Missouri S&T | Faculty Senate

Faculty Senate Meeting
January 23, 2019

![Missouri S&T Faculty Senate]

Agenda

I.   Call to Order and Roll Call
     K. Homan, Secretary

Faculty Senate

Agenda

II. Approval of Minutes

November 21, 2019

Agenda

III. Campus Reports

A. Staff Council, B. Spencer

-No Report

Agenda

III. Campus Reports

    B. Student Council, K. Kessinger

Student Council Report

Faculty Senate
January 23, 2020

Student Council

- Tentative Events
  - Mental Health Forum
  - Accessibility and Bike Forum
  - Updating Governing Documents
  - New Logo Usage guidelines for RSOs
  - Electing New Student Body President

Agenda

IV. President's Report
S. Corns

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Administrative Review Committee

> Questions from committee sent out to faculty along with agenda

> Please submit comments to ARC, POC is Kelly Liu

> Please send comments by February 13th to liukh@mst.edu

Committee on Effective Teaching

> Draft document from committee sent out to faculty along with agenda

> Please review and submit comments to CET, POC is Dan Oerther

> Please send comments by February 13th to oertherd@mst.edu

Other

> Need three volunteers to serve on the conflict of interest committee
- Can be any faculty member
- Please provide any names by February 7th

> Mental Well-Being Survey
- The Miner Care, Faculty Engagement Subcommittee sent out a survey earlier this week, please take a minute to participate

COACHE Survey

> COACHE survey to be released the week of February 10.

> Please take the time to provide feedback for this and the other items.

Intercampus Faculty Council (IFC)

> Last IFC meeting, December 18

  – Tier 3 research board proposals
    > Will be rolled out in two waves, one general and one for precision medicine
    > Open to Arts, Humanities, Social and Behavioral Sciences
    > Up to $75K, requires 25% match
  – Questions brought up on who is going to review

Agenda

V. Reports of Standing Committees

    A. Curricula

       S. Raper

- CCC Meetings
  - 4 December
  - 8 January
  - 5 February (upcoming)
- Total Committee Activity
  - 5 Degree change request (DC forms)
  - 14 Course change requests (CC forms)
  - 12 Experimental course requests (EC forms)

- Degree Changes (DC) Requested

4 December

- File: 147.14 BIO SC-BS: Biological Sciences BS
- File: 67.5   GEOL-MI: Geology Minor
- File: 157.19 HIST-BA: History BA

8 January

- File: 242.10 HISTORY-BS: History BS
- File: 115.37 PHYSIC-BS: Physics BS

- Course Changes (CC) Requested

4 December

- File: 4616.6   COMP SCI 1500: Computational Problem Solving
- File: 4675   HISTORY 2791: Historical Research Methods
- File: 4272   HISTORY 4551: Chicago: Architecture, Technology, Culture
- File: 2368.1   HISTORY 4790: Historiography
- File: 1362.2   TCH COM 5520: Help Authoring
- File: 375.1   TCH COM 6420: Project Information Management in Technical Communication

- Course Changes (CC) Requested

8 January

- File: 649.6   COMP ENG 2210: Introduction to Digital Logic
- File: 120.1   MATH 1110: Mathematical Reasoning and Modeling
- File: 1656.5   MUSIC 3252: History and Analysis of Music II
- File: 2009.5   PHYSICS 1119: General Physics Laboratory
- File: 284.1   PHYSICS 1145: College Physics I
- File: 1738.5   PHYSICS 2119: General Physics Laboratory
- File: 1971.1   PHYSICS 2145: College Physics II
- File: 652.3   STAT 3425: Introduction to Biostatistics

- Curriculum committee moves for FS to approve the DC and CC form actions

- Discussion: Questions or comments?

For Informational Purposes; No Senate Approval Required

- Experimental Course (EC) Requests

4 December

- File: 4679   BIO SCI 4001.005: Immunology
- File: 4678   BIO SCI 5001.006: Forest, Prairie and Wildlife Management and Conservation
- File: 4671   CHEM ENG 5001.010: Introduction to Lubrication and Tribology
- File: 4677   CIV ENG 5001.004: Bridge Engineering
- File: 4670   COMP ENG 5001.001: Introduction to Convex Optimization
- File: 4680   HISTORY 4001.004: Historical Representation in Video Games
- File: 4674   PHILOS 2001.004: Philosophy of the City

For Informational Purposes; No Senate Approval Required

- Experimental Course (EC) Requests

8 January

– File: 4685   BIO SCI 4001.006: General Virology Lab

– File: 4686   MATH 5001.003: Mathematics of Medical Imaging

– File: 4682   PHYSICS 5001.001: Introduction to Atomic, Molecular, and Optical Physics

– File: 4681   PSYCH 3001.004: Rationality: Scientific Thinking in Everyday Life

– File: 4683   STAT 2001.001: Introductory Applied Statistical Methods

Public Occasions Committee

Dr. Sahra Sedigh Sarvestani, Chair

> No pending referrals.

> No report.

Agenda

V. Reports of Standing Committees

C. Administrative Review

K. Liu

Administrative Review Committee

2019-2020 Members

Diana Ahmad

Wayne Huebner

Bih-Ru Lea

Kelly Liu, Chair

Faculty Senate
Administrative Review Committee

> **Approved positions to be reviewed**

- – Vice Chancellor of Research and Dean of Graduate Studies
- – Vice Chancellor for Student Affairs
- – Vice Chancellor for University Advancement
- – Executive Director of Marketing and Communications
- – Associate Provost for Faculty Affairs

Administrative Review Committee

> **Draft surveys have been uploaded to Faculty Senate Website**

https://facultysenate.mst.edu/meetingslist/arc/

– The pre-existing survey questions in previous years were used as references.

– The "Insufficient Information/Unsure" option was added to the last question for all the surveys.

"should be retained in the position as…."

Agree, Disagree, Insufficient Information/Unsure

– Comments and issues raised will be considered by the committee and necessary adjustments will be made.

