

Volume XII, Number 2
Minutes of the Faculty Senate Meeting
October 18, 2018

I. Call to Order and Roll Call

The meeting was called to order by President Michael Bruening. Roll was called by Past-President Sahra Sedigh Sarvestani, filling in for Stephen Raper. Those whose names are grayed out below were absent.

Brent Unger, (Max Tohline for) Patrick Gamez, Terry Robertson, Mark Mullin, David Westenberg, Craig Claybaugh, (Richard Hall for) Fui-Hoon Nah, Parthasakha Neogi, Jee Ching Wang, Richard Dawes, Klaus Woelk, Stuart Baur, Mark Fitch, (Bill Schonberg for) Jianmin Wang; Michael Gosnell, Chaman Sabharwal, Michael Davis, Levent Acar, (Sahra Sedigh Sarvestani for) Ali Hurson, Kurt Kosbar, Maciej Zawodniok, Steven Corns, Stephen Raper, Sarah Hercula, K. C. Dolan, Norbert Maerz, David Wronkiewicz, (Andrew Behrendt for) Kathleen Sheppard, William Fahrenholtz, Jeff Smith, Akim Adekpedjou, Matt Insall, (K. Krishnamurthy for) S.N. Balakrishnan, Jie Gao, Kelly Homan, Ashok Midha, Otis Register, Shoaib Usman, Paul Worsey, Ulrich Jentschura, Dan Waddill, Amber Henslee, Michelle Schwartze

II. Approval of Minutes

The minutes of the September 13, 2018 minutes were approved as submitted.

III. Campus Reports

A. Staff Council

John Cook reported that Staff Council has several events coming up, including a Campus Listening Session on October 16, Staff Fall Appreciation Day on October 31 and Staff Council Open Forum on November 7. He also said that Staff Council will begin their Grace Donation Drive in November.

Details of the report are available at [StaffCouncil10.18.18](#)

B. Student Council

-NO REPORT

C. Council of Graduate Students

- NO REPORT

IV. President's Report

Michael Bruening opened his report by presenting the following Resolution, which was adopted unanimously:

Whereas Professor Sahra Sedigh Sarvestani has served the Faculty Senate of the Missouri University of Science and Technology as Parliamentarian (2015-2016) and President-Elect (2016-2017); and

Whereas Professor Sedigh Sarvestani has served as the first ever female Faculty Senate President of the Missouri University of Science and Technology (2017-2018); and

Whereas, as an Officer of the Faculty Senate, Professor Sedigh Sarvestani has demonstrated passionate, dedicated, and thoughtful hard work in defense of faculty rights and interests; and

Whereas, Professor Sedigh Sarvestani's leadership skills helped to guide the university through a time of transition involving a new Interim Chancellor and a new University of Missouri System President,

Therefore, be it resolved that the Faculty Senate of the Missouri University of Science and Technology does hereby sincerely thank Professor Sedigh Sarvestani for every job well done and wish her continued success in her future endeavors.

Adopted this 18th day of October, 2018, at the meeting of the Faculty Senate of Missouri University of Science and Technology.

Professor Sedigh Sarvestani was presented with a printed version of the resolution and an engraved plaque. The Senate body responded with a round of applause.

Professor Bruening mentioned that the Plus/Minus Grading issue, which was discussed at the previous meeting, has triggered some lively discussions and that petitions have been submitted by students opposing the proposal. He added that the proposal has been referred to the Academic Freedom and Standards Committee, which is investigating potential consequences and seeking input from affected constituencies.

Professor Bruening reported that the Intercampus Faculty Council (IFC) met on October 9. He said IFC discussed reports of problems with myVITA. Faculty are encouraged to send any comments regarding myVITA to him via email. He mentioned that a Mid-Career Faculty Task Force has been formed to look at problems related to associate professors. He added that Larry Gragg is our campus representative on the task force and one more representative is to be determined. Anyone who wants to volunteer to serve on the task force should contact him. He stated that the Total Rewards Advisory Committee has announced a recommendation that new employees be moved to an entirely defined-contribution program with a university match and a three-year vesting program. He reported that IFC's discussion with President Choi included grants and graduate student tuition waivers, System-wide online classes, and administrative centralization issues.

Dr. Bruening gave a brief update on Faculty Senate referrals, saying that the ad hoc Bylaws Revision committee is looking at the current bylaws to see what needs to be changed. The initial draft of the procedure for the Policy on Department Creation and Realignment is currently being revised. He added that the Personnel Committee will present an update on NTT Promotion during their committee report.

