



Missouri University of Science and Technology

# Faculty Senate Meeting

**Innovation Lab and Online**

16 October 2025

## Meeting procedure

- Only Senators (or their proxies) present in person count toward a quorum
  - Two-thirds of the voting membership constitutes a quorum
- Only Senators (or their proxies) present in person may vote
- The chair will recognize members of the Senate (including proxies and ex-officio members) for the purposes of motions and debate
- Members are requested to wait for recognition before speaking
  - Please wait for the microphone

# I. Call to Order

P. Runnion, President

# II. Roll Call

F. Han, Secretary

# III. Consent Agenda

P. Runnion

# Consent Agenda – 10/16/2025

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## Curriculum Committee Report

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### Approval of the 18 September 2025 Minutes

# CCC Meeting - 16 Sep 2025

## Total Committee Activity

- 3 Course Change Requests (CC Forms)
- 2 Program Change Requests (PC Forms)
- 4 Experimental Course Requests (EC Forms)

# CCC Meeting – 16 Sep 2025

## Course Change Requests

File: 669 BIO SCI 3483 : Biomedical Problems

File: 2643 ECON 3512 : Mining Industry Economics

File: 2549 ELEC ENG 5620 : Signal Integrity in High-Speed Digital & Mixed Signal Design



# CCC Meeting – 16 Sep 2025

Program Changes (DC) Requested

File: 121 PRE LAW-MI : Pre Law Minor

File: 129 SCTCPL-MI : Science, Tech,& Politics Minor

# CCC Meeting – 16 Sep 2025

For Informational Purposes; No Senate Approval Required

Experimental Course (EC) Requested

|           |                                                                   |
|-----------|-------------------------------------------------------------------|
| File: 533 | GEOPHYS 6001.004: Reservoir Seismology                            |
| File: 534 | KC 5001.001: Team Innovation Projects                             |
| File: 535 | KC 5001.002: Team Innovation Projects 2                           |
| File: 532 | MS&E 5001.013: Applied Artificial Intelligence for Materials Engi |

# CCC Meeting – 16 Sep 2025

Curriculum committee moves for FS to approve the 3 CC form, and 2 PC form action requests.

Discussion: Questions or comments?

# IV. Special Topic

D. Roberts

# V. President's Report

P. Runnion

## IFC Updates – October 13 (Zoom)

- Free Speech discussion
  - Paul Maguffee, deputy general counsel
  - Noted that Mizzou is providing training to GTAs regarding classroom discussions
  - Discussion of 2016/17 Commitment to Free Expression



## Commitment to Free Expression

- Recommended at Mizzou in March 2026
- Adopted by S&T Faculty Senate on June 15, 2017
- Request made at Town Hall on October 7 to post statement on S&T website
- Now posted on S&T Faculty Affairs website:  
<https://facultyaffairs.mst.edu/facultyresources/>

## IFC Updates – October 13 (Zoom)

- HR Updates

- New Surest Plan
- HSA vendor changes from Optum to Fidelity
- Changes to specialty prescriptions – new vendor ArchimedesRx, communication coming in November to those on specialty meds
- Changes to GLP-1 medication coverage
  - As of January 1, 2026, GLP-1 medications will be covered only for Type 2 diabetes
  - Approximately 900 plan members currently take GLP-1 for weight loss (out of 40,000 total plan members)
  - Continued coverage of GLP-1 outside of diabetes would have caused a 28% premium increase for all employees
  - Through manufacturers, individuals pay ~\$500 cash per month. Through insurance, university is charged ~\$1800





## IFC Updates – October 13 (Zoom)

- HR Updates
  - Defined Contribution Opt-In program
    - Personalized statements to eligible employees in November
    - Deadline to request full election packet is January 15, 2026

## Bylaws Revisions

- Definite Needs
  - Need to align our bylaws with revised CRR 420.010 (Research Misconduct)
- Potential Areas of Improvement
  - NTT issues
    - General Faculty voting membership, committee chairs
  - Number of annual General Faculty meetings
  - Town Halls
  - Committee Structure

## Bylaws Revisions

- CRR 300.030.G outlines revision process
  - Amendments may be proposed by twenty (20) faculty members of the General Faculty by submitting them to the Rules, Procedures, and Agenda Committee. This committee must transmit the proposal to the General Faculty within fifteen (15) school days and then include the proposal in the agenda of the next General Faculty meeting. Voting on the proposed amendment shall be by a mail ballot and shall take place within fifteen (15) school days after completion of its consideration at a meeting of the General Faculty. A two-thirds (2/3) majority of those voting shall be required for the adoption of the proposed amendment. If adopted, the amendment is presented by the Chancellor to the Board of Curators at their next meeting for consideration and will become effective immediately upon approval by the Board of Curators.

## Bylaws Revisions

- Our plan
  - Form a small working group
  - Working group presents proposal to Faculty Senate to solicit feedback
  - When ready, working group solicits signatures and submits petition to RP&A

## Bylaws Revisions

- Working group
  - Mike Bruening (History and Political Science)
  - Steve Corns (Engineering Management and Systems Engineering)
  - Mike Gosnell (Computer Science)
  - Kelly Liu (Earth Sciences and Engineering)
  - Melanie Mormile (Biological Sciences)
  - Paul Runnion (Mathematics and Statistics)
  - Dave Westenberg (Biological Sciences)



## Recent Town Hall meetings

- October 7 – General
- October 15 – Bio initiatives
- Any feedback?



