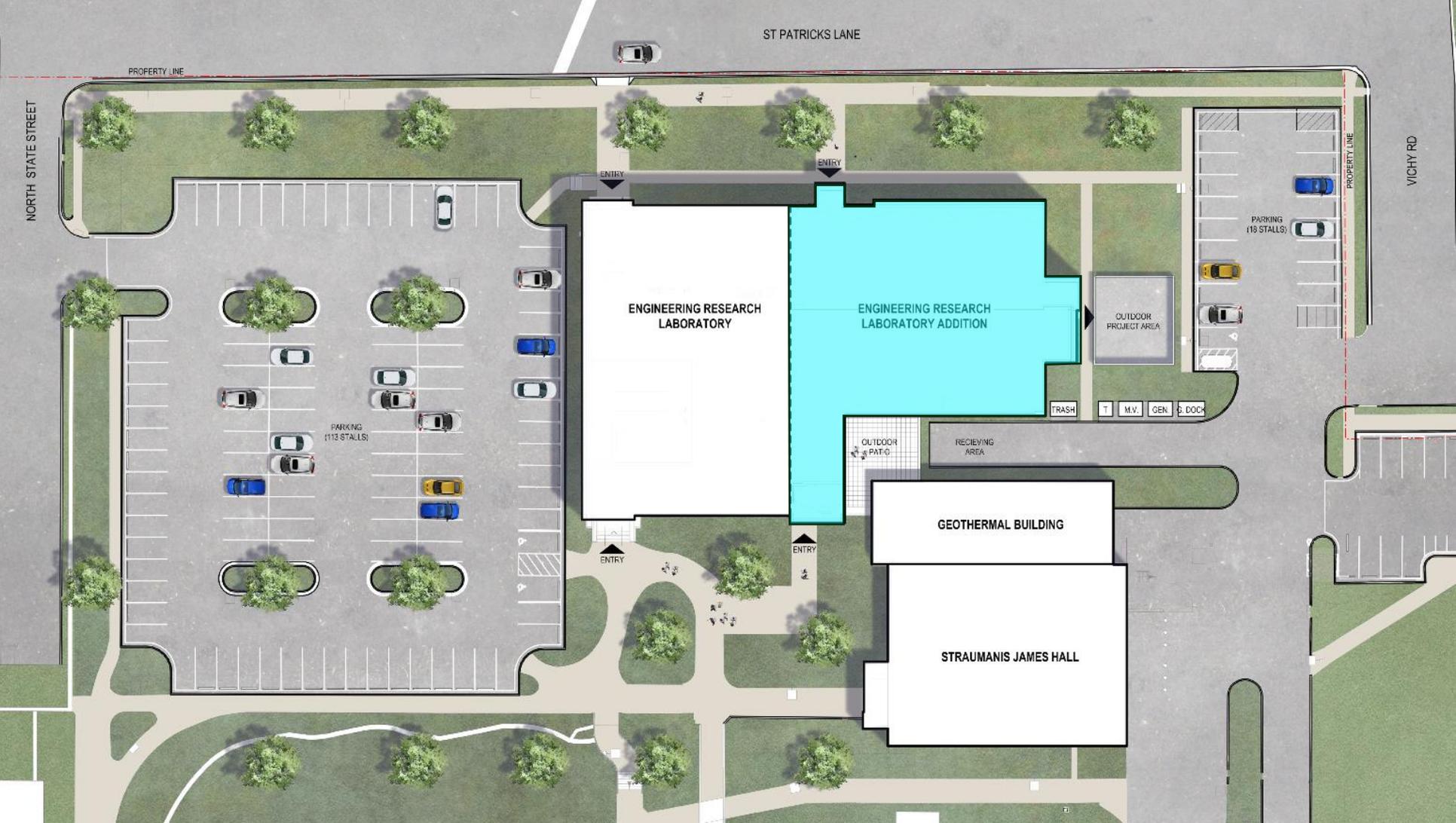
S. DOCK

OUTDOOR  
PATIO

RECEIVING  
AREA

GEOHERMAL BUILDING

STRAUMANIS JAMES HALL



# Schrenk Hall East Renovation

...renovating teaching, research, and office spaces for Chemistry and Biological Sciences

