

Volume XI, Number 4
Minutes of the Faculty Senate Meeting
December 7, 2017

I. Call to Order and Roll Call

The meeting was called to order by President Sahra Sedigh Sarvestani. Roll was called by Secretary Steven Corns. Those whose names are **grayed** out below were absent.

Brent Unger, Audra Merfeld-Langston, **Mark Mullin**, David Westenber**g**, Craig Claybaugh, **Fui-Hoon Nah**, Parthasakha Neogi, Jee Ching Wang, **Jeffrey Winiarz**, Klaus Woelk, Mark Fitch, Jianmin Wang; Wei Jiang, Chaman Sabharwal, Michael Davis, Levent Acar, (Ali Hurson for) James Drewniak, Kurt Kosbar, Maciej Zawodniok, Steven Corns, Steve Raper, Trent Brown, K. C. Dolan, Norbert Maerz, (David Borrok for) David Wronkiewicz, Kathleen Sheppard, **Wayne Huebner**, **David Van Aken**, Akim Adekpedjou, **Martin Bohner**, S.N. Balakrishnan, Umit Koylu, (K. M. Isaac for) Ashok Midha, Gearoid MacSithigh, **Otis Register**, **Shoaib Usman**, Paul Worsey, (Daniel Fischer for) Barbara Hale, **Ulrich Jentschura**, Amber Henslee

II. Approval of Minutes

The minutes of the November 9, 2017 meeting were approved as submitted.

III. Campus Reports

A. Staff Council

John Cook reported for Sylvia Dees that the recent GRACE donation drive was a success. Three staff scholarships will be given each semester. The names of the scholarship recipients will be identified at the next Staff Council meeting. Three issues of concern to staff are being discussed at the Board of Curators' meeting today:

- Dependent eligibility for educational benefits
- Shared leave
- Winter break

Staff bylaws will be reviewed.

Details of the report are available at the following link:
[StaffCouncil.12.7.17](#)

B. Student Council

Joel Merz presented the Student Council report for Scottie Thomas. Student Council is continuing to work on the fitness center project. The draft of the Strategic Plan has been distributed to students for feedback. Student Council has been working with the Office of the Provost to help make the student center on JoeSS more user-friendly by adjusting some of the links on the main screen. Finally, a System-approved card payment systems is being created for student organizations.

Details of the report are available at the following link:

[STUCO.12.7.17](#)

A motion was made and seconded to suspend the order of the day in order to proceed with the meeting and allow the CGS report to be presented later in the meeting.

C. Council of Graduate Students

- No Report

IV. President's Report

Senate President Sahra Sedigh Sarvestani gave an update on UM Systems News. She stated that the Price Waterhouse Cooper report on Assessment of Administrative Performance and Process Improvement has been delivered. The eight-week assessment focused only on UM System and the Columbia campus. Two operating modes are being considered for administrative services: Core management and strategic management. In recent policy news, System is working on cleaning up the wording in the section related to extension of the probationary period. Also being discussed is a plan to assist "at risk" students by asking them to take medical leave.

In UM Legislative Priorities for 2018, UM System has/will be requested \$456 million in core funding. \$419 million in continuance of core operations will be appropriated in FY18. \$10 million is slated for the MU Medical School Partnership, \$2 million for the UMKC/MSU Pharmacy Doctorate Program. \$21 million in performance funding to invest in programs of excellence to recognize the UM System met all five performance measures this year. And funding for new high demand programs and partnerships, including \$1 million for Missouri S&T programs in Clay County.

In Intercampus Faculty Council news, the last meeting was held on November 28. Current initiatives include a review of policies related to NTT faculty and review of procedures related to teaching evaluations for which Dr. Larry Gragg is our representative. IFC met with the Board of Curators earlier that day. Emphasis was on better communication between the Board and faculty of all four campuses.

Strategic planning is in progress. Drs. Richard Dawes and Sahra Sedigh Sarvestani represent Faculty Senate in this effort. The draft plan is available at <http://provost.mst.edu/new-strategic-plan>. Two open forums were held earlier this week. The deadline for submitting the final plan has been postponed to December 21. Comments should be submitted to any committee member.

In campus news, a review of faculty by-laws will be initiated in the near future. The Rules, Procedure and Agenda Committee will assemble a special committee to conduct the review. Nominations are invited. Ms. Sarah Kent, who has been retained by the Chancellor's Office to review Collected Rules and Regulations, will assist the committee with the review of the bylaws.

The Public Occasions Committee has been asked to investigate shortening the Thanksgiving break and add a break earlier in the fall. A brief discussion was held regarding the reasons for the request. Professor Klaus Woelk urged the committee to take into account that lab sessions would be impacted by a change in schedule.

Professor Sedigh Sarvestani also reported that listening sessions will be held in January and February. A list of potential bills expected to come before the Legislature will be shared by Elizabeth Smith. The Chancellor plans to spend Wednesday of each week in Jefferson City.

Details of the report are available at the following link:
[PresidentReport.12.7.17](#)

V. Office of Diversity and Inclusion and Title IX

Interim Chief Diversity Officer Neil Outar gave an overview of recent changes to the Office of Diversity and Inclusion and Title IX. He explained that the role of Chief Diversity Officer has two major emphasis areas. One is the federal regulatory side (affirmative actions, civil rights, labor issues) and the other side is dealing with campus climate issues. He said we are still seeing a ripple effect from MIZZOU. He stressed that he wants input and guidance from faculty and staff as we move forward.

