

Volume XIII, Number 7
Minutes of the Faculty Senate Meeting
April 29, 2021

I. Call to Order and Roll Call

The meeting was called to order by President Steve Raper. Roll was called by Secretary Kathryn (KC) Dolan. Those whose names are grayed out below were absent.

Akim Adekpedjou, Michelle Schwartz for Julia Alexander, Venkat Allada, Stuart Baur, Jeff Cawfield, Amitava Choudhury, Steve Corns, William Fahrenholtz, Mahalet Fikru, Darin Finke, Mark Fitch, Samuel Frimpong, Michael Gosnell, Sarah Hercula, Cassie Elrod for Mike Hilgers, Kelly Homan, Ali Hurson, Matt Insall, Ulrich Jentschura, Kurt Kosbar, K. Krishnamurthy, Ashok Midha, Fui-Hoon (Fiona) Nah, Parthasakha Neogi, Jonathan Obrist-Farner, Lonnie Pirtle, Jorge Porcel, Steve Raper, Prakash Reddy, Melissa Ringhausen, Chaman Sabharwal, William Schonberg, Michael Schulz, Sahra Sedigh Sarvestani, Kathleen Sheppard, Jeff Smith, Nancy Stone, Shoaib Usman, Jee Ching Wang, David Westenberg, Daniel Willis, Maciej Zawodniok

II. Approval of Minutes

The minutes of the February 25 and March 18 meetings were distributed prior to this meeting.

A motion was made to approve the minutes for February 25, 2021 and March 18, 2021.

Motion passes.

III. Campus Reports

A. Staff Council

Amanda Kossuth, Staff Council President, spoke and said the council is still working out the logistics for staff excellence awards. Staff council is also actively recruiting for next year's staff council.

B. Student Council

No report.

C. Council of Graduate Students

No report.

IV. President's Report

Faculty Senate President Steve Raper presented and shared that IFC met on April 16, 2021. Possible CRR changes were discussed. For the next cycle, the IFC chair will be Steve Raper.

The Kummer Dean search is underway, and the committee is reviewing candidates.

There was very limited feedback on the proposed bylaw changes. Three departments reached out.

Chancellor Dehghani sent an email to faculty and staff regarding everyone returning to campus. Just a reminder, if your laptop has been off campus for more than six months you will need to work with IT to get it back on the network.

There is a COACHE results survey that is active.

V. Guest Speaker

Dr. Colin Potts, the new Provost, starting June 1, 2021, wanted to thank the senators for the invitation to join the meeting and say hello. Dr. Potts hopes to regularly meet with the leaders of FS quite regularly to get a sense of what's on people's minds.

VI. Administrative Reports

A. Chancellor's Report

Chancellor Dehghani started off by welcoming Dr. Potts to Missouri S&T. Dr. Potts has already been engaged with and participated in many activities and is well versed in some of the issues that campus is struggling with.

COVID-19 is on the forefront of many things, and S&T has been able to manage the situation through administrative controls that were in place. Everyone is encouraged to be a force and keep reminding everyone that it's not over. Everyone is also encouraged to please get vaccinated. S&T is trying to identify a process for next fall and the team is working hard on that. Things are predicted and then they must be corrected based on additional data and information that is received. As a whole, we are following CDC guidelines. Many universities are requiring the vaccination. For fall 21, a sample of students were surveyed and 93% have said that they are vaccinated or will be vaccinated. Students can get vaccinated and being a resident of Missouri is not required.

Over 1000 applications were received for the Kummer Vanguard Scholarship and over 500 offers have been extended for fall 2021. Twenty-one Kummer Innovation and Entrepreneurship (I&E) Fellowship offers have been extended to Ph.D. students for fall 2021. The I&E Fellowship will pay tuition and supplement fees, a 12 month stipend, supplemental I&E activities and a research supplement. Recruiting is happening for the VP and Founding Dean of the Kummer College, distinguished professors and research center directors, endowed chairs and endowed professors. These could take one to two years to fill.

There is a 15% increase in freshman enrollment. We are over 85% for freshman to sophomore retention.

