Volume IX, Number 7
Minutes of the Faculty Senate Meeting
March 24, 2016

I. Call to Order and Roll Call

Those whose names are grayed out below were absent.

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

II. Approval of February 18, 2016 Meeting Minutes

Dr. Sahra Sedigh Sarvestani, substituting for Dr. Tom Schuman who attended an IFC meeting in Columbia, called for the approval of the February 18, 2016 minutes. The minutes were **approved** as submitted.

III. Campus Reports and Responses

A. President Pro Tem's Report – Sahra Sedighsarvestani for Tom Schuman

Dr. Sedigh Sarvestani reported that FS Officers Tom Schuman, Martin Bohner and Michael Bruening were all in attendance at the IFC meeting, where discussions will continue to focus on Post Tenure Review and the Teaching Waivers Task Force.

Faculty Senators were reminded of the April 4 UM System President Search public forum. The search committee has requested S&T Faculty Senate feedback on desired traits for the candidate profile. Feedback can be submitted directly to Dr. Schuman or to Kelley Stuck from UM System Human Resources.

Faculty were also reminded that the Collaborative on Academic Careers in Higher Education (COACHE) Survey will be open to tenure track and non-tenure track faculty until April 8.

Administrative Reviews are also underway. The review closes at midnight on March 28. Results will be provided to the Chancellor, to interim President Middleton, to the individuals under review, and Faculty Senate officers. Criteria for publishing of results to Faculty Senate is 51% participation (of 403 surveyed, ≥).

Mark Fitch is the designated faculty representative to the newly formed Chancellor's Council. Current Council actions include the "policy" policy, the tobacco policy, and the pet policy. A comment was made that the Chancellor's Council seems to be duplicating efforts or issues considered by the Personnel Committee. Chancellor Schrader said she will look into the situation to see if that is happening. She has indicated to the Faculty Senate officers that policies will be included in her discussions with them.

Dr. Balakrishnan commented that the Workload Policy adopted by campus and "all chancellors" a few years ago seems to be in question now that teaching waivers are being discussed. Chancellor Schrader assured him that the Workload Policy is not being replaced, but that IFC is simply trying to clarify issues related to teaching waivers and workload.

The Faculty Senate officers are seeking a joint resolution with Student Council on Concealed Carry on Campus; Staff Council was invited to participate but declined.

Faculty was reminded that election of committee members will happen at the April Faculty Senate meeting. Michael Bruening will be on sabbatical next academic year; Sahra Sedigh Sarvestani will be nominated to the President Elect position next year; Dr. Bruening will be nominated as President Elect the following year. In addition, to complete the slate of officers, a secretary will be sought to serve for one year and a "normal" Parliamentarian.

Details of the President's report are available at the following link:
President.Report.3.24.16

B. Administrative Reports

i. Chancellor's Report – Cheryl Schrader

Chancellor Schrader reported that her informal lunches with various faculty members have been very interesting and have brought forth some ideas she thought might be beneficial to share with Faculty Senate as a regular part of her report. If it proves to be beneficial, she may put this "Have You Heard" forum on the website with opportunities for people to respond.

Have You Heard . . .

- University Advancement has grown 70% in the past few years
  - Since 2012, 14 positions have been added in Advancement in Development and also Marketing/Communications areas as we build up for a new comprehensive campaign and a new branding effort.
  - 6 of those positions support the two colleges.
  - For every dollar spent on development, five are returned to the university in charitable gifts.
- We are increasing in faculty, but it can be confusing because each data set

tells a different story.

- There is concern about administrative growth. It's happening across the country, but it is worth understanding where and how the administrative growth on campus has happened:
  - Police lieutenants, custodial supervisors
  - Those hired to comply with federal requirements
  - 10 head coaches were reclassified in 2013 from faculty to staff; as head coaches, they fall into the administrator category.
- Are we gaining ground on faculty salaries? In three years, we have moved from 16% below the median salary of peer institutions to 10%.
- A new restaurant is coming to campus – *au bon pain* café bakery

Barbara Hale mentioned that she'd be interesting in hearing the ratio of salary & wage that goes to the staff versus faculty. Chancellor Schrader said she will look into that, but she can say that the investment in faculty was 2.8% this year over last year; the investment for staff was 2.4%. That included the "move to minimum" effort of the global grading effort.

