

General Faculty Meeting Minutes

December 8, 2015

125 Bulter-Carlton Hall, 4:00 P.M.

- I. Call-to-Order, Chancellor Cheryl B. Schrader called the meeting of the General Faculty to order at 4:00 P.M.
- II.
 - a. Chancellor Schrader recognized Jerry Bayless for the presentation of a memorial resolution in honor of John Best. It was moved that the memorial resolution be incorporated in the minutes of the faculty meeting with copies forwarded to family members. The motion was approved. (See Attachment A).
 - b. Chancellor Schrader recognized Lance Haynes for the presentation of a memorial resolution in honor of David Oakley. (Lance Haynes presented for Gerald Cohen.) It was moved that the memorial resolution be incorporated in the minutes of the faculty meeting with copies forwarded to family members. The motion was approved. (See Attachment B).
 - c. Chancellor Schrader recognized David Robertson for the presentation of a memorial resolution in honor of Harry Weart. It was moved that the memorial resolution be incorporated in the minutes of the faculty meeting with copies forwarded to family members. The motion was approved. (See Attachment C).
- III. Chancellor Schrader called for approval of the minutes of the September 8, 2015 meeting. The minutes were approved as circulated.
- IV. There was no unfinished business to discuss.
- V. Officers of the General Faculty Update

Chancellor Schrader introduced the Officers of the General Faculty

Chancellor Cheryl B. Schrader
 President of Faculty Senate Steven L. Grant
 Secretary Laura Stoll
 Parliamentarian Michael Bruening

Dr. Schrader said that Thomas Schuman will fill in for Steven Grant as necessary due to illness and that Laura Stoll will replace Deanne Jackson due to illness.

- VI. There were no reports of standing or special committees.

VII. New Business

- a. Outstanding Teaching Awards

Provost Robert J. Marley announced the Outstanding Teaching Awards for 2014-15.
 They are as follows:

Dr. Ayodeji Alajo	Assistant Professor	Mining & Nuclear Engineering
Dr. Neil Anderson	Professor	Geosciences & Geological & Petroleum Engr
Mr. Randall Arthur	Lecturer	English & Technical Communications
Dr. Baojun Bai	Professor	Geosciences & Geological & Petroleum Engr
Dr. Jason Baird	Associate Professor	Mining & Nuclear Engineering
Dr. Michael Bruening	Associate Professor	History & Political Science
Dr. Petra DeWitt	Assistant Professor	History & Political Science
Dr. Xiaoping Du	Professor	Mechanical & Aerospace Engineering
Dr. Kelvin Erickson	Professor	Electrical & Computer Engineering

Dr. Darin Finke	Assistant Teaching Professor	Arts, Languages & Philosophy
Ms. Stephanie Fitch	Associate Teaching Professor	Mathematics & Statistics
Dr. Stephen Gao	Professor	Geosciences & Geological & Petroleum Engr
Dr. Ralph Hanke	Assistant Professor	Business & Information Technology
Dr. Gregory (Greg) Hilmas	Curator's Professor	Materials Science & Engineering
Dr. Robert Holmes, Jr	Adjunct Professor	Civil, Architectural & Environmental Engr
Dr. Irina Ivliyeva	Associate Professor	Arts, Languages & Philosophy
Dr. Jagannathan Sarangapani	Professor	Electrical & Computer Engineering
Dr. Mary Ann Koen	Assistant Adjunct Professor	Civil, Architectural & Environmental Engr
Dr. Kurt Kosbar	Associate Professor	Electrical & Computer Engineering
Mr. Benjamin Langston	Lecturer	English & Technical Communications
Dr. Vy Khoi Le	Professor	Mathematics & Statistics
Dr. John McManus	Curator's Professor	History & Political Science
Dr. Gary Mueller	Associate Professor	Mining & Nuclear Engineering
Dr. Jana Neiss	Assistant Teaching Professor	History & Political Science
Dr. Dev Niyogi	Associate Professor	Biological Sciences
Dr. Gayla Olbricht	Assistant Professor	Mathematics & Statistics
Dr. Robert Paige	Professor	Mathematics & Statistics
Dr. Clayton Price	Associate Teaching Professor	Computer Science
Dr. Ruwen Qin	Associate Professor	Engineering Mgt & Systems Engineering
Dr. David Richardson	Chancellor's Professor	Civil, Architectural & Environmental Engr
Dr. Terry Robertson	Associate Teaching Professor	Arts, Languages & Philosophy
Dr. David Rogers	Associate Professor	Geosciences & Geological & Petroleum Engr
Dr. Jeanne Stanley	Associate Professor	Arts, Languages & Philosophy
Dr. Jeff Schramm	Associate Professor	History & Political Science
Dr. Jeffrey Smith	Associate Professor	Materials Science & Engineering
Dr. Ronald (Joe) Stanley	Associate Professor	Electrical & Computer Engineering
Dr. Greg Story	Associate Professor	Physics
Dr. Theresa Swift	Associate Teaching Professor	Electrical & Computer Engineering
Dr. Vincent (Wen-Bin) Yu	Associate Professor	Business & Information Technology
Dr. Reza Zoughi	Professor	Electrical & Computer Engineering

