

Volume IX, Number 6
Minutes of the Faculty Senate Meeting
February 18, 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 Sedigh Sarvestani, **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, Ashok Midha, **Otis Register**, Shoaib Usman, **Paul Worsey**, Barbara Hale, Ulrich Jentschura, Amber Henslee,

II. Approval of January 28, 2016 Meeting Minutes

Two changes in the posted draft minutes were requested: In the Chancellor's report, the percentage of increase in female faculty should have been 19 percent instead of the reported 30% and President Middleton experienced "Happy Phriday" instead of "Friday". The January 28, 2016 minutes were **approved** as amended.

III. Campus Reports and Responses

A. President Pro Tem's Report – Tom Schuman

President Tom Schuman reported that employees should have received their retiree health benefits packets. He encouraged everyone to read them carefully. Four town hall meetings have been scheduled in February and March.

The Board of Curators (BOC) are forming a UM System President Search Committee. It was suggested that each of the four campuses elect one faculty nominee to serve on the search committee; the BOC will appoint two of the four submitted names to the committee. Election of a Faculty Senate representative was originally planned to be conducted during the RP&A portion of this meeting in order to meet the reported deadline of Feb. 19. However, the BOC accelerated the timeline, forcing an email vote on Wednesday, February 17. S. N. Balakrishnan was elected to serve as the Faculty Senate nominee. In response to a question from the floor, Dr. Schuman stated that thirty faculty senators cast votes in the email election.

The Missouri Legislature funding outlook continues to be dour, with an expectation of flat funding or slightly reduced funding for the UM System. With the projected drop in enrollment for the MU campus, this would in effect entail a significant budget cut for them.

As reported previously, the review of Post-Tenure Review policies and processes was initiated in part in response to criticism from the Missouri legislature. The Collected Rules and Regulations (CRRs), as well as current process and practices are being reviewed by IFC because the CRRs on workload, annual review and Post-Tenure Review policies are not aligned, nor are they being enforced. IFC wants to add detail and guidance toward the annual and five year evaluations to produce corrective actions during the annual reviews before the five-year post-tenure review, and also to add resources toward post-tenure review rewards.

Dr. Schuman gave an update on the Teaching Waivers Task Force formed by UM System in response to questions from legislators. Dick Brow and Melanie Mormile are the Task Force representatives for our campus. The Task Force met on February 15 and agreed that teaching waivers are necessary to allow faculty to fulfill parts of their job other than teaching, such as research, administrative roles, etc. Teaching Waivers should not be anything that would not be expected under normal workload reassignment policy.

After looking into the mode in which the Collaborative on Academic Careers in Higher Education (COACHE) Survey is being conducted, the Faculty Senate Officers and the Rules, Procedure and Agenda Committee encourage participation of faculty at all levels.

The Administrative Review will begin soon. The Administrative Review Committee will provide an update later in this meeting.

The Chancellor has indicated that the faculty-approved bylaws amendment has been submitted to UM System for review.

Details of the President's Report are available at the following link:
[PresidentProTemReportFeb2016](#)

B. Administrative Reports

i. Chancellor's Report – Cheryl Schrader

Chancellor Schrader reported that she has received the Culture, Climate, and Recognition of Female Faculty at Missouri S&T report requested last fall from our consultant, Catherine Riordan. The full report will be posted on a website and an oversight committee will be formed to review and consider implementation of the recommendations of the report. The Chancellor reminded the Faculty Senators that this effort grew out of the marketing and branding research which indicated a low net promoter score, especially for female faculty and CASB faculty. Cynthia Tang provided funds to bring in the consultant to see what could be done to improve the environment.

Dr. Riordan's report revealed several areas for improvement. She noted that the university depends on "informal relationships that support communication" and that university changes have made these informal traditional communications inadequate.

Chancellor Schrader discussed the new Chancellor's Council that is being formed to vet new policies in a more formal way. While the council will include faculty and staff representatives, Dr. Schrader stated she has assured the Faculty Senate officers that she will continue to put policies before the faculty for input.

Chancellor Schrader mentioned that both she and Provost Marley have been regularly hosting faculty lunches in addition to the Faculty First Friday lunches. She urged faculty to accept those invitations when they come. These and other meetings are part of an effort to increase the free flow of information, including monthly newsletters, Twitter, regular reports on Strategic Plan process, student forums and other venues. She urged faculty to share their ideas with her and the Provost.

