

Volume XIX, Number 3

Minutes of the Faculty Senate Meeting

21 November 2024

1. Call to Order (2:00 PM) D. Westenberg
2. Roll Call J. Schlegel
 - a. In attendance were L. Alagha (online), V. Allada (proxy), A. Belfi (proxy), J. Burken, S. Corns, W. Fahrenholtz, D. Fischer, M. Gosnell, S. Hercula (online), M. Hilgers (proxy), K. Homan, W. Hu, A. Hurson, B. Kania-Goche, K. Krishnamurthy (proxy), A. Krolikowski, B. Lea, K. Liu (online), W. Meeks, E. Park (proxy), M. Ringhausen (online), P. Runnion, C. Sabharwal (online), R. Schneider, S. Sedigh Sarvestani, P. Shamsi, L. Sotiriou-Leventis, S. Usman (proxy), J. Wang (online), H. Wen, D. Westenberg, A. Yamilov, and M. Zawodniok.
 - b. Absent were S. Baur, D. Finke, U. Koylu, J. Mauer, J. Porcel, W. Schonberg, B. Weir, J. Winiarz, and D. Williamson.
3. Consent Agenda D. Westenberg
 - a. The consent agenda was approved by unanimous consent as is attached to the minutes.
4. President's Report D. Westenberg
 - a. Topics from IFC
 - I. System has asked to extend test-optional admissions. UMKC is committed to it. UMSL, MU, and S&T are engaged in a pilot. Changes to admissions criteria require board approval, so there will be a special meeting of the BOC academic affairs committee for each campus to present their data on 3 December. We should hear a report on this from David Spivey at the next faculty senate meeting, for additional discussion. Data from other universities (outside system) should be included in this discussion.
 - II. Digital accessibility requirements are coming. Everything you can read on a screen needs to be accessible. That includes web sites and course content. A task force on each campus is focused on accessibility. Please contact Jeff Jennings <jenningsje@mst.edu> and Susan Murray <murray@mst.edu> regarding recommendations for tools, support, and/or guidelines.
 - The possibility of a campus license for Adobe, which can automatically produce accessible course documents, and which used to be available to faculty, was discussed. **This will need to be brought up to campus/IT.**
 - III. Monitoring how academic freedom is being handled - what we aren't allowed to do, guidelines, and how the reassignment of former DEI responsibilities is being handled.
 - IV. System Emergency Management Office responsibilities are shifting to campuses.
 - b. Campus Matters
 - I. The General Faculty meeting will be December 3. **Please come to ask any questions you have.**



- II. A search committee for the new Provost has been announced. Look for upcoming open forums. Staff has been attending these forums and listening sessions, but faculty have not. If we want a voice, **we need to attend.**
 - III. The committee on waitlists and room capacity is defining guidelines for limiting enrollment and developing a plan to deal with increased enrollment, if realized. It will include Deans and faculty from each college.
 - IV. Notes from meetings of campus leadership are now publicly available on the Chancellor's web site as Miner Momentum <minermomentum.mst.edu>.
 - V. The six-month check-in for the strategic plan will be on December 10 and will focus on the Grand Challenges. **Faculty liaisons need to reach out to SFA leads** to make sure they are included in discussions.
 - VI. Listening sessions will be scheduled soon. **Look for the announcements and plan to bring up any topics you want to talk about.**
 - VII. The contract for Stellic, the new advising software, will be signed November 28. An overview video is available, everyone should watch it. There is going to be a phased implementation, with full implementation for all students by January 2027. The software has \$288,000 in startup costs and \$166,00 annual ongoing costs but is going to replace multiple applications we currently use. The net cost shouldn't be much. **Budgetary Affairs will put together a report on this.**
 - VIII. The full results of the faculty/staff climate survey, both quantitative and qualitative, have been released. A shared governance summit will be scheduled for early February. **Please share constructive and realistic suggestions for improving things** with your Faculty Senator or the Faculty Senate officers.
 - IX. The Provost would like all departments on campus to have a clear path outlined for all Masters programs, similar to the undergraduate plans of study. Emails have gone out from the Dean's office requesting this information.
- c. Be involved. Be engaged. Do something.**
5. Campus Reports
 - a. Staff Council K. Walkup
 - I. Thank-you grams can be ordered until 22 November and will be delivered on Giving Tuesday, 3 December.
 - II. The Chancellor's Brunch, with toy and food drive, will take place on 19 December.
 - III. The next Staff Council meeting will be 12 December via Teams. Get more information at <staffcouncil.mst.edu>
 - b. Student Council M. De La Hunt
 - I. Current projects
 - Discussions are underway on fee change bill and referendum, referendum will occur in the spring.