b. Approval of Candidates for Degrees

Motion was made that the names on the previously circulated list of candidates for degrees on December 19, 2015 be approved, subject to successful completion of any remaining degree requirements. The motion was approved.

c. Chancellor's Report

The Chancellor shared that Mike Middleton was named the interim president of the University of Missouri System by the Board of Curators. Mike Middleton is a former deputy chancellor at the University of Missouri-Columbia. He joined the MU faculty as a law professor in 1985, and is a former civil rights attorney. President Middleton will be visiting Missouri S&T soon and more details will be shared as they are available.

Chancellor Schrader read a statement made by Curator Cupps which said "We have a shared responsibility to ensure a safe, welcoming and inclusive university community for our students, faculty and staff." This will continue to be a top priority for the Curators and for the Chancellor. Chancellor Schrader values input from faculty as we continue to improve our diversity and inclusion. Chancellor Schrader shared a few highlights of progress that has been made in this area over the past several years. A few of the highlights include a vice chancellor-level chief diversity officer, financial incentives for departments to attract and retain diverse faculty members, and the examination and improvement of hiring processes to produce diverse, excellent candidate pools. In addition, the student body is being shaped with new articulation agreements with predominantly African American and Hispanic schools. We have also initiated partnerships that resulted in a record number of women on campus. The Chancellor said we would continue to encourage, and host, difficult dialogues about race and other issues with open invitations to the entire campus community.

The Chancellor said we recently highlighted our commitment to diversity with this year's celebration of the 30th Anniversary of the Chancellor's Advisory Committee on African American Recruitment and Retention, and the growing Celebration of Nations event is now in its seventh successful year of operation.

Chancellor Schrader announced that Dr. Janet Kavandi, who received her master's in Chemistry from S&T in 1982, will be our commencement speaker. Dr. Kavandi is a patented chemist turned astronaut who serves as deputy director of NASA Glenn Research Center in Cleveland, Ohio. Also at the commencement ceremony Dr. Diana Ahmad, from History and Political Science, will be recognized as a Curators' Teaching Professor. In addition, Dr. Joel Burken from

Civil, Architectural and Environmental Engineering, has been named a Curators' Professor. Both ceremonies will be held on Saturday, December 19, at 10:00 am and 4:00 pm.

Last month, Chancellor Schrader was asked to moderate a panel during the annual meeting of the Association of Public and Land-grant Universities, which was held in Indianapolis. The panel was called "University Responsiveness to Industry Workforce Needs: The Role of Institutional Economic Development and Community Engagement." This is something that Missouri S&T has been focused on for some time, and when there was an opening, Peter McPherson contacted Chancellor Schrader. It was an excellent opportunity to help raise visibility for Missouri S&T. The Chancellor was able to share some of the innovative things being done at Missouri S&T to meet workforce needs, from our leadership in helping improve K-12 education through Project Lead the Way to our strong co-op and internship programs to our innovative public-private partnerships.

Chancellor Schrader shared the following websites which contain slide presentations presented at open forums held earlier this fall on the budget and strategic plan. They are Campus Budget Forum – accounting.mst.edu/accounting, Strategic Plan Summit – progress.mst.edu, and Strategic Plan – strategicplan.mst.edu.