The arrival district campaign is still moving forward. The money raised is separate from any other funds that have been raised or any state funds. A very clear campaign was put together and of the \$18 million needed, only \$2.9 million remains to be raised. Within the plan, there is a parking garage that would require an additional \$9 million dollars. The city of Rolla has also put in \$6.7 million to get the area that comes from the highway into campus.

Missouri S&T is pushing UM System, State and Federal agencies about S&T becoming the manufacturing center for the State of Missouri.

B. Provost's Report

Interim Provost Roberts presented and welcomed Dr. Potts and recognized Jonathan Obrist Farner and Yun Seong Song for receiving NSF Career Awards. The Provost also recognized Michael Bruening for publishing a new book.

The Provost spoke on the topic of annual performance evaluations. As mentioned in a previous report to FS, the CY2019 faculty performance reviews contained several errors and inconsistencies within and across departments.

This year the process of conducting and reporting performance evals will have greater consistency (as described in the January 2021 Provost report to Faculty Senate).

Academic departments set the criteria and standards for satisfactory performance for annual performance review, P&T, 5yr post-tenure review, and workload policy.

The Department Chairs Council reported some confusion with the CRR 310.015 Procedures for Review of Faculty Performance, specifically 310.015.B.1.c, which says *"One unsatisfactory evaluation in either teaching or research (or any major area of assignment) will result in an overall unsatisfactory evaluation. If the chair or evaluation committee has significant concerns about only one category, but determines that overall*

the faculty member has met the department standards, then the chair or committee may assign an overall satisfactory with warning and create an improvement plan to address the concern.” Last year (and perhaps in years prior), most (~90%) of faculty who were rated as unsatisfactory in teaching or research were rated as satisfactory overall, based on a chair’s interpretation of CRR 310.015.B.1.c that significant concerns and an unsatisfactory rating in teaching or research could still merit an overall satisfactory rating. According to UM System Office of General Council interpretation of CRR 310.015.B.1.c:

The first sentence in question states: “One unsatisfactory evaluation in either teaching or research (or any major area of assignment) will result in an overall unsatisfactory evaluation.” By the plain terms of this provision, if a faculty member is rated as unsatisfactory in teaching or research, then an overall unsatisfactory rating must be assigned.

The next sentence reads: “If the chair or evaluation committee has significant concerns about only one category, but determines that overall the faculty member has met the department standards, then the chair or committee may assign an overall satisfactory with warning and create an improvement plan to address the concern.” By its terms, this language does not negate the message of the first sentence. Nor would it be construed to negate the first sentence under normal legal principles for construing statutes and rules. Rather, various parts of a rule are supposed to be construed so that they harmonize, rather than conflict. In context and by its terms, the second sentence would apply only if a chair / eval committee has “significant concerns” about only one category (teaching, research or other major area of assignment), but those concerns are not so grave as to give rise to an unsatisfactory rating in that category. In that instance, if the faculty member overall has met the standards, then an overall satisfactory can be given with warning and improvement plan.

The interpretation from UM System Office of Academic Affairs of CRR 310.015.B.1.c is as follows:

So the provision as a whole would be interpreted as follows:

- *Unsatisfactory in teaching, research or other major area of assignment:*

Must give overall unsatisfactory

- *Significant concerns about one category (teaching, research or other major area of assignment), but not sufficiently bad to be unsatisfactory in that category and overall is satisfactory*

May give overall satisfactory with warning and improvement plan

UM System Office of Academic Affairs interpretation of CRR 310.015.B.1.c is similar to that of the UM System Office of General Council. The language is meant to give chairs the latitude to acknowledge satisfactory, but weak, performance in an area, work with the faculty member to create a plan to improve performance in that area, and assign an overall satisfactory performance rating. Otherwise, if the chair assigned an overall satisfactory rating coupled with an unsatisfactory rating in teaching or research, then a 5-yr post-tenure review could be positive even if a faculty member had been rated as unsatisfactory in teaching or research for 5 consecutive years. This is because CRR 310.015 says that 5 overall satisfactory annual reviews defaults to a satisfactory 5-yr post-tenure review rating.

