

**Volume VIII, Number 1
Minutes of the Faculty Senate Meeting
September 18, 2014**

I. Call to Order and Roll Call

The meeting was called to order at 1:32 PM by Past-President Mark Fitch and turned gavel over to President Martin Bohner and roll was taken.

Those whose names are **grayed** out below were absent.

Benjamin Seabough, Lance Haynes, Joel Dittmer, Mark, Mullin, Ron Frank, Craig Claybaugh, Fui-Hoon Nah, Daniel Forciniti, Pericles Stavropoulos, Tom Schuman, Mark Fitch, Stuart Baur, Ali Hurson, (Bruce McMillin for) Daniel Tauritz, Michael Davis, Sahra Sedighsarvestani, Maciej Zawodniok, Kurt Kosbar, Chengshan Xiao, Matt Goldberg, Katie Grantham, Abhijit Gosavi, Wan Yang, Michael Bruening, Bill Fahrenholtz, Wayne Huebner, Martin Bohner, Robert Paige, S.N. Balakrishnan, Anthony Okafor, Gearoid MacSithigh, Umit Koylu, (Vickie Baker for) Ted Read, Paul Worsey, Shoaib Usman, Barbara Hale, Ulrich Jentschura, Amber Henslee

II. Approval of June 12, 2014 and June 19, 2014 meeting minutes

Kurt Kosbar made a motion to delete everything after “the meeting was adjourned at 1:37 PM” in the distributed June 12, 2014 meeting minutes.

With no further discussion, **motion was passed unanimously.**

The modified June 12, 2014 meeting minutes were **approved.**

The June 19, 2014 meeting minutes were **approved** as submitted.

III. Campus Reports and Responses

A. President’s Report – Martin Bohner

Dr. Bohner went through the new slate of Officers: Past President: Mark Fitch, President: Martin Bohner, President-Elect: Melanie Mormile, Secretary: Steven Grant, Parliamentarian: Bruce McMillin.

Dr. Bohner made a motion to accept the following resolution:

Whereas Professor Fitch has served the Missouri University of Science and Technology Faculty Senate in 2010-2011 as Parliamentarian, in 2012-2013 as President-Elect, and in 2013-2014 as President; Whereas, as an Officer of the Faculty Senate, Professor Fitch has demonstrated consistent dedicated, well-judged, thoughtful, and hard work; Whereas, Professor Fitch's leadership skills have helped lead the campus through a

period of transition to Colleges; Be it resolved that the Faculty Senate of the Missouri University of Science and Technology does hereby sincerely thank Professor Fitch for every job well done and wish him continued success in his future endeavors. Adopted this 18th day of September, 2014, at the meeting of the Missouri University of Science and Technology Faculty Senate.

With no further discussion, **the resolution was passed unanimously.**

Ashley McCarter is taking over as the Administrative Assistant for Jeannie Werner until they hire for the vacant position.

Dr. Bohner made a motion to accept the following resolution:

The S&T Faculty Senate thanks Jeannie Werner for her administrative assistance in the two academic years 2012-2013 and 2013-2014 and wishes her all the best in her future endeavors.

With no further discussion, **the resolution was passed unanimously.**

Administrative Changes: Provost - *Robert Marley*, Vice Provost & Dean, College of Engineering and Computing – *Ian Ferguson*, and Vice Provost & Dean, College of Arts, Sciences, and Business – *Stephen Roberts*. Also the VPAA office is closing by the end of September.