Chancellor Schrader also mentioned that the task force on the bylaws amendment hosted an open forum to discuss their work on creating an amendment that meets best practices in hiring and addresses faculty concerns. She said that unfortunately, other faculty put forward the amendment that will be voted on, which contains a process that does not follow best hiring practices to create diverse, excellent candidate pools.

Chancellor Schrader wanted to note that the final Faculty First Friday of 2015 took place last week. She wants to thank those that were able to attend and wants to continue with the goal of these lunches to keep the lines of communication open between faculty and the administration. The lunches will resume on Friday, Feb. 5.

Chancellor Schrader opened the floor for questions following her presentation.

d. Faculty Senate President's Report

Faculty Senate President-elect Tom Schuman presented the Faculty Senate President's report for Steve Grant.

Tom Schuman reported that Inter Faculty Council (IFC) discussed the MU race protests and whether and how to support students and the role of IFC. They also met with a representative of Concerned Students 1950.

IFC discussed the proposed changes in the Collected Rules & Regulations (CRR) with regard to Conflict of Interest (COI). CRRs 330.015 and 420.030 both deal with COI but are inconsistent. UM Legal has incorporated 420.030 into 330.015 as one new body of information. Faculty review and feedback was sought but none received. The item has been referred to Academic Freedom and Standards and the Intellectual Property committees. The item is posted at <http://facultysenate.mst.edu/meetings/> under CRR 330.015.

There are additional changes in the CRR on Health and Medical Surveillance Programs for Laboratory Animal Care Personnel issues associated with animal care. Those are posted for review but have also been referred specifically to Biological Sciences, Chemistry and Materials Science.

Faculty are encouraged to apply for UM System President's Awards. Information has been distributed by email.

The faculty were apprised of IFC subcommittees to follow Title IX policy implementation and to investigate post tenure review policies on each campus, which is in response to legislative agenda items concerning tenure, perceived faculty inactivity, and post tenure review practices.

The following interim positions were announced - Mike Middleton (Deputy MU Chancellor Emeritus) appointed as Interim UM System President; Hank Foley named Interim Chancellor of MU; and Bob Schwartz named as interim UM System Vice President of Academic Affairs, Research and Economic Development.

There are several proposed changes to the retiree health benefits being consider by UM System. The reasons were listed as to why changes are needed. Discussions regarding future retiree medical benefits are ongoing. It is proposed to keep retiree medical benefit as subsidy based on "years of service plus age" minimum. The problem is workers who retire before age 65. Retiree pension funding is unaffected.

A Discourse Resolution was passed in Faculty Senate. *Be it resolved: The Faculty Senate of Missouri S&T is committed to ensuring a safe, welcoming environment for all students, faculty, staff, and visitors that is free of wrongful discrimination, racism, sexism, intimidation, and threats of violence. At the same time, we affirm our support for the constitutionally enshrined freedoms of assembly, speech, religion, and the press and for the educational principles of*

academic freedom and civil discourse. We expect the entire Missouri S&T system to abide by these bedrock principles of the university and condemn actions by any member of the community that threaten to undermine them.

Faculty Senate passed new Student Academic Regulations regarding absences from class.

The Administrative Review Schedule has been set and will be chaired by Larry Gragg. For 2016 it will be: Chancellor; Provost; Vice Provost and Dean of CASB. For 2017 it will be: Vice Chancellors: Global and Strategic Partnerships; Human Resources, Equity and Inclusion; Finance and Administration; University Advancement; Student Affairs; Chief Information Officer. For 2018 it will be: Vice Provosts: Dean of Engineering and Computing, Graduate Studies, Undergraduate Studies, Research, and Enrollment Management; Director of Institutional Research and Assessment and Director; Library and Learning Resources.

Faculty Senate approved support of the American Associate of University Professors (AAUP) ten principles on Academic Freedom and Tenure.

e. Consideration of the Proposed Changes to CRR 300.030 by S&T Faculty Senate, November 2015

Faculty Senate President-Elect Tom Schuman presented the Consideration of the Proposed Changes to CRR 300.030 by S&T Faculty Senate for Steve Grant.

