

General Faculty Meeting Minutes

May 5, 2020

Via Zoom 4:00PM

- I. Call-to-Order, Chancellor Mohammad Dehghani called the meeting of the General Faculty to order at 4:04 PM.
- II. There were no memorial resolutions.
- III. Chancellor Dehghani called for approval of minutes of the December 3, 2019 meeting. The minutes were approved as circulated and distributed via email on December 13, 2019.
- IV. There was no unfinished business to discuss.
- V. There were no reports of standing or special committees.
- VI. New Business

A. Approval of Candidates of Degrees.

Motion was made that the names on the previously circulated list of candidates for degrees on May 16, 2020, be approved, subject to successful completion of any remaining degree requirements. The motion was approved.

B. Costas Tsatsoulis recognized the Faculty Patent Award Winners

Ming Huang
Lingya Chi
Rex E. Gerald II
Jie Huang
Annalise Pfaff
Klaus Woelk
Sutapa Barua
Delbert Day
Greg Hilmas
William Fahrenholtz
Jeremy Watts
Jonghyun Park
Mohammed Al-Yasiri
Matthew O'Keefe
Ronald O'Malley
Simon Lekakh
Von Richards
Fatih Dogan
Reza Zoughi
Mohammad Tayeb Al Qaseer

Costas Tsatsoulis recognized the US Software Related Copyright winners

Richard Dawes
Ernesto Quintas Sanchez

Costas Tsatsoulis recognized Foreign Patent Winners

Steven Jung
Delbert Day
James Stoffer
Roger Brown
Reza Zoughi
Mohammad Tayeb Al Qaseer

C. Daniel Forciniti recognized the Faculty Award Winners

Receiving the 2019 Achievement Award

Yu-Hsien Chiu, Business and Information Technology
Victor Khilkevich, Electrical and Computer Engineering
Simon Lekakh, Materials Science and Engineering
Scott Miller, Materials Science and Engineering
Jillian Schmidt, Mechanical and Aerospace Engineering
William Showalter, Civil, Architectural and Environmental Engineering

Receiving the 2019 Excellence Award

Jie Huang, Electrical and Computer Engineering
Patrick Huber, History and Political Science
Michael Moats, Materials Science and Engineering
Fiona Nah, Business and Information Technology
Yanzhu Zhang, Mathematics and Statistics

Receiving the 2019 Research Award

Xiaoming He, Mathematics and Statistics
Chulsoon Hwang, Electrical and Computer Engineering
Xinhua Liang, Chemical Engineering
Jenny Liu, Civil, Architectural and Environmental Engineering
Hongyan Ma, Civil, Architectural and Environmental Engineering
Joseph Newkirk, Materials Science and Engineering
Daniel Shank, Psychological Science

Receiving the 2019 Service Award

Petra DeWitt, History and Political Science
Henry Pernicka, Mechanical and Aerospace Engineering

Receiving the 2019 Teaching Award

Eric Bryan, English and Technical Communications
Wayne Huebner, Materials Science and Engineering
K. Krishnamurthy, Mechanical and Aerospace Engineering
Dan Reardon, English and Technical Communications
Claire Reynolds-Kueny, Psychological Science
Kate Sheppard, History and Political Science
Yun Seong Song, Mechanical and Aerospace Engineering

D. Chancellor's Report

Chancellor Dehghani began his report with a campus update. In lieu of an in-person commencement ceremony, the virtual celebration of graduates will begin on May 16th at 11AM on Missouri S&T's Facebook page. He noted it is with great hope S&T will have the event on campus for Fall 2020 semester. He asked us to remember our seniors, as they didn't get to experience "senioritis" or the actions and functions coming with being a senior on campus. S&T has made a promise to these seniors/graduates to be invited back for a ceremony.

Chancellor Dehghani has stated he has been seeing a lot of communications/emails from our town hall meetings asking about plans for our campus and the UM system to hold in-person classes over the Fall 2020 semester. Chancellor Dehghani said plans were in place to provide multi-modal instruction for the fall semester, in large part on campus with the possibility of some online instruction to continue. The Incident Command Team (ICT) was meeting daily, but is now meeting 2-3 times per week. There are processes in place, with meticulous step-by-step approaches to repopulate campus. This is assuming Federal, State and municipal authorities allow this, S&T will fully intend to have Fall 2020 semester on campus.