Intercampus Faculty Council: The retreat was held on August 19-20, 2014 and the following S&T Representative's attended: Mark Fitch, Martin Bohner, and Melanie Mormile. They had discussed benefit changes at the retreat in which Renetta Gallup will present later on in today's meeting. The next IFC meeting will be held on September 25, 2014. There are changes to the Title IX related CRR that will be discussed under "New Business" today. The Enterprise Resource Planning (ERP) is discussing replacing PeopleSoft but nothing is official yet. Melanie Mormile is on a taskforce to revisit tenure and post-tenure review – this will take place over the next year. The Workload Policy Taskforce has completed its work, and now is time for them to implement the finding – this took place over the last year. Each department needs to forward their policy to the provost if they haven't done so already.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/presidentreports/President_Report_Sept2014.pptx

B. Administrative Reports

i. Jeff Cawfield for Chancellor Schrader

Finance and Administration: Geothermal is not 100% complete yet but there has been studies that show that there has already been 50% savings by reducing energy – by the end it could be even more. There is a

projected budget savings estimated at \$1 million due to the Geothermal. In the master plan implementation that Walt Branson is heading up space guidelines was discussed. Both conference rooms/student lounges were covered in the discussed.

Global and Strategic Planning: Matt O'Keefe is the interim due to Henry Wiebe's retirement. On September 17, 2014 was Henry Wiebe's retirement reception. There is a national search for an Executive Director of Corporate Relations and the plan is to hire around Spring of 2015. This position will be located in Dr. Wray's office.

Human Resource Services, Affirmative Action, Diversity, and Inclusion: Renetta Gallup will be presenting later in the meeting to discuss benefits. There is only an 11 day window for the enrollment period. Make sure that you take action or they will act for you as it might not be the best fit.

Strategic Planning: They are going to be recruiting for 5 additional personal in FY15 that relates to the Strategic Plan. There has been a search launched to bring 12 more faculty on board in FY16. There will be several new levers activated in FY16.

Student Affairs: COER - There is a total of 306 employers, which is a record number registered, for the Fall 2014 Career Fair on September 23, 2014. Campus Housing – Occupancy is up 29% from 5 years ago. There are a lot of new housing units in the downtown Rolla area. There is a new 450 bed unit that is going in on the west side of the Residential Life buildings. Athletic Facility upgrades – S&T has their first game on the new turf this Saturday night at 6:30 PM. All of the other fields are near being complete in the next few weeks. The fitness center now has AC.

University Advancement: The total gift commitments are up 40% from FY13. Alumni participation is up 15.6% from FY13. Looking to seek input on how to prioritize fundraising projects.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/chancellor/2015/Chancellor_Report_Sept2014.pptx

ii. Jeff Cawfield for Provost Marley

Office of Undergraduate Studies: Honors Program – There are a total of 450 in the honors program in which there are a record number of freshman. There is a 23% increase in the freshman just from last year. Service Learning – On October 7, 2014 there will be a Symposium on Service Learning from 8 AM – 1 PM. The keynote speaker is Dr. Deborah Hume, University of Missouri-Columbia, speaking about Human

Trafficking in Missouri. Opportunities for Undergraduate Research Experiences – 170 OURE students for this year which is a record number for the university. Math Assistance where Success Happens (M*A*S*H) – It is a voluntary program, in which students can earn points, that started September 8. There are currently 1120 students participating in the program. South-Central Regional Professional Development Center (SC RPDC) - There are several professional learning sessions that are coming up in the near future. Writing Center – There is a record number of tutoring sessions from last year that reports in a 36% increase. The renovations are complete, allowing for more privacy as well as more tutoring spaces. There has been a grant submitted to purchase iPads.

Office of Graduate Studies: Several positive things happening in the Graduate Office: record number of graduate students 2,074, 78 grad students graduated in SS14, 55 Thesis/Dissertation format checks, and 88 Chancellor's Fellow for FS14. There was a new Graduate Seminar scheduled for September 10th, and 90 students were scheduled to attend. Course renumbering is causing some issues that need to be sorted out.

Enrollment Management: They are projecting that there will be more than 8,600 students on campus after the 4th week of classes: 1,291 will be first time college students, 412 new transfer students, and 491 new graduate students. There was a successful conversion to 4-digit course numbers on August 1st. Oct 4th is the Open House and there will be a special Open House on Oct 8th for the College of Arts, Sciences, and Business prospective students. They will be focusing on students that live within 50 miles.

