



Volume XIX, Number 7

Minutes of the Faculty Senate Meeting

24 April 2025

1. Call to Order (2:00 PM) D. Westenberg
2. Roll Call J. Schlegel
3. Consent Agenda D. Westenberg
  - a. Motion passes
4. President's Report D. Westenberg
  - a. IFC: Discussed impact of federal actions on research funding, student enrollment, and retirement benefits. Also discussed impact of immigration policies and steps UM System, and S&T, is taking to support international students and help them complete their programs. Updated on Dept of Education Dear Colleague letter, and university actions to support academic freedom. Next meeting will be May 5.
    - i. Some discussion on why UM System, and S&T, is not taking steps like those taken by other public universities to get information to students on how to respond.
  - b. Campus matters: See Miner Momentum for topics discussed in leadership meetings [minermomentum.mst.edu](http://minermomentum.mst.edu). The enrollment update is still positive. Looking to limit summer 'melt.' The campus space committee is exploring various options to update the master plan for residential life. Significant updates on proposed advising changes. There are a lot of assumptions about the process, reach out to those working on the plan to get more, and more accurate, information. **Faculty/staff climate survey is open, please encourage colleagues to complete it** [https://mst.qualtrics.com/jfe/form/SV\\_eaguopdW5W8iEN8](https://mst.qualtrics.com/jfe/form/SV_eaguopdW5W8iEN8). Campus visits for the Provost search will be happening soon. The next General Faculty meeting will take place on May 6.
  - c. Student Council Joint Resolution: In response to policy being developed on how to manage campus moving to remote operations. Resolves that decisions on class format during inclement weather should be made by faculty or course coordinators, that faculty should be lenient regarding academic requirements for students who may be affected by inclement weather, and that the Administration is asked to adopt policies that reflect this.
    - i. Full text is attached to the minutes. The fact that the resolution does not address the draft policy's requirement to inform department chairs was noted.
    - ii. Motion tabled.
    - iii. Unless revisions are made in the next few days, Student Council intends to vote on the motion at their next meeting. After that, revisions won't be possible until the fall semester.
  - d. Talk of the Town follow up: Turnout was strong, let the Faculty Senate officers know of requests for additional actions.
  - e. Good News: Jessica Cundiff received the Woman of the Year Award, Jessica Gargus the Women's Advocate; Bioplex groundbreaking was a success; bring your child to work day was very popular; men's golf won the conference championship.
  - f. Be involved, be engaged, do something.



5. Campus Reports

a. Staff Council

K. Walkup

- i. Giving Days: huge success, 555 donors raised \$175k across campus.
- ii. Staff Appreciation Week: "Spirit week" will be 19-22 May. Staff Day opening ceremony at 8am on 21 May

b. Student Council

M. De La Hunt

- i. Final update on projects: Resolutions passed on welcome center artwork, transparency and sustainability of construction. Requesting that no assignments be due during university-assigned holidays and no back-to-back exams during finals week and the week before. Two more resolutions to be considered on 29 April. Bills created an alumni group for advising Student Council, currently adding a Lifetime Achievement Award. **The student interest survey is going on right now, please encourage students to respond.** Holding transition meetings after election and preparing Student Leader Awards Banquet.
- ii. New Student Council President: Aiden Pickett, term begins 29 April.
- iii. Academic Resources: Several examples for what students consider best practices were presented including: use of recorded lectures and short videos, providing old exam problems for review, making it easy to know your current grade, etc. Major concerns were also presented including: courses being behind the expected course schedule, inconsistent quality of Canvas resources, poor communication from faculty, long delays in grading work, consistency of auto-access resources, and a lack of information prior to the start of classes. Examples from other universities where either the university or a student group publishes teacher and difficulty ratings from previous student evaluations, the 'GPA' or grade distribution of students who most recently took the course, more user-friendly search options, etc.

c. Council of Graduate Students

- i. No report.

6. Special Topics

a. Missouri S&T Financial Outlook

A. O'Neil

- i. Risk factors: At the federal level: changes to indirect cost recovery rates (F&A), rescission of already-awarded grants and fewer future grant opportunities, impact on financial markets and risk of recession, and changes to student loan and Pell grant programs present risks to S&T. At the state level risks are: Medicaid reform (at the federal level, but Missouri is one of three states which have Medicaid written into the state constitution), falling state appropriations in FY26. State's fund balance remains high and will allow the state to adapt, but resources are committed to capital. Four appropriations reductions have occurred in the last 30 years ranging from 9-12%. The 'enrollment cliff' is also coming, with the number of MO high school graduates expected to decrease by 5% by 2030 and continue to fall. Competition for students will be a major factor.