## Faculty Senate Website

- <https://facultysenate.mst.edu/>



# VI. Campus Reports

## A. Staff Council

M. Evans



# VI. Campus Reports

## B. Student Council

A. Pickett

# VI. Campus Reports

## C. Council of Graduate Students

# VII. Special Topics

## A. Climate Survey report

C. Kueny



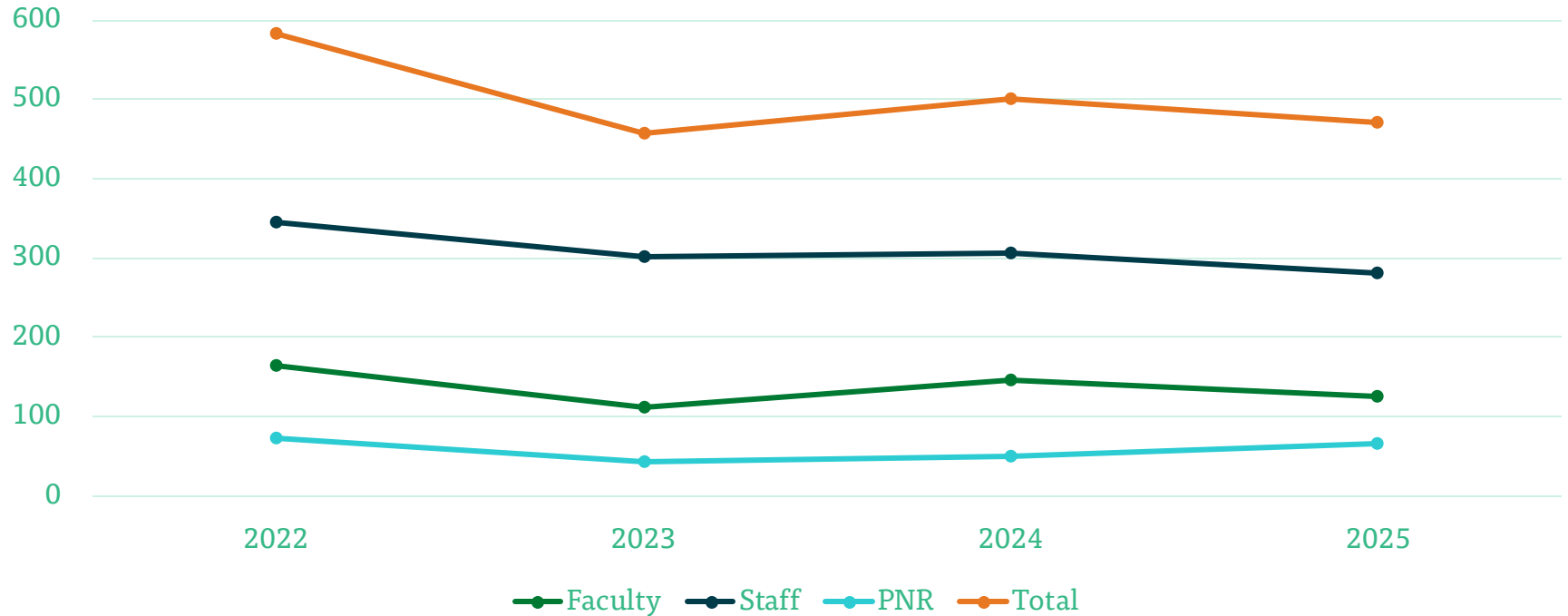
Missouri University of Science and Technology

# Faculty-Staff Climate Survey

**AY 24-25 & 4 year trend analysis**

September 2025

# Participation Over Time



# 2025 Demographic Breakdown

## 470 Total Participants (after data cleaning)

- ▶ 281 Staff, 124 Faculty, 65 did not provide
- ▶ 51 CEC, 40 CASE, 6 Kummer\*, 2 Library\*
- ▶ 74 T/TT, 22 NTT, 26 PNR, 2 DNR
- ▶ 148 Administrative/Professional, 35 Technical/Paraprofessional, 27 Clerical, 23 Crafts/Services, 44 PNR, 4 DNR
- ▶ 210 Females, 127 Males, 1 Non-binary\*, 66 PNR, 67 DNR

PNR = prefer not to respond

DNR = did not respond

\*small sample sizes accounts for lack of analyses

# Overall Means for AY 24-25

| Measure                   | Mean (Scale) | Interpretation                                                                            |
|---------------------------|--------------|-------------------------------------------------------------------------------------------|
| Perceived Org. Support    | 3.52 (1-7)   | Individuals are neutral/somewhat disagree that S&T supports/values them                   |
| Affective Org. Commitment | 4.14 (1-7)   | Individuals are neutral on their emotional investment with S&T                            |
| Normative Org. Commitment | 3.78 (1-7)   | Individuals are neutral that they should stay with S&T out of obliged attachment          |
| Continuance Commitment    | 4.33 (1-7)   | Individuals are neutral/somewhat agree that they are staying at S&T out of necessity only |
| Engagement                | 3.76 (0-6)   | Individuals sometimes to often feel engaged at work                                       |
| Exhaustion                | 3.41 (0-6)   | Individuals are sometimes to often emotionally drained at work                            |
| Personal Accomplishment   | 4.12 (0-6)   | Individuals often feel that they accomplish things at work                                |
| Depersonalization         | 1.87 (0-6)   | Individuals rarely feel detached from those they serve and work with at work              |

# Overall Means for AY 24-25

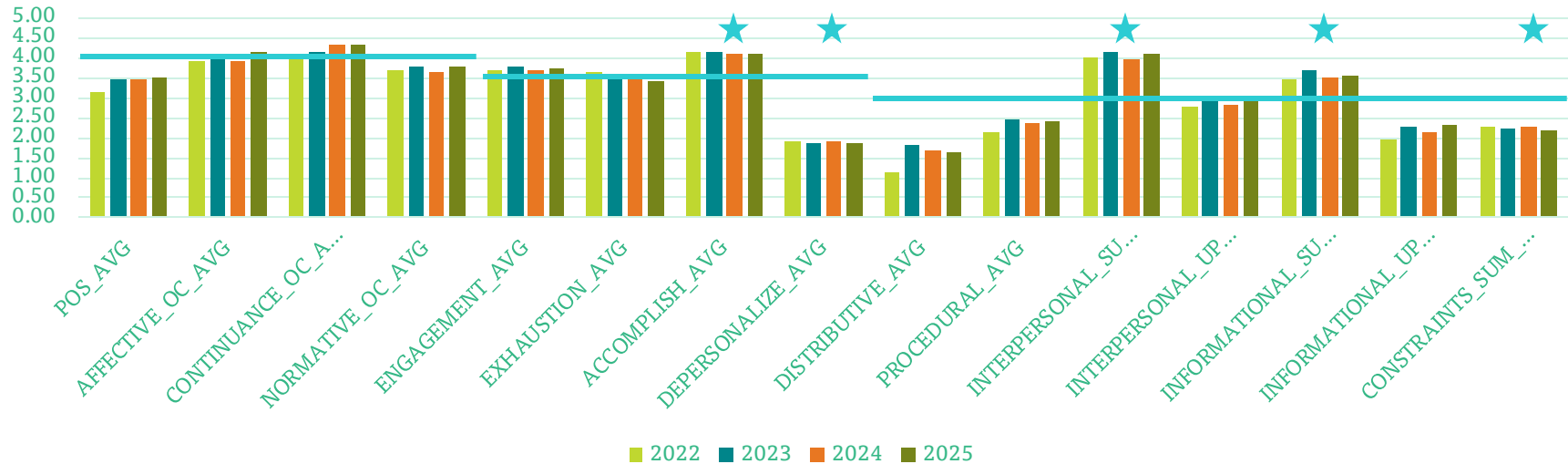
| Measure                              | Mean (Scale)  | Interpretation                                                                                                         |
|--------------------------------------|---------------|------------------------------------------------------------------------------------------------------------------------|
| Distributive Justice                 | 1.63 (0-5)    | Individuals believe outcomes (e.g., raises, pay) are fairly shared across S&T only to a small extent                   |
| Procedural Justice                   | 2.41 (0-5)    | Individuals believe procedures use to determine outcomes (e.g., raises, pay) are fairly followed to some extent at S&T |
| Interpersonal Justice – Supervisor   | 4.11 (0-5)    | Individuals believe they are treated with respect by their direct supervisor                                           |
| Informational Justice – Supervisor   | 3.56 (0-5)    | Individuals believe they receive fair and consistent communication from their supervisor                               |
| Interpersonal Justice – Upper Admin. | 2.92 (0-5)    | Individuals believe they are treated with respect by upper administration only to some extent                          |
| Informational Justice – Upper Admin. | 2.31 (0-5)    | Individuals believe they receive fair and consistent communication from upper administration a small to some extent    |
| Work Constraints                     | 24.31 (11-55) | Individuals experience many constraints biweekly-weekly                                                                |