Dr. Schrader provided a handout of the Executive Summary and ten recommendations from Riordan's report, four of which need immediate implementation.

1. Use the COACHE faculty survey and best practices to assess and then implement strategies to respond to highest priority items through a continuing oversight committee.
2. Continue the Woman of the Year Award and Celebration. Implement improvements under discussion.
3. Apply for an NSF Advance grant in fall 2016. Consider a joint proposal with other UM campuses to increase impact and funding potential.
4. Establish a formal, ongoing, local, professional development program for department chairs, including immediate launching of formal orientation and support for new and interim department chairs.

Chancellor Schrader thanked everyone who helped with the analysis for the report and urged anyone with suggestions or ideas for implementing the recommendations to contact her.

In a recent meeting with Chancellor Schrader and Boeing CEO, Chris Chadwick, Governor Nixon recently recognized the contributions of Missouri S&T in preparing the workforce of tomorrow. Dr. Schrader said she was asked to provide an update to Boeing executives before the meeting. They were particularly interested in our work with Project Lead the Way. Boeing, which is celebrating sixty years as a key partner with the university, has traditionally hired our engineers and is now hiring our Information Technology and business graduates and has hired a historian or two. Boeing has funded 111 scholarships this year.

Chancellor Schrader then presented Governor Nixon's budget recommendations and discussed our top legislative priorities:

- Support UM System in seeking a 6% increase in core state appropriations
- Address renovation and repair projects, including Schrenk Hall
- Fund our 50/50 match project, the Advanced Materials and Construction Lab
- Support Missouri S&T Global Initiatives to expand STEM-centered learning programs.

Dr. Schrader reported that at last month's meeting the Curators discussed the audit findings related to the faculty "self-awards." We are still awaiting to learn if there will be any sanctions coming out of the audit. It was noted that campus leadership was proactive in addressing the issue.

Spring Career Fair was on Tuesday, February 16, with about 200 companies attending. We expect recruiters from 300 employers to visit campus over the course of the semester, and an increasing number are recruiting for all majors.

Faculty First Friday lunches continue this semester on March 4 and May 6. April's lunch has been cancelled due to the Woman of the Year luncheon.

Barbara Hale asked whether the funding for Schrenk Hall was a bond issue and whether it will need to be repaid by the campus. Dr. Schrader stated that phase 2, which is starting now, was \$12.1 in bonding from the state, so the state will be paying that back, but there was \$1M in campus funds and \$5M from the System's funds.

Mark Fitch asked about the new website and whether there are plans to make it more useful. Andy Careaga was recognized to speak to the issue. Mr. Careaga explained that the rationale for the new branding of the website was to make it appeal to prospective students who are used to scrolling on social media. The marketing team welcomes feedback from faculty and other campus users and will continue to make adjustments to make the site user friendly.

Thomas Vojta mentioned the possibility of an external website for prospective students and the general public and an internal portal for campus users. Cheryl McKay addressed the issue and stressed that updates to the website are ongoing and may eventually result in separate portals for external and internal users.

Details of the Chancellor's report may be found at the following link:
[Chancellor.Report.Feb2016](#)

ii. Provost's Report – Robert Marley

Provost Marley began his update by expanding on Chancellor Schrader's remarks on the COACHE survey. Dr. Marley explained that the Collaborative on Academic Careers in Higher Education is a Harvard-based consortium made

up of leaders at colleges, universities and systems with a goal of identifying drivers for faculty retention and success. The survey was last used in 2008 on this campus.

Dr. Marley explained that the memo template he was given to preface the opening of the survey contained some information that was either inaccurate or not completely clear. The survey is being conducted by all four system campuses and will be repeated in about three years. We have charged the Faculty Recruitment and Retention Council in cooperation with the Provost's Office to review the information and provide feedback. A concern that was expressed earlier centered on the location where the data from the survey would be stored. To clarify, the data from all four campus surveys will be stored on a secure server at the System office and no one at our institution will have access to mine the data without permission of the System Institutional Research Office. The survey to be administered on our campus will include all of the modules. The survey will be open until early April (April 10). Provost Marley joined in the recommendation of Dr. Schuman that all eligible faculty participate in the survey.