- Deans and Registrar are pointing to one another for questions on the Dean's List certificates. See resolution 2425R1, approved at last meeting, requesting Dean's List certificates be available in paper format on the request of the student.
 - A Leadership Luncheon was held for students, faculty, staff, and administrators to make connections and start discussions.
 - The Election Procedures Committee will be active soon for student body president elections, you will continue to hear more about the election as it progresses. Packets will be released at the beginning of next semester. Refer election-related questions to M. DeLaHunt as chair of the committee.
 - Student Council is continuing to keep a close eye on university operations, particularly dining quality, maintenance, and event services. These have apparently become systemic issues, judging by 'Say Anything form' responses.
- II. This is a transitional period for student council. The second STUCO advisor is resigning, and there has been a lot of turnover in the Student Involvement department. STUCO has begun the search for a second advisor in addition to Dr. Shamsi. A special meeting will occur on 3 December to finalize advisor selection. STUCO is working to become more independent from Student Involvement to prevent similar issues in the future and encouraging better information transfer from year to year to be stable on their own.
- c. Council of Graduate Students – no report
6. Special Topics
- a. ADVANCE Update J. Cundiff
- I. The program goal is to increase representation, retention, and advancement of women faculty by improving local climate, mitigating bias in hiring and evaluations, and fostering equitable resource and opportunity distribution in key areas on campus. An overview of activities will be presented in spring, but there are several key upcoming activities including targeted support intended for departments.
 - II. Department-focused climate surveys start in January. These are different from other climate surveys, focused on department-level information. The previous survey had a lot of variation in participation across departments. Equity profiles are provided to each department but can only be provided if 5 people from the department participate in the survey. The profile helps provide data on where departments can make some improvements.
 - III. To address any issues from the equity profile, departments can apply for enhancement grants to support strategic initiatives to improve climate and equity.
 - IV. Questions have been raised regarding privacy. Survey is administered by external team; data is not kept on campus and potentially identifying information is removed before sharing. Data doesn't contain information that would allow them to identify anyone. Results are only reported in aggregate.
 - V. Encourage your colleagues to participate in the surveys and develop ideas for enhancement grants.**



- VI. Applications are open for faculty fellows to address any equity issue on campus. The positions include a \$5,000 stipend or course release.
7. Reports of Standing Committees
- a. Administrative Review K. Erickson
- I. The existing review schedule was discussed. The Chancellor and Provost are evaluated every other year, most other administrators are reviewed every 3 years. Based on that schedule, the Administrative Review Committee moved that the Chancellor, VCRI, VCUA, VCSI, VPD CASE, VPD CEC, VPDEM, and VPUE be reviewed this academic year.
- D. Reardon will no longer report to the Provost, as his position will be restructured and moved under VCSS. A motion to remove VPUE from the list was made, seconded, and carried. Seconded.
- II. The amended motion was approved by voice vote with no dissentions.
- III. A tentative timeline was presented. Questionnaires will be presented to faculty senate for approval in the January 2025 meeting. Reviews will take place during March 2025. Results will be reported to the Faculty Senate officers in late April, and the final report will be made at the June 2025 meeting of the Faculty Senate.
- b. Budgetary Affairs B. Lea
- I. The process to request strategic reallocation funding from one of the SFAs is an ongoing discussion. As of 10 November, most of the funding categories already have more funds requested than were allocated. The process for next year is an ongoing discussion, but the VCFO expects to review the new budget reallocation plan with the committee at their February 2025 meeting.
- II. Emerging issues and referrals
- Department chairs were informed by their Deans that VCFO requested information on a list of budget accounts at the College and Department levels. Per the VCFO, this is a standard budget planning process for all colleges and divisions to provide input for the next round of strategic funds reallocation. The timing of the request for information, with only 5 days to respond, was a concern. Per the VCFO, initial budget meetings typically happen at C/S/D level in October or November. The VCFO communicates with Deans on their budgets, but the Deans are responsible for communicating with their department chairs about how the College budget is distributed to departments.
 - The net tuition trend has also been a concern. VCFO will provide details on this at the December committee meeting, including the budget impact of FTC student discounts. This will be reported at the next Faculty Senate meeting.
- III. The budget reporting format has been a continuing discussion. VCFO is working with the BI team to develop a financial reporting system for the committee. The committee is reviewing the reporting and will provide feedback to the VCFO.
- The current budget breakdown by funding source and fund type for System and all four campuses in FY 2024 was presented. It was noted that S&T has no 'professional' student