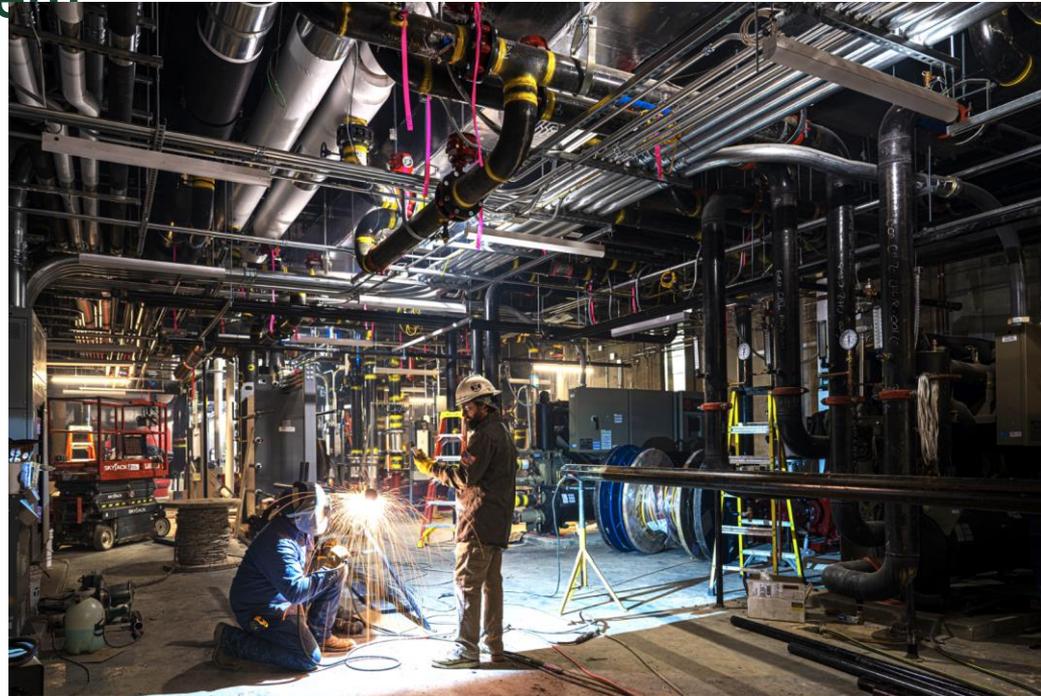
- ▶ Renovation of Schrenk Hall East
- ▶ Maximizing programming for laboratories and leveraging space for future Bioplex development
  - ▶ New research team space serving Biological Sciences and Chemistry departments
  - ▶ New Biological Sciences teaching lab, active learning classroom, and a renewed lecture hall



# Geothermal System Expansion

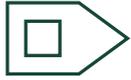
...replacing maintenance-intensive HVAC systems and connecting buildings to geothermal system

- ▶ Connects Norwood, Parker, and Harris Hall to the geothermal energy system
- ▶ Replaces HVAC systems in those buildings
- ▶ Loop construction to bid late April; construction starting in May
- ▶ Building mechanical scope in design development review; bidding scope in November



# Questions?

[Facilities.mst.edu](https://facilities.mst.edu)



## Agenda

# VI. Reports of Standing Committees

## A. Campus Curriculum

P. DeWitt

# CCC Meeting - 27 February 2024

## Total Committee Activity

- 26 Course Change Requests (CC Forms)
- 4 Program Change Requests (PC Forms)
- 1 Experimental Course Request (EC Form)
- 1 Department Name Change Request

# CCC Meeting – 27 February 2024

## Course Changes (CC) Requested

File: 5042	BIO SCI 6050 : Continuous Registration
File: 5041	BIO SCI 6099 : Research
File: 5038	BIO SCI 6603 : Advanced Principles of Biodesign
File: 5039	BIO SCI 6613 : Current Topics in Biomedical Sciences
File: 5040	BIO SCI 6623 : Current Topics in Environmental Biology
File: 5045	BME 5311 : Integrity and Ethics in Bioengineering
File: 5043	BME 6400 : Biomanufacturing
File: 5044	BME 6500 : Pharmaceutical Process Engineering
File: 5048	BUS 4050 : The Business of eSports
File: 4974	CHEM 2410 : Physical Chemistry I
File: 4975	CHEM 2420 : Physical Chemistry II
File: 4108.4	CHEM 2459 3459 : Accelerated Physical Chemistry Laboratory
File: 1825.4	CHEM 3310 2310 : Inorganic Chemistry I
File: 4173.2	CHEM 3320 2320 : Inorganic Chemistry II