# Trends Last 4 years

## Across Campus – Not Differentiated By Group

Longitudinal Trends - All Respondents



★ Indicates scores where we would like to see them

# Meaningful Differences: Faculty & Staff

Faculty more negative perceptions than staff 4 years in a row

Faculty/Staff Differences 2025



# Meaningful Differences: Faculty & Staff

## Faculty more negative perceptions than staff 4 years in a row

In 2025 – Faculty significantly lower than staff in:

- ▶ Perceived organizational support
  - ▶ Affective commitment
  - ▶ Normative commitment
  - ▶ Engagement
  - ▶ Felt accomplishment
  - ▶ Distributive justice perceptions
  - ▶ Interpersonal justice from supervisor and upper admin perceptions
  - ▶ Informational justice from supervisor and upper admin perceptions
- 
- ▶ Also higher in exhaustion, depersonalization of work, and felt constraints

# Top Experienced Constraints

Overall: Interruptions by other people, too heavy of a workload, conflicting job demands; **same 3 overall constraints as past 3 years**

## Faculty Top 3 – Experienced Daily:

- ▶ Too heavy workload (41%)
- ▶ Interruptions by other people (36%)
- ▶ Conflicting demands (34%)
  - Followed closely by inadequate equipment/resources (31%)

## Staff Top 3 – Experienced Daily:

- ▶ Interruptions by other people (34%)
- ▶ Too heavy workload (24%)
- ▶ Conflicting job demands (21%)

% experienced stable between years for faculty & staff

# Other Meaningful Differences in 2025

## Faculty



CASE Faculty higher in continuance commitment, lower in normative commitment

Also, overall CASE faculty trended more negatively than CEC faculty



T/TT Faculty higher in exhaustion, depersonalization, & felt constraints compared to NTT



Women had higher continuance commitment but lower felt constraints than men

Possibly partially along the lines of faculty/staff differences

# Other Meaningful Differences in 2025

## Staff

### Administrative/Professional Staff

- ▶ Higher in
  - Perceived Org Support
  - Affective Commitment
  - Interpersonal justice from Upper Admin perceptions
  - Informational justice from Upper Admin perceptions

# Shared Governance Perceptions For Faculty Senate Only

| Item                                                                                                                        | 2025 Mean   | 2024 Mean | Interpretation                                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|-----------|-------------------------------------------------------------------------------------------------------------|
| On the whole, rate the effectiveness or ineffectiveness of the shared governance system at Missouri S&T.                    | <b>2.10</b> | 2.25      | Shared governance at S&T is still somewhat ineffective.                                                     |
| Faculty & administrators have equal say in governance matters.                                                              | <b>1.78</b> | 1.79      | Faculty still predominately disagree that there is equal say.                                               |
| Important institutional decisions are not made until consensus among faculty leaders and senior administrators is achieved. | <b>1.77</b> | 1.66      | Faculty still predominately disagree that institutional decisions are based on shared governance consensus. |
| I understand the process by which I can express my opinions about institutional policies.                                   | <b>2.98</b> | 2.74      | Faculty are still predominately neutral about understanding the process of voicing opinions                 |
| Overall, how satisfied are you with shared governance at Missouri S&T?                                                      | <b>1.96</b> | 2.02      | Faculty are still dissatisfied with shared governance                                                       |