> **Review Participants**

All tenure/tenure-track (TT) and non-tenure-track (NTT) faculty, including those holding administration positions, are eligible to participate in the surveys.

Agenda

V. Reports of Standing Committees

   D. Tenure

      G. Cohen

REPORT OF TENURE POLICY COMMITTEE ON TWO ISSUES, FALL 2019

Submitted by Jerry Cohen, Chair, Nov. 17, 2019

This fall (2019) two issues were referred to the Tenure Policy for deliberation and a vote, the first by the president of the Faculty Senate (Dr. Steven Corns) and the second by Associate Provost Daniel Forciniti.

ISSUE #1

Should a faculty member have the right to apply for tenure more than once? Specifically, the following was submitted to the committee for a vote:
"UM system is suggesting that the following wording be added to the university's *Collected Rules & Regulations*:
'It is recommended that a candidate for tenure who is denied tenure, regardless of the time remaining on the tenure clock, will be given a terminal year.' Do you favor the inclusion of that wording in the *CRR*? (yes, no, abstain)?"

Seventeen of the eighteen committee members voted, and the tally was:
YES: 10
NO: 7
ABSTAIN: 0

The minority vote is considerable, and I will now summarize the issue so the campus can better see what the committee wrestled with.

First, the relevant excerpts in UM's *Collected Rules and Regulations* appear in 320.035, Policy and Procedures for Promotion and Tenure, Section B.2.a:

"Sustained Contributions Essential -- The essential factors in consideration of candidates for promotion and tenure will be documented merit in the traditional areas of teaching, research and service and the degree to which contributions are comprehensively substantiated and represent sustained efforts.
Candidates for promotion and tenure should demonstrate sustained merit and contributions over an extended period of time. Recommendations for promotion and/or tenure before the sixth year should be rare and restricted to truly exceptional cases."

And during the discussion I shared the following thoughts with the committee:

1. The main problem here is the lack of specific clarity in two key terms in the

CRR passage on tenure: "rare" and "truly exceptional." How infrequently must an early tenure application occur to qualify as rare? Once every two or three years? (To me that's not rare; it's not even infrequent). Once every five years? (That sounds infrequent but not rare.) Once every ten years? Once in a generation? And for sure if it occurs once a year or nearly so, this isn't rare; it's "frequent" or "commonplace."

And "truly exceptional" also presents problems. Evidently to many faculty, the terms "excellent," "outstanding," "exceptional," and "truly exceptional" seem pretty much synonymous. So faculty with an excellent dossier have applied early and been turned down because "truly exceptional" is a very high bar. And with good reason. The *CRR* makes a strong effort to encourage faculty to wait until the sixth year to apply.

2. Fortunately, the CRR provides additional guidance by the repeated use of the word "sustained" (merit/contributions). I count four instances of this: (320.035 B.2.a):
   ---'Sustained Contributions Essential'
    --- '…and the degree to which contributions are comprehensively substantiated and represent sustained efforts.'
   ---'Candidates for promotion and tenure should demonstrate sustained merit and contributions over an extended period of time.'
   --- (further down the page; section b.): 'Evidence of effective and sustained research and creativity must be presented.'

3. When we consider the *CRR*'s repeated mention of "sustained" plus its words "rare" and "truly exceptional" (i.e., not just "exceptional," which is already a very high bar, but TRULY exceptional), we see the intent of the writers of the *CRR*:
   Barring something truly extraordinary (a Nobel prize?), faculty should wait until the sixth year to apply.

That was my rationale for a yes vote, but clearly not everyone was persuaded. There was a strong reluctance among many if not all the members who voted no to do anything that would limit the freedom of a faculty member to apply for tenure when he/she felt the time was right. In particular, there was a fear that our campus could lose some excellent young faculty – faculty who would easily qualify for tenure if applying in the sixth year but who don't meet the very high bar of "truly outstanding."

ISSUE #2

A year or so ago the S&T Faculty Senate approved the reduction of the number of appeals by a candidate from six to three, and the P&T regulations document was then duly altered to reflect that change. But an oversight occurred; the changes were made in one part of the document, but the last page still mentioned various appeals totaling six. That of course had to be corrected.

Associate Provost Daniel Forciniti contacted me about this issue, and although we discussed only the last page, he then noticed a few spots earlier in the document that required a slight revision. The document with the changes that needed correcting was shared with the Tenure Policy Committee, after which a vote was taken (yes, no, abstain). Sixteen of the eighteen committee members voted, and the tally was:

YES: 16
NO: 0
ABSTAIN: 0

The overwhelming yes vote was due to all the recommended changes being non-controversial.

* * *

MISSOURI S&T

Missouri University of Science and Technology

Promotion and/or Tenure Procedures for Tenure-track and Tenured Faculty

I.   General

A. Guidelines for all policies and procedures affecting recommendations for promotion and/or tenure of tenure-track and tenured faculty shall be consistent with the principles, policies, and procedures set forth in the University of Missouri Collected Rules and Regulations Sections 310.020 Regulations Governing Application of Tenure and 320.035 Policy and Procedures for Promotion and Tenure, Policy Memorandum Number II-10 (revised version, January 1, 2008), or its equivalent.

B. Any additional University and/or campus-wide guidelines not referenced in Section I.A. above shall be made available by the Provost to the faculty at the beginning of each academic year.

C. In the event of inconsistency between the provisions of any of the Collected Rules and Regulations referenced above or the above-referenced campus procedures, the inconsistency shall be resolved by giving precedence to Board of Curators regulations over executive orders issued by the President and campus procedures established by the Chancellor or other campus officials and by giving precedence to executive orders issued by the president over campus procedures established by the Chancellor or other campus officials.

II.   Procedure

A. Department Level

1. Recommendations for promotion and/or tenure for persons holding rank in an academic department shall be initiated in that department as described in Section 320.035 A.1.a of the Collected Rules and Regulations (hereafter "CRR").