# CCC Meeting – 27 February 2024

## Course Changes (CC) Requested

File: 598.4	CHEM 3329 2319 : Inorganic Chemistry Laboratory
File: 474.10	CHEM 3410 : Chemical Thermodynamics I
File: 1641.6	CHEM 3419 : Physical Chemistry Laboratory I
File: 268.9	CHEM 3420 : Introduction To Quantum Chemistry
File: 2624.8	CHEM 3429 : Physical Chemistry Laboratory II
File: 231.1	CHEM 3430 : Chemical Kinetics I
File: 241.1	CHEM 4099 : Undergraduate Research
File: 5017	CHEM 4650 : Medicinal Chemistry
File: 5046	CHEM ENG 5211 : Intermediate Bioreactor Laboratory
File: 5047	CHEM ENG 5251 : Intermediate Bioseparations Laboratory
File: 1695.8	MATH 1215 : Calculus II
File: 1356.1	PSYCH 3311 : Psychological & Educational Development Of The Adolescent
File: 1374.1	PSYCH 4310 : Psychology Of The Exceptional Child

# CCC Meeting - 27 February 2024

## Program Changes (PC) Requested

- File: 151.24    CHEM-BA : Chemistry BA
- File: 16.40    CHEM-BS : Chemistry BS
- File: 410      PROPOSED : Bioengineering PhD
- File: 409      PROPOSED : Biological Sciences PhD

# CCC Meeting - 27 February 2024

Department Name Change Requested

9 : Earth Sciences and Engineering (former Geosciences and Geological and Petroleum Engineering (GGPE))

# CCC Meeting - 27 February 2024

For Informational Purposes; No Senate Approval Required

Experimental Course (EC) Requested

File: 5018      PHYSICS 5001.003 : Physics of Quantum Information

# CCC Meeting - 27 February 2024

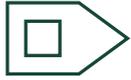
Curriculum committee moves for FS to approve the 26 CC and 4 PC form actions and Department Name Change request.

Discussion: Questions or comments?

# CCC Meeting - 27 February 2024

## Report: Three additional updated approval processes for

- Emphasis Areas
- Undergraduate Certificates
- Graduate Certificates



## Agenda

# VI. Reports of Standing Committees

## **B.** Budgetary Affairs

**M. Fitch**

# Topics/Referrals

- ▶ FY 24 Budget = no changes
- ▶ FY 25 budget = speculation
- ▶ Five-year budget

## Next time

- ▶ Maintenance costs
- ▶ Business intelligence office

# FY2024 - Operating Revenue **(not changed from Feb)**

## Operating Funds (in millions)

Operating Revenues	FY2022	FY2023	As budgeted, <b>but now</b>	
			FY2024	FY2024
Tuition and Fees	119.3	125.3	130.7	128.8
Less Scholarship Allowances	38.7	43.6	45.5	44.3(?)
<b>Net Tuition and Fees</b>	<b>80.6</b>	<b>81.7</b>	<b>85.2</b>	<b>84.5</b>
<i>Institutional Discount Rate</i>	32.4%	34.8%	34.8%	34.4%
Auxiliary Enterprises	1.2	1.4	1.1	1.1
Other Operating Revenues	10.5	12.5	10.7	10.7
State Appropriations	53.0	55.9	60.1	60.1
Private Gifts	0.4	0.5	0.1	0.1
Spendable Investment Income	3.4	3.6	3.7	3.7
<b>Total Operating Revenues</b>	<b>149.0</b>	<b>155.5</b>	<b>161.0</b>	<b>160.3</b>