# Qualitative Findings

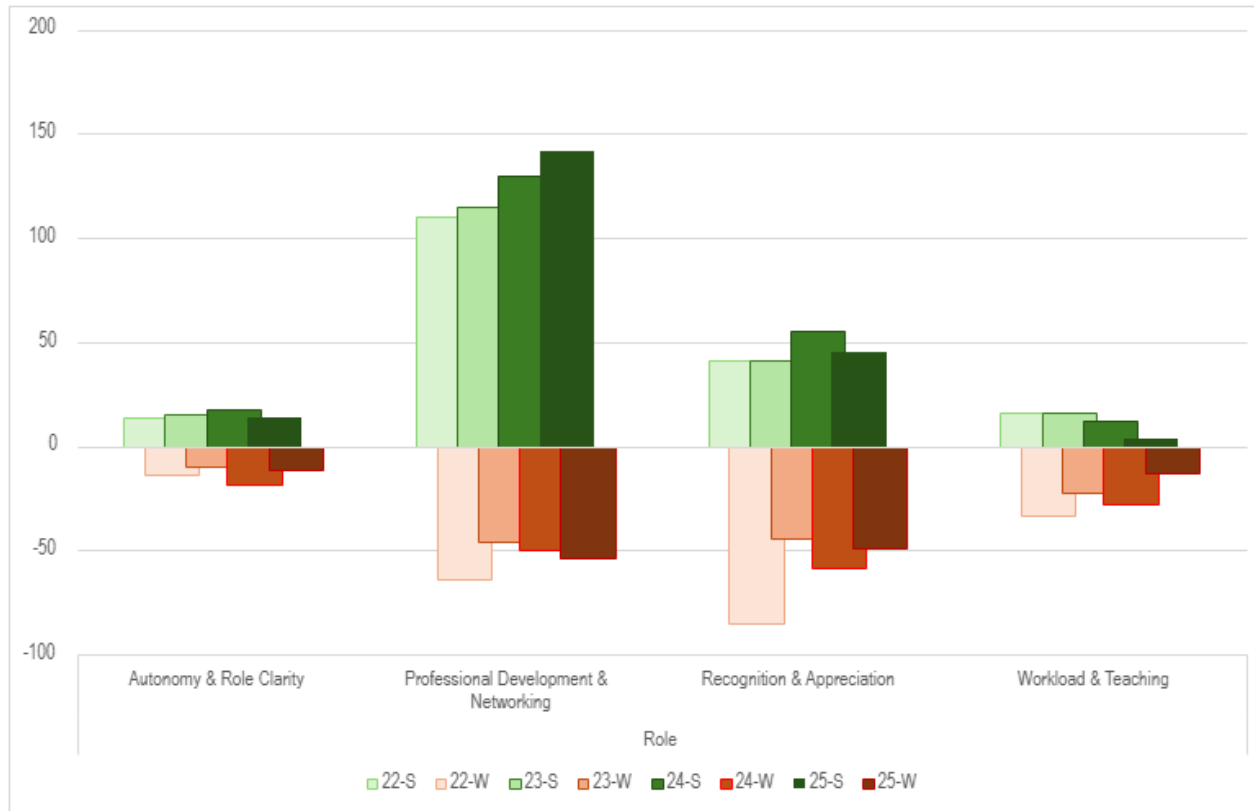
Initial Results



# Administrative Related Themes



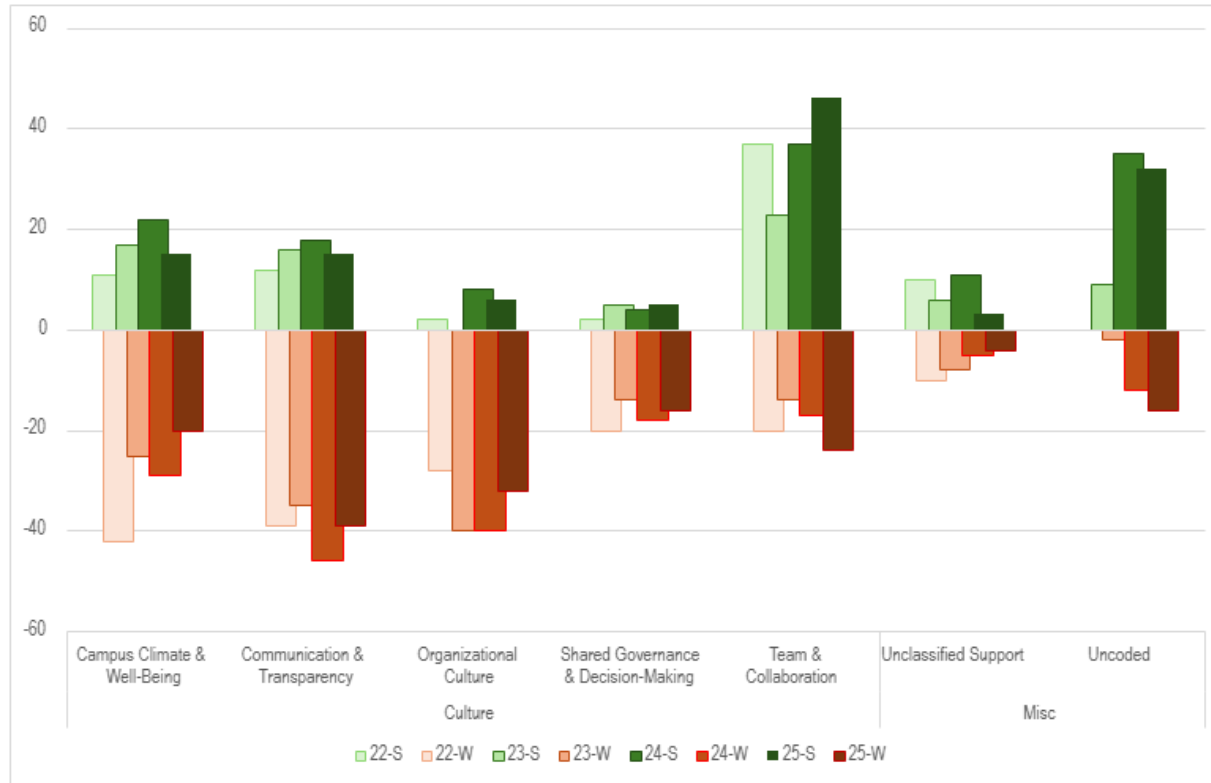
# Role Related Themes



# Personal Related Themes



# Campus Culture & Other Themes



# Call To Action

FS Personnel Committee will be providing recommendations at a later date.

Faculty Senate Personnel Committee & Staff Council oversee survey delivery & timelines.

Institutional Research oversees data anonymity and confidentiality, and requested data analyses. Can also share deidentified & aggregate qualitative feedback.

# Questions?



# VIII. Committee Reports

## A. Budgetary Affairs

B. Lea



Missouri University of Science and Technology

# Budgetary Affairs Committee

Academic Year: 2025 - 2026

**Report To Faculty Senate: 10-16-2025**



# Budgetary Affairs Committee (BAC) Members

10-16-2025 Report

☐ Financial Position Update

☐ Update on 10% Budget Allocation

☐ Referrals

1. Feasibility of Central Funding for Essential Faculty Services
2. Net Revenue Per Student update



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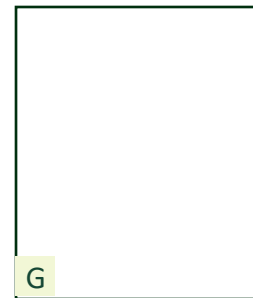
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Graduate Faculty Council



Mr. Logan Garton  
[wgcf2@mst.edu](mailto:wgcf2@mst.edu)  
Student Council, Civil Eng

# Financial Position Update

- ▶ CFO Alysha O'Neil Special Topic scheduled for **November 20 Faculty Senate** Meeting
  - AY 24 – 25 Financial Review
  - AY 25 – 26 Budget Updates
  - Update on budget and financial implication of new and currently vacant positions
  - Update on Tuition Model and Increases

# Feedback & Information for FY 26 One-Time Investments from 10% Budget Reallocation

## Background Info

Feedback and Information Requests for the FY 26 One-Time Investments from 10% Budget Reallocation provided to CFO for consideration

| Description                                          | FY25               |       | FY26               |       | SFA |
|------------------------------------------------------|--------------------|-------|--------------------|-------|-----|
| Faculty startup                                      | \$ 1,000,000       | 20.6% | \$ 800,000         | 20.4% | 4   |
| IT needs - Infrastructure, classroom, labs, research | 700,000            | 14.4% | 700,000            | 17.8% | 4   |
| Teaching lab equipment/Space upgrades                | 500,000            | 10.3% | 500,000            | 12.7% | 3   |
| Research equipment maintenance                       | 300,000            | 6.2%  | 400,000            | 10.2% | 4   |
| Supplemental core instruction                        | 300,000            | 6.2%  | 300,000            | 7.6%  | 3   |
| Student success & retention                          | 300,000            | 6.2%  | 300,000            | 7.6%  | 2   |
| Marketing - National visibility                      | 250,000            | 5.1%  | 200,000            | 5.1%  | 5   |
| Marketing - Academic program specific*               | -                  |       | 200,000            | 5.1%  | 5   |
| Dual career hires support                            | 200,000            | 4.1%  | 200,000            | 5.1%  | 7   |
| On-line education program expansion                  | 300,000            | 6.2%  | 150,000            | 3.8%  | 3   |
| PhD recruitment*                                     | -                  |       | 100,000            | 2.5%  | 4   |
| Staff and Faculty mentor & leadership programs*      | -                  |       | 75,000             | 1.9%  | 7   |
| Space utilization strategy                           | 500,000            | 10.3% |                    |       | 8   |
| High traffic space and furniture refresh             | 412,000            | 8.5%  |                    |       | 8   |
| BI & Process improvement                             | 100,000            | 2.1%  |                    |       | 7   |
| <b>Total</b>                                         | <b>\$4,862,000</b> |       | <b>\$3,925,000</b> |       |     |



# Feedback & Information : FY 26 10% Budget Reallocation

## ► Transparency of Account Usage

- A **list of accounts** subject to the 10% reallocation and those excluded has been **provided to the Deans**.
- The same account (**fund 0000**) will consistently be used.
- The **exclusion accounts** (faculty startup, research support, awards, etc.) **remain unchanged** from FY 25.