Curtis Laws Wilson Library: Successes – There are high performance computers in place. Coming October 2014, there will be a Visualization Wall. There is a new CLC that is on the first floor that can be used as a classroom as well. Challenges – The library is open 114 hours per week, and staffing is a challenge since they currently have 3 open positions. Excited about new academic programs but challenging since the purchasing power decreases every year.

College of Engineering and Computing: The new Dean for the CoEC is now in place with the hiring of initial support staff in progress. There are currently 9 CoEC departments and 17 associated academic programs that are preparing for the ABET accreditation Oct 3-6. There are 1,170 students that are in the CoEC. The top 3 undergraduate degree programs are: 1- Mechanical, 2- Computer Science, 3- Bio Science. There are 3 individuals that have received grant money for their projects: Xiaoming He - \$90,000, Yinfa Ma – received an additional \$189,313 which brings that total to \$561,225, Michael Schulz - \$200,411.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/provost/2014/Feb_2014_Provost_Positive_Happenings_FINAL_2.ppt

C. 2015 Annual Enrollment Presentation – Renetta Gallup

Changes are underway this year with the health plans. You will have to enroll and submit a plan choice or waive coverage. If you do not take action, the university will default you in the lowest cost plan which means a very high deductible. There have been changes to the Wellness Incentive this year to try and get more people to participate. They have increased the reward to \$450 if you meet all the guidelines. The first \$150 will be on your check in May and the last \$300 will be on your check in October FY15. This year, there are incentives for being tobacco-free. In FY16, they will be offering a tobacco-free premium discount. You will have from October 20-31 to take action and choose what fits your family the best. Take action so that your premium is pre-tax instead of post-tax.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/misc/2015_Annual_Enrollment_Presentation.pdf

D. Staff Council – Sara Lewis

NO REPORT

E. Student Council – Rebecca Jacobsen

NO REPORT

F. Council of Graduate Studies – Erica Ronchetto

There are 44/53 department representatives that are a part of the Graduate Studies. Strategic Plan – Identify the transferable skills graduate students need, establish a list of Graduate Welfare Concerns, and revise the CGS Constitution. Seminar Series – Conquering the Career Fair in September, Healthcare Education in October, Library and Research Skills in November, and Ignite Rolla is coming back in November. Travel Grants – If you have students that you want to send to conferences but don't have the funding, that is what this is going to be used for. Right now there is a \$200 limit as we will do 4 each semester right now and look for additional funding so more can be offered in the future.

IV. Reports of Standing and Special Committees

A. Rules, Procedures, and Agenda – Mark Fitch

Dr. Fitch made a motion to change part of the following:

Recommended changes to [Student Academic Regulations](#), Part VIII, Undergraduate Grades, I. Grade Appeal Procedure

Motion = Part 1 is changed:

“1) The grade appeal procedure is available only for review of **the final grade in a course that the student alleges was graded capriciously** ~~alleged capricious grading~~, not for review of the judgment of the instructor in assessing the quality of students' work or for questioning the stated grading criteria selected by the instructor. Only a student who alleges he/she was subjected to capricious grading may use the grade appeal procedure”

With no further discussion, **the resolution was passed unanimously.**

Dr. Fitch made a motion to change the following:

Recommended changes to [Student Academic Regulations](#), Part VIII, Undergraduate Grades, I. Grade Appeal Procedure

Motion = Part 3.c is changed:

~~“A student may request consultation through the office of the Vice Chancellor for Student Affairs in the event they need clarification on student related policies and procedures. The student shall request, in writing, that the department chairperson inform the instructor and convene an ad hoc review group composed of the following: the chairperson (or designated representative) of the instructor’s department, the provost (or the provost’s designated representative), and a third member to be appointed by the provost from the faculty. The student’s written request should include: course, instructor, semester, rationale for considering the grading as arbitrary and capricious, and the outcome sought. The student and instructor...”~~

