



Volume XIX, Number 1

Minutes of the Faculty Senate Meeting

19 September 2024

1. Call to Order (2:00 PM) D. Westenberg
 - a. Brief review of Faculty Senate procedures and expectations.
2. Roll Call J. Schlegel
 - a. In attendance were Lana Alaga (online), Stuart Baur (online), Amy Belfi, Joel Burken, Steve Corns, K.C. Dolan, Bill Fahrenholtz (proxy), Darin Finke, Daniel Fischer, Michael Gosnell, Sarah Hercula, Mike Hilgers (proxy), Kelly Homan, Wenqing Hu, Ali Hurson, Beth Kania-Goche, K. Krishnamurthy, Alanna Krolikowski, Bih-Ru Lea, Kelly Liu, Jeremy Mauer, Warner Meeks, Paul Runnion, Chaman Sabharwal, William Schonberg (online), Sahra Sedigh Sarvestani, Pourya Shamsi, Shoaib Usman (proxy), Jee Ching Wang, Haiming Wen, David Westenberg, Alexey Yamilov, and Maciej Zawodniok (online).
 - b. Absent were Venkat Allada, Amitava Choudhury, Umit Koylu, Eun Soo Park, Jorge Porcel, Melissa Ringhausen, Lia Sotiriou-Leventis, Brett Weir, and Derek Williamson.
3. Approval of Minutes – June 2024 Faculty Senate J. Schlegel
 - a. Distributed via email on 20 June 2024. No corrections were proposed. Motion to approve the minutes approved by voice vote with no dissentions.
4. President’s Report D. Westenberg
 - a. D. Westenberg proposed a resolution of thanks for outgoing president K.C. Dolan. The motion was approved by voice vote with no dissentions. Dr. Dolan received a framed copy of the resolution and a commemorative plaque. A copy of the resolution is included at the end of the minutes.
 - b. D. Westenberg introduced the Faculty Senate officers for this year. As an interim department chair K.C. Dolan cannot serve as RP&A Chair this Fall, so M. Bruening will serve as the RP&A Chair.
 - c. There are two upcoming changes to the Faculty Senate meeting agendas, intended to streamline routine tasks and encourage discussion. The first is that routine motions that don’t require much debate will be reported as part of a consent agenda. The consent agenda will be approved at the beginning of the Faculty Senate meeting. Any Senator can request that an item be removed from the consent agenda and added to the regular agenda for additional discussion if it is considered necessary. The second change is to ensure that some time for Senators to ask questions of the Provost is included in every Faculty Senate meeting agenda.
 - d. There are several updates from IFC.
 - i. Revisions to the CRR were presented at the last Board of Curators meeting, to update the CRRs to conform to recent changes in federal regulations, especially regarding research misconduct. S&T’s bylaws will require minor changes to accommodate these revisions.



- ii. Changes to Title II are coming in 2026, and all web sites and Canvas course pages will be required to meet ADA requirements. There are tools in Canvas, mainly Udolt, to help faculty manage this process.
- iii. In response to DEI changes elsewhere, S&T is working to restructure many of the responsibilities currently housed within DEI. No current programs will be cancelled but will be moved to new offices best suited to supervise their functions.
- iv. Academic Affairs policy updates are coming, to streamline and improve the process for developing and deciding on new programs at S&T.
- v. A streamlined process is in place for revising the CRRs. The impetus for a change can come from any campus in UM System. Each proposed change will have a single contact person on each campus to promote communication and move proposals forward. All necessary approvals will need to be in place before going to Academic Affairs. Should the proposed change affect faculty, it will go to each campus faculty leadership group for approval before moving forward. In response to a question, it was clarified that there will be a different responsible person for each proposed change to the CRRs.
- vi. There are some minor corrections to the Missouri Online information from the General Faculty meeting. Missouri Online is still in place, but some functions have been returned to campus and S&T no longer pays Missouri Online for those services. S&T is now responsible for marketing and online learning. Some professional development remains with Missouri Online, but CAFE is now responsible for most training and certification for online learning. New resources are being provided for Canvas, like Udolt for accessibility checking, Honor Lock for proctoring, and Kritik for peer review. It was brought up that online proctoring issues have potentially significant legal concerns, especially considering recent court decisions on the topic. CAFE clarified that they generally do not advise faculty to use proctoring tools, but for faculty who insist on using them Honor Lock is available. There was also a question on whether browser lockdown tools are considered proctoring tools. Further discussion of the topic on campus was encouraged.
- e. Shared governance on campus was discussed. The goal is for faculty to have as much of a voice as possible in campus matters, particularly in regard to teaching and curriculum, research, and faculty appointments and promotion. Faculty should also have a role in long-term decision making and in the selection and evaluation of administrators. Ensuring academic freedom and encouraging multiple expert viewpoints for decision making is a priority. This requires faculty to step up and participate when opportunities arrive, so please get involved.
- f. Campus matters
 - i. There is a strong focus from the Chancellor's office on student retention this year, focused on improving teaching and advising. Working groups on how to improve



these areas will be established, so watch for opportunities. Please use S&T Connect, it is an important tool and we have data showing that early intervention using S&T Connect does help our students.