Impact = Enrollment contingency: \$1 M - 0.766 = \$233,374

# FY2024 - Operating Expenses (not changed from Feb)

## Operating Funds (in millions)

Operating Expenses	FY2022	FY2023	FY2024	
<b>Compensation</b>				
Salaries and Wages	73.0	77.8	82.7	6.2% increase
Benefits	23.5	24.8	29.3	17.8% increase
<b>Total Compensation</b>	<b>96.5</b>	<b>102.7</b>	<b>111.9</b>	9.0% increase
Supplies, Services and Other Operating Expenses	29.1	24.8	29.3	Student Affairs (dorms + food), mostly
<b>Total Operating Expenses</b>	<b>125.6</b>	<b>155.5</b>	<b>161.0</b>	
<b>Net Operating Income</b>	<b>23.4</b>	<b>21.0</b>	<b>17.5</b>	All funds aim for 2% margin;
<b>Capital Expense</b>	<b>6.4</b>	<b>8.9</b>	<b>10.1</b>	Operating funds going to capital expenses: Geothermal plant

# FY25 – Revenue assumptions

- State
  - Governor proposed core increase of 3.0% (\$1.84M), House cut to 2%, Senate = ?
  - Unchanged second half of total \$50M capital funds for Advancing STEM (Schrenk East Renovation, Geothermal Expansion, and ERL)
- Enrollment assumptions
  - FTC: +89 to 1,284
  - Undergraduate students: +142 to 5,464
  - Graduate students: +52 to 1,184
- Tuition increase likely in-line with inflation: 3.0-3.4%
  - Tuition rates will be approved at May special Board meeting

# FY2025 - Operating Revenue guess

## Operating Funds (in millions)

			Now	Assume	
Operating Revenues	FY2022	FY2023	FY2024	FY2025	
Tuition and Fees	119.3	125.3	128.8	134.4	FTC + 89; UG +142, Grad +52
Less Scholarship Allowances	38.7	43.6	48.9(?)	53.9(?)	Tuition at inflation +3%
<b>Net Tuition and Fees</b>	<b>80.6</b>	<b>81.7</b>	<b>79.9</b>	<b>80.5</b>	Internal discount down?
<i>Institutional Discount Rate</i>	32.4%	34.8%	38%	40.1%?	
Auxiliary Enterprises	1.2	1.4	1.1	1.1	
Other Operating Revenues	10.5	12.5	10.7	10.7	
State Appropriations	53.0	55.9	60.1	61.9	Governor says +3%
Private Gifts	0.4	0.5	0.1	0.1	
Spendable Investment Income	3.4	3.6	3.7	3.7	
<b>Total Operating Revenues</b>	<b>149.0</b>	<b>155.5</b>	<b>155.6</b>	<b>158.0</b>	+2.4 million?

Impact = 51 faculty searches now = +26 ≈ \$2.9 M; ~3% merit raise ≈ \$2.5 M; FLSA increases to \$60K  
Market/equity for high turnover/low fill; Staff pay grade shift 3%; Maintenance & repair

# Five-Year Planning

Principle: maintain Aa1 debt rating

- 1) Have 1.0 year's operating cash, S&T hit 0.93 target is 0.8
- 2) Operating margin (carry-forward/profit) of 2%
- 3) Spending/debt ratio target 1.75, S&T at 1.77

# Budget tuition planning

Tuition increases at or below inflation = 😞

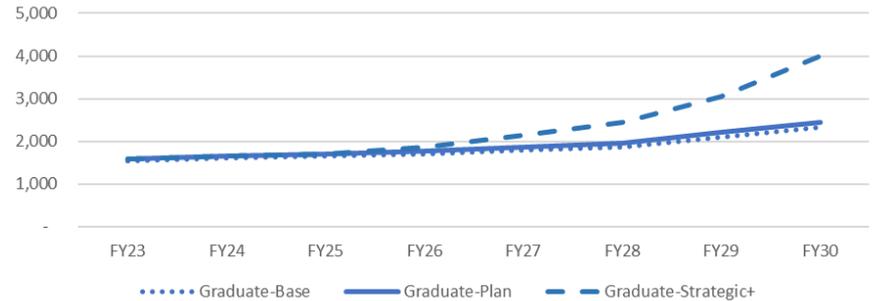
Enrollment increases: dotted = projection BAU, solid = plan, dashed = North Star