With no further discussion, **the resolution was passed unanimously.**

Details may be found at the following link:

http://facultysenate.mst.edu/media/campusupport/facultysenate/documents/misc/2015_Annual_Enrollment_Presentation.pdf

B. Curricula – Tom Schuman

There are 3 degree change forms: File 232: Military Aerospace Studies minor, File 135.9: Technical Communications M.S., File30.5: Applied and Environ Biology M.S. w/thesis. There will also be 12 course change forms and 3 experimental course change forms.

The Campus Curricula Committees makes a motion to approve the changes above.

With no further discussion, **the resolution was passed unanimously.**

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/curricula/2015/CampusCurriculaCommitteeReport_9_18_2014.pptx

C. Information Technology / Computing – Thomas Vojta

Officers from last year will serve another year so all the officers stay the same for this academic year. Learning Management System (LMS) – the change from taking Blackboard to a canvas is on hold as other campuses are going through evaluation. Starting now, you must change your password once every year.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/itcc/2015/ITCC_Report_Sep2014.pptx

D. Parking – Diana Ahmad

All the money that is generated from Parking fees/Tickets are spent on updating and maintaining lots, meters, etc. Parking committee must be composed of 3 faculty members that must serve a two-year term, two undergraduate students, one graduate student, and one staff member. As a cost comparison, S&T is way cheaper than our other UM campuses on parking fees. All parking on campus requires a parking permit that needs to be affixed to the driver side in the bottom left rear of window. The parking lots that had to be ripped up due to the Geothermal project in which the contractor is responsible to replace the parking lots that they tear up. You can park in the parking lots without a permit from 4:30 PM-7:30 AM as long as you obey the parking rules.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/parking/2015/Parking_Report_Sept2014.pptx

There was a motion to go back and look at the Curricula Committee Report with an addition that a friendly reminder be sent to the Chair that somebody needs to be here to present next time.

*With no further discussion, **the resolution was passed unanimously.***

V. Old Business

NONE

VI. New Business

A. Title IX and related possible CRR changes concerning students

Sex Discrimination, Sexual Harassment, and Sexual Misconduct Policy

- Moved to a new chapter (Chapter 600) to clearly show the University's existing prohibitions against sex discrimination, sexual harassment, and sexual misconduct. New definitions apply to students, employees, volunteers, and visitors.
- Revisions to make it a comprehensive sex discrimination policy that covers all applicable law, Title VII for example, and not just Title IX.
- Clarified definitions of types of sex discrimination and made them consistent with existing law.
- Simplified requirements for mandated reporters. Any employee of the University who becomes aware of sex discrimination as defined in the policy is a mandated reporter regardless whether the recipient of the behavior is a student, employee, volunteer, or visitor of the University. Mandated reporters must report all details they possess.

Sex Discrimination, Sexual Harassment, and Sexual Misconduct Policy

- Maintained exceptions of mandated reporters with a legal obligation or privilege of confidentiality and added a provision that allows campuses to designate confidential victim advocates excluded from the definition of mandated reporter with approval of the Office of the General Counsel.
- Removed Sexual Harassment Policy found at Section 330.060 and replaced it with this policy (Chapter 600).
- Removed Maintaining a Positive Work and Learning Environment at Section 330.080 and replaced it with this policy (Chapter 600).

Equal Opportunity Policy

- Title changed from Equal Employment Opportunity Policy to Equal Employment / Educational Opportunity Policy (320.010).
- Referenced in new Chapter 600 (600.010).

Student Conduct

- Created a new equity resolution process (200.025) for all discrimination claims when the accused is a student or student organization. Faculty and staff processes remain the same.
- Revised the jurisdiction and definitions in the Standard of Conduct rule (200.010). The jurisdiction is expanded to meet our responsibilities under Title IX. Definitions were revised and added to be consistent with the new sex discrimination policy in 600.020. Revision to other definitions were made for clarification.

