

**Volume IX, Number 5**  
**Minutes of the Faculty Senate Meeting**  
**January 28, 2016**

**I. Call to Order and Roll Call**

The meeting was called to order at 1:33 PM by President Pro-Tem Thomas Schuman and roll was taken by Michael Bruening.

Those whose names are grayed out below were absent.

Levent Acar, S.N. Balakrishnan, Stuart Baur, Martin Bohner, William Bragg, Michael Bruening, (Cesar Mendoza for) Joel Burken, Craig Claybaugh, Steven Corns, Michael Davis, Richard Dawes, K. C. Dolan, Fikret Ercal, (Matt O'Keefe for) Bill Fahrenholtz, Mark Fitch, Ralph Flori, Daniel Forciniti, Abhijit Gosavi, Barbara Hale, Lance Haynes, Amber Henslee, (Matt O'Keefe for) Wayne Huebner, Ulrich Jentschura, Kurt Kosbar, Umit Koylu, Gearoid MacSithigh, Audra Merfeld-Langston, Ashok Midha, Mark Mullin, Fui-Hoon Nah, Robert Paige, Otis Register, Ali Rownaghi, Chaman Sabharwal, Tom Schuman, Sahra Sedighsarvestani, Shoaib Usman, David Westenberg, Paul Worsey, Wan Yang, Maciej Zawodniok

**II. Approval of November 12, 2015 Meeting Minutes**

The minutes of the November 12, 2015 meeting were approved as submitted.

**III. Approval of November 19, 2015 Special Meeting Minutes**

The minutes of the November 19, 2015 special meeting were approved as submitted.

**IV. Campus Reports and Responses**

**A. President Pro-Tem's Report – Thomas Schuman**

President Tom Schuman reported on what's been happening in Intercampus Faculty Council (IFC). Our representatives are Martin Bohner, as past president, Tom Schuman as President Pro-Tem and Michael Bruening, who is now attending in place of Steve Grant.

IFC is continuing to discuss the proposed changes to retiree benefits in order to provide better and/or less expensive plans for university retirees. Options are being explored for current retirees from the Medicare marketplace that may result in better and/or less expensive plans. Current federal law requires that liabilities be funded and accounted for. Funding for retiree pensions will not be affected.

The proposed retiree health benefits plan under consideration calls for four tiers of active employees. First, employees whose age plus years-of-service equals eighty or more as of the changeover date of January 1, 2018 will retain the same benefits as those currently offered. Second, employees who do not meet the requirements for the first tier but who retire at age sixty or older and who have twenty or more years of service will also receive the same benefits as those currently offered. Third, those who do not meet the requirements for tiers one and two but are vested will be eligible for fixed support of up to \$2500 per year. Fourth, employees with less than five years of service at the time of this change would have no benefit. Materials will be sent to current employees in the near future and Town Hall meetings will be held.

With regard to the UM System President Search, a committee is being formed which will hopefully include at least four faculty representatives (one elected from each campus). IFC is negotiating a Board engagement proposal with the goal of more direct communication between IFC and faculty of the campuses with the Board of Curators. It seems the Board members are concerned about the time commitment that could result from such an agreement.

The university system's relationship with the Missouri state legislature is "the worst environment ever," by a factor of three due to the backlash from the recent events at Mizzou, with the Melissa Click controversy at the forefront. The outcome could be a drastic reduction in government funding for the UM System. There are currently about 130 bills that have been filed that could directly affect the UM System including a proposed annual state audit of each campus of the university, concealed carry on campus, and posting syllabi online.

IFC initiated a review of post-tenure review policies and practices with the objective of providing more detail and guidance within the annual and five-year evaluations of faculty. Our current policies require that each academic department have a post-tenure review policy on file; currently, about half of our departments have such a policy. The goal is to define System-wide policies and procedures that are effective and also provide incentives.

Teaching waivers, or course releases, on each campus are also being reviewed. Our campus has stringent guidelines for the use of teaching waivers. Other campuses' policies are not so well-defined. For example, on our campus about 23% of faculty have teaching waivers, compared to over 50% at MU. The overall goal of IFC right now is to integrate workload, annual review, and post-tenure review policies.

Professor Schuman reported that three Faculty Senate officers conducted an informal survey of senior faculty members after hearing multiple complaints. Fifty-four senior faculty responded either in writing or face-to-face. The results were collated and distributed to the senior faculty and administrators. Dr. Schuman stressed that this survey was not part of the administrative review to be conducted later this spring.

Another issue that Dr. Schuman raised was the disproportionate raise pool for upper administrators. The salary increase for administrators between the 2014-15 and 2015-16 academic years averaged 5.5%; the low was 1% and the high was almost 30%. The Chancellor received a 10% salary increase, whereas the faculty and staff raises averaged about 1.8%.