To hit plan, 5-yr sum: \$49M + \$32 M Capital from KI; \$74M + \$32M Capital S&T (increased discount rate)

Undergraduate Enrollment



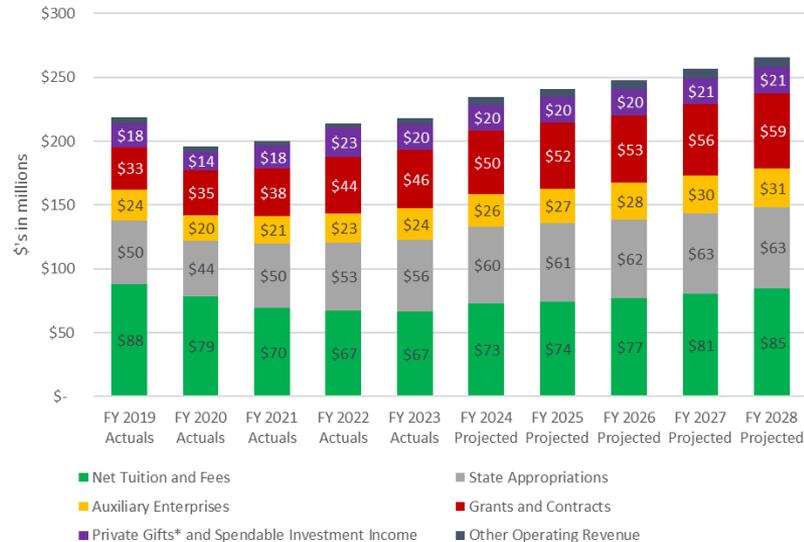
Graduate Enrollment



# Five-year Revenue Plan

## State increases below inflation

## Tuition at inflation



	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
State Approps	7.5%	2.0%	1.0%	1.0%	1.0%
Enrollment					
Undergraduate	5,511	5,584	5,645	5,722	5,811
Graduate	1,648	1,691	1,744	1,829	1,893
	7,159	7,275	7,389	7,551	7,704
HC Growth	1%	2%	2%	2%	2%
Tuition Rate Increase					
Undergraduate	New structure	3%	3%	3%	3%
Graduate	New structure	3%	3%	3%	3%
Institutional Aid					
Discount Rate	38.0%	40.1%	41.4%	42.7%	43.5%

\*Kummer gifts excluded from Baseline; included in Strategic

# Five-year Expenses Plan

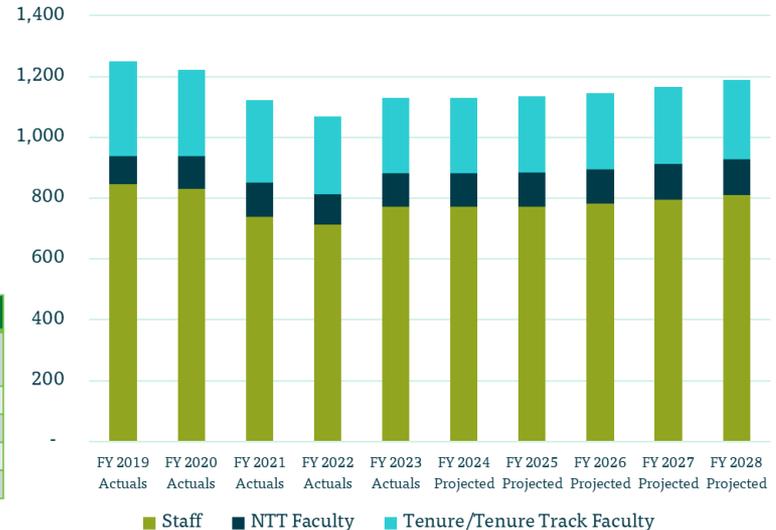
Maintain student/faculty ratio and staff/faculty ratio

Wage growth below inflation

Key Drivers -Rate					
	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
<b>Inflation</b>	<b>6.5%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</b>	<b>3.0%</b>
Wage Rate Increase	5.0%	3.0%	2.0%	2.0%	2.0%
Supplies Services and Other Expenses					
YoY Change	0.1%	2.8%	3.6%	3.5%	2.9%
% of Revenue	22.2%	22.2%	22.4%	22.4%	22.2%