Based upon feedback from conversations with staff in the Office of Sponsored Programs, Provost Marley said he asked Phil Whitefield to work with constituents across campus to put together a "straw man" concept regarding the position of Vice Provost for Research and to consider the structure and scope of the office. A preliminary finding was received late last week. The outcome of that report will influence an interim appointment and the search for the permanent appointment. Negotiations with individuals regarding the interim position are underway, but are not public knowledge at this time.

Dr. Marley then gave an update on the Vice Provost and Dean of the College of Engineering Search. Following procedures suggested by the CEC chairs, efforts have begun to determine the responsibilities of both of the deans' offices in funding activities, to determine the "right size" budget for this responsibility and to identify sources for that funding. The next step is to identify chairs and faculty to serve on the Task Force to decide these first three points.

Lastly, Provost Marley discussed the recent power stability issues caused by squirrels in the substation. Squirrel guards will be installed to provide temporary protection. Rebuilding the substation will provide a permanent solution but may be a couple of years away. In the mean-time, plans are underway to install a back-up generator for the high performance computing grid and other systems to provide protection are being considered.

Dr. Balakrishnan asked a question concerning the constituencies involved in the straw man poll. He pointed out that the Vice Provost for Research supports not only center directors and department chairs but also many others on campus. Provost Marley replied that he did not yet know everyone whom Dr. Whitefield had contacted. Tom Schuman interjected that one reason for sharing Dr. Whitefield's name as the contact was to invite feedback from interested parties.

Details of the Provost's Report and other updates from the Division are available at the following link:

[Provost.Report.Feb2016](#)

C. Staff Council – Joe Boehm

Staff Council President Joe Boehm gave an update on topics discussed at their last meeting:

- Possible Financial Peace University Class for faculty and staff
- Walking Challenge for campus
- Lee Miller addressed in/out of network issues related to the new insurance provider – open forums are scheduled for the following week
- Timeline for myPerformance – self appraisals open March 15
- Staff Day is scheduled for May 25
- Proposed concealed carry legislation – discussion only; Staff Council did not take a position on the issue

Details of the Staff Council Report are available at the following link:

[StaffCouncil 2.18.16](#)

D. Student Council – Adam McMikle

Adam McMikle discussed Resolution 1516R1 passed by Student Council last fall. The resolution evaluates our enrollment growth over the past fifteen years and notes the impact that such rapid growth has had on our physical facilities and efficiencies. The resolution is posted under Student Council Reports on the Faculty Senate website (link below) and also on the Orgsync website.

Current initiatives being pursued by Student Council are:

- Proposed resolution related to UM System Relations
- STUCO representatives for UM President Search
- Grant writing for HR programs, specifically related to Title IX and diversity issues
- Strategic Plan for STUCO being developed
- Student Body President candidates – debate is set for Tuesday, February 24
- Student interest survey – about 500 responses received
- The Associated Students of the University of Missouri (ASUM) sent out a survey on the concealed carry legislation – received 1,000 responses, predominantly in favor of the legislation

Details of the Student Council Report are available at the following link:

[STUCO.2.18.16](#)

E. Council of Graduate Students – Tommy Goodwin

The Council of Graduate Students will present two seminars in March and April respectively: Beyond Graduate School and Managing Money After Graduation.

Deadlines for travel grant applications is March 24, 2016. Ten grants will be awarded for the spring semester to students who have presented at a conference this semester. Recipients must present at the Graduate Research Showcase.

The Graduate Research Showcase (GRS) will be held April 7, 2016 in the upstairs hallway in the Havener Center. The call for abstracts will go out soon.

The Graduate Excellence Banquet is tentatively planned for the week of April 18. The banquet is designed to celebrate the achievements of top presenters in the GRS, transitioning officers, and others who have made significant contributions to CGS over the 2015-16 academic year.

Details of the Council of Graduate Students Report are available at the following link:
[CGS.Report.2.18.16](#)

IV. Reports of Standing and Special Committees

A. Curricula - Thomas Schuman

Dr. Schuman reported that the Campus Curricula Committee met on February 2. They reviewed 5 degree change requests, 64 course change requests and 2 experimental course requests. The next meeting is scheduled for March 1, 2016.