Discussion continued concerning which universities are our peer institutions referred to in the slide concerning faculty salaries. Chancellor Schrader replied that our peer institutions are the technological research universities: MIT, Georgia Tech, New Mexico Institute of Technology, Colorado School of Mines, California Polytechnic University, and RPI.

Details of the Chancellor's report may be found at the following link: Chancellor.Report.March2016

ii. Provost's Report – Robert Marley

Dr. Marley gave a brief update on the Dean's Resource Task Force, which was given the charge to look at responsibilities of the deans' offices in terms of discretionary funds, to determine the size of the budget for those responsibilities and resources. Dr. Marley shared the names of the members of the Task Force which will meet next week.

Dr. Marley reported that in discussions with Walt Branson, the Council of Department Chairs and other constituents on campus, a fund from the Springfield program was identified to provide the funds for the Federal Agency Repayment.

The provost discussed briefly a few topics from the Budget Open Forum held earlier in the week, including the System - State Appropriation Request. Tuition and fee recommendations will go before the Curators in April and/or June. Dr. Marley mentioned that three Curator appointments may be made prior to the June meeting. It's unknown at this time how that may impact our funding

request. He also presented a possible funding scenario for FY17, which is included in his report, linked below.

Dr. Marley stated that the Faculty Salary Incentive Policy Task Force has submitted the policy to the Provost for review and to the UM System HR and Finance offices for preliminary comprehensive review. Preliminary approval has been granted. The final version should be submitted in mid to late April.

Mark Fitch stated that the budget scenario shows $0 from the State, but it was his understanding that at the last Faculty Friday Lunch, the provost had disclosed that he had requested $2.4M for expansion for the Missouri State University program. Dr. Marley answered that the request is under a separate line of the budget request; it did not go through System.

As a follow-up, Dr. Fitch asked when Mechanical Engineering learned of this request. Dr. Marley replied that he first got involved in with Dr. Drallmeier and others from Mechanical Engineering in January 2015, but that it was his understanding that there had been discussions prior to his arrival. He said he is aware of the concerns of the faculty and has had discussions with the chief of staff who wrote the legislation and with Keith Nisbett. Dr. Marley said he has been invited to meet with the MAE faculty in the near future to discuss options.

Details of the Provost's Report are available at the following link:
Provost.Report.March2016

C. Staff Council – Joe Boehm

Joe Boehm reported on issues considered by Staff Council at their most recent meeting.

- Tim McIntosh from UM System visited Staff Council to discuss the desired attributes of our next President.
- Staff Day tee shirt sales have begun and will close April 20.
- Volunteers and donations are needed for Staff Day, which is scheduled for May 25, 2016.
- Staff Council discussed Concealed Carry on Campus but chose not to join in the joint resolution with Faculty Senate and Student Council because the vote was so close.

Details of Staff Council's Report are available at the following link:
StaffCouncil.March2016

D. Student Council – Adam McMikle – NO REPORT

E. Council of Graduate Students – Tommy Goodwin

Tommy Goodwin reported that a new committee was formed to bring attention to financial issues related to graduate research and teaching assistant compensation. The Graduate Assistants' Welfare Committee will focus purely on issues related to graduate stipends, tuition assistance, and ensuring equality on campus.

CGS is hosting two seminars in April:

- Beyond Graduate School – Alums will discuss career paths following graduation
- Financial Management: Life After Graduate School – Representatives from Career Opportunities and Employer Relations as well as representatives from local banks will discuss investment and budgeting opportunities after students leave school.

The deadline for travel grants is March 24. Recipients must present at the graduate research showcase, which will be held on April 7.

Details of the Council of Graduate Students Report are available at the following link:
CGS.3.24.16

IV. Reports of Standing and Special Committees

A. Curricula – Gearoid MacSithigh for Tom Schuman

Dr. MacSithigh reported that the Campus Curricula Committee met on March 1. They reviewed 2 degree change requests, 7 course change requests and 2 experimental course requests.