## ► Eligibility and Equity Clarification

- Clarify **eligibility criteria** and how **equity** consideration are address.
- Continued concerns that the 10% charge **disproportionately impacts smaller or less-funded departments**.

# Feedback & Information : FY 26 10% Budget Reallocation

## ► Address Faculty Salary Compression

- Allocate part of the 10% reallocation to mitigate **salary compression among tenured/tenure-track (T/TT) faculty**, a factor contributing to **turnover** and **morale** issues.

## ► Strategic Investment vs. GRA funding

- Many of the FY 26 items are not strategic in nature, but filling short-term funding gaps that should be covered by recurring GRA funds.

# Referral 1: Feasibility of Central Funding for Essential Faculty Services (Phone, Printing, Email)

Background Info

## ▶ IT Charge Model in Review & Revision

## ▶ Current Update

- Emeritus Faculty Charge: paused
- Charges for other unpaid appointments: \$250
- Additional reference:
  - [HR-513 Volunteers and Other Unpaid Appointments](https://www.umsystem.edu/ums/rules/hrm/hr500/hr513) (as of October 2025)  
(<https://www.umsystem.edu/ums/rules/hrm/hr500/hr513>)

### RP&A Referral:

Please review and prepare a report on the feasibility of establishing a **central budget line item** within the university's operating budget **to cover essential services** (e.g., faculty phone, printing, email). The purpose is to evaluate whether these core services could be funded centrally rather than being charged individually to departments.

# Referral 2: Update Net Revenue per Student

- ▶ Updated Net Revenue per student, Unrestricted discount rate, and enrollment by student groups (details provided in Appendix 1)
- ▶ Yet to update
  - the distance tuition model
  - the net revenue per Ph.D. student
- ▶ New Tuition Model in progress
  - CFO to provide update on Nov. 20 special topic presentation

## Background Info

Request to provide updates on (1) Net Revenue per Student for FY 25 and projections for FY 26, (2) the distance tuition model, and (3) the net revenue per Ph.D. students with the proposed increase in Ph.D. student enrollment and the proposed 4% increase in graduate stipend

# Enrollment

(highest → Lowest)



Undergraduate - Resident



Undergraduate – non-Resident



Graduate – non-Resident

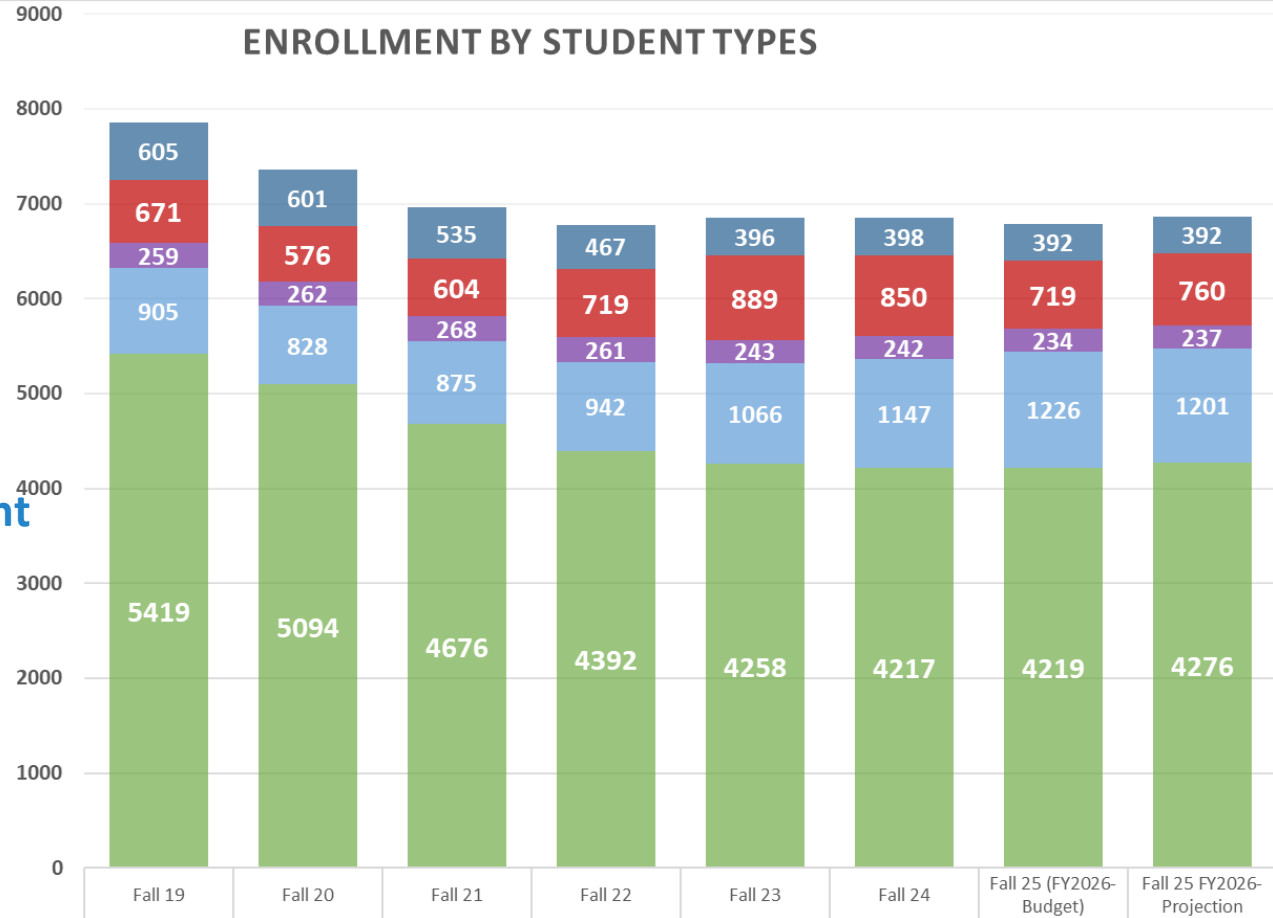


Distance - G



Graduate - Resident

## ENROLLMENT BY STUDENT TYPES



|                              | Fall 19 | Fall 20 | Fall 21 | Fall 22 | Fall 23 | Fall 24 | Fall 25 (FY2026-Budget) | Fall 25 FY2026-Projection |
|------------------------------|---------|---------|---------|---------|---------|---------|-------------------------|---------------------------|
| Graduate - Distance          | 605     | 601     | 535     | 467     | 396     | 398     | 392                     | 392                       |
| Graduate - Non Resident      | 671     | 576     | 604     | 719     | 889     | 850     | 719                     | 760                       |
| Graduate - Resident          | 259     | 262     | 268     | 261     | 243     | 242     | 234                     | 237                       |
| Undergraduate - Non Resident | 905     | 828     | 875     | 942     | 1066    | 1147    | 1226                    | 1201                      |
| Undergraduate - Resident     | 5419    | 5094    | 4676    | 4392    | 4258    | 4217    | 4219                    | 4276                      |