Bylaw changes were proposed by a group of 22+ faculty. The changes were distributed to and discussed by senators and minor changes were made. There was a special meeting of the Faculty Senate on November 19 where unanimous support was given. The changes were then sent to RP&A for consideration by the General Faculty. Faculty Senate recommends approval by the General Faculty. The proposed changes were distributed to the General Faculty along with the meeting agenda on December 1. A paper ballot will be distributed within the next 15 school days.

Chancellor Schrader distributed a handout listing Board of Curators Initiatives – As of 11/19/2015 (Attachment D). The handout included a quote from Curator Cupps and a series of initiatives to be implemented over the next 90 days and beyond to foster a climate of inclusion on the UM campuses. Chancellor Schrader highlighted points 4 and 5 which were relevant to the bylaw change regarding diversity of faculty.

The floor was open for discussion. One action item was suggested and accepted with regard to the upcoming CRR vote. The Chancellor and/or Provost agreed to post references which comprise the basis of “Academic Best Practices” for hiring prior to the 15 day deadline for the faculty-proposed changes to the CRR 300.030.

VII. Announcements – None

VIII. Adjournment – The meeting was adjourned at 5:45 pm.

Laura Stoll, Secretary

ATTACHMENT A

MEMORIAL RESOLUTION

JOHN LINDON BEST

PROFESSOR EMERITUS OF CIVIL ENGINEERING

John L. Best died October 6, 2015 in Overland Park Kansas at the age of 89. Dr. Best was a member of the Missouri S & T faculty from 1955 until his retirement in 1991. He was born November 19, 1925 on a farm near Ellsinore, Missouri to John and Sara (Sadie) Best, the youngest of five children. John graduated from Ellsinore High School in 1943 and enlisted in the US Army shortly thereafter. He served his country during World War II in the European Theater as a member of the Corps of Engineers as a demolitions expert and provided artillery support during the Battle of the Bulge. Following his honorable discharge from the Army in 1946 he returned to Missouri and worked for the Missouri Highway Department in Sikeston until 1951, the year he married Bonnie Storey. John and Bonnie were the parents of two sons, Gregory and Douglas. He enrolled in the Missouri School of Mines as a civil engineering major in 1951, receiving his BS degree in 1955. He enrolled in graduate school that fall and was appointed Instructor of Civil Engineering, which in those days was a fulltime teaching position. That was the beginning of a long and successful teaching career which spanned 36 years. He was promoted to Assistant Professor in 1958, to Associate Professor in 1961 and to Professor in 1970. In 1963 John was awarded a National Science Foundation Faculty Fellowship to study for his PhD degree at Vanderbilt University which he received in 1965.

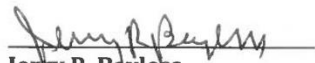
John was a gifted teacher and had a strong interest in helping his students achieve their goals. He had a unique ability to explain difficult concepts in his laid back, calm style in such a way that students could understand and apply them to engineering problems. He received the Outstanding Teacher four times and was also coordinator of the department's graduate program for several years. He was interim chair of the Civil Engineering Department for two years. John served on several department and campus committees and could always be counted on to lend a helping hand. John Best was a licensed professional engineer in Missouri and a member of Chi Epsilon, Sigma Xi, Tau Beta Pi and Phi Kappa Phi honor societies. In 1989 he was awarded the Joseph H. Senne Academy of Civil Engineers Faculty Achievement Award in recognition of his achievements in teaching, engineering education and service to the Civil Engineering Department and Missouri University of Science and Technology. John was a member of the Academy of Civil Engineers and the Order of the Golden Shillelagh.

John and Eva Marie Main were married in 1968. He and Eva were active in the First Presbyterian Church of Rolla, where John served as a Deacon, and the Eastern Star and Shrine. They traveled extensively after retirement and John could frequently be found disguised as MO the clown, complete with make-up, big red nose, wide green glasses and size 20 shoes. Eva preceded him in death in 2006 and shortly after that John moved to Cape Coral Florida and then moved to the Kansas City area in 2014 to be closer to family.

John cherished his family which included Greg and Kathy Best, their daughter Emily and son Anthony, and great-grandson Connor; Doug and Jill Best and sons and daughters David, Rachel, Elise and Ian; Dusty Brazeal and son Craig and daughter Christy; nephew David Best; and step-niece Cyndi Graham.