Motion: The Campus Curricula Committee moves for Faculty Senate to approve the DC form 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.3.24.16
CurriculaSlides.FS.3.24.16

B. Administrative Review – Larry Gragg

Dr. Gragg began his report by recognizing the other members of the Administrative Review Committee. He commented that the committee has been operating under a "charged" atmosphere with questions about higher education nationally and in Columbia, with the System and the Mizzou campus.

Dr. Gragg stated that the committee used the definition of the general faculty, which is that all tenured, all tenure-track, and all full-time non-tenure track with the title of instructor or above are considered members of the General Faculty. He had then asked

Cheryl McKay to put together a list of eligible faculty, which he forwarded to department chairs to give them a chance to add or delete people. 403 faculty received an invitation to complete a survey on Dr. Marley and Chancellor Schrader; 164 faculty in the College of Arts, Sciences and Business received an invitation to review the work of Dean Roberts.

Dr. Gragg said the committee allowed three weeks to give the faculty adequate time to respond. The survey began March 7; it closes on March 31 at midnight. Two reminders were sent out. Dr. Gragg said another point that had been made clear was that the faculty who participated in the survey wanted assurance that their anonymity would be protected. Dr. Gragg said that goal was accomplished in that the committee has no idea who did or did not participate in the survey. He said the committee knows who opened the email he sent and who clicked on the link; there is no indication of who actually completed the survey. Allowing people the option to save the survey and go back created a situation in which a person who received a reminder could open a new survey from a different computer or browser. Dr. Gragg pointed out that the committee feels that the data from the survey indicates that results were not impacted.

A question was raised about the reliability of the data given that several faculty reported being able to submit the survey more than once. Concern was also expressed that if the IP addresses were tracked as part of this process, the anonymity of the responders may not be protected.

Discussion continued for some time on both of these issues. The committee assured the faculty that they would be meeting with Cheryl McKay to study the process and would give a report at the next meeting.

Dr. Gragg went on to present the data compiled by the committee that led them to determine that the potential for submitting multiple responses had not impacted the results. Several faculty expressed the belief that the data is unreliable.

Dr. Hale commented that every process presents challenges, whether it be paper ballots or electronic survey. Dr. Gragg concluded that the committee will continue to watch the pattern as the survey closes; they will look at the results and deliver them as promised to the person under review, to the person's supervisor, and then to the Faculty Senate officers. Dr. Gragg invited remarks or comments be sent to him via email or in person before the committee decides on Tuesday whether to move forward with the results.

Sahra Sedigh Sarvestani requested that the committee ask Cheryl McKay whether the survey was configured to allow "save and continue" and to "prevent ballot box stuffing." Dr. Gragg said he knows the first was done; he will ask about the second.

Dr. Levent Acar made a motion that unless the integrity of the voting process can be confirmed, the results should not be made public. The motion was seconded.

Discussion continued.

Dr. Balakrishnan asked to have Dr. Marley recognized to respond to the discussion as

one who is being reviewed. Dr. Marley said that he appreciates the discussion and that both he and the Chancellor both want valid responses.

Dr. Gragg pointed out that one of the things the committee will look for in their next meeting is whether the comments match what the responses show.

Dr. Kosbar moved to postpone the discussion until the next meeting so the committee can address the questions raised.
Dr. Fitch seconded the motion to postpone and called a point of order on a non-discussable motion.

Motion was made to table the previous motion until more information is available. *The motion passed.*

Details are available at the following link:
AdministrativeReview3.24.16

Due to time constraints, the following reports were not presented at the meeting, but are available at the links provided below.

C. Information Technology / Computing – Thomas Vojta

Details are available at the following link:
ITCC.3.24.16

D. Rules, Procedures and Agenda – Sahra Sedighsarvestani
Click Resolution
MAFS Conceal and Carry
Graduate Student Funding Policy Committee

VI. Old Business

None

VII. New Business and Announcements

None

VIII. Adjourn

The meeting adjourned at 3:27 PM.

Respectfully submitted,
Michael Bruening, Secretary