# Unrestricted Institutional Discount

(highest → Lowest)

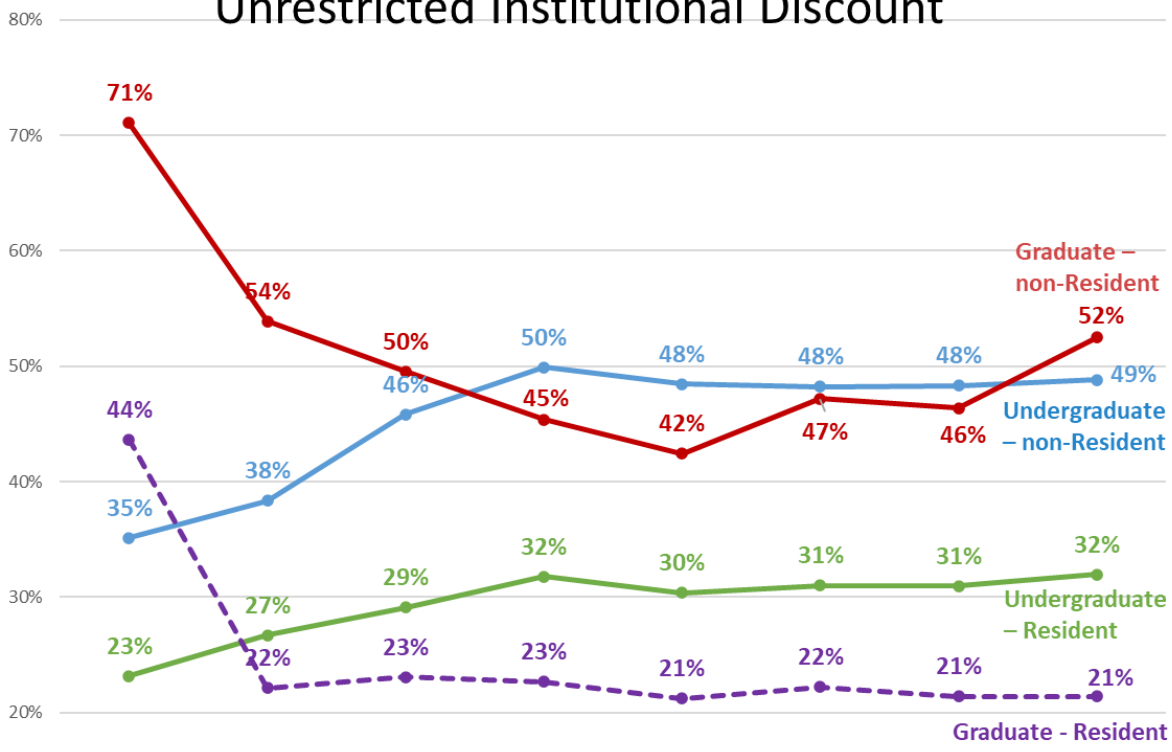
Graduate – non-Resident

Undergraduate – non-Resident

Undergraduate - Resident

Graduate - Resident

## Unrestricted Institutional Discount



|                              | Fall 19 | Fall 20 | Fall 21 | Fall 22 | Fall 23 | Fall 24 | Fall 25 (FY2026-Budget) | Fall 25 FY2026-Projection |
|------------------------------|---------|---------|---------|---------|---------|---------|-------------------------|---------------------------|
| Undergraduate - Resident     | 23%     | 27%     | 29%     | 32%     | 30%     | 31%     | 31%                     | 32%                       |
| Undergraduate - Non Resident | 35%     | 38%     | 46%     | 50%     | 48%     | 48%     | 48%                     | 49%                       |
| Graduate - Resident          | 44%     | 22%     | 23%     | 23%     | 21%     | 22%     | 21%                     | 21%                       |
| Graduate - Non Resident      | 71%     | 54%     | 50%     | 45%     | 42%     | 47%     | 46%                     | 52%                       |

# Net Revenue per Student

(highest → Lowest)