It is requested that this memorial resolution be incorporated into the official minutes of the Missouri University of Science and Technology General Faculty meeting of December 8, 2015 and that copies be sent to Dr. Best's sons Gregory and Douglas.

Respectively submitted,


Jerry R. Bayless



Douglas R. Carroll
Acting Chair

ATTACHMENT B



MISSOURI UNIVERSITY OF SCIENCE AND TECHNOLOGY

Formerly University of Missouri-Rolla

October 19, 2015

MEMORIAL RESOLUTION FOR DAVID OAKLEY

David Lamar Oakley was born March 23, 1930 in Nashville, Tennessee to the late Quintus Lamar Oakley and Hazel (Lawrence) Oakley. He began his career in 1951 as an elementary school teacher in Tennessee and then served in the U.S. Air Force, 1952-1956. He started teaching at UMR in 1960 and also found time to work on a doctorate in Music Education, awarded by Indiana University in 1972.

Until his retirement from UMR in 1993, he was Professor of Music on this campus and head of the music and theater programs. He loved directing the band, and he especially loved the bagpipe band, which he clearly regarded as his favorite project and whose music was indeed most impressive. Towards the end of his UMR career David suffered a brain aneurysm, from which he very fortunately recovered, but for six months or so he had to stay home without access to his department's finances. When he finally did return, his main concern was what had been done with the funds allotted to the bagpipe band. And it cannot be overstated how relieved he was when the secretary informed him that they had not been touched. They were all still there.

In the 1960s and 1970s the Music program was a section of the Humanities Department. At one point David noted that his Music program could get additional funding if it were independent, and his request for independence was granted. David was now chairman of the Music and Theater programs and was soon joined by Dr. Jim Bogan, who also sought independence. Jim had previously been part of the English section and was now in the process of establishing a very successful film program.

Later, about 1980, with one stroke, all the degree-granting sections of the Humanities and Social-Sciences departments became independent. This was fine for those new departments, but several disciplines were left without a home: Foreign Languages, Sociology, Anthropology, and Speech/Media. Administratively for a time these were orphaned disciplines, left to fend for themselves but without any resources to do so. At this point David stepped in with a vision of what a new department could be like, uniting the Performing Arts with some of the most important Liberal Arts courses taught on campus. He warmly welcomed the orphaned disciplines, vigorously defended them in the reorganization process, and a new department was formed under the name Applied Arts and Cultural Studies.

Under David's leadership the department thrived, and his work laid the foundation for its continued success. After David's retirement in 1993 the department was merged with the Philosophy department and renamed Philosophy and Liberal Arts. Later the name changed once more to what it presently is, viz. Arts, Languages, & Philosophy. But despite the administrative twists and turns over the years, the department very much retains the stamp that David put on it, and he is hereby very gratefully acknowledged as its founding father.

David combined a very effective, forceful style of leadership with a special brand of humor. The Rolla Daily News obituary (Sept. 14, 2015) mentions that "Dr. Oakley never knew a stranger and loved to make people laugh." That is entirely accurate, but in the interest of historical completeness it should be noted that nobody enjoyed David's jokes more than David himself.

Department of Arts, Languages, & Philosophy

G-4 Humanities • 500 West 14th Street, Rolla, MO 65409-0570 • Phone: 573-341-4869 • Fax: 573-341-6312

Art, Music, Theatre • 127 Castleman Hall • 400 W. 10th Street, Rolla, MO 65409-0670 • Phone: 573-341-4185 • Fax: 573-341-6992

An equal opportunity institution

It should also be noted that that long before Donald Trump became a household name, David had been routinely barking out for humorous, or supposedly humorous, effect “You’re fired!” One incident stands out in my mind. In the early 1970s I had very little contact with David but of course knew who he was. One day, out of the blue, my office phone rang, and a voice with a heavy Slavic accent asked: “Eez thees Professor Cohen?” I said “Yes” and then instantly heard (without any trace of the Slavic accent): “You’re fired!!” And I remember thinking, “I’ve heard that voice before.” It was David, of course.