- Equity resolution hearing panelist for discrimination are trained administrators or staff appointed by the Chancellor to serve a renewable term of three years

There were 3 reasons why faculty shouldn't be involved on the equity resolution hearing panel for Title IX regarding the students: 1- they don't have time, 2- they might not be trained to deal with this, 3- students wouldn't feel good if their professors are on this panel.

Lance Haynes wants to make a resolution about the erosion of student protection and student rights. He stated that students just aren't protected as well by the university as they are out in the community by civil rights. Dr. Bohner suggests that maybe the wording needs to be changed and possibly add a faculty member.

Motion: That the FS resolves that it is concerned with the eroding rights & protection accorded to students in disciplinary cases of all kind.

With no further discussion, the resolution was passed unanimously.

At the IFC retreat, there was talk about Title IX but nothing about the CRR changes. It was asked why they didn't discuss the CRR changes at the retreat, and the response was that CRR wasn't completed. Within the last two weeks, it has come on really fast. Title IX is coming but nothing that is finalized yet.

If anyone has any more input after the meeting, once they have had a chance to read through the entire document, email Dr. Bohner with your feedback.

Barbara Hale asked whether the CRR changes apply to Student Organizations, and Dr. Bohner stated yes.

Dr. Bohner states that the bottom line is that if something happens, then you are mandated to report it to the Title IX coordinator.

Title IX will be investigated separately from the other student conduct evaluations. This will be done through the Title IX Office instead of the Student Affairs Office. Dr. Fitch stated that only one student in the entire System has seen the suggested CRR changes.

Lance Haynes made a second motion.

Motion: The FS expresses its concern that faculty are not on the equity resolution hearing panels.

With no further discussion, the resolution was passed unanimously.

On September 25, 2014, IFC will meet to discuss the concerns or changes that they would like to see happen. Then on Oct 2-3, 2014, the Board of Curators will meet to approve the changes.

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/fs-agenda/2015/Title_IX_related_CRR_Changes_concerning_Students.pdf.pdf

B. Title IX and related possible CRR changes concerning faculty

310.020 Regulations Governing Application of Tenure

- Under item “3. Tenure”, where it says
- Cause for dismissal may include but is not limited to the following:
- ...
- Either extreme or repeated sexual harassment or racial, gender or other discriminatory practices.
- The four words “Either extreme or repeated” should be deleted.

One of the main things that are on the table for change is the last bullet point. They want to delete the four words “Either extreme or repeated”.

A concerning point was made that one small accusation could cause you to lose your tenure. They were stating that they didn’t agree that you should lose your tenure over one charge.

Lance Haynes makes a point that he believes that this is going against the universities own sexual harassment training. Bruce McMillin agrees with Lance and states that he believes that the words are redundant in this case. The words “Extreme or Repeated” are already covered in sexual harassment training.

An example that was used is that if faculty was grading an international student’s work and they said that they were a racial grader that the one small accusation will cause you to fall into this and possibly lose tenure.

Lance Haynes states that if the administration wants to get rid of you, than this gives them prime opportunity to do so.

Motion: FS needs to appoint an “ad hoc” committee so after this is collaborated they can come up with a formal collected response for our faculty.

With no further discussion, the resolution was passed unanimously.

Motion: The above motion was amended to refer Title IX to the tenure committee for review.

*With no further discussion, **the resolution was passed unanimously.***

Details may be found at the following link:

http://facultysenate.mst.edu/media/campussupport/facultysenate/documents/fs-agenda/2015/Title_IX_related_CRR_Changes_concerning_Faculty.pdf.pdf

VII. Adjourn

The meeting was adjourned at 3:15 PM.

Respectfully submitted,
Steven Grant, Secretary