



MEMORANDUM TO: RP&A Committee

FROM: Joshua Schlegel, Secretary, Faculty Senate

DATE: 13 November 2024

SUBJECT: Draft Minutes for the RP&A Meeting
12 November 2024, 3:30 PM
Curtis Laws-Wilson Library, Room 202

1. Call to Order (3:30 PM) M. Bruening
2. Emeritus Status Referral Update M. Bruening
 - a. The Provost's office has updated their processes to match the CRR
3. President's Report D. Westenberg
 - a. IFC is coming up on Monday. The main topic on the agenda is revisiting test-optional admissions. UM System has requested an additional year to collect additional data.
 - b. Faculty Senate officers will meet with the Chancellor and Provost on Thursday.
 - i. The Chancellor has asked to discuss graduate education, most likely related to the push for non-thesis MS students. It was mentioned that there is sometimes difficulty hiring non-thesis students as Tas, and this should change. A related concern was that most departments do not have a structured non-thesis MS program, and that the administration likely would prefer a more structured approach. The CCC has discussed allowing dual-enrolled or Grad Track Pathway students to leave the University for up to 1 year and return to finish their MS, hopefully funded by their employer.
 - ii. There will also be a discussion to schedule a shared governance summit for campus leaders in early February. The climate survey shows little or no progress on the issues we have on climate, so this will be necessary. The climate survey report will be sent out with the Faculty Senate agenda.
 - c. The Provost is retiring, so a search committee is being formed and will have their first meeting on Monday. The result will be reported at the Faculty Senate meeting.
 - d. Steve Raper has been putting together a committee to investigate whether wait list and room capacity is affecting student time to graduation, and to recommend guidelines for when class size can or should be limited. Faculty from across campus will be included. The committee will communicate this information to faculty and get feedback. These guidelines should be in place as we recruit more students and average class sizes increase.
 - e. We will need to change the bylaws, due to a recent change in the CRRs. This will probably happen early next semester. We need to discuss what other concerns with the bylaws we want to address at this time.
 - f. The strategic plan has 'grand challenges' for each Strategic Focus Area (SFA), the biggest roadblock that needs to be overcome. A six month check-in meeting will be held December 10 to review progress. There was concern that the faculty liaisons for each SFA haven't been involved. The



administration stated that the faculty liaisons are responsible for reaching out to the SFA leads if they want to be involved.

- g. A contract for Stellic, the new advising software, will likely be signed November 28. There will be a phased implementation, with new students starting in Fall 2025 moving to the new system for their Spring 2026 advising. By January 2027 all students will be advised using this system.
 - h. The Chancellor's web site now has Miner Momentum (minermomentum.mst.edu), summarizing meeting discussions and upcoming events.
4. Reports from Standing Committees
- a. Academic Freedom and Standards L. Jiang
 - i. The instructor for the English class for teaching assistants has retired, and a search for a new instructor and/or new ways to improve teaching is ongoing.
 - b. Administrative Review K. Erickson
 - i. The committee will need time during the Faculty Senate meeting to discuss which administrators will be reviewed next year.
 - c. Budgetary Affairs B. Lea
 - i. The ability of almost anyone to access individual faculty records through PowerBI should be addressed.
 - ii. The BAC is continuing to address the strategic reallocation. The administration will update the committee with allocated amounts for the Strategic Focus Areas (SFAs) and the process for requesting funds. It appears that SFA leads will be using something similar to a form that was proposed. More detail will be presented at the Faculty Senate meeting next week.
 - iii. There was a referral from the Department Chairs Council. The Deans are asking for data from departments from certain accounts. The VCFO says that this is a routine budget process and they will be meeting with the Deans and area leads to go over the budget process and discuss budget needs. They plan to meet with CASE first, and CEC later.
 - iv. The VCFO is creating a customized budget report within PowerBI for the committee. They have a draft and are reviewing it, and plan to present it at the Faculty Senate meeting. They have previewed a few viewing formats and looked at practices at other UM system campuses, especially UMSL. They are also continuing to work with the VCFO to develop reporting metrics.
 - d. Campus Curricula – None P. DeWitt
 - e. Facilities Planning M. Zawodniok
 - i. Fred Stone is still willing to present in Spring semester. Repairs to Schrenk Hall and the Rolla Building will begin after the first of the year.
 - f. Information Technology and Computing D. Stutts
 - i. IT issues have been deteriorating weekly, to the point that the committee has discussed a vote of no confidence in the CIO. This needs to be brought to the attention of the Chancellor. We are the only campus that interprets IT guidelines in such limiting ways. IT issues have held up the purchase of key equipment for courses and research, even equipment that won't be



networked, to the point that the ability to teach certain courses this Spring is in jeopardy. Vendors are being required to complete a 200-item questionnaire. The ITCC chair will send key points to the Faculty Senate officers prior to their meeting with the Chancellor on Thursday for discussion.

- g. Personnel D. Westenberg
 - i. AAUP requested that the Personnel Committee look into the issues surrounding the teaching improvement plans. They are currently collecting information. A copy of the template given to the department chairs was provided. The template does say that failure to comply can lead to a reduction in pay or termination. However it is also supposed to be developed in collaboration with the affected faculty member as part of their annual review process. It also needs to include some milestones to indicate achievement of teaching improvement plan goals. It was noted that no tenure-track faculty have been terminated as a result of a teaching improvement plan, but that some non-tenure-track faculty may have been.
 - ii. There has also been concern regarding workload adjustments outside of the annual review cycle. Human Resources doesn't monitor this, or even see it. They are looking into policies and how workload is tracked to recommend improvements.
 - iii. An ad hoc committee working to implement NTT promotion guidelines and better define NTT librarian through a faculty-driven process.
 - iv. An ad hoc committee is looking at the merit raise policy from the staff side.
 - v. The Provost's office had an inquiry on the composition of the committee for NTT promotion review committee. The procedures don't specify how the tenure-track representative on the committee should be selected. For now we will elect someone from the Promotion and Tenure committee.
- h. Public Occasions
 - i. The Registrar would like to reconsider how the start of the semester is scheduled, which would require changing the CRR to specify the third Monday in August. If this change is made, every few years the Rolla Public Schools will start one week later than S&T. It has been suggested that the start of the semester be tied to the second Monday before Labor Day for scheduling consistency. The Registrar is coordinating with faculty to provide input to UM System.
- i. Tenure Policy – None M. Nath
 - i. The committee voted to recommend, but not require, peer teaching evaluation during the third-year review. The committee is discussing the inclusion of a discipline-specific representative in the review, and will present the results of the discussion to Faculty Senate at a later meeting.
- 5. Senate Meeting Agenda M. Bruening
 - a. Motion to approve the agenda was passed by voice vote, without dissent.
- 6. Unfinished Business M. Bruening
 - a. None



Faculty Senate

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

7. New Business M. Bruening
 - a. The current process recommended by the Provost in case of unsatisfactory reviews doesn't match the CRRs. The CRR says that the appeal is decided by the Dean. The current process says that faculty can appeal to the department's Promotion and Tenure committee. The more involved process may be better, so we may want to leave it as it is.
 - b. Someone may present on the upcoming parking fee increase at a Faculty Senate meeting.
8. Announcements M. Bruening
9. Adjourn (4:35 PM)

Respectfully submitted,
Joshua Schlegel
Secretary | Faculty Senate