2. Each department chairperson shall assure there exists a departmental review procedure which shall provide for faculty participation consistent with those University-wide policies and campus-wide policies referenced in I.A. above. In the promotion and/or tenure review process, the department chairperson shall attach to each dossier a copy of the departmental review procedure with specific references to faculty participation. The department may establish special criteria for recommending promotion and/or tenure, providing that such special criteria conform to the general guidelines referenced in Section I above. The department chairperson shall make the procedures and criteria available to the faculty.

3. All information relevant to a recommendation for promotion and/or tenure shall be directed to the department chairperson.

4. The dossiers on candidates as assembled by the department chairperson shall at all times be available to the candidate (with the exception of confidential matter) and to the appropriate review committees at the college and campus level. A reasonable period of time in advance of his/her action on the recommendations, the department chairperson shall advise all candidates so that the candidate may ensure the currency of information made available to the department chairperson. The promotion and/or tenure dossiers as assembled in the department shall be considered complete (and closed) at the time of the chairperson's action. The candidate may add no further documents to the dossier. In the case of a rebuttaln appeal, the candidate must state his/her case based solely on the record already present in the dossier at the time the dossier was closed upon leaving the department, unless the dossier is amended according to Section II.B.4.c or section II.B.5.

5. After receiving the recommendation of the departmental promotion and tenure committee, the department chairperson shall then review all data submitted or received in regard to the proposed recommendation, including the recommendations of the departmental promotion and tenure committee. The department chairperson shall communicate, in writing, the recommendations of the departmental promotion and tenure committee to the candidate.

6. After reaching his/her recommendations, whether favorable or unfavorable, the department chairperson shall advise in writing each candidate of the recommendation with respect to their candidacy. Further the department chairperson shall offer to discuss with the candidate involved any recommendation regarding promotion or tenure. In the event of a negative recommendation, the candidate shall have the option of preparing a rebuttal as described in Section II.A.4 and Section III of this document.

7. All recommendations by the department chairperson along with all documentation and attachments shall be forwarded to the Provost's office. Each dossier shall follow the general outline available from the office of the Provost. Appendices of supporting material may be submitted, but should be assembled in a separate package.

B. Campus Level

1. There shall be a campus review committee consisting of one faculty member from each academic department. Elected faculty members shall be elected by a vote of their department and serve for a two-year period.

    Membership of the campus review committee shall consist of full-time tenured full professors. Any administrator with promotion and/or tenure decision-making authority over faculty members including, but not limited to, department chairs,

Provosts (as well as vice provosts), and the chancellor, shall not serve on the campus review committee.

Departments with an insufficient number of eligible full professors may substitute tenured associate professors who shall recuse themselves from voting on tenure for full professors and promotion to full professor. Departments with an insufficient number of tenured professors must find a tenured faculty member to represent the department as suggested by the University of Missouri Collected Rules and Regulations 320.035 Policy and Procedures for Promotion and Tenure.

The campus review committee is further organized into college committees whose membership is defined in Section II.B.8 of this document.

The Provost's office will provide administrative support to the campus review committee.

2. At the start of the preceding spring semester, the Provost shall establish deadlines for the departmental recommendations, college committee and campus review committee meetings, and responses in conformance with General Guidelines as defined in I.A. of this document.

3. The campus review committee shall elect its own chair and shall establish procedures for reviewing recommendations brought to it by the Provost.

   a. Each college committee shall review the relevant dossiers and provide a report including a vote to the college committee's respective Vice Provost and Dean (VP&D). Regardless of whether the area subcommitteecollege's recommendation is positive or negative, the case proceeds to the VP&D for review and recommendation.

   b. When the Vice Provost and Dean has completed his/her review of the dossiers and prepared recommendations, the dossiers proceed to the campus committee for further review and recommendation. If the recommendation of the VP&D or the College Committee is negative, the VP&D shall inform the candidate in writing of this recommendation, together with the reason(s) for the recommendation, and the candidate shall then have seven calendar days to send a rebuttal n appeal to the Provost's office. If the recommendation is positive, then the VP&D shall inform the candidate of this recommendation. The Provost's office shall then submit the candidate's dossier, including the four previous review recommendations and any appeals/rebuttals, to the campus committee for its review and recommendation. If the candidate does not write a rebuttalfile an appeal, the dossier still proceeds to the campus committee for further review.

4. The campus review committee shall first ascertain that all procedures and criteria used within the respective department conform to the General Guidelines listed in Section I.

a. If the procedures and criteria used within the respective department do not conform to the General Guidelines, the campus review committee shall inform the department chair in writing and state what specific action the department must take and shall return all recommendations from the department without prejudice to any individual's recommendation or, rebuttal or appeal. The campus review committee shall then allow a reasonable period of time for compliance with or rebuttal appeal to its decision.

b. When the procedures and criteria used within the respective department conform to the General Guidelines, the campus review committee shall review each recommendation and/or rebuttal. appeal request.

c. The campus review committee may solicit whatever additional information its members deem appropriate, from within and outside the University, to evaluate the candidate under consideration in the areas of teaching, research, and service. Any new information deemed appropriate by any member of the campus review committee for possible inclusion in the dossier after the dossier has left the department but before the campus review committee has sent its report to the Provost shall be submitted for consideration to the entire campus review committee. If the campus review committee by a majority vote agrees that the material seems sufficiently important to warrant inclusion in the dossier, the candidate's dossier with the new material will be sent back to the department for review of the dossier including the new material and recommendation as to the modified dossier. The modified dossier will then again proceed up the promotion/tenure evaluative hierarchy.

5. The campus review committee shall submit its promotion and/or tenure recommendations to the Provost. The Provost shall communicate, in writing, the recommendations of the campus review committee to the candidate.