Dr. Gosavi questioned the faculty senate officers' authorization to conduct the survey, asking where the campus bylaws allow such action without taking the rest of the Senate into confidence, and noting that this was a survey on serious matters. He wanted to know who was selected to be surveyed and what questions were on the survey. He also wondered why the memo was sent out at the same time as a reminder to vote on the bylaws amendment. Dr. Schuman explained that the officers had been asked by the administration to provide feedback and notify them of faculty concerns, in light of the current climate on our campus. He noted that the action was taken to avoid an incident similar to what happened with the CEC Dean and on the Columbia campus recently and that the officers chose to focus on senior faculty members and department chairs. Dr. Gosavi noted that many senior faculty members were not contacted. Dr. Merfeld-Langston also expressed concern that positive responses to the survey were not included in the final report. Dr. Hale noted that faculty members had previously raised concerns at both of the general faculty meetings in the fall and had asked the faculty senate officers to take an active role in addressing faculty concerns. Dr. Haynes suggested that the term "survey" could be causing confusion, and that it was more like an inquiry or poll than a scientific survey. He also noted that the senate officers were clearly entitled to do such things. Dr. Schuman stated that any faculty members who have questions should contact the Faculty Senate officers, and arrangements could be made to address specific questions at a departmental meeting.

Dr. Schuman went on to report the results of the vote on the proposed changes to the Faculty Bylaws. 187 faculty responded (more than half of the faculty), of which 17 ballots were invalidated for various reasons; of the 170 valid ballots, 153 (90%) voted yes and 17 (10%) voted no; therefore, the bylaws amendment passed.

Details of the President Pro-Tem's Report may be found at the following link:  
[PresidentProTemReportJan2016](#)

## **B. Administrative Reports**

### **i. Chancellor's Report –Cheryl Schrader**

Chancellor Schrader reported that a new Chancellor's Council is being formed to vet new university policies and address issues of interest. The Council will include representatives of faculty, staff, students, and administration.

The Faculty First Fridays continue this semester with the next one scheduled for February 5 in the Kinyon-Koeppel Grand Hall of Hasselmann Alumni House.

Chancellor Schrader presented some changes that have happened since her arrival at S&T in 2012.

- Total revenues increased 31% from \$170.5M to \$223M in FY16
- State appropriations have increased 23%
- 8% increase in faculty from 2012 to 2015
  - 30% increase in female faculty
  - Set to nearly double increase by 2016
- Developed a faculty hiring incentive program
- Created a new process for increasing faculty promotion pay
- Created the signature areas
- Realigned the scholarship process and offset general revenue by \$900,000 and counting
- Retention, geothermal project, graduate fellowships, capital projects, experiential learning, signature areas, expansion of technology transfer, endowment growth, streamlined processes

UM System interim president Mike Middleton visited campus on Friday, January 29. He experienced “Happy Friday,” and took a brief tour of the campus.

Chancellor Schrader reported that Mizzou’s Faculty Council has presented a resolution to examine the relationship between the University of Missouri – Columbia and the University of Missouri System. A copy of the resolution was passed out to attendees. The Chancellor indicated that a breakup of the UM system would have a major impact on our operations. She encouraged the body to examine the resolution and consider the implications of either breaking up the system or consolidating the UM President and MU Chancellor positions by creating a satellite campus system.

Dr. Schuman asked how big the new Chancellor’s Council would be, noting that if the committee gets too big, it could become unwieldy. Chancellor Schrader indicated that she was aware that this was a concern and has already turned down some bodies that asked for two representatives. Dr. Schuman then asked about the increase in campus revenues noted in the Chancellor’s report, wanting to know where the additional money has gone. Chancellor Schrader noted that a significant amount was going to the colleges for faculty hires, some was going to hire staff to ensure compliance with new laws and policies, noting as an example the Title IX coordinator. Dr. Flori asked the Chancellor to comment on the MU proposal about evaluating the UM system. Chancellor Schrader said that it is not a bad idea to investigate the matter but believes

that for our campus there is great value in being part of the UM system. Without it, we would undoubtedly have a lower bond rating, less purchasing power, and lower return on our endowment investments. She also noted that in a branch campus system, the satellite campuses do not have the ability to set their own course. Student-body president Adam McMikle expressed student concern about the MU proposal, noting that student council is writing its own resolution about this and wants to see greater equity among the four system campuses.

Details of the Chancellor's report may be found at the following link: [Chancellor.Report.June2015](#)

Dr. Haynes suggested moving on to Senate business and returning to the other reports. Dr. Fitch moved to suspend the order of the day to complete the business of the Senate. The motion was seconded and approved. The reports from the Provost and Student Council were made AFTER the Reports of the Standing and Special Committees.

**ii. Provost's Report – Robert Marley**

Provost Marley presented his report following the completion of the Faculty Senate business. Dr. Marley introduced Dr. Caprice Moore, who joined S&T on January 11 as Assistant Provost of Administration. Dr. Moore will assist Dr. Marley in managing the priorities and initiatives of the campus. Dr. Marley noted that this position was created using a vacant line in the Provost's office.