Provosts and IFC agreed in AY2016-17 that this possibility (i.e., a positive 5-yr post tenure review despite unsatisfactory performance in teaching or research for 5 straight years) was unacceptable.

S&T Faculty Senate voted to support this change to CRR 310.015 on January 26, 2017.

To summarize, the UM System Office of General Council, the Inter Faculty Council, the UM System Office of Academic Affairs, UM System university Provosts, and S&T Faculty Senate together agree that the intent of that passage in CRR 310.015 is that the assignment of an unsatisfactory rating in teaching or research or other major area requires assignment of an overall unsatisfactory rating.

However, IF there are major concerns within one area, but performance just meets the standard of satisfactory performance in that area, AND performance is satisfactory in the other areas, THEN the chair or committee may assign an overall satisfactory rating with warning and create an improvement plan to address the concern. The improvement plan will specify both the standards that the faculty member will achieve and the support that the department and/or other units will provide to the faculty member to achieve satisfactory performance.

This is the approach that S&T's department chairs are expected, and have been instructed, to use.

Matt Insall asked what was being done about overall and satisfactory ratings being assigned based solely on teaching evaluations and nothing else. Steve Roberts responded that the committee on effective teaching (CET) has been working very hard to develop not only an instrument, but a complete system of evaluating teaching effectiveness that relies on much more than student evaluations of teaching. S&T had several representative on a task force in 2017 that published a very significant body of work or document emphasizing the critical need to significantly broaden the means and information, by which we evaluate teaching effectiveness. The CET is currently working on these means and will bring the process forward to be accepted by the Faculty Senate.

Ulrich Jentschura asked the same question and said that sometimes when they're extenuating circumstances in one semester, like a reactor not working, students can be incredibly harsh in their teaching evaluations and not give any leeway or show any understanding for extenuating circumstances. For example, uploading lectures and then looking at them in a higher resolution videos.

VII. Reports of Standing Committees

A. Curricula

Steve Raper presented on behalf of the Campus Curricula Committee (CCC). The committee met on March 13. The committee reviewed 43 course change forms, 8 program change forms and 8 experimental course requests.

The CCC moved for Faculty Senate to approve the program change forms and course change forms.

Motion passes.

B. Academic Freedom and Standards

Kurt Kosbar presented on behalf of the Academic Freedom and Standards Committee (AFS). The committee received a referral from S&T Graduate Council to consider modifying the way low grades impact the grade point average of graduate students. Currently S&T requires undergraduate students to obtain a cumulative GPA of 2.0 to graduate. Students may remove the impact of up to 15 hours of D and F grades by retaking the same course and earning a higher grade. Graduate students are required to obtain a cumulative GPA of 3.0 to graduate and they have no option for removing low grades from the GPA calculation. After reviewing the options, the AFS committee reported to the Graduate Council that they do not support changing university policy in this area.

C. Budgetary Affairs

Mark Fitch presented on behalf of the Budgetary Affairs Committee (BAC). There was a new referral to look at entryway spending during layoffs and continuing referrals to report on the big picture balance sheet and the current and next FY budget.

In the referral, the BAC was asked whether the university had spent money in the fiscal year ending in 2020 related to entryway and arrival district projects and the answer is no. In 2015 there was \$1.2M of acquisitions which Missouri S&T will transfer to the city/transportation district. After the roads/arrival district is done, the city will transfer it back. The pedestrian bridge was \$2.75M which was funded by MoDOT and the transportation district. The arrival district funds are \$18M and university drive realignment paid for by the transportation district is \$5.5M. Eventually, there will be an underpass where university drive meets Highway 63 to be funded by S&T.

The current budget remains on target, and there is some possibility of ending with a surplus. Federal COVID relief funds are being used as one-time funds for various items including IT infrastructure investments.