Professor Bruening closed his report with an update on the Chancellor's Search, announcing that an open forum was presented on October 4, and that the position announcement and position profile will be posted on the website. He added that nominations can be submitted via the website (https://www.umssystem.edu/ums/hr/tmr/chancellor_search_mst).

Details of the report are available at the following link:
[PresidentReport.10.18.18](#)

V. Reports of Standing Committees

A. Curricula

Ashok Midha presented the Campus Curricula Committee report, stating that the committee met on October 3 to review four degree change requests, nineteen course change requests, and six experimental course requests.

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

The motion passed.

Dr. Midha also mentioned that discussions are underway regarding changes to the undergraduate certificate approval process. He asked the Senators to consider whether Faculty Senate should be involved in the approval process. Subsequent discussion indicated that the Senate believes it should be involved in the process. Moreover, a question about the process for the approval of graduate certificates was raised, and there was a sense that these, too, should involve Faculty Senate approval.

Motion: Matt Insall moved to have the Campus Curricula Committee look at the process for approving graduate certificates as well as undergraduate certificates.

The motion was seconded and approved.

Details of the Report are available at the following links:
[CCC.Report.10.18.18](#)
[FS.Slides.10.18.18](#)

B. Budgetary Affairs

Professor Mark Fitch presented the Budgetary Affairs Committee (BAC) report, recapping the issues that have been referred to the committee for consideration and providing updates when appropriate. He gave an update on the planned classroom expansion in Schrenk Hall, explaining that no capital was provided by the State for the project, so a decision has been made to move forward with the addition to the Computer Science building. He reported that the BAC had been asked about the costs of expanding the Library's hours. The cost to add card swipe access and cameras is \$29,357 with another \$50,000 per year for two campus security officers to monitor the facility. Information about Library usage was also provided.

Professor Fitch said BAC had been asked to look into the Voluntary Separation Program. He said that Interim Vice Chancellor for Finance and Operations, Cuba Plain, provided information on the latest draft of the program. Eligible faculty are those who are tenured, vested, and will be age 62 or older on August 1, 2019. The draft plan includes an incentive of 1.5 times the base salary, not to exceed \$200K. Information packages will be provided in February with enrollment by March 25, 2019.

He went on to report that the Campus Support Facility was modified to consolidate Marketing and Communications employees into one facility at a cost of less than \$300K; two-thirds of that cost was for furniture and equipment.

Professor Fitch mentioned that there was not really an update to the budget situation from the June report, but he wanted to point out that the state miscalculated the rate of tax withholdings for this year, resulting in a slight shortfall in revenues. He stated that an \$8M shortfall is anticipated for FY20.

Details of the report are available at the following link:

[BAC.10.18.18](#)

C. Administrative Review

Professor Ian Ferguson, Chair of the Administrative Review Committee, reported that the committee recognized a loss of corporate memory from year to year regarding positions to be reviewed and has set up a Google Drive to improve tracking. He said this year's review focuses on the major administrative positions in the university leadership structure.

A **motion** was made and seconded to review the Provost, the Vice Provost and Dean of the College of Arts, Sciences, and Business, and the Vice Provost and Dean of the College of Engineering and Computing.

The motion was approved.

Details of the report are available at the following link:

[ARC.10.18.18](#)

D. Personnel

Professor David Westenberg reported that the Personnel Committee had been tasked to review and revise the Non-Tenure Track Promotion Policy. He explained that the existing policy was created during the time when our institution did not have dean positions. He added that opportunities for appeal in the NTT promotion process are no longer in line with the new guidelines for appeal in the tenure track promotion process. He said the committee also considered the composition of the campus review committee, citing concern that it has been too heavily weighted with tenured professors.

Dr. Westenberg said the Personnel Committee formed an ad-hoc committee made up of non-tenure track research and teaching faculty with the goal of having a revised process in place for the next round of NTT promotions. He briefly discussed the proposed modifications and asked that suggestions or comments should be sent to him for consideration by the committee before the next Senate meeting.