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.02.18.16](#)
[CurriculaSlides.FS.02.18.16](#)

B. Administrative Review – Barbara Hale

The Administrative Review Committee report was presented by Barbara Hale, standing in for Larry Gragg. Dr. Hale gave an update on the schedule for the Administrative Review of the Chancellor, Provost and CASB Vice Provost and Dean. Online evaluations will open the first week of March and close at midnight on March 25. Results will be shared with the Faculty Senate officers, the individuals under review, and their supervisors. Further distribution will be at the discretion of the Faculty Senate Officers.

The draft questionnaires are posted on the Faculty Senate website. Faculty Senators should send their feedback to Larry Gragg at lgragg@mst.edu by February 25, 2016.

Any modifications to the questionnaires will be posted on the FS website. The review will be administered by Qualtrics.

Lance Haynes asked for clarification regarding the issue of confidentiality. Cheryl McKay was recognized to address the question. She explained that HR provides the list of full-time faculty who will receive the link to the review. She also said that the university has an account with Qualtrics with controls built in to limit the response to one per person and also to mask the IP address of the response. Cheryl is the administrator of the Qualtrics tool.

Bill Fahrenholz asked whether any decisions had been made about disseminating the results of the Administrative reviews more widely.

Dr. Hale explained that it was discussed during an RP&A meeting with the decision to wait to see the percentage of participation before deciding how widely to distribute the results of the questionnaire. Faculty Senate officers and RP&A will decide how widely to distribute the results of the review. Levent Acar suggested that the extent of the distribution needs to be decided ahead of time. Dr. Schuman indicated that it could be unwise to disseminate results widely if only a small percentage of faculty participate in the survey.

Gearoid MacSithigh asked about the structure of the questionnaire. What is the rationale for only having two boxes next to each question? Dr. Hale stated that the committee tried to make sure the questions were unbiased and that the responses were limited to make it possible to complete the questionnaire quickly and to indicate whether the performance is considered satisfactory or an area of concern.

Motion: That the Faculty Senate approves the recommended Administrative Review Process of the Chancellor, Provost, and Executive Vice Chancellor, and Vice Provost and Dean of CASB – as presented by the Administrative Review Committee in the February 18, 2016 Faculty Senate meeting.

Levent Acar proposed amending the motion to disclose the criteria to determine distribution of the results. The motion was seconded. The motion passed.

The amended motion reads:

That the Faculty Senate approves the recommended Administrative Review Process of the Chancellor, Provost, and Executive Vice Chancellor, and Vice Provost and Dean of CASB – as presented by the Administrative Review Committee in the February 18, 2016 Faculty Senate meeting. The threshold of participation to justify publication of numerical results, excluding comments, to the Faculty Senate will be disclosed to the Faculty Senate prior to the conclusion of the Administrative Review survey process.

The motion passed.

Details are available at the following link:
[AdministrativeReviewReport.2.18.16](#)

C. Budgetary Affairs – Barbara Hale

Dr. Hale then transitioned to the Budgetary Affairs report beginning with a summary of the General Operating budgets from FY15 and FY16. Dr. Hale thanked Walt Branson for providing the data for the summary. She pointed out that the unallocated balance for FY15 was \$2.2M and for FY16 is \$1.4M. Dr. Hale suggested a good use of the unallocated balance might be to pay back the UM System the amount paid as part of the resolution of the Self-Award compliance audit.

Walt Branson was recognized to respond to Dr. Hale's presentation. Mr. Branson clarified that the data presented is budget data; the expenditures show up on the year end actual results. Mr. Branson reiterated that he would be happy to show where the unallocated money was spent. He also pointed out that even the \$2.2M in unallocated funds on the slide has been committed.

The full Budgetary Affairs Report is available at the following link:
[BudgetaryAffairs.2.18.16](#)

After consulting with Dr. Vojta, the order of the day was suspended due to time issues. The report is included in the minutes for the record.

D. Information Technology / Computing – Thomas Vojta

The ITCC report is available at the following link:
[ITCCReport.2.18.16](#)

E. Rules, Procedures and Agenda – Martin Bohner

The Rules, Procedures and Agenda report involved the vote on the FS representatives to the UM President Search that was conducted on Wednesday, February 27 and was reported earlier today.

VI. Old Business

None

VII. New Business and Announcements

None

VIII. Adjourn

The meeting adjourned at 3:20 PM.

Respectfully submitted,
Michael Bruening, Secretary