6. The Provost's review shall be consistent with the requirements of the University-wide and campus-wide policies referenced in Section I.A. above. The Provost shall provide written notification to each candidate of the Provost's recommendation with respect to his/her candidacy. Further, the Provost shall offer to discuss with the candidate involved, any recommendation regarding promotion and/or tenure. In the event of a negative recommendation by either the Provost or the Campus Committee, the candidate shall have the option of preparing a rebuttal as described in Section II.A.4 and Section III of this document. The Provost provides a written recommendation back to the campus review committee, which in turn, has the discretion to submit a supplemental report to the chancellor. The Provost shall transmit to the Chancellor his/her promotion and/or tenure recommendations along with appropriate forms and supporting information. If the Provost or Chancellor disagrees with any of the majority recommendations of the campus review committee, he/she may discuss the case(s) with the committee. The purpose of such a meeting would be to increase mutual understanding of the case(s) in question, but in any event the decision to call or not call a meeting rests solely with the Provost or Chancellor.

7. Recommendations from the campus review committee and decisions from the Chancellor follow the procedures described in the University-wide and campus-wide policies referenced in Section I.A. above.

8. Procedures for the Establishment and Maintenance of College Committees

   a. College committees shall be proposed/reviewed by the Tenure Committee and submitted to the Faculty Senate (FS)

   b. The FS makes a recommendation to the Provost based on the proposal/review.

   c. The Provost refers the recommendation to the Council of Department Chairs for review.

   d. The Council of Department Chairs (CDC), by their own procedures, finalizes College area membership and reports to the Provost for inclusion in the P&T Procedures.

   e. On a yearly basis, the Tenure committee reviews the area membership and files a report with FS. On a five year cycle, the Tenure committee proposes area changes (if any) -- Refer to Paragraph 8.a. New departments/programs or merger of departments/programs shall warrant immediate college committee reconsideration.

   f. College Committees as of Fall Semester 2018

      The indicated departments shall comprise the following college committees:

      • **College of Arts, Sciences, and Business:** Arts Languages and Philosophy, Biological Sciences, Business and Information Technology, Chemistry, English and Technical Communication, Economics, History and Political Science, Mathematics and Statistics, Physics, Psychological Science.

      • **College of Engineering and Computing:** Chemical and Biochemical Engineering; Civil, Architectural and Environmental Engineering; Computer Science; Electrical and Computer Engineering; Engineering Management/Systems Engineering; Geosciences and Geological and Petroleum Engineering; Materials Science and Engineering; Mining and Nuclear Engineering; Mechanical and Aerospace Engineering.

III. **Requests for Reconsideration, Rebuttal or Appeal Policy and Procedure**

Requests for reconsideration or rebuttal of recommendations for promotion or tenure, sometime referenced as "appeals" in this document will follow procedures outlined in the University-wide and campus-wide policies referenced in Section I.A. above.

A candidate who receives a negative recommendation from ~~either a Committee (Depart., College or Campus) or/and~~ any administrative officer ~~(Dept. Chair, ViceProvost and Dean and Provost) in the procedures described in Section II of this document~~ will be informed by letter from the appropriate administrator ~~giving the recommendation~~, together with the reason(s) for the recommendation. The candidate may request a meeting with said administrative officer communicating ~~making~~ the recommendation. The candidate will have seven calendar days to write a rebuttal to this letter in accordance with the conditions set forth above in Section.II.A.4. In the case of a negative recommendation, any letter ~~requesting reconsideration~~ or rebutting the recommendation goes to the Provost's office for inclusion in the dossier. The modified dossier then goes to the ~~area subcommittee~~ next level for ~~college~~ for review and recommendation. ~~If the recommendation of the area subcommitteecollege is negative, the candidate may file an appealsubmit a letter of rebuttal with the Provost's office for inclusion in the dossier. The dossiers then proceeds to the respective Vice Provost and Deans for review and recommendation. If the recommendation of the Vice Provost and Dean is negative, the candidate may seek reconsideration or submit a letter of rebuttal to the campus committee through the Provost. If the campus committee recommendation is negative, the candidate may seek reconsideration by or submit a letter of rebuttal to the Provost. The Provost at his/her discretion may ask a candidate to submit a seeking reconsideration or submitting a rebuttal to a recommendation of the campus review committee to appear before the campus review committee to state his/her case before the campus review committee, and the Provost, if he/she so chooses, may participate in that session. If the recommendation of the Provost is negative, the candidate may seek reconsideration or submit a rebuttal letter to the Provost with a copy to the Chancellor (again in accordance with the conditions set forth above in Section II.A.4).~~ Rebuttals in response to criticism within an overall positive recommendation are not permitted. A positive recommendation is defined as a majority "yes" vote of the promotion and tenure committee and a positive recommendation of the administrator directly above that committee.

Regardless of whether the recommendation is positive or negative at any step, the dossier and rebuttal, if any, will move forward to the next step unless the faculty member wishes to withdraw from the process.

After the candidates are notified of the Chancellor's decisions about their respective cases for promotion and/or tenure, the Provost or Chancellor will provide input (within the constraints of confidentiality) to each department chair whose recommendation was overridden in the Chancellor's decision. The purpose of this procedure is to provide the chairs with information which might be helpful when handling future promotion/tenure cases.

TENURE POLICY COMMITTEE, ISSUE OF REDEFINING SCHOLARSHIP BASED ON PLAN OF WORCESTER POLYTECHNIC INSTITUTE

Report by Jerry Cohen, Chair
December 16, 2019

The Tenure Policy Committee recently voted on the following motion:
"Should our campus broaden the definition of scholarship according to the plan instituted by Worcester Polytechnic Institute?"

Seventeen of the 19 committee members have voted, and the tally is:
YES: 0
NO: 17
ABSTAIN: 0

Here now is background to that development.