- ii. There have been a lot of faculty concerns about the decision to move students off waitlists. There is a group looking into how we can prevent something like this from happening again and develop some guidelines. Faculty Senate is working to ensure that faculty affected by the decisions are involved in developing the guidelines, which should be distributed to department chairs by the end of Fall 2024. The intent is a smaller working group, with three faculty recommended by faculty senate. Committee members will reach out to the department chairs for their input. The initial work is going to require some deeper research and discussion, and chairs will be part of that. It was clarified that nothing would happen in Spring or Summer 2025, but the new guidelines would be implemented in Fall 2025. It was clarified that no students will be moved off waitlists without faculty approval in Spring 2025, and that a memo describing the process would be distributed by the Provosts office the next morning. The goal of the process was to prevent students from having their graduation delayed. There will be additional opportunities for questions on this topic at a special General Faculty meeting on October 2.
- iii. The library has established a process for faculty to get subscriptions to the Wall Street Journal, New York Times, and Chronicle of Higher Education at no cost to them. If you have questions, please reach out to the library.
- iv. There was a petition submitted to schedule a special General Faculty meeting. That meeting has been scheduled for October 2, 2024 at 4:00 PM in the Innovation Lab Forum.
- v. Strategic plan open forums are coming up this semester. Be involved and engaged. If we want shared governance we need to participate.

5. Campus Reports

- a. Staff Council K. Walkup
 - i. No report.
- b. Student Council M. De La Hunt
 - i. Please reach out to the Student Council officers if you have any questions. The Academic Executives are the liaisons with each College. Each Student Council officer has a committee that can help with specific concerns or gather student input. Officers can help student group advisors with RSO matters.
 - ii. Renegotiation of the activity fee and other funding is ongoing with the University administration. Student Council has introduced a joint agreement with the department of financial operations and VCSS to develop a procedure to ensure that good student input is obtained before any changes are made.



- iii. An initiative with Student Success is in place to work on the advising process to ensure students are better informed and help more students stay on a four-year degree path.
 - iv. With CET, plans are being made to improve student response rates for course evaluations. Some of that information is available to students on Joe'SS, but many students aren't aware of it.
 - v. Student Council is trying to get more engagement from members other than the Executive Council to get a wider range of input on campus initiatives.
 - vi. Tech lounges are being developed, particularly in Havener Center to make it more of a student union. Space reservation for RSOs is a problem for our student groups and is part of the negotiation for the student activity fee.
 - vii. There is a potential proposal for a 10-2 class schedule that would establish that no more than 50% of classes can be scheduled in that window, but more student input is being sought on this proposal.
 - viii. The Student Council advisor last year was a staff advisor. They are still looking for a faculty advisor. If any faculty are interested, please reach out to M. De La Hunt.
 - ix. Student Council is also working to get more student art featured around campus.
 - x. A better student course information system, to give students a better idea what they are getting into with their courses and better prepare them to succeed, is being proposed.
- c. Council of Graduate Students
 - i. No report.

6. Special Topics

a. CAFE report

E. Reardon, J. Jennings

- i. Blue, a new student survey tool, will be used to collect course evaluation results through Canvas. All tool administration is handled on campus. The appearance of the questionnaires and reports can be customized and a variety of data can be pulled. The switch was made because the old tool requires a lot of maintenance each semester and makes mid-semester feedback a difficult and mostly manual process. The new tool is much more user-friendly, can provide more information for faculty, and is much more agile. Much less staff time will be spent maintaining the system and responding to faculty requests. Most students using this system report higher student response rates.
 - 1. A pilot program was implemented over the summer as proof of concept. Students are able to access Blue through Canvas, see what surveys they still have, and will get regular email reminders about incomplete surveys. There was a 21% response rate when giving students one week to respond. This process did break the rule allowing faculty to opt out of student evaluations during summer classes, however the data collected will not be used as part of faculty evaluations. It was necessary in order to gather enough data to



evaluate the software. In the future faculty will again have the ability to opt out. The questions on the survey are the same ones approved by CET, including the open-ended questions. You can also add up to 3 personalized or departmental questions to the survey, that can be filtered based on the students' degree program. After completing the survey students get a summary and can modify answers until they submit, but even after submitting can go back and change their survey until the completion deadline. Faculty will have on-demand access to their response rates. The timeline will be similar to previous semesters, with all evaluations completed prior to finals week. Over summer a 1-5 points scale was used, but moving forward the previous 0-4 point scale will be used.