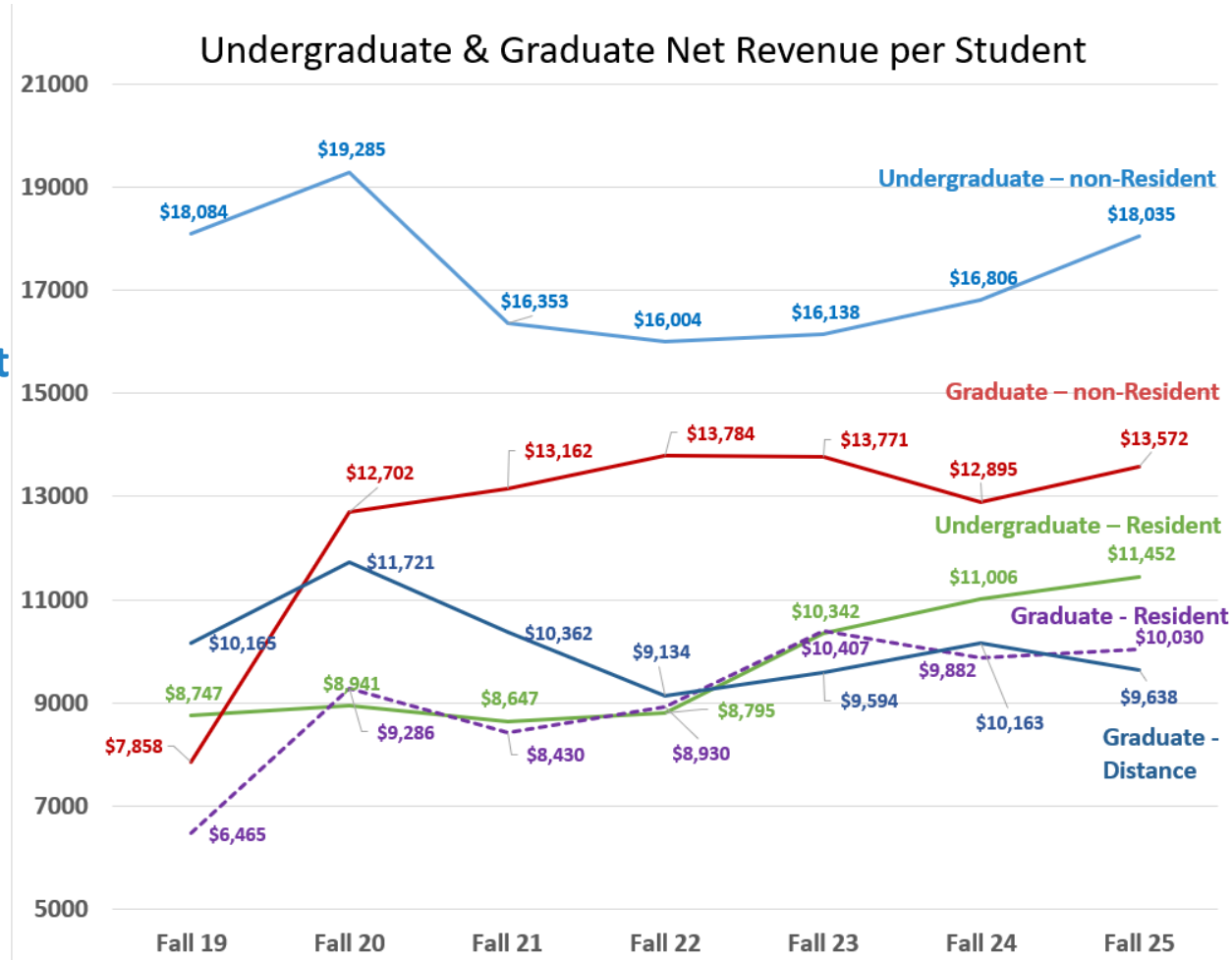
Undergraduate – non-Resident

Graduate – non-Resident

Undergraduate - Resident

Graduate - Resident

Distance - G



# Referral 2: (on-going) Trends in Salaries and Position Numbers for Faculty and Executives

Background Info

## ► Current Received Feedback

- Faculty retention, faculty incentives and workload policies, research support for non-Ph.D. granting and non-grant generating programs

## ► On-going Committee Discussions

- Faculty Hiring Priority and Strategies
- Faculty Incentive Strategies
- Enrollment incentives for departments

(on-going) Provide feedback on the budgetary priorities that ensure adequate faculty investment based on the salary trends and position numbers of faculty and executives

# Appendix 1 Net Revenue Per Student - Undergraduate

|               |                                     | FY2021               | FY2022               | FY2023               | FY2024               | FY2025               | FY2026-Budget        | FY2026-Projection    |
|---------------|-------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| MAIN Campus   |                                     | Fall 20              | Fall 21              | Fall 22              | Fall 23              | Fall 24              | Fall 25              | Fall 25              |
| Undergraduate |                                     |                      |                      |                      |                      |                      |                      |                      |
| Resident      | Tuition Rate                        | \$ 306.00            | \$ 316.60            | \$ 330.90            | Tiered               | Tiered               | Tiered               | Tiered               |
|               | Enrollment (HC)                     | 5,094                | 4,676                | 4,392                | 4,258                | 4,217                | 4,219                | 4,276                |
|               | Tuition Gross Rev                   | \$ 42,257,621        | \$ 38,946,590        | \$ 38,697,827        | \$ 63,255,768        | \$ 67,269,948        | \$ 69,962,000        | \$ 72,030,000        |
|               | Supplemental Course Fees            | \$ 19,879,813        | \$ 18,102,173        | \$ 17,912,851        | \$ -                 | \$ -                 | \$ -                 | \$ -                 |
|               | Less Financial Aid                  | \$ (16,590,877)      | \$ (16,614,265)      | \$ (17,983,552)      | \$ (19,220,156)      | \$ (20,858,465)      | \$ (21,647,910)      | \$ (23,013,117)      |
|               | <b>Net Tuition</b>                  | <b>\$ 45,546,557</b> | <b>\$ 40,434,498</b> | <b>\$ 38,627,126</b> | <b>\$ 44,035,612</b> | <b>\$ 46,411,483</b> | <b>\$ 48,314,090</b> | <b>\$ 49,016,883</b> |
|               | Unrestricted Institutional Discount | -27%                 | -29%                 | -32%                 | -30%                 | -31%                 | -31%                 | -32%                 |
|               | Net per Fall HC                     | \$ 8,941             | \$ 8,647             | \$ 8,795             | \$ 10,342            | \$ 11,006            | \$ 11,452            | \$ 11,463            |
| NonResident   | Tuition Rate                        | \$ 952.10            | \$ 985.00            | \$ 1,005.00          | Tiered               | Tiered               | Tiered               | Tiered               |
|               | Enrollment                          | 828                  | 875                  | 942                  | 1,066                | 1,147                | 1,226                | 1,201                |
|               | Tuition Gross Rev                   | \$ 22,609,100        | \$ 23,064,035        | \$ 26,264,910        | \$ 33,366,152        | \$ 37,231,730        | \$ 42,779,000        | \$ 41,195,000        |
|               | Supplemental Course Fees            | \$ 3,289,917         | \$ 3,354,011         | \$ 3,836,541         | \$ -                 | \$ -                 | \$ -                 | \$ -                 |
|               | Less Financial Aid                  | \$ (9,931,393)       | \$ (12,109,517)      | \$ (15,025,366)      | \$ (16,162,601)      | \$ (17,955,014)      | \$ (20,668,005)      | \$ (20,109,386)      |
|               | <b>Net Tuition</b>                  | <b>\$ 15,967,624</b> | <b>\$ 14,308,530</b> | <b>\$ 15,076,085</b> | <b>\$ 17,203,551</b> | <b>\$ 19,276,716</b> | <b>\$ 22,110,995</b> | <b>\$ 21,085,614</b> |
|               | Unrestricted Institutional Discount | -38%                 | -46%                 | -50%                 | -48%                 | -48%                 | -48%                 | -49%                 |
|               | Net per Fall HC                     | \$ 19,285            | \$ 16,353            | \$ 16,004            | \$ 16,138            | \$ 16,806            | \$ 18,035            | \$ 17,557            |