PROVOST'S REQUEST TO THE COMMITTEE

On Nov. 21, 2019 Provost Stephen Roberts requested the Tenure Policy Committee to consider the suggestions in a May 2019 article about Worcester Polytechnic Institute and its new policy on promotion to full professor; of particular interest is WPI's broadening of what is considered scholarship:

> "Dear Tenure Policy Committee
>
> Below is a CHE article about some recent changes in the promotion standards at WPI. Is it possible that our faculty might be inclined to consider a similar, more holistic interpretation of scholarship that would create a wider (but just as steep) pathway to promotion? I've shared the link and posed the same question to the Faculty Senate officers, as well as the CAFÉ steering committee. I am not advocating for any particular outcome, but hoping that our colleagues might be willing to have a conversation about widening the path to promotion by a broader vision of the forms of scholarship.
>
> Steve"

TWO SEPARATE ISSUES

The beginning of the WPI article says:

> "About one-third of associate professors at research institutions are unclear about their departments' performance standards for promotion to full

professor. The same share are unclear about promotion criteria and timelines -- when should they apply?

"One-third of these associate professors are unclear as to whether or not they'll be promoted. And one-quarter haven't received feedback as to their progress toward full professor one way or another."

We deal here with two separate issues:
1. The need to clarify what the standards of promotion are and what progress each faculty is making toward that goal. This should not be difficult. Each department has already prepared guidelines for tenure and promotion, and clarification should be part of the annual review. As part of that review, the chair could, if necessary, seek advice from the department's p&t committee.
2. The need to consider whether the campus' guidelines of what is acceptable/persuasive scholarship for promotion should be broadened. This is the issue of importance for our committee now.

WPI ARTICLE: "MULTIPLE SCHOLARSHIPS"

Under the heading "Multiple Scholarships" the WPI article writes:

"So faculty members at the institute got to work to defog the promotion process and, in so doing, improve it. In the end, they decided it was all about scholarship -- defined five different ways. This is not just a synonym for traditional research. Each definition is a criterion for promotion to full professor, and professors who excel in some areas but not in others already have succeeded.

□Scholarship of discovery -- creation of new knowledge, demonstrated in publications and presentations

□Scholarship of integration -- interpretation and analysis of existing knowledge

□Scholarship of application and practice -- application of knowledge to address important individual, institutional and societal problems

□Scholarship of teaching and learning -- development and improvement of pedagogical practices that are shared with others

□Scholarship of engagement -- collaborative partnerships with communities for the mutually beneficial exchange of knowledge and resources."

A LOOK AT UM'S COLLECTED RULES AND REGULATIONS

The above categories clearly all have value but do they also qualify as what is generally regarded as research/scholarship? Note the following in the CRR:

https://www.umsystem.edu/ums/rules/collected_rules/personnel/ch320/320.035_policy_and_procedures_for_promotion_and_tenure

35.   Policy and Procedures for Promotion and Tenure. B.2.d. and f.

   a. The Role of Service—Opportunities for service contributions abound and can take many forms. Service may occur within a discipline, through national, regional, and state organizations, or in the community at large; frtfrfeeeit may also occur in an administrative unit, such as the home department, school, or college, or on the campus. However, an uncritical list of such activities provides little support for the recommendations. A case should be made for the impact and quality of the individual's contributions. There should be evidence that the individual's efforts and judgment are held in high regard. Evidence of unusual service contributions, however, cannot by itself be sufficient grounds for a recommendation for promotion and/or tenure. It must be supported by significant additional evidence of contributions in teaching and research.
   b. Promotion to Professor—A person recommended for promotion to the rank of professor should have significant accomplishments, especially in the area of research and scholarly activity, beyond those justifying the rank of associate professor. Years of service alone do not justify advancement. Rather, sustained contributions during a career to research, scholarship, and teaching are necessary. A person to be considered for promotion to professor should be a scholar who has achieved national distinction.

   Now, WPI's first category (Scholarship of discovery) is unambiguously acceptable, and category 2 (Scholarship of integration) is likely also acceptable. But problems seem to arise with categories 3 (Scholarship of application and practice) and 5 (Scholarship of engagement). These two categories look like service; and note CRR B.2.d:
   "…Evidence of unusual service contributions, however, cannot by itself be sufficient grounds for a recommendation for promotion and/or tenure. It must be supported by significant additional evidence of contributions in teaching and research."

And B.2.f seems to be emphasizing scholarly achievement in its traditional sense, i.e., by scholarly research:

"A person recommended for promotion to the rank of professor should have significant accomplishments, especially in the area of research and scholarly activity…"

ADDITIONAL THOUGHTS

1. Suppose the campus officially regards the final three WPI categories as scholarship acceptable for promotion to professor, Won't all departments be required to accept them, even if some departments wish to maintain traditional standards? And would this not weaken the achievements that result from those traditional standards?
2. And if those three categories are acceptable for promotion to full professor, i.e. if they represent bona fide scholarship rather than service (however valuable), why should those three categories not also be acceptable for tenure and promotion to associate professor?
3. Has the WPI policy been implemented anywhere else? It seems quite recent, and there is no need to consider adopting it for S&T at least until we see the results elsewhere.
4. What will happen when letters to outside evaluators go out in promotion-to-full-professor cases? Suppose their institutions aren't on board with the new policy of what constitutes scholarship and some (many?) evaluators write that they consider the scholarship of Candidate X to be insufficient. This is a major concern, underscored by one of the committee's senior faculty members:

> "…the mid-career stagnation/confusion of associate professors is an issue… Departments and department chairs should outline in the clearest possible terms the expectations for promotion, as should any potential mentors. If the expectations are not clear to faculty members, then our committee and administration should strongly encourage all interested parties--chair, department etc.--to make them so. …
> Also, in the last few years, our campus established the CAFE program for just this sort of purpose. I'm inclined to see how our substantial monetary and personnel investment in this program plays out, before we consider implementing wholesale WPI style changes."

I would add just a brief note of caution to the above excellent recommendation on advising associate professors: The Chancellor has the final decision on all tenure and promotion cases, so no advice should contain a promise that if a candidate does such-and-such he/she is guaranteed a favorable outcome. That

outcome may be likely but should not be described as guaranteed. No chancellor would agree to relinquishing his/her authority to have the final say.