Tuition increase talks are happening for the fiscal year starting July 1. Overall, for undergraduate in-state students, the increase will be 3.4%, slightly lower for out of state students. Graduate students will have no increase. This equates to \$1.5M more in revenue. There are specific fees that are going to increase in engineering and computer science, as well. The tuition projections are based on an increase in freshman but a decrease in student numbers overall due to large classes in previous years.

As of now, the balance is projected to be balanced and no cuts. Promotion and tenure are going to cost \$250K, there are talks of a 2% raise, KI costs for a COO and staff, Dean, Associate Dean, staff and center directors, and support staff. There are also two other chair, director, and support staff positions to be filled.

If we predict the 2% raise and \$250k for promotion and tenure, salary, and wages will be \$79M. To have a balanced budget then we have to reduce all the other expenses by about \$7.3M.

Vice Chancellor Cuba Plain apologized that information about the CEC service centralization was not communicated. UM System and the Curators instructed S&T to try and do this three years ago.

D. Information Technology and Computing Committee

The Information Technology and Computing Committee did not have information to report.

E. Public Occasions

Sahra Sedigh Sarvestani reported on behalf of the Public Occasions Committee (POC). The POC is presenting a motion to approve the 2022-2023 academic calendar.

The Public Occasions Committee moves that the following academic calendar be adopted for the 2022-2023 academic year.

FALL SEMESTER 2022

International Student Orientation	August 9, Tuesday
Freshman Orientation Begins	August 15, Monday
Transfer Transitions	August 18, Thursday
New Graduate Student Orientation	August 19, Friday
Open Registration Ends	August 21, Sunday
Fall semester opens 8:00 a.m.	August 22, Monday
Classwork begins 8:00 a.m.	August 22, Monday
Labor Day Holiday	September 5, Monday
Career Fair	September 27, Tuesday
Fall Break Begins 8:00 a.m.	September 29, Thursday
Fall Break Ends 8:00 a.m.	October 3, Monday
Mid-Semester	October 15, Saturday
Thanksgiving vacation begins 8:00 a.m.	November 20, Sunday
Thanksgiving vacation ends 8:00 a.m.	November 28, Monday
Last Class Day	December 9, Friday
Final Examinations begin 7:30 a.m.	December 12, Monday
Final Examinations end 5:00 p.m.	December 16, Friday
December Commencement – 10:00 a.m.	December 17, Saturday
Graduate and Undergraduate Degrees in Designated Departments	
December Commencement – 3:30 p.m.	December 17, Saturday
Graduate and Undergraduate Degrees in Designated Departments	

SPRING SEMESTER 2023

International Student Orientation	January 9, Monday
New Graduate Student Orientation	January 13, Friday
Open Registration Ends	January 16, Monday
Martin Luther King, Jr. Recognition Holiday	January 16, Monday
Spring semester opens 8:00 a.m.	January 17, Tuesday
Classwork begins 8:00 a.m.	January 17, Tuesday
Career Fair	February 21, Tuesday

Spring Recess begins 8:00 a.m.	March 16, Thursday
Mid-Semester	March 18, Saturday
Spring Recess ends 8:00 a.m.	March 20, Monday
Spring Break begins 8:00 a.m.	March 26, Sunday
Spring Break ends 8:00 a.m.	April 3, Monday
Last Class Day	May 5, Friday
Final Examinations begin 7:30 a.m.	May 8, Monday
Final Examinations end 5:00 p.m.	May 12, Friday
Spring Semester closes 6:00 p.m.	May 12, Friday
May Commencement – 6:00 p.m.	May, 12, Friday
Graduate and Undergraduate Degrees in Designated Departments	
May Commencement – 10:00 a.m.	May 13, Saturday
Graduate and Undergraduate Degrees in Designated Departments	
May Commencement – 3:30 p.m.	May 13, Saturday
Graduate and Undergraduate Degrees in Designated Departments	

SUMMER SEMESTER 2023

Open Registration Ends	June 4, Sunday
Summer session opens 8:00 a.m.	June 5, Monday
Classwork begins 8:00 a.m.	June 5, Monday
Independence Day Holiday (observed)	July 3, Monday
Final Examinations begin 8:00 a.m.	July 27, Thursday
Final Examinations end 12:30 p.m.	July 28, Friday
Summer Sessions closes 12:30 p.m.	July 28, Friday

*Schedule shows the regular eight-week Summer Session. Other special four-week course sessions may be scheduled.