Mr. Outar said that the office has made some headway, primarily focused on improving the campus student experience. He said two years ago, it became apparent that we had some issues related to recruitment and retention of underrepresented groups and their experience. He explained that he's been working with recruiters to identify and solve some of those issues.

Professor Steve Raper asked for identification of the specific issues of concern and the changes that were made. Mr. Outar responded that in discussions with student leaders following some of the incidents at MIZZOU, one of the main issues identified is a lack of communication among the multiple offices doing diversity work on campus, either the mentoring piece or the programming piece. Some of the offices that were doing diversity work were not as effective as they could be.

Professor Paul Worsley expressed his opinion that we do not have any big diversity issues here, especially as compared with the Columbia campus, and cited international students as a group for whom S&T provides a good climate. Professor Audra Merfeld-Langston objected to Dr. Worsley's summarization, and argued, by contrast, that there are still many underrepresented groups on campus that often feel excluded or oppressed. Mr. Outar agreed that while we do not have a culture of student protest here, we should not assume there are no issues. He added that the number of complaints related to diversity and inclusion has doubled each year that he has been here.

Mr. Outar mentioned the **Inclusiveness Excellence Model**, which is a five part model that includes all the sectors of the university, such as access and success, community engagement, and infrastructure, and comes directly from the Strategic Plan.

President Sedigh Sarvestani asked Mr. Outar to send a summary of issues identified in the recent Diversity Audit to be shared with the Faculty Senate.

VI. Reports of Standing Committees

A. Budgetary Affairs Committee

Professor Mark Fitch presented the Budgetary Affairs Report for Barbara Hale, which he said would focus on last year's budget, the current year's budget and expenditures. Dr. Fitch pointed out that the original planning was for about \$5M less income than received. He also pointed out that roughly \$100M of the expenditures was spent on people (salary and wages, fringe benefits, etc.). There was a brief discussion of where fringe benefits related to grants are accounted for in the budget. Dr. Fitch pointed out that grant dollars are not part of the general operating budget. He also presented a summary showing dollars spent on retention efforts for FY16 and FY17. Dr. Sedigh Sarvestani commented that the Faculty Recruitment and Retention Council has asked for more information about how retention dollars are allocated, as well as a breakdown by gender and by college.

Details of the report are available at the following url:

[BAC.12.7.17](#)

B. Administrative Review Committee

Professor Ali Hurson presented the Administrative Review Committee Report, briefly reviewing the list of the administrators who will be reviewed as well as those will who submit the reviews. He presented a timeline for the process, from collection of job descriptions through the presentation of results to Faculty Senate.

A **motion** was made and seconded that the Registrar be included in the next round of administrative reviews (AY 2018-19).

The motion passed.

It was suggested that a table be prepared listing the administrators who have been reviewed and those who are scheduled to be reviewed. Then someone pointed out that the table had already been shown several (repeatedly). The suggestion was retracted.

Details of the report are available at the following url:

[ARC.12.7.17](#)

C. Tenure Policy Committee

Professor Gerald Cohen distributed the minutes of the October 18, 2017 Tenure Policy Committee and stated his intention to address the issue of maintaining or reducing the number of members on the Campus Promotion and Tenure Committee. He reminded the Senate that in the “old” dean structure, the campus committee was composed of 7 members, while currently there are 19 members on the committee. Dr. Cohen stated the overall recommendation from the Tenure Policy Committee was to keep the larger committee, allowing one member from each academic department. He said that there was also discussion regarding whether a faculty member should be allowed to serve on a single committee in a single year (rather than on both the area and campus committees, as is now the case), but that he would prefer to limit the day’s discussion to the issue of the number of committee members and discuss the last question at a later date. However, Michael Davis commented that he would prefer that the two issues be discussed together because they are intertwined. He asked why, philosophically, the Tenure Policy Committee recommended keeping the larger committee, but allowing members to serve on only one committee per year. Dr. Cohen said that since the latter issue is complicated and the committee vote was split, he would prefer not to discuss it at this meeting. However, he suggested that if the Senate felt that both issues need to be discussed together, perhaps it would be better to schedule a special meeting.

Dr. Forciniti was recognized to speak as a member of the Tenure Policy Committee. He stated that he recalled that the committee postponed the vote on decreasing the number of committee members until after the discussion of the “double-dipping”, or limiting a faculty member to one vote per year. He said that the engineering and computing area committee decided that in this round of review the department representative would not vote on the candidate from their department to avoid the “double-dipping” issue.

A “sense of the Senate” vote was taken to determine whether to postpone the discussion until a later date. *The motion passed.*

A “sense of the Senate” vote was then taken to determine whether a special meeting is needed. *The motion passed.*

VII. Administrative Reports

The Chancellor and Provost were both attending the Board of Curators’ meeting in St. Louis.

A. Chancellor’s Report

- NO REPORT

B. Provost's Report

- NO REPORT

VIII. New Business

- NONE

IX. Adjourn

The meeting adjourned at 3:20 PM.

Respectfully submitted,
Steven Corns, Secretary