* * * *

Faculty Senate

Agenda

V. Reports of Standing Committees

   E. Academic Freedom and Standards

      K. Kosbar

Summary

> Keep current practices for adding and dropping courses

> Change Student Academic Regulations to better describe add/drop procedures

- Make it clear students can add a course at any time during the semester
- Clarify that instructors & dept. chairs, not registrar, decide on late adds
- Identify what can be done with JoeSS, and what requires paper forms

> Repeating courses after receiving a C or higher

- Retain restriction for undergraduate students
- Remove restriction for graduate students

> Using S&T grades to replace other UM System grades

- Allow students to replace Mizzou/UMSL/UMKC grades with S&T grades
- Continue to prohibit off-campus grades from replacing S&T grades

> Housekeeping

- Remove reference to courses repeated prior to 2001
- Remove academic GPA, available to students from 1971 – 1983

Course Add/Drop Policy

> AF&S received a request from U.M. System for S&T to align our add/drop policies with that used by the other three campuses.

> Discovered all four campuses currently have different rules

U.M. System Course Drop Policies

UMKC
Week 1-4, Course not listed on transcript
Week 5-12, Grade of W for undergraduates, W or WF for graduate and professional students

UMSL
Week 1-4, Course not listed on transcript
Week 5-8, Grade of EX
Week 9-12, Drop only with instructor approval (grade of EX?)

Mizzou
Week 1-5, Course not listed on transcript
Week 6-14, Grade of W or F

S&T
Week 1-6, Course not listed on transcript
Week 7-12, Grade of WD

U.M. System Course Add Policies

UMKC
Week 1 – at student request
Week 2 through 15 - instructor and advisor approval required

UMSL
Week 1 – at student request
Week 2 through 4 – instructor approval required
Week 5 through 8 – instructor and Dean approval required
Week 8 through 15 – instructor, Dean, Vice Chancellor or Provost approval

Mizzou
Week 1 – at student request
Week 2 through 15 - not allowed

S&T
Week 1 through 2 - instructor approval required
Week 3 through 6 – Research, Seminar, Special Problems with instructor/chair
Week 7 through 15 – Not specified (in practice, allow all with instructor/chair)

Course Add Policy

> AF&S supports current S&T practice on course adds and drops

> UM System withdrew request S&T change

> AF&S recommends changes to the S&T Student Academic Regulations

- Clarify that students can add a class at any time during a semester, with instructor and teaching department chair approval

- Clarify that the Registrar makes the decision on late registration fees

- Indicate some add/drops can be done in JoeSS, while others require paper forms

Course Add Motion from AF&S

To better articulate the S&T course add/drop policies, the Faculty Senate changes the S&T Student Academic Regulations as shown below.

(conventional font indicates no change, ~~strikeout text~~ will be removed, and <u>underlined text</u> will be added)

Quick Reference - Adding Course(s): Instructor approval is required for adding courses. ~~From the third through sixth week (second and third week of an eight-week summer session), a student may only add Research, Special Problem, or Seminar courses and must receive the permission of the instructor of the course, and the chair of the department teaching the course.~~ <u>Students are normally not allowed to add courses after the second week of the semester (first week of an eight-week summer session). Students may petition to have this rule waived, but must receive an endorsement from the chair of the teaching department, in addition to the instructor.</u>

Quick Reference - Late Registration: Students registering after the period designated for that purpose will be charged a late fee equal to one undergraduate credit hour. ~~Registration is closed after two weeks of class. Exceptions denied by the Registrar can be appealed to the Academic Freedom and Standards Committee.~~

II.D Late Registration. If a student registers later than the day designated for that purpose, they will be charged a late registration fee equal to one credit hour of undergraduate educational fees. Absences from classes because of late registration may be charged against the student by the faculty. ~~Registration is closed after two weeks of the semester have elapsed. Exceptions may be made by the Registrar under unusual circumstances.~~ The student has the right to appeal the Registrar's decision <u>on late registration fees</u> by written petition to the Academic Freedom and Standards Committee. Late registrants must follow the procedures for adding course work as specified in Section IV.A, Procedure for Adding or Dropping a Course.

IV.A. Procedure for Dropping or Adding a Course.

Students can <u>usually</u> add/drop through the online Joe'SS system. <u>However, students who have time conflicts, attempt to exceed permissible hours, or are a first-time college student will need to use a paper add/drop form.</u> If a student wishes to make changes in their schedule, they should consult their academic advisor to ensure they are still meeting degree requirements.

1. If a student wishes to add a course to their schedule during the first two weeks (first week of an eight-week summer session) of a semester, they must receive the permission of the instructor of the course. Students ~~will~~ <u>who</u> obtain a permission number from the instructor <u>can</u> ~~and~~ enroll for the course through <u>online</u> Joe'SS <u>system. Paper add/drop forms will need to be signed by the instructor</u>. ~~From the third through sixth week (second and third week of an eight-week summer session), a student may only add Research, Special Problem, or Seminar courses and must receive the permission of the instructor of the course, and the chair of the department teaching the course. Students may not add any courses after the sixth week (third week of an eight-week summer session) of the semester.~~

(continues on next page)

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<u>Students who wish to add a course after the second week (first week of an eight-week summer session) must complete a paper add/drop form, and obtain permission from chair of the department teaching the course, in addition to the course instructor.</u> ~~Students who have time conflicts, exceeding permissible hours, or a first-time college student will need to use a paper add/drop form for add/drop of coursework.~~

2. If a student wishes to drop a course from their schedule, they must consult with their academic advisor and the instructor in charge of the course. Students may drop courses online through Joe'SS according to published calendar deadlines. Students <u>should ensure</u> ~~are expected to make sure~~ all laboratory or other equipment has been checked in to appropriate persons, ~~nor until~~ <u>and</u> lockers and other storage space have been vacated prior to dropping. A student may be dropped by the instructor if they do not have the prerequisites for the course. ~~In all such cases the instructor shall notify the Office of the Registrar in writing.~~ The Registrar shall ~~change the student's official schedule accordingly and will then~~ notify the student <u>if they are dropped by the instructor</u>.