enrollment, which has been identified as a potential growth opportunity. Enrollment trends were also discussed, with note that the number of nonresident students has been increasing while the number of resident students has been decreasing. Enrollment estimates for Fall 2025 and current trends were also presented and discussed.

IV. To have a topic discussed at the next BAC meeting, please submit a topic by 2 December. Current items on the BAC agenda for 4 December include urgency/priority of topics/questions, data collection timeline, approaches to addressing topics, and communication plans. The discussions will be reported at the January 2025 Faculty Senate meeting or through another appropriate communication channel.

c. Information Technology and Computing

M. Zawodniok

I. Dr. Krolikowski led the effort to ensure Zotero would remain available on campus.

II. A variety of ongoing concerns with IT were forwarded to the CIO for comment. His emailed responses were presented during the meeting.

- The CIO invited ITCC to schedule a meeting with him to discuss these issues and is planning to hold a listening session for faculty and staff in January. IT knows they are behind on security reviews; they have a plan to address it, but it will take time. There has also been a larger than normal number of incursions.

III. A motion was made from the floor for a Faculty Senate resolution to express the frustration over widespread issues with IT that have challenged our ability to research and teach. The motion requests a comprehensive report from the university administration within 60 days detailing steps taken to address these issues, with subsequent updates provided quarterly until the concerns are fully resolved. Senators requested the chance to confer with their colleagues. A motion was made to table the resolution, seconded, and carried. The motion will be discussed again at the January 2025 meeting of the Faculty Senate and is attached to the minutes. **Several Senators recommended that ITCC take these issues to campus leadership before the next Faculty Senate meeting, as they would prefer resolving them without a resolution if possible.**

d. Personnel

D. Westenberg

I. The qualitative findings of the faculty/staff climate survey were discussed. Support actions taken by S&T to support employees and wish actions that employees requested S&T take to support them were broadly categorized. There were 785 total support responses and 1032 total wish responses. Of the 785 support responses, 73 were negative only. The distribution of positive and negative comments was similar to 2023. The top 5 support actions were Professional Development, Raises/Pay/Promotion, Benefits, Resources, and Nothing. This is similar to 2022 and 2023. The top 5 wish actions were Better Pay/Procedures, Better Benefits, Better Equipment/Space/Resources, Better Recognition, More Autonomy/Trust for Frontline Workers. This is significantly different than 2023, where strategy and communication were much bigger concerns. The inclusion of autonomy/trust further reflects broader campus concerns on shared governance.