Key Drivers – Volume Cumulative 5 years		
	Historical FY 2019-2023	Projected FY 2024-2028
Additional Headcount Full-time		
T/TT Faculty	(62)	11
NTT Faculty	18	8
Full-time Staff	(76)	40

Full-time Faculty and Staff Headcount





## Agenda

# VI. Reports of Standing Committees

## C. Personnel

## D. Westenber

# Annual Faculty Staff Climate Survey

Committee has approved distribution for April, 2024

- ▶ Voted unanimously to approve addition of five questions related to shared governance
- ▶ Did not approve addition of questions submitted by the Faculty/Staff Well-being Champions program

# Ongoing referrals

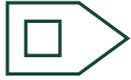
## NTT promotion policy

- ▶ Completed revisions to the policy to include librarians and restructure the review committee.
- ▶ Formed an ad hoc committee of NTT professors to finalize policy.
- ▶ Need to revise Policy Memorandum II-13 to include librarians. Opportunity to revisit the policy and incorporate into the NTT promotion policy.

# New referrals

## Referral to review and negotiate the annual Salary and Wage Guidelines

- ▶ The Department Chairs Committee submitted a review and recommendations regarding the guidelines.
- ▶ This committee recommends to the Faculty Senate general policies on the conditions of appointment, employment, compensation, and retirement of faculty and administrative officers. *Also, it recommends reporting schemes and procedures regarding the annual salary and wage raise pool.*



## Agenda

# VI. Reports of Standing Committees

## **D.** Committee for Effective Teaching

**D. Burns**

# SET Data Access Policy

- ▶ Department chairs and above (administration) already have access to Student Evaluation of Teaching (SET) survey data (both numeric and open response)
- ▶ Some departments on campus have requested that specific additional personnel be granted access to this data for job task relevant reasons
- ▶ Rather than having a one-size-fits-all solution, the CET voted (12-1-2) to allow departments to set their own policies, as approved by their faculty
- ▶ We opted for a conservative 2/3 majority requirement to protect faculty who may feel threatened
- ▶ New language clarifies this is granted to a position, not a person, that such data is confidential, and who to contact to change access permissions

# SET Data Access Policy

## Motion 1

- ▶ Student Evaluation of Teaching (SET) data must be treated as confidential personnel data. The university currently provides department chairs access to this data. If a department wants to grant access to SET data to a department position (e.g. an assistant chair) other than the department chair, that department needs to approve such access with a two-thirds vote of the full-time department faculty, with separate votes for access to 1) quantitative data and 2) student comments. Such access will continue to be granted to whomever is in that position unless the department has another vote that does not have two-thirds support for continuing to provide them access. When there is a needed change in access, please contact CAFE and the chair of the CET.



## Agenda

# VI. Reports of Standing Committees

## E. ITCC

D. Stutts, P. Koob

# ITCC Meeting

## No Meeting This Month

- ▶ No meeting this month.
- ▶ Discussed applying for CC\* grant to fund Research Data Environment as a replacement for DFS Research Storage (Y:\ and R:\ drives) when the SAN goes end-of-life in 2027.

# IT Update

## Zotero

<https://itanswers.mst.edu/2024/02/why-is-zotero-being-removed-from-the-st-campus/>

- ▶ Would not cooperate with security review performed by UM System.
- ▶ Would not cooperate with UM System Legal.
- ▶ Our records indicate only used by 5 people on campus.

If Zotero will not cooperate, there is nothing we can do.