But there should be no mistaking the seriousness of purpose David brought to his administrative tasks. In the mid-1970s the Humanities Department needed to hire a new chairman. One of the candidates seemed to stand head and shoulders over all the rest with his extraordinary publication record. But we heard a rumor that he might have a petulant personality, and a telephone conference call was arranged to speak with a faculty member at the candidate’s former institution. Throughout the phone call the person we spoke to was clearly uncomfortable, giving very hazy answers, but David knew just what to do to get a clear readout. He asked very pointedly: “Would *you* select him as your chairman?”, and the answer was “Well, since you put it that way, no.”

David was also no nonsense in selecting his band directors, and his guiding principle was that no candidate would be hired before first conducting the UMR band as part of the interview process. David of course knew just what to look for.

Here now are a few more recollections.

[From Dr. Jim Bogan; Curators Teaching Professor, Art and Film]: “In the early seventies David led the Miner Band at the football games in a band leader uniform. Rain or shine. Sleet or hail. I remember him in a near whiteout keeping time to a brassy rendition of *Age of Aquarius*, almost invisible in the blizzard. The kids loved him and always called him ‘Doc’. His long tenure as chair of the Department of Applied Arts and Cultural Studies saw the growth of film, art history, and studio courses and he kept time and momentum metaphorically during the bureaucratic blizzards that blew through regularly.”

[From Dr. Richard Miller; Professor of Philosophy]: “David Oakley was a force of nature. I first met him shortly after arriving in 1968. I’d been in bands since my ‘twens’ and was curious as to whether music was important here. David let me know, in no uncertain terms, that the school had ambitions to be a ‘full-blown university’ and that that couldn’t be done without an effective fine and liberal arts program. He suggested that it was the mission of those of us apart from what are now called the STEM disciplines to help our students see beyond their technical majors, to become what he described to me as ‘complete human beings.’

“In 1968 there was a ‘cute’ way of saying that the roughly 100 of us hired that year cost then UMR a total of over a million dollars in salary. I suspect that the majority of us in the million-dollar faculty, at least those who stayed any length of time, bought into David’s sense of mission. I’d also be willing to argue that the impact of his efforts here – students, faculty and others – has borne fruit in UMR’s development into what is today’s Missouri University of Science and Technology.”

[From Joel Kramme, Assistant Professor Emeritus of Music]: “During the twenty-four years in which I shared my professional life with David Oakley, there were so many anecdotes from which I now draw inspiration, I find the thought of considering them all to be overwhelming. Permit me therefore to contribute just this modest thought:

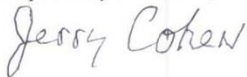
“Upon the consecration of the new sanctuary at Christ Episcopal Church in February, 2004, and the installation of a newly refurbished pipe organ; David recognized the need for a high-quality piano to complete the inventory of the

parish's service instruments. His gift to the church of an exquisite, full-size grand piano was both unexpected and universally applauded. Each Sunday when my wife, Mary Kaye, accompanies the choir in its singing of the service anthem, she and I and all those in attendance are inspired and comforted by David's largess to the congregation and community. I am personally touched by his continuing presence."

David Oakley passed away on September 10, 2015, at the age of 85. Missouri S&T lost one of the significant pioneers in building up the institution as we moved from being an undergraduate school of mines to a full-fledged university. He was one of the best loved faculty members among the students, faculty, and everyone in the community with whom he came in contact. A noteworthy point is that when UMR alumni in middle age were once asked what they most enjoyed about their years here, almost without exception, those who had been in the band cited that activity.

We request that this memorial resolution be incorporated into the official minutes of the Missouri S&T General Faculty Meeting of December 8, 2015, and that copies be given to David's daughter Rosalie Lincoln and husband Mark, and two grandchildren: Amanda Lincoln and Alex Smiarowski.

Respectfully submitted,



Jerry Cohen
Professor of German & Russian

ATTACHMENT C

Memorial Resolution

Harry Waldron Weart

Emeritus Professor of Metallurgical Engineering

Harry Waldron Weart passed away suddenly on August 18, 2015 at age 88 in Vero Beach, FL. Harry was born in Seneca Falls, New York in 1927 to Harry and Renah Weart, who predeceased him. He graduated as Valedictorian from Mynderse Academy High School in 1945, and received a degree in metallurgy from Rensselaer Polytechnic Institute in 1951. Harry received a Master's Degree and a PhD from the University of Wisconsin at Madison, where he met and married his first wife, Janis Larson Weart, who predeceased him.