- ii. Proactive response: Immediate strategies include a budget reallocation, still being evaluated but will be about \$2.9M (2.5%) to support merit raises, and additional review of requests to hire. Long-term strategies including benchmarking administrative costs, reviewing key revenue-sharing policies (i.e. F&A allocation), focus on net tuition and enrollment growth, and continuing to improve administrative efficiency, enhance revenue, and effectively utilize resources.
- iii. Enrollment pipeline: Admissions and deposits are up, deposits by 4% over last year, though enrollment is much lower than at this time last year.
- iv. Current scenario: 4% increase in first-time college students expected, with a 20% decrease in new international graduate students (may be more, significant uncertainty here). Slight increase in tuition revenue expected, along with 1.5% increase in state appropriations (may be slightly more this year, depending on appropriations process), for an expected revenue increase of \$4.7M - along with \$2.9M reallocation. \$1.8M has been set aside for merit raises., the remainder will go to (1) \$2.4M for mandatory expenses including benefit rate increases, and \$3.5M for strategic investments. Strategic investments will occur across a variety of areas including IT upgrades, research support, promotion & tenure, enrollment strategy, market/equity pay adjustments, additional instructional funding, some new faculty lines, etc.
- v. Capital projects: Funding sources for the most recent projects were discussed, with most of the funding coming from the Kummer Institute along with federal, state, and local support and some support from other gifts. Some funding was also provided from Missouri S&T. Some is also dedicated to repairing and refurbishing buildings.

## 7. Reports of Standing Committees

### a. Budgetary Affairs

B. Lea

- i. FY26 strategic needs: Identified needs total about \$4.8M. About \$3.8M is expected from a 10% budget reallocation this year. VCFO is looking for input on which strategic needs are most important. **Faculty can provide feedback on this and other current issues online <<https://tinyurl.com/SandTBudget>>.**
- ii. Faculty Salary: Inflation-adjusted salary data was presented, along with the change in the number of faculty, staff, and administrative positions over the last 5 years. The information was compared with data from public universities in Missouri and neighboring states. The data is available online <<https://tinyurl.com/BAC042025>>.
- iii. BAC Plans: For fall 2025, there were 19 active T/TT searches and 3 department chair searches. Many were successful, a few are still ongoing. Future BAC action plans include inviting the Deans and key executive personnel to share their perspectives and action plans, and to action feedback on current issues such as the 10% strategic budget reallocation plan, net tuition revenue, and distribution of sponsored research indirect recovery.

### b. Information Technology and Computing

D. Stutts



- i. IT Performance Survey: 244 staff, 130 faculty responded. "Customer facing" IT is generally viewed positively, but otherwise there is a significant difference between faculty and staff perceptions due to differences in IT needs. The top issues for faculty are complex procedures, software delays, and restrictive policies on admin rights. Faculty overwhelmingly responded that IT policies are not enabling success in research and teaching. The top issues for staff are outdated equipment, restricted software access, connectivity problems, slow response and lack of communication. The top positives from both faculty and staff are that personnel are helpful and knowledgeable, including Help Desk staff. IT is already making improvements to the LAPS process and has implemented a new ticketing system to address some concerns. Soon security pods will provide more flexible network configurations.
  - c. Personnel D. Westenberg
    - i. Faculty/Staff Climate Survey: Encourage colleagues to complete it.
      - [https://mst.qualtrics.com/jfe/form/SV\\_eaguopdW5W8iEN8](https://mst.qualtrics.com/jfe/form/SV_eaguopdW5W8iEN8)
    - ii. Ad-hoc NTT committee on Policy III-13: Reached out to form the committee to update the policy.
    - iii. Teaching improvement plans: Feedback requested on the draft distributed prior to the meeting. Will be controlled at the Dean's offices. Should Faculty Senate endorse the guidelines?
      - Tabled until the June meeting.
8. Unfinished Business D. Westenberg
  - a. None
9. New Business K. Dolan
  - a. Elections
    - i. Faculty Senate Officers:
      - Parliamentarian: M. Gosnell elected to a one-year term.
      - Secretary: F. Han elected to one-year term.
      - President-Elect: J. Schlegel elected to one-year term.
      - President: P. Runnion elected to one-year term.
    - ii. Academic Freedom and Standards: Casey Canfield (EMSE), Warner Meeks (MAE), Kelly Tate (ETC) elected to two-year terms
    - iii. Budgetary Affairs Department Nominees: Jagannathan Sarangapani (ECE), Michael Meagher (MAE) elected to two-year terms.
    - iv. Budgetary Affairs Faculty Senate Nominee: Kelly Homan (MAE) elected to two-year term
    - v. Campus Curricula: Michael Davis (Econ) elected to a two-year term
    - vi. Facilities Planning Committee Department Nominees: Shelley Minter (Chem) and Bil Gillis (CARE) elected to two-year term., Rui Bo (ECE) and Carlos Castaño (NERS) elected to one-year term.