CLASS SESSIONS (EXCLUDING FINAL EXAMINATIONS)

	<u>M</u>	<u>TU</u>	<u>W</u>	<u>TH</u>	<u>F</u>	<u>Total MWF</u>	<u>Total TR</u>
Fall Semester	14	15	15	14	14	43	29
Spring Semester	14	15	15	14	14	43	29
Summer Semester	8	7	8	7	7	23	14

The faculty is reminded of the religious and other holidays that a substantial number of students may wish to observe.

Motion passes.

F. RP&A - Elections

Steve Corns presented on behalf of RP&A. Elections were conducted to fill committee seats.

AFS

Andreas Eckert
Douglas Ludlow -**Elected**
Eun Soo Park -**Elected**
Jorge Porcel
Jossalyn Larson
Kurt Kosbar -**Elected**
Robin Verble

Administrative Review

Bih-Ru Lea -**Elected**
Kelly Liu -**Elected**
Kelvin Erickson -**Elected**

Budgetary affairs (FS)

Ali Hurson -**Elected**
Mark Fitch -**Elected**

Budgetary Affairs (depts)

Dan Stutts
Kelly Liu -**Elected**
Kris Swenson -**Elected**
Michael Meagher
Xinhua Liang

Campus Curricula

Michael Davis -**Elected**

Facilities Planning (FS)

Maciej Zawodniok -**Elected**
Melissa Ringhausen -**Elected**
Stuart Baur -**Elected**

Facilities Planning (depts)

Chen Hou
Jeff Cawfield -**Elected**
Justin Pope
Lokesh Dharani -**Elected**
Xinhua Ling -**Elected**

Honorary Degree

Douglas Ludlow -**Elected**

Elizabeth Roberson
John Hogan -**Elected**
Kamal Khayat -**Elected**
Michael Meagher -**Elected**
Rui Bo
Suzanna Long

IP and Tech Transfer

Ashok Midha -**Elected**
Genda Chen -**Elected**
John McManus -**Elected**
Joseph Smith -**Elected**

Library and Learning Resources

Bonnie Bachman
Dave Westenberg -**Elected**
Ed Malone -**Elected**
Jorge Porcel -**Elected**
Michael Bruening -**Elected**
Monday Okoronkwo
Ryan Smith
Xuerong (Maggie) Wen -**Elected**

Personnel (FS)

Dave Westenberg -**Elected**
Stuart Baur -**Elected**

Personnel (depts)

David Wronkiewicz -**Elected**
Nick Libre -**Elected**
Partho Neogi
Pouya Shamsi

Student Affairs (FS)

Jeff Cawfield -**Elected**

Student Affairs (depts)

Christi Luks -**Elected**
Dimitri Feys
Eun Soo Park
Kelly Tate
Kim Kinder
Levent Acar
Michel Gueldry

Mingzhen Wei
Terry Wilson
Vahe Permezadian

Grievance Resolution

Jennifer Leopold -Elected

Grievance oversight

Ali Hurson -Elected

Parking

Adjulmoshin Imqam -Elected

Dev Niyogi -Elected

Diana Ahmad

Emilia Barbosa -Elected

Levent Acar -Elected

Li Li Eng -Elected

Matt Goldberg -Elected

Monday Okoronkwo -Elected

Yishu Zhou -Elected

Student Scholastic Appeals

Kurt Kosbar -Elected

Michael Davis -Elected

Faculty Senate Secretary

David Westenberg -Elected

Parliamentarian

Kathryn (KC) Dolan -Elected

President Elect

Kathleen Sheppard -Elected

President

Kelly Homan -Elected

VIII. New Business

No new business.

IX. Adjourn

The meeting adjourned at 3:28 P.M.

Respectfully submitted,
KC Dolan, Secretary