Repeat Course Policy – Graduate Students

> AF&S received a referral from the Graduate Faculty, to examine the repeat course policy for graduate students

> MS/Ph.D. students cannot use a course to satisfy graduation requirements if it is more than 6/8 years old

> All students are prohibited from re-taking a course in which they have earned a grade of C or higher

> Advances in the area, and change of faculty, may have significant impact on the nature of graduate courses, even when the course number has not been altered

> Graduate students have individualized programs of study, overseen by a committee

Grade Replacement Policy – Transfer Students

> AF&S received a request to slightly alter our grade replacement policy, as it applies to transferred

> Currently both the original, and repeated course, must be taken at S&T

> AF&S suggests allowing the original course to be taken at any UM System school, provided the repeated course is still taken at S&T

To give graduate students, and their advising committees, more flexibility to design a program of study that best fits the student's needs, and to allow students transferring classes from other UM system schools more options, the Faculty Senate changes the S&T Student Academic Regulations as shown below.

(conventional font indicates no change, ~~strikeout text~~ will be removed, and <u>underlined text</u> will be added)

Quick Reference - Grades: … "Y" grade represents no grade available. ~~Students~~ <u>Undergraduate students</u> cannot repeat courses in which they have received a grade of "C" or better, unless the course is a "repeatable course" such as special problems…

Quick Reference - Repeated Course(s): If a course is repeated, the last grade will be used in determining satisfaction of degree requirements. ~~Students~~ <u>Undergraduate students</u> cannot repeat courses in which they previously received a grade of "C" or better

III.H Repeated Course Grades. ~~A~~ <u>An undergraduate</u> student may not enroll in a course for credit if they have completed the course ~~at Missouri S&T~~ in a previous semester and earned a grade of "C" or higher. Students are allowed to enroll in such courses as a "hearer." This rule does not apply to courses that are officially designated as "repeatable courses." The Office of the Registrar maintains a list of which courses are repeatable. If a course is repeated, the last grade will be used in determining the satisfaction of degree requirements.

VIII.G Repeat Course GPA Adjustment. ~~Effective with Missouri S&T coursework repeated Fall of 2001 or later, when~~ <u>When</u> a grade of "D" or "F" is received in a ~~Missouri S&T~~ course <u>taken at any UM System school</u>, the grade may be replaced in the calculation of the GPA if the course is repeated at Missouri S&T. <u>The courses must be equivalent in scope, content, and number of credit hours - as verified by the department offering the course at Missouri S&T.</u> No more than 15 semester hours ~~will~~ <u>may</u> be dropped ...

Housekeeping

> The Student Academic Regulations still contain a description of the "Academic Grade Point Average", which only applied to students who first entered UMR between 1972 and 1983.

> AF&S is not comfortable showing students we have plans in place for those who require 40 years to graduate.

> AF&S proposes eliminating all references to the Academic Grade Point Average from the Student Academic Regulations.

Academic GPA Motion from AF&S (page 1 of 3)

The Faculty Senate changes the S&T Student Academic Regulations as shown below, to remove the term "Academic Grade Point Average", which is no longer in use.

(conventional font indicates no change, ~~strikeout text~~ will be removed, and <u>underlined text</u> will be added)

VIII.H.2 Cumulative Grade Point Average. ~~(Effective for new students entering fall of 1972 or later):~~ A student's cumulative grade point average is calculated by dividing cumulative total grade points by cumulative total credit hours attempted using all courses taken for college credit for which a letter grade (or equivalent) has been given except courses taken under the "Pass/Fail" option. This grade point will be used by the Registrar to determine a student's eligibility for Honors at the time of graduation (see Section III.I). The cumulative grade point average will be used for the purpose of ranking students at the time of graduation.

~~VIII.H.3 Academic Grade Point Average~~. ~~Students who entered the University in the Fall semester 1972, or later, but prior to the Fall semester 1983, shall have the option of substituting the academic grade point for the cumulative grade point average except for determining eligibility for Honors and for the purpose of ranking students. A student's academic grade point average shall be computed using only the last grade earned in each course (all F's will be included until removed). For those students formally requesting the use of the academic grade point, both the cumulative and the academic shall show on the transcript. The cumulative GPA must be shown on the transcript.~~

XI.A.1 Unsatisfactory Work, Average Grade Requirements If a student is on scholastic probation at the end of a semester, they shall be limited to a maximum schedule of 13 hours for the next semester in school (six hours for an eight-week summer session). Action with respect to deficiency and probation is taken as follows:

a.Dropped from the University if record includes one or more F's or U's and no credit hour grade higher than D.

b. Probation if semester or cumulative GPA is less than 2.000.

c.If current semester average is above 2.200, the student will not be placed on probation.

•Item (a) eliminates at once the student who completely neglects his or her work.

•Item (b) places on scholastic probation a student whose semester or a~~cademic~~ <u>cumulative</u> grade point average falls below a specified minimum.

•Item (c) provides for cases in which the academic record is below normal, but where improved current performance warrants special consideration.

Faculty Senate

Agenda

V. Reports of Standing Committees

    F. Budgetary Affairs

       M. Fitch

Budgetary Affairs Committee
Jan 23, 2020

Active referrals:

- New = "incentive based funding for departments"

Continuing:

- Report on the "big picture balance sheet"
- Current and next FY budget
- Kauffman/5yr
- System ask on tuition

No BAC meetings since last report = no further report

Agenda

V. Reports of Standing Committees

G. Information Technology/Computing

J. Singler

Faculty Senate

- **Informational items from the ITCC**
  - IT budget cut by over 10%, services strained
    - ITCC provided input on planned IT operations reductions
    - Desktop enhancement: no subsidies, 5 year cycle (under review)
  - CIO search
    - None of the finalists interviewed in Fall 19 were selected
    - Plan to resume CIO search early this semester
  - New Interim UM System CIO: Beth Chancellor
    - Willing to listen, engage with S&T ITCC
    - We hope to have Chancellor visit a Spring ITCC meeting 65

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- Informational items from the ITCC
  - $2 million NSF grant for high performance computing recently awarded
    - IT is implementing the new cluster, available 01 Apr 2020
  - More two factor authentication coming in the future
    - Physical USB security keys are an option to minimize disruption, while maintaining security
  - Software changes ahead
    - Costs increasing, subscription vs license models increasing
    - Microsoft Office O365 is currently being tested by IT
    - Impact to campus should be minimal, updates to come

Agenda

VI. Administrative Reports

A. Chancellor's Report

M. Dehghani

-No Report

Agenda

VI. Administrative Reports

    B. Provost's Report

      S. Roberts

Office of the Provost Strategic Priorities

> <u>Student Success</u>, particularly as it relates to improved retention and graduation rate, and narrowing the outcomes gap between Pell and non-Pell students.