The next topic was budget. Chancellor Dehghani said we need to replace anticipated losses of \$8.5 million to \$12.5 million for fiscal year 2021, which begins July 1. This includes recovering the cost of \$3.5

million in credits to students for housing and meal plans and approximately \$4.2 million in state funding loss

The total of that is about \$7.7million. At this time it is uncertain if the state will withhold more. For now we are uncertain what next year will be. By 2021, we are hoping to be in a stronger position, as this will be a hard year. At this point in time 20-25% of students have not signed up for the fall semester. As of an hour before the meeting, the freshman deposits were ahead of last year. So far, compared to last year of 1150 students, S&T is only short by 40-45. It is going to be a vigorous campaign to get the accepted students to sign up. The retention of freshmen to sophomore shows about 20-25% have not signed up for fall. There is a massive effort happening currently to reach out to these students to see what is holding them back from registering. Chancellor Dehghani stated we need to send the message to not let stress of the moment get to our students, help them make the right decisions and assist them in signing up. At this time we are aware of a state shortfall of about 10%. Chancellor Dehghani said we are probably in a much better situation than sister campuses who have had to take dramatic steps. For S&T, there are three scenarios put forth.

Stage 1 – The initial stage will be comprised of layoffs and furloughs. Some of these already have been identified, and some are yet to be determined. During this slow time (and this summer being even slower) with staff being furloughed for short and long term, these people will not lose their benefits. This can save some money.

Stage 2 – The second stage will be to expedite those who are eligible for retirements. This includes faculty and staff. Some of the faculty could move portions of their salary to their grants.

Stage 3 – This third stage is much more difficult. Cutting faculty salary across the board is the easy way out but this may not work well. Using all elements of stage 1 and 2 the goal should be achieved.

As for vacant positions these will only be hired “if something bigger will break in the future if not filled.” At this time hiring will be minimized.

Chancellor Dehghani said we need to subscribe to a long-term vision of S&T and asked, Where should this campus be in 20 years’ time? With all the state reductions, S&T needs to put into place processes and strategies so that in 20-30 years, the fluctuation of state support should have minimal impact on the campus. S&T will need to become more like a private university. Now is the time to become more independent – highly ranked universities and Ivy League school do not get any state funding. It is time for S&T to use state funds for strategic initiatives and not for essential operations. S&T cannot continue extreme measures simply because there is a budget to balance. At this point S&T cannot expect the state’s support to double. With that being said, strategic hires will need to be completed. Chancellor Dehghani said there is a need to establish professional and corporate education. Taking education to the people who cannot come to campus. S&T will help those who want to finish advanced degrees. Chancellor Dehghani stated we need to become recognized for research and become a multi-modal delivery campus.

Chancellor Dehghani stated S&T has had some hopeful signs. The Missouri Senate had voted not to cut higher education budgets for 2021. The CARES Act may provide additional support. Half of the \$5.2 million allocated to S&T must be dedicated to student support. With the layoffs, furloughs, and salary reductions – this should be carried out hopefully in a targeted manner. Our faculty are not at a salary level where blanket cuts will work. On the revenue side, the efforts will need to double.

Chancellor Dehghani stated the present realities with budget, enrollment goals and the vision for the future must help S&T begin to think differently. Goals are to become more flexible, multimodal, and financially get to a place where extreme measures do not have to be taken.

In closing the 5 areas to continue investigating:

- Enrollment Management – enhance at all levels (UGRD to PhD) and corporate and professional
- Development Office – rely on philanthropic – graduates are grateful for quality, capitalize on this
- Marketing – we need to market ourselves better

- Online Education – to invest in true online education as well as global, corporate and professional education
 - Targeted enhancement of programs – hire active, younger faculty when older faculty retire.
- There is a need to reduce and enhance. Survive for the short term and prosper for the long term.

E. Faculty Senate President's Report

Faculty Senate President Steven Corns shared his presentation and commended the system for going online on such a short notice.

Faculty Senate recent discussions include ways to evaluate teaching to be ready to go in front of the Faculty Senate this summer, adding deans back, IT being cloud based, standardizing structure work load policy and grade replacement.

Next topic is elections. Directions on how to vote were electronically sent out. There is a test question to make sure the voting system works properly, then proceed to actual election. Actual voting – public occasions – there is a short description from the faculty bylaws Collected Rules and Regulations. There are six positions and six nominees. Dr. Corns appealed to committee to go vote. For student awards and Financial Aids Committee, there are two positions and two nominees: Clayton Price (Computer Science) and Jeffery Thomas (Civil, Architectural and Environmental Engineering). There has been a call for acclamations instead of voting due to the same number of positions and nominees.

The University wide tenure committee is comprised of Magdy Abdelrahman (Civil, Architectural, and Environmental Engineering) and Jonathan Kimball (Electrical and Computer Engineering).

VII. Announcements – There were no announcements.

VIII. Adjournment. The Meeting was adjourned at 4:57 PM.