- vii. Facilities Planning Committee Faculty Senate Nominees: Stuart Baur (CARE) and Maceij Zawodniok (ECE) elected to two-year terms. Steve Corns (EMSE) elected to one-year term.
  - viii. Honorary Degrees: Steve Watkins (ECE), John Myers (CARE), Kelly Tate (ETC), Jeff Winiarz (Chem) elected to one-year terms.
  - ix. Intellectual Property & Technology Transfer: Genda Chen (CARE), Joseph Smith (Chem Eng), Krishna Krishnamurthy (MAE) elected to two-year terms.
  - x. Library and Learning Resources: Michael Bruening (HPS), Garry Grubbs (Chem), Kathleen Sheppard (HPS), Ed Malone (ETC) elected to two-year terms. Rui Bo (ECE), Jeremy Maurer (ESE) elected to one-year terms.
  - xi. Personnel Committee Department Nominees: Shoaib Usman (NERS), Steve Corns (EMSE) elected to two-year terms.
  - xii. Personnel Committee Faculty Senate Nominee: D. Westenberg elected to a two-year term.
  - xiii. Administrative Review: Bih-Ru Lea (BIT), Kelvin Erickson (ECE), Kelly Liu (ESE) elected to two-year terms.
  - xiv. Equity Resolution Hearing Pool: Emilia Barbosa (ALP), Greg Tschumpter (Chem), Josh Schlegel (NERS), Amaury Lendasse (EMSE), Grace Yan (CARE), Pourya Shamsi (ECE) nominated.
    - **A total of 20 nominees has been requested, please contact K.C. Dolan if you would like to nominate yourself or a colleague.**
  - xv. Parking, Security, and Traffic: Michael Meagher (HPS), Robert Paige (Math), Kris Bruckerhoff (BIT) elected to two-year terms. Risheng Wang (Chem), Parveen Bazard (ChBE), Steve Corns (EMSE) elected to one-year terms.
  - xvi. Scholastic Appeals: Joan Schuman (EMSE), Greg Tschumper (Chem) elected to two-year terms. Jeffery Winiarz (Chem) elected to a one-year term.
  - xvii. Conflict of Interest: Amitava Choudhury (Chem), Jianmin Wang (CARE) elected to three-year terms.
  - xviii. Grievance Oversight: Grace Yan (CARE) elected to three-year term.
10. Announcements D. Westenberg
- a. None
11. Adjourn (4:40 PM)

Respectfully submitted,  
Joshua Schlegel  
Secretary | Faculty Senate

## Faculty Senate Meeting Consent Agenda

Location	Computer Science 221 – in-person attendance required for voting Zoom – for non-voting attendees <a href="https://umsystem.zoom.us/j/93847947892?pwd=nHeik9BKO1hLlLeUJ9uOznQwDSfbY.1">https://umsystem.zoom.us/j/93847947892?pwd=nHeik9BKO1hLlLeUJ9uOznQwDSfbY.1</a> Passcode: 0000
Date	24 April 2025
Time	2:00 PM

1. Curriculum Committee Report
2. Minutes from 20 March 2025

P. DeWitt  
J. Schlegel



**2425JR1: Joint Resolution in Support of Class Alternatives on Inclement Weather Days**

**WHEREAS**, there has been a recent increase in scrutiny upon the policies for closure and remote operations of the campus; and

**WHEREAS**, there are concerns among members of the Faculty on the additional workload and logistics associated with a sudden change to remote learning; and

**WHEREAS**, a significant portion of lectures and labs do not lend themselves well to being taught in an online format; and

**WHEREAS**, some members of the Student Body and Faculty may not have the equipment or facilities necessary to fully participate in remote learning; and

**WHEREAS**, rates of absence, loss of focus, and non-participation in synchronous activities on inclement winter weather days are significantly above that of normal days; and

**WHEREAS**, the preceding three factors can contribute to poorer student performance; and

**WHEREAS**, decisions on class format changes, cancellations, and rescheduling are best made on an individual basis depending on the unique circumstances of each class,

**THEREFORE, BE IT RESOLVED** that decisions of class format on inclement weather days ought to be made by the Faculty or Course Coordinators; and

**BE IT FURTHER RESOLVED** that Faculty are requested to provide leniency on attendance, assignments, and other academic requirements that are impacted by a closure of campus or inclement weather; and

**BE IT FURTHER RESOLVED** that the Student Council and Faculty Senate jointly petition the Administration of the Missouri University of Science and Technology to adopt policies and Faculty expectations supporting the same.