2. A sample report was discussed. Data is shown graphically and the format can be changed. It is possible to add median and mode to the analysis – CAFE is collecting faculty input about what type of information will be helpful. Everything will be displayed as a dashboard, and data from various semesters or courses can be compared.
3. Mid-semester feedback is available for faculty opt-in, which is done using the Blue tool in Canvas. A memo explaining this process will go out on Monday with detailed instructions. The opt-in period is from September 28 to October 10. Students will have from October 10-13 to submit mid-semester feedback. Feedback will be released to faculty on October 16, after mid-semester grades are due.
4. Mid-semester feedback is only available to the faculty, unless they request that it be released to someone else. It was brought up that for some faculty on teaching improvement plans, the plan requires that they release their mid-semester feedback to administrators. End of semester feedback will be migrated to PowerBI, where chairs and administrators will have access to the data. Summer 2024 data will not be provided to administrators, and will only be used to help build reports and prepare the system.
5. Students cannot opt out of reminder emails, they will continue to receive them until either they complete the surveys or the survey period ends.
6. The administration considers the cost of Blue software to be offset by the reduction in staff-hours required to maintain the previous tool.
7. The order of questions was raised, and whether the new data could be compared between semesters. Currently the behavioral questions are asked first. This may need to be discussed by CET and brought back to Faculty Senate with recommendations and a concrete proposal that backs up a recommended approach for student evaluations, because everyone is dissatisfied with the emphasis placed on the overall effectiveness question.



The current plan is for student evaluations to only account for 1/3 of teaching evaluations, with the other 2/3 coming from peer evaluations and self evaluations. However this plan is not implemented yet and depends on faculty requesting peer evaluations. The faculty were reminded that this discussion is to introduce the new tool, and that discussions on evaluations should be addressed to CET.

b. Miner Retirees Association L. Gragg

- i. Our retirees organization is very active compared to those from other campuses. There are 8 meetings a year, both picnics and luncheons. Speakers are invited to discuss system and campus-level, new faculty research, and student activities. The group advocates for retirees, keeps them informed about things going on at S&T, but mostly to catch up with former coworkers. If you are planning to retire, consider joining. The cost is \$0 the first year, \$15 per year for two people, and \$15 for each meal you attend.

7. Reports of Standing Committees

a. Campus Curricula P. DeWitt

- i. Committee met on 6 August 2024. The committee moved to approve all course change and degree change forms. The motion was approved by voice vote, with no dissensions.

b. Budgetary Affairs B. Lea

- i. The AY24-25 members of the BAC were presented. The BAC is to provide recommendations to Faculty Senate, the Chancellor, the CFO, etc. about long-term goals and vision and planning to achieve those goals. This involves financial stewardship to address campus climate. Transparency and accountability can be better communicated to improve trust among the campus community. The communication plan involves both bottom-up input such that faculty can request the BAC to collect information or comments. Senators are encouraged to bring this information back to their departments and collect feedback that BAC can address, but any faculty can email a member of the BAC directly. There will also be a top-down approach to disseminate information from the CFO. Before a decision is made, the BAC is to have the opportunity to relay comments from the faculty to the administration. The BAC will report to college meetings, the department chairs council, RP&A, and so on. This will include overall financial reports, emerging issues, and special topics.
- ii. The BAC met 4 September 2024 to set the meeting schedule. The committee will meet on Wednesday two weeks prior to the Faculty Senate meeting. If you have information or suggestions for the committee, please send the information by October 7 to have it considered in time for the next Faculty Senate meeting.

c. Effective Teaching J. Schramm



Faculty Senate

Dave Westenberg, President
Paul Runnion, President-Elect
Joshua Schlegel, Secretary
Michael Gosnell, Parliamentarian

- i. It seems like there is a lot of interest in the CET process, please get involved. There are regular meetings. Most of the committee is NTT faculty, and not all departments show up. The committee spent a lot of time helping set up the rollout for Blue, and it is designed to help as formative feedback. It can be updated and customized over time to improve it. We can return to the issue of the order of the questions on the student evaluations, very few people who originally made that decision are still on the committee.
 - d. IT and Computing D. Stutts
 - i. No report.
 - e. Public Occasions
 - i. The committee moves to adopt 4 October 2025 as Homecoming for AY25-26. The motion was approved by voice vote, with no dissensions.
- 8. Unfinished Business D. Westenberg
 - a. None
- 9. New Business D. Westenberg
- 10. Announcements D. Westenberg
 - a. Dr. Mark Fitch's retirement is being celebrated at 4pm today in the BCH atrium, all are invited to attend.
- 11. Adjourn D. Westenberg

Respectfully submitted,
Joshua Schlegel
Secretary | Faculty Senate



Resolution of Gratitude for Dr. K.C. Dolan

- Whereas, Professor KC Dolan has served the Faculty Senate of the Missouri University of Science and Technology as Secretary (2020-2021), Parliamentarian (2021-2022), President-Elect (2022-2023) and President (2023-2024); and
- Whereas, Professor KC Dolan, as an Officer of the Faculty Senate, has exhibited thoughtful, compassionate, effective, and steady leadership by recognizing and defending faculty rights and interests; and
- Whereas, Professor KC Dolan fostered inclusion of faculty and staff voices at all levels, and
- Whereas, Professor KC Dolan directly addressed issues related to faculty shared governance by listening to, advocating for, and providing a voice for all faculty and staff; and
- Whereas, Professor KC Dolan led efforts to incorporate more faculty input and engagement into a new campus strategic plan, leading to better defined faculty roles in the process;
- Therefore, be it resolved that the Faculty Senate of the Missouri University of Science and Technology does hereby sincerely thank Professor Dolan for every job well done and wish her continued success in her future endeavors.

Resolved by Faculty Senate, 19 September 2024.