> <u>Faculty/staff success</u>, particularly the authentic enablement, acknowledgement, and reward of a job well done, especially that which elevates the reputation and marketability of S&T.

> <u>Recruitment of students</u>: undergraduate, graduate, resident, domestic non-resident, international, on-campus, online.

> <u>New/improved research and degree programs</u>: space exploration and policy; health-applications of materials; water science and management; international engineering program.

> <u>Global Learning</u>: permanent VP; increased market share by expansion of content and delivery modes; updated financial model; leverage of eLearning initiative where possible.

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Chancellor's Policy Memoranda

The following CPM's have been sent to the Policy Council:

> II-20 Graduate Student Registration (revised)

> II-26 Externally Funded Graduate Assistantships (revised)

> III-25 Transfer of Fixed Price Contract Residuals (revised)

> III-27 Distribution of Sponsored Research Indirect Recovery (original)

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Administrative Searches in Provost's Org

> <u>Executive Director of Institutional Research and Data Management</u>: 3 finalists are interviewing on campus in early February.

> <u>Vice Provost of Global Learning</u>: Most of search committee has been seated; Ad in development; UM System executive search team will assist.

> <u>Provost and Executive Vice Chancellor of Academic Affairs</u>: planned for this spring (S&T provost's office is not involved in any aspect).

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USN&WR Ranking Initiative

> UM System-led project to improve USN&WR rankings of all UM campuses. Kathy Felts is project leader. Dick Brow is S&T lead.

> Focus groups align with USN&WR criteria: retention and graduation, peer review, faculty resources, financial resources, student selectivity, class size, and alumni giving.

> IR working groups are being established at each campus to collect and transmit data to the project's analyst, Gary Lewicki.

> Final recommendations due in April.

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Retention and Graduation Rate Initiative

> Retention and Graduation Performance Committee is working in three subcommittees: academic success, campus community, and resource support.

> The subcommittees are studying the array of approaches that many universities have used to significantly improve retention and graduation rates.

> Improving retention and graduation rates is good for students, good for state and national economies, and good for S&T in several ways.

> Final report of committee due in early March.
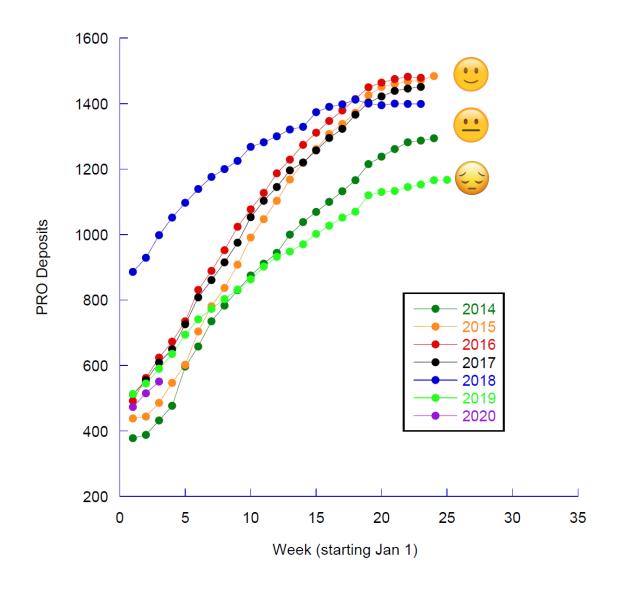
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Student Recruitment

> PRO deposits (proxy for incoming freshmen) are comparable to past years

> Transfer student applications and admits are slightly down

> MS student applications and admits are slightly up

> PhD student applications are slightly up, and admits are significantly down

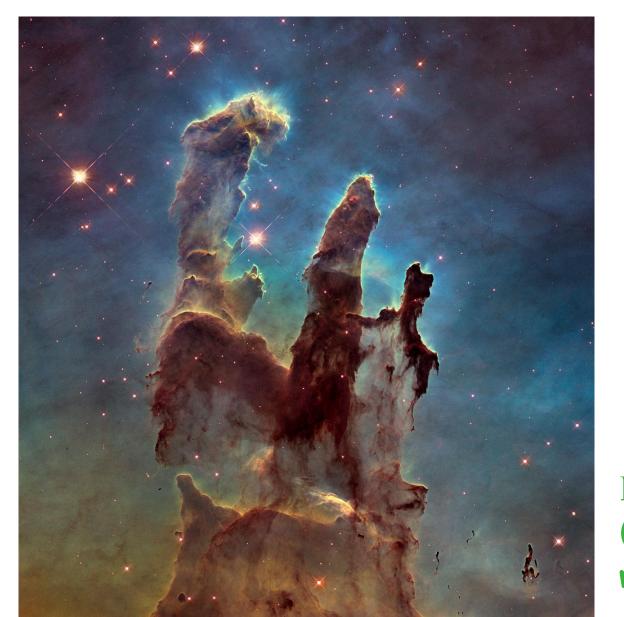> Graduate certificate applications are significantly down, and admits are slightly down

Note: We are early in the cycle

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Questions?

Agenda

VII. New Business

Agenda

VIII.	Adjourn