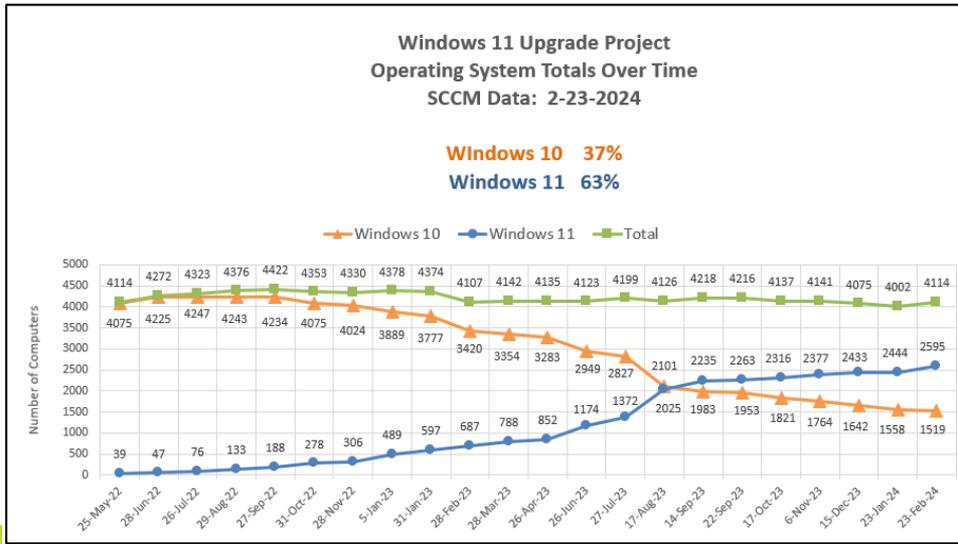
If we create a survey to determine utilization and preference of EndNote vs Mendeley vs Zotero, will Faculty Senators make sure we get responses?

# IT Update

- ▶ Matlab - We had issues getting authentication working.
  - Making progress now and we will work on getting the portal available and information on it out soon.
- ▶ Bitlocker – Bitlocker rollout across campus pushed to mid-April 2024, hope to be at 50% by July and 100% in December. Will be contacting departments before they are encrypted.
- ▶ Backup up your Data – Article in Monday’s eConnection recommends OneDrive and Encrypted External Hard Drives.

# Windows 11 and Dell Bulk Computer Purchase

- ▶ Dell Bulk Computer Purchase to address Window 11



# Cybersecurity Awareness #4

## Data Classification Levels

DCL1  
Public Information

- Department service information, published research or papers, etc.

DCL2  
Sensitive information

- Budget information, internal memos, unpublished research, etc.

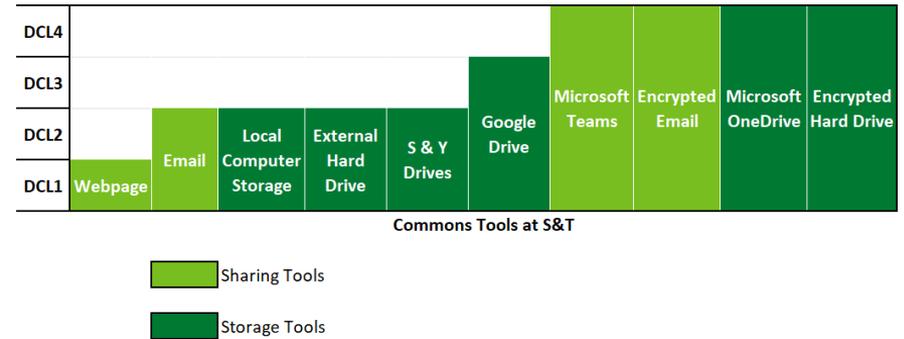
DCL3  
Restricted information

- Student personal identifiable information (PII), research proprietary information, etc.

DCL4  
Highly restricted information

- Social security numbers, protected health information (PHI), DOD research, etc.

S&T Data Classification vs Storage and Sharing





## Agenda

# VI. Reports of Standing Committees

## F. RP&A

K. Sheppard

# Elections

Taking place: April 25, 2024

# Elections

We are holding our annual elections at the Faculty Senate meeting on April 25, 2024

Senate reps **MUST** be present in person to vote, so plan to come in person.

Call for nominees has gone out to chairs.

# Rules, Procedure, and Agenda Committee

Bylaws (300.030.D.6.p.2)

“It shall receive nominations from the faculty for elections, adding, but not deleting, names as necessary to provide candidates for all offices and committees and shall obtain the consent of all nominees. The committee shall also be responsible for submitting slates of candidates nominated for serving on the standing committees for Faculty Senate elections, **appropriately distributed among the disciplines.**”

In the event that nominations for committees from departments are fewer than the number of positions to be filled, RP&A may add additional departmental nominees to fill the positions which would otherwise become vacant.”