Dr. Marley gave an update on the Faculty Salary Incentive program. As reported previously, an audit that was completed in November brought to light that our Faculty "Self-Award" policy was in serious non-compliance with federal law and UM System policy. The report was disclosed to our cognizant federal agency (Department of Education) resulting in a penalty repayment of funds in the amount of \$1.05M. The amount has been paid by UM System, but our campus will be required to reimburse that amount. The Provost is working with the deans and department chairs on how to repay the money. The Audit Report is posted with the Provost's Report on the FS website at <http://facultysenate.mst.edu/reports/provostreport/>. Provost Marley pointed out that it is also possible that we will be subject to further investigation, which could potentially result in fines, sanctions, and/or restrictions on our grant submissions, which could in turn affect our ability to maintain our current status in regards to federal financial aid for students. Rescinding the former policy and developing a new one are steps we are taking to move forward in a positive fashion. A new policy is nearing completion, and faculty will have the chance to review and comment on it before implementation. We are also in the very initial phases of an audit in University Advancement of the use of gift and endowment funds to

augment institutional based salaries under a similar policy. Separately, Steve Owen, General Counsel of the University is forming a team to conduct an audit of our compliance function on the campus in the Office of Sponsored Programs. We must do everything possible to ensure that we are 100% compliant in all applicable laws and regulations, noting other institutions that have been fined heavily for similar infractions.

Provost Marley reported that Dr. Krishnamurthy resigned as Vice Provost for Research, effective January 25. Nominations for an interim Vice Provost for Research are being sought, and a Task Force has been formed to determine how to move forward on the interim position. A national search for a permanent VPR is expected to begin later this spring. Concurrently, the compliance audit within OSP is expected to begin soon. Dr. Marley indicated that there should be no delays in normal processing of grant proposals.

Dr. John Myers, has been named Acting Dean of the College of Engineering and Computing. Provost Marley noted that previous negotiations with an individual regarding an interim position broke down because it would have involved adjusting university policies that would have had an impact on many campus constituents.

Dr. Marley reported that he will work with CEC chairs on a tentative timeline to consider funding resources for the dean's offices and related issues.

Several new Graduate Fellowships have been created. The Chancellor's Fellowship is being phased out. The Provost's Fellowship, Chancellor's Distinguished Fellowship and the Dissertation Completion Fellowship are being implemented. There will be several open forms to discuss all current and new graduate fellowships.

Other Division updates are available in the report posted online.

Dr. Hale asked why we don't repay the \$1M due for the Salary Incentive program from other funds, noting that there was an estimated \$2M in unallocated money in the budget that had been set aside for emergencies. Chancellor Schrader replied that we had set aside \$1M as an enrollment contingency fund in case we failed to meet enrollment projections, which did, in fact, occur. We were down about a hundred graduate students this year.

Details of the Provost's Report are available at the following link:  
[Provost.Report.Jan2016](#)

**C. Staff Council – NO REPORT**

**D. Student Council – Adam McMikle**

Adam McMikle gave a brief report from Student Council stating that the Tobacco Free Policy should be rolled out in the next month. He also encouraged the Senate to please refer any concerns about the upcoming Career Fair to Student Council. As stated earlier, Student Council is working on a resolution to define equity within the university system and will have more on that resolution next month.

**E. Council of Graduate Students – NO REPORT**

**V. Reports of Standing and Special Committees**

**A. Curricula - Thomas Schuman**

Dr. Schuman reported that the Campus Curricula Committee met on December 1 and January 12. They reviewed 2 degree change requests, 27 course change requests and 5 experimental course requests.

Motion: The Campus Curricula Committee moves for Faculty Senate to approve the DC and CC form actions.

Coming from a committee, no second is needed. *The motion was passed unanimously.*

Details are available at the following link:

[CurriculaReport.FS.1.28.16](#)  
[CurriculaSlides.FS.1.28.16](#)

**B. Public Occasions – Sahra Sedighsarvestani**

Dr. Sahra Sedighsarvestani presented the Academic Calendar for 2017-2018 which was proposed by the Registrar and approved by the Public Occasions Committee.

Motion: Public Occasions moves that Faculty Senate approve the academic schedule as proposed. *The motion passed.*

Details are available at the following link:

[PublicOccasions1.28.16](#)

C. Administrative Review – Barbara Hale

Dr. Hale presented the Administrative Review Committee's Report on behalf of Dr. Larry Gragg. The Chancellor, Provost, and CASB Dean will be reviewed in Spring 2016. The proposed form of the review will contain ten to fifteen questions on overall merit, will request ratings on position activities and will allow space for comments. The final form of the questionnaire will be presented at the February 18, 2016 Faculty Senate meeting. The review is scheduled to be conducted by the third week of March and the results reported to Faculty Senate Officers during the first week of April.

Details are available at the following link:

[AdministrativeReviewCommitteeReport1.28.16](#)

D. Information Technology /Computing – NO REPORT

**VI. Old Business**

None

**VII. New Business and Announcements**

None

**VIII. Adjourn**

The meeting adjourned at 3:10 PM.

Respectfully submitted,  
Michael Bruening, Secretary