Details of the report are available at the following link:

[Personnel.10.18.18](#)

E. Public Occasions

Professor Sahra Sedigh Sarvestani reported on the committee's discussions about adding a Fall Break to the academic calendar. There seems to be a general desire to add a Fall Break, but not at the expense of shortening the Thanksgiving break. And there are concerns that an additional break would give us no slack in the fall semester for compliance with CRR governing the number of required class sessions. Dr. Sedigh Sarvestani indicated that the committee would continue its discussions and consult with interested constituent groups on campus.

Details of the report are available at the following link:

[PublicOccasions.10.18.18](#)

VI. Administrative Reports

A. Chancellor's Report

Interim Chancellor Maples reported that our student enrollment has maintained reasonable growth overall, although international graduate student enrollment is down slightly. He stated that traditional high school graduation rates are expected to decrease or flatten over the next decade and we can also expect to see a dramatic change in demographics. He added that this will require us to recruit differently.

Chancellor Maples stated that the new strategic plan is available, it fits within the overall compact areas of the System strategic plan, and it identifies some areas that we need to work on. He gave as an example our six-year and four-year graduation rates

and cited some concerns that he has heard from students regarding bottle-neck classes. He added that we need data on the number of students taking coops and internships. He presented charts showing where we fall in comparison to other technological research universities in terms of research expenditures. When asked why research productivity is discussed in terms of research expenditures, Chancellor Maples replied that is the bar we are measured by. He commented that if our research goals for 2023 include moving toward R1 status, we are going to need collaborative groups of faculty to develop larger proposals. Concerns were expressed by the audience about the comparator institutions for graduation rate and research expenditures, and whether we have enough in common with them for the comparisons to be valid. He mentioned several things we can do as an institution to improve our research profile, including leveraging external partnerships and inter-institutional collaborations, allowing post-docs to serve as PIs on research projects, increasing the number of research NTT faculty and allowing research faculty the time and ability to build programs. He closed by saying the future belongs to us; we owe it to ourselves, our students, our alumni and our region to research, education and apply what we learn.

Details of the report are available at the following link:

[Chancellor.Report.10.18.18](#)

B. Provost's Report

Provost Marley mentioned that the HLC site visit concluded a couple of weeks ago. He thanked Mark Fitch, our Accreditation Liaison, and the Accreditation Committee for their work in preparing and facilitating the visit. He added that the exit interview did not provide any indication of the results of the visit, but those will be reported at a later date.

Dr. Marley reported that several national searches are underway, including a search for a Dean of the Library, which is a new position for us, Vice Provost for Enrollment Management, Vice Provost for Global Learning, and Assistant Chair of the Center for Advancing Faculty Excellence.

Provost Marley gave a brief update on academic operations. He reported that \$52,000 has been provided to mitigate some of the inflationary increases in Library journal subscriptions. He said Chancellor's Memorandum II-26 has been suspended through the end of the calendar year to allow the policy committee to review and consider revisions.

Dr. Marley indicated that the Faculty Salary Incentive program was extended through this year but that changes limiting the program will soon be forthcoming.

Dr. Marley mentioned that a system-wide Distance and On-line Steering Committee has been created and that he and Kelvin Erickson will represent Missouri S&T.

He said that myVITA has been identified as the tool for managing annual reviews; he added that he will send a communication to that effect in the near future.

Provost Marley discussed some ways we can leverage resources strategically, adding that we have an extraordinary opportunity to match funds provided by the System. He indicated that some of the discussions have centered on Fixed Price Contract residuals, F&A returns, distance education returns, and carryover of general revenue allocations. He commented that workload assignments are being examined to ensure we are in full compliance with System policy. He stated that the Policy Committee will be looking at these policies with a goal to update and implement them by FY20.

Michael Bruening reminded the Senate that he is the Senate representative on the Policy Committee and suggestions could be sent to him.

The details of the report as well as division updates are posted at the following link:
[Provost.Report.10.18.18](#)

VII. New Business

Professor Bruening said that the Faculty Senate Officers and the Rules, Procedures, and Agenda Committee discussed possible nominees for the Graduate Tuition and Policy II-26 Committee.

Motion: The Senate Officers and RP&A propose the following representatives to the Graduate Tuition and Policy II-26 Committee:

Mariesa Crow, Electrical and Computer Engineering
Richard Dawes, Chemistry
Greg Hilmas, Materials Science and Engineering

There were no nominees from the floor. *The motion passed.*

VIII. Adjourn

The meeting adjourned at 3:30 PM.

Respectfully submitted,
Sahra Sedigh Sarvestani, Past-President, for Stephen A. Raper, Secretary