<b>Committee</b>	<b>Nominees</b>
<b>Student Scholastic Appeals</b>	<b>3</b>
<b>Student Affairs</b>	<b>1</b>
<b>Student Awards and Financial Aid</b>	<b>3</b>
<b>Personnel</b>	<b>1</b>
<b>Budgetary Affairs</b>	<b>2</b>
<b>Administrative Review</b>	<b>6</b>
<b>Campus Curricula</b>	<b>2</b>
<b>Facilities Planning</b>	<b>3</b>

# Officer Nomination

Faculty Senate Secretary (300.030.D.4.c.4)

The Secretary is responsible for all records, minutes, resolutions, and correspondence of the Faculty Senate. The Secretary supervises the publications of the agenda and the minutes of the meetings. The minutes shall be distributed by the Secretary of the Faculty Senate to all members of the General Faculty within ten (10) school days after the meeting.

Please let us know if you're interested

# Special Consideration

RP&A Chair, Fall 2024

“The Past President officer of the Faculty Senate is the chairperson of RP&A. If the Past President is unable to serve, the Faculty Senate will elect a chairperson.”

KC Dolan will not be able to serve in this capacity in the Fall, so we will have the RP&A chairperson up for vote.



## Agenda

# VI. Reports of Standing Committees

## G. Tenure Policy

E. Bryan

# Proposed Revisions to Campus Tenure Policy Document

## Course of action:

1. Make proposed changes available to FS in various documents
2. One month to review, consult with departments
3. Discuss and vote on changes in April FS meeting

To be provided to FS:

- 1) Proposed document to be voted on
- 2) Current document
- 3) Relevant CRR sections
- 4) Columnated comparison aligning current document, proposed document, and relevant CRR sections

## Proposed Motion (to be voted on in April FS Meeting)

- ▶ *Move to approve proposed campus tenure policy changes as they appear in the distributed document.*

# Background

1. Discussions with Assoc. Prov. Daniel Forciniti
2. Meeting with DCC and Dr. Forciniti
3. Forciniti proposed document revisions
4. TPC deliberated for approx. three weeks (both digital and in meeting) before vote

TPC Vote Results:

11-2-0 (for-against-abstain)

Comments (only one):

(To summarize) Kummer College is at a disadvantage at the college and campus levels due to having only three departments and few full professors. This causes problems with anonymity and fairness of voting at higher levels.

# Rationale

1. CRR on tenure updated in 2020
2. Current campus document is out of date (ratified in 2019)
3. According to current campus document sections I.A and I.C, we are already required to abide by CRR procedure
4. Current campus document is, therefore, ineffectual and, at worst, confusing and misleading to candidates
5. More thorough review of P&T policy likely forthcoming

**Note: There is some urgency to get these changes in place before the upcoming P&T cycle**

# Summary of Changes

1. Bring our campus document in line with Collected Rules and Regulations
2. Correct factual inconsistencies
3. No major procedural changes

## (Representative)

- Add CRR required 14 days for candidates to respond at each step of P&T evaluation
- Removes references to only two colleges
- Add CRR stipulation that college level will review departmental steps to ensure that they follow procedure
- Reorganizes procedure into scaffolded review procedures (we already do these things)
- Clarifies some steps taken on the administrative track (we already do these things)

# Looking Ahead: COACHE Survey

1. For 'All faculty combined' Tenure Policy and clarity of tenure expectations were our only two strengths
2. 'However, faculty of color rated tenure policy lower

Conclusion: Tenure review necessary but recommend a conservative approach

*The proposed document is not intended to solve all problems with tenure policy and procedure; it is meant to provide a reliable, up-to-date document for the upcoming cycle of P&T.*

## 'All Faculty Combined'



## 'Women Faculty'



## 'Faculty of Color'



\*\*\*Working Strategic Plan calls for a thorough review of tenure policy



## Agenda

# VII. Unfinished Business



## Agenda

# VIII. New Business



## Agenda

# IX. Adjourn