- II. Three years of data show that the campus climate is not being moved in a clear pattern or trajectory. The messaging this year was much more consistent about the need to value employees more, and issues with inadequate equipment/resources. There are broad concerns with leadership, but reduced concerns over strategic direction led to other concerns being more prominent. **Faculty Senate and Staff Council committees, as well as VP/Deans/VC/SFA Leads, are encouraged to consider including any of these strengths or concerns as part of their initiatives. If you are interested in more information, you can make a request to the personnel committee for more depth on particular topics.**
8. Unfinished Business D. Westenberg
a. None
9. New Business D. Westenberg
a. None
10. Q&A With Provost C. Potts
- a. Enrollment on campus is basically flat for the last several years, except for Masters students. But by 2030 we want to have a campus of 12000 students. How can we achieve that goal with that trend?
- I. We are seeing the effect of lower recruitment and delayed graduations with total enrollment, but we are seeing an increase in first-time students. Applications for next year are up, and there is a concern we may have to make plans for a much larger number of incoming students than normal last year. Eight thousand undergraduate students is achievable with incremental improvement, and because of our focus we are somewhat insulated from demographic changes that are causing problems elsewhere.
- II. Graduate enrollment is a challenge due to international uncertainty about the friendliness of the US to international students. We rely more on international students than peer universities, so this could be a concern moving forward. The only way we get to 4000 graduate students is to develop a small number of large, online graduate programs for professionals. Other schools have accomplished this.
- b. What is your reaction to the climate report and the conclusion that the needle hasn't moved in the last three years?
- I. It looks like there is growing confidence in leadership direction, but no change in confidence in leadership communication. We are going to have to do the same type of job as with the strategic plan last year to focus on this issue. The shared governance summit is the start, but we need to institutionalize new procedures.
- c. How will UMSL working on a new engineering program affect S&T?
- I. UMSL has an engineering program, but outsources most of the teaching to WashU. They have proposed and have the support of the Board of Curators and the backing of some influential politicians and business leaders, that St. Louis needs a public engineering school. They acquired about \$23 million to establish a college of engineering from the state and a gift. They are only proposing mechanical, electrical, and civil engineering departments at this time. This

Faculty Senate

Dave Westenberg, President
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Michael Gosnell, Parliamentarian

will probably be a long-term project, and they will probably need our help. Not much more information is available now.

d. Congratulations to Psychology and Biological Sciences for the approval of their PhD programs!

11. Announcements

D. Westenberg

12. Adjourn (3:47 PM)

Respectfully submitted,
Joshua Schlegel
Secretary | Faculty Senate



Faculty Senate

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

Faculty Senate Meeting Consent Agenda

Location	Computer Science 221 – in-person attendance required for voting Zoom – for non-voting attendees https://umsystem.zoom.us/j/99394291250?pwd=INNnpnuxV7XLb4sAtWRi1bay9DCUyW.1 Passcode: 0000
Date	21 November 2024
Time	2:00 PM

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|--|-------------|
| 1. Curriculum Committee Report | P. DeWitt |
| 2. Approval of 24 October 2024 minutes | J. Schlegel |

To: Faculty Senate
From: Missouri S&T Campus Curricula Committee (October 22, 2024, meeting)
Re: November 21st, 2024, Meeting

The Missouri S&T Campus Curricula Committee recommends to the Faculty Senate that the course changes requested on the following CC forms be approved:

File: 5606 BIO SCI 3339 : Human Anatomy Physiology I Lab
File: 6220 ELEC ENG 6410 : Information Theory And Coding
File: 4672 ERP 4120 : Introduction to Enterprise Resource Planning (ERP) Software Development
File: 10184 HISTORY 4410 : Native American History
File: 10185 IS&T 5551 : Foundations of Computing and Programming for Data Science
File: 9137 NUC ENG 4229H : Nuclear Power Plant Systems - Honors
File: 9140 NUC ENG 4251 : Reactor Kinetics
File: 2294 NUC ENG 4257 : Two-phase Flow in Energy Systems - I
File: 9141 NUC ENG 4257H : Two-phase Flow in Energy Systems - I – Honors
File: 595 NUC ENG 4428 : Reactor Laboratory I
File: 9148 NUC ENG 4456 : Reactor Operation II
File: 4087 NUC ENG 4577 : Nuclear Forensics and Radiochemistry
File: 9150 NUC ENG 4577H : Nuclear Forensics and Radiochemistry-Honors
File: 9135 NUC ENG 5215 : Space Nuclear Power And Propulsion
File: 9136 NUC ENG 5229 : Nuclear Power Plant Systems
File: 9155 NUC ENG 5241 : Nuclear Materials I
File: 4088 NUC ENG 5253 : Monte Carlo Approach to Reactor Analysis
File: 134 NUC ENG 5259 : Licensing Of Nuclear Power Plants
File: 4228 NUC ENG 5345 : Nuclear Engineering Mathematical Methods
File: 10166 NUC ENG 5350 : Nuclear Medical Science
File: 9144 NUC ENG 5361 : Fusion Fundamentals
File: 9159 NUC ENG 5363 : Applied Health Physics
File: 617 NUC ENG 5428 : Advanced Reactor Laboratory I
File: 9172 NUC ENG 6223 : Nuclear Reactor Safety
File: 9173 NUC ENG 6241 : Effects Of Radiation On Solids
File: 411 NUC ENG 6257 : Advanced Nuclear Thermal Hydraulics
File: 9174 NUC ENG 6331 : Radiation Shielding
File: 1971 PHYSICS 2145 : College Physics II