Harry served in the U.S. Army as a member of the Military Police in the Panama Canal Zone from 1945-1947, where he became an expert marksman. He served as a member of the metallurgical engineering faculty at several universities, including Cornell, and was the chairman of the Metallurgy Department at the University of Missouri – Rolla (now Missouri S&T) from 1964 – 1992. Under Harry's leadership the Metallurgy department's reputation for excellence in teaching was matched by a significant growth in research and scholarly activity, laying the foundation for a national and international reputation that continues today. His personal interest in the success of the students, faculty, and staff created an atmosphere of collegiality and merit that resulted in sustained excellence well beyond his time as chair. Harry and Janis were noted for the Departmental Christmas party which they hosted in their home for faculty and staff, a tradition that continued after their time in Rolla. A feature of Harry's office in Fulton Hall was a magnificent rug that he had made, hung like a tapestry on the wall.

Harry was an athletic enthusiast and instructor, enjoying distance running, swimming, lifesaving, scuba diving, white-water kayaking, canoeing and sculling. He would practice barrel rolls in the University pool at lunch, and the license plate on his car read H2O-BUG, with a kayak often displayed on the roof.

Harry was a musician most of his life and played the banjo and trombone in a number of musical groups, including dance, marching and symphonic bands. He served as a leader/organizer for a number of different organizations including the Immanuel Lutheran Church, Boy Scouts, community music and environmental protection associations.

After retirement, Harry moved to Eagle River, Wisconsin where he was an active member of Our Savior Lutheran Church and served as choir director. Harry married Ellie Hamlin Weart in 2003 and she survives. He is also survived by his brother, David Weart, and his three children Nancy (Dan) O'Neal, Paul (Edie) Van Wert, and Patti (Ed) Whitehead.

It is requested that this memorial resolution be incorporated in the official minutes of the Missouri University of Science and Technology General Faculty Meeting minutes of 8 December 2015 and that copies be sent to Harry's widow Ellie and his children Nancy, Paul and Patti.

Respectfully submitted:

David Robertson

David Robertson

Matt O'Keefe

Matt O'Keefe

Ronald Kohser

Ronald Kohser

ATTACHMENT D

http://www.umsystem.edu/ums/news/news_releases/news_110915

BOC Initiatives – As of 11/9/2015

"The board of curators will not tolerate hateful activities on our campuses – period," said Cupps. "We are taking additional measures beginning today to ensure that our campuses are free of acts of hatred, so that our campuses all embody a culture of respect."

Today the board announced a series of initiatives to be implemented over the next 90 days to address the racial climate on its campuses, including:

1. A first-ever Chief Diversity, Inclusion and Equity Officer will be appointed for the UM System. Accountability and metrics will be established for the position going forward;
2. A full review will be initiated of all UM System policies as they relate to staff and student conduct;
 - Faculty governance groups will be asked to initiate a review of policies as they relate to faculty conduct. (Added by GOs, 11/19/15).
3. Additional support will be provided for students, faculty and staff who have experienced discrimination and disparate treatment.
4. Additional support will be provided for the hiring and retention of diverse faculty and staff;

Longer-term

5. Create a diversity, inclusion and equity task force to develop both a short- and long-term strategy, plan and metrics for the UM System based on an inventory and audit of current programs, policies and practices.
6. Establish campus-based task forces to develop diversity, inclusion and equity strategies, plans and metrics.
7. Ensure that each UM System campus has a Chief Diversity, Inclusion and Equity Officer reporting to the chancellor;
8. Launch a diversity, inclusion and equity leadership training and development education program, which includes the board of curators, president and administrative leadership, followed by broader faculty and staff training.

Specifically, on the MU campus:

9. There is a process in place to identify external diversity, inclusion and equity consultants to conduct a comprehensive assessment of diversity and inclusion efforts on campus.
10. There will be mandatory diversity, inclusion and equity training for all faculty, staff and future incoming students.
11. We will continue the comprehensive review of student mental health services to ensure that students are referred to the most appropriate resources for their needs.