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# Appendix 1 Net Revenue Per Student - Graduate

|                        |                                     | FY2021              | FY2022              | FY2023              | FY2024               | FY2025               | FY2026-Budget       | FY2026-Projection   |
|------------------------|-------------------------------------|---------------------|---------------------|---------------------|----------------------|----------------------|---------------------|---------------------|
| MAIN Campus - Graduate |                                     | Fall 20             | Fall 21             | Fall 22             | Fall 23              | Fall 24              | Fall 25             | Fall 25             |
| Resident               | Tuition Rate                        | \$ 435.50           | \$ 435.50           | \$ 458.00           | Tiered               | Tiered               | Tiered              | Tiered              |
|                        | Enrollment                          | 262                 | 268                 | 261                 | 243                  | 242                  | 234                 | 237                 |
|                        | Tuition Gross Rev                   | \$ 2,258,515        | \$ 2,083,646        | \$ 2,151,645        | \$ 3,209,532         | \$ 3,074,998         | \$ 2,986,000        | \$ 3,306,000        |
|                        | Supplemental Course Fees            | \$ 865,327          | \$ 853,957          | \$ 862,284          | \$ -                 | \$ -                 | \$ -                | \$ -                |
|                        | Less Financial Aid                  | \$ (690,804)        | \$ (678,260)        | \$ (683,124)        | \$ (680,696)         | \$ (683,526)         | \$ (639,002)        | \$ (707,482)        |
|                        | <b>Net Tuition</b>                  | <b>\$ 2,433,038</b> | <b>\$ 2,259,343</b> | <b>\$ 2,330,805</b> | <b>\$ 2,528,835</b>  | <b>\$ 2,391,472</b>  | <b>\$ 2,346,998</b> | <b>\$ 2,598,518</b> |
|                        | Unrestricted Institutional Discount | -22%                | -23%                | -23%                | -21%                 | -22%                 | -21%                | -21%                |
| NonResident            | Net per Fall HC                     | \$ 9,286            | \$ 8,430            | \$ 8,930            | \$ 10,407            | \$ 9,882             | \$ 10,030           | \$ 10,964           |
|                        | Tuition Rate                        | \$ 1,231.60         | \$ 1,231.60         | \$ 1,270.00         | Tiered               | Tiered               | Tiered              | Tiered              |
|                        | Enrollment                          | 576                 | 604                 | 719                 | 889                  | 850                  | 719                 | 760                 |
|                        | Tuition Gross Rev                   | \$ 13,812,473       | \$ 13,637,758       | \$ 15,563,189       | \$ 21,270,975        | \$ 20,747,179        | \$ 18,195,000       | \$ 18,613,000       |
|                        | Supplemental Course Fees            | \$ 2,050,615        | \$ 2,112,262        | \$ 2,573,451        | \$ -                 | \$ -                 | \$ -                | \$ -                |
|                        | Less Financial Aid                  | \$ (8,546,705)      | \$ (7,800,038)      | \$ (8,226,144)      | \$ (9,028,866)       | \$ (9,786,623)       | \$ (8,436,559)      | \$ (9,770,540)      |
|                        | <b>Net Tuition</b>                  | <b>\$ 7,316,382</b> | <b>\$ 7,949,981</b> | <b>\$ 9,910,496</b> | <b>\$ 12,242,109</b> | <b>\$ 10,960,556</b> | <b>\$ 9,758,441</b> | <b>\$ 8,842,460</b> |
|                        | Unrestricted Institutional Discount | -54%                | -50%                | -45%                | -42%                 | -47%                 | -46%                | -52%                |
|                        | Net per Fall HC                     | \$ 12,702           | \$ 13,162           | \$ 13,784           | \$ 13,771            | \$ 12,895            | \$ 13,572           | \$ 11,635           |

# Appendix 1 Net Revenue Per Student - Distance

|          |                 | FY2021      | FY2022      | FY2023      | FY2024      | FY2025      | FY2026-Budget | FY2026-Projection |
|----------|-----------------|-------------|-------------|-------------|-------------|-------------|---------------|-------------------|
| DISTANCE |                 | Fall 20     | Fall 21     | Fall 22     | Fall 23     | Fall 24     | Fall 25       | Fall 25           |
| Graduate |                 |             |             |             |             |             |               |                   |
| Distance | Tuition Rate    | \$ 1,200.00 | \$ 1,200.00 | \$ 1,200.00 | \$ 1,200.00 | \$ 1,200.00 | \$ 1,200.00   | \$ 1,200.00       |
|          | Enrollment      | 601         | 535         | 467         | 396         | 398         | 392           | 392               |
|          | Net Tuition     | 7,044,494   | 5,543,472   | 4,265,399   | 3,799,301   | 4,044,969   | 3,778,000     | 3,882,000         |
|          | Net per Fall HC | \$ 11,721   | \$ 10,362   | \$ 9,134    | \$ 9,594    | \$ 10,163   | \$ 9,638      | \$ 9,903          |

# Information: Next Topic Request Due Date: 11:59 pm, 11-10-2025

| November 2025 |    |    |    |    |    |    |
|---------------|----|----|----|----|----|----|
| SU            | MO | TU | WE | TH | FR | SA |
| 26            | 27 | 28 | 29 | 30 | 31 | 1  |
| 2             | 3  | 4  | 5  | 6  | 7  | 8  |
| 9             | 10 | 11 | 12 | 13 | 14 | 15 |
| 16            | 17 | 18 | 19 | 20 | 21 | 22 |
| 23            | 24 | 25 | 26 | 27 | 28 | 29 |
| 30            |    |    |    |    |    |    |

- ☐ Faculty Senate Meeting
- ☐ Budgetary Affairs Meeting
- ☐ RP&A Meeting

- ☐ All topics or questions submitted **by Nov. 10** will be reviewed at the **Nov. 12** BAC meeting, where the BAC will assess the following

- ☐ Urgencies and priorities of topics/questions
- ☐ data collection timeline
- ☐ Approach(es) to addressing each topic
- ☐ communication plans



<https://tinyurl.com/FS-referrals>

- ☐ Findings will then be communicated to the faculty during the **Nov. 20** Faculty Senate meeting, another future meeting, or an appropriate communication channel.

# VIII. Committee Reports

## B. Effective Teaching

J. Schramm



# VIII. Committee Reports

## C. Information Technology

### D. Stutts

# VIII. Committee Reports

## D. Personnel

K. Northcut

# Personnel committee met 10/6/2025

- ▶ Campus climate data report (part II, from last AY)
  - Thanks to Clair Kueny for her service
  - Committee has requested direct access to data
- ▶ Concerns about staffing reductions
- ▶ Send referrals through submission form for Personnel committee on [facultysenate.mst.edu](https://facultysenate.mst.edu) web site for Misty to forward to us

--Kathy Northcut, Chair

# IX. Unfinished Business

P. Runnion

## Academic Unit Reorganization

- A proposal for reorganizing ALP is under development
- CRR 300.030.D.1.b, paragraph (4), requires that a process for academic unit reorganization “be agreed upon by the Chancellor, Provost, Vice-Provost and Deans, and Faculty Senate.”
- Faculty Senate passed a process in March 2019
  - It has never been adopted as policy
  - The 2019 document was distributed to Senators for review

## Academic Unit Reorganization

- Potential paths forward
  - Forward the document passed in 2019 to the administration with the formal recommendation that it be adopted as University policy.
  - Hold an organized discussion at an upcoming Senate meeting (either a special meeting or the November meeting) with all involved parties (Chancellor, Provost, Deans, Senate) to discuss and make edits to the existing document prior to formally forwarding the document.
  - Other ideas?

# X. New Business

P. Runnion

# XI. Q&A with Provost

J. Harris



# XII. Announcements

P. Runnion

# XIII. Adjourn

# Thank You

P. Runnion  
President, Faculty Senate

[facultysenate.mst.edu](https://facultysenate.mst.edu)