The Missouri S&T Campus Curricula Committee recommends to the Faculty Senate that the course and degree requirement changes requested on the following Program Change forms be approved:

File: 407 BIOMED-BS : Biomedical Engineering BS
File: 237 BIOMED-MI : Biomedical Engineering Minor
File: 86 MC ENG-BS : Mechanical Engineering BS

For the information of the Faculty Senate, the following EC form has been submitted by a university department for an experimental course that will be offered in the near future:

File: 493	BUS 5001.008: Creativity, Innovation, and Design Thinking
File: 492	BUS 5001.009: Innovation Accounting
File: 496	BUS 5001.010: Technical Sales and Value Creation
File: 494	CHEM 4001.021: Special Topics in Biochemistry
File: 495	CHEM 5001.005: Advanced Topics in Biochemistry
File: 497	ECON 4001.013: Fintech with Artificial Intelligence, Machine Learning, and Natural Language Processing
File: 489	MECH ENG 5001.044: Smart and Multifunctional Materials
File: 491	MS&E 5001.012: Hypersonic Materials, Technologies, and Systems
File: 499	TCH COM 3001.011: AI to Zines: Imagining the Future of Technical Communication
File: 498	TCH COM 5001.007: AI to Zines: Imagining the Future of Technical Communication

For full details of the above-listed curriculum forms, see the **October 22, 2024 meeting minutes of the Campus Curricula Committee** at: <http://registrar.mst.edu/currcom/ccmeetings/>

Petra DeWitt

Petra DeWitt, Chair
Missouri S&T Campus Curricula Committee

Faculty Senate Resolution

Expressing Deep Dissatisfaction with IT Decisions and Policies Hindering Research and Teaching

WHEREAS, the mission of Missouri S&T is to foster excellence in teaching, research, and service, and the effective use of information technology (IT) is critical to achieving these goals;

WHEREAS, recent IT decisions and policies have created significant barriers to faculty productivity, including but not limited to:

- Lack of reliable technical support to address research projects and teaching needs promptly and effectively;
- Implementation of restrictive policies that limit access to essential research and teaching resources,
- Insufficient consultation with faculty regarding IT changes directly impacting their work,

WHEREAS, other campuses and other universities do not impose such draconian rules on their faculty in terms of IT, even though all universities in the US face same requirements (like NIST 800-171 etc.), many of them manage to implement these requirements to an extent and in a manner that minimizes negative impacts on their main missions, which are research and teaching;

WHEREAS, these decisions have undermined the ability of faculty to:

- Conduct cutting-edge research that relies on stable and secure IT infrastructure,
- Deliver high-quality instruction, particularly in hybrid or online learning environments,
- Secure funding and meet deadlines for research projects due to IT-related delays or inefficiencies;

WHEREAS, a lack of faculty input into IT policies contradicts the principle of shared governance and disregards the expertise and needs of those most impacted;

THEREFORE, BE IT RESOLVED, that the Faculty Senate expresses deep dissatisfaction with the current state of IT decision-making and policy implementation;

BE IT FINALLY RESOLVED, that the Faculty Senate requests a comprehensive report from the university administration within 60 days detailing steps taken to address these issues, with subsequent updates provided quarterly until the concerns are fully resolved.