

General Faculty Meeting Minutes

May 7, 2019

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

- I. Call-to-Order, Michael Bruening called the meeting of the General Faculty to order at 4:01 P.M.
- II. Michael Bruening recognized Professors Roger Brown and Yue-Wern Huang for the presentation of a memorial resolution in honor of Nord Gale. It was moved that the memorial resolution be incorporated in the minutes of the faculty meeting with copies forwarded to family members. (See Attachment A).
- III. Michael Bruening called for approval of the minutes of the December 4, 2018 meeting. The minutes were approved as circulated.
- IV. Unfinished Business – None
- V. Reports of Standing and Special Committees - Elections were held for one committee. The results are as follows:
 - University-Wide Tenure**
 - Genda Chen (CArEE)
 - Matt Insall (Math/Stat) (alternate)

VI. New Business

A. Approval of Candidates for Degrees

Motion was made that the names on the previously circulated list of candidates for degrees on May 17-18, 2019 commencements be approved, subject to successful completion of any remaining degree requirements. The motion was approved.

B. Costas Tsatsoulis recognized the Faculty Patent Awards winners.

Sutapa Barau
Nicholas Leventis
Chariklia Sotiriou-Leventis
Abhishek N. Bang
Klaus Woelk
Rex Gerald
Ming Huang
Lingyu Chi
Joshua Rovey
Steven Berg
Jagannathan Sarangapani
Eyad Taqiedden
Pourya Shamsi
Mehdi Ferdowsi
Delbert Day
Ali Mohammadkhah
Ming Leu
Greg Hilmas
Robert Landers
Amir Ghazanfari
Wenbin Li

Costas Tsatsoulis recognized the US Software Related Copyright winners

Hongya Qu
Genda Chen
Tiantian Li

Costas Tsatsoulis recognized the Foreign Patent winners

Reza Zoughi
Tayeb Ghasr

Matthew Kempin

C. Daniel Forciniti recognized the Faculty Awards winners.

Receiving the 2018 Excellence Award

Douglas Bristow, Mechanical and Aerospace Engineering

Richard Dawes, Chemistry

Xinhua Liang, Chemical and Biochemical Engineering

Zhaozheng Yin, Computer Science

Receiving the 2018 Achievement Award

Darin Finke, Arts, Languages, Philosophy

Sheryl Hodges, Engineering Management

Amardeep Kaur, Electrical and Computer Engineering

Merilee Krueger, Psychological Sciences

Jossalyn Larson, English and Technical Communication

Nicolas Libre, Civil, Architectural and Environmental Engineering

Receiving the 2018 Research Award

Mohamed El-Gawady, Civil, Architectural and Environmental Engineering

Jonathan Kimball, Electrical and Computer Engineering

John Myers, Civil, Architectural and Environmental Engineering

Jonghyun Park, Mechanical and Aerospace Engineering

Ulrich Jentschura, Physics

Julie Medvedeva, Physics

Fiona Fui-Hoon Nah, Business and Information Technology

Fateme Rezaei, Chemical and Biochemical Engineering

Receiving the 2018 Service Award

Mark Fitch, Civil, Architectural and Environmental Engineering

Irina Ivliyeva, Arts, Languages, and Philosophy

Sahra Sedigh Sarvestani, Electrical and Computer Engineering

Receiving the 2018 Teaching Award

Amber Henslee, Psychological Science

Sarah Hercula, English and Technical Communications

Gary Mueller, Mining Engineering

Julie Semon, Biological Sciences

Jeffrey Smith, Materials Science and Engineering

John Greg Story, Physics

David Westenberg, Biological Sciences

D. President's Report

President Mun Choi recognized recent faculty achievement winner Mark Fitch who received the President's Award for Service.

President Choi presented slides on total value of Research Proposals for all four University of Missouri institutions. He noted that this is a dashboard statistic that he, along with the deans, department chairs and center directors, receive at the first of every month. In addition, he presented a slide on the total value of Research Awards; S&T was noted as having a sizeable increase. However, President Choi feels we can still do better. The Research Expenditures slide showed that S&T is down somewhat, and he feels this is directly related to the fact that our proposals are down too.

He moved on to Student Success slides presenting application and admit numbers. S&T had a 16.8% increase in freshman applicants; however, he feels we should be receiving around 10,000 applications due to our stature. Our average ACT is 28.6 and we admit 80% of those who apply. We need to be more aggressive and develop a new strategy, which Paul Orscheln will help to implement. The slide for freshman admits has S&T up 10.5%, and the slide for freshman accepted is new so we have no comparable data from years past. S&T is expecting to be down around 93 students this fall semester. President Choi has asked that we be more aggressive and innovative. We need to share our excitement with our students and parents.

Next he presented on our 6-year Graduation rates stating that S&T is low at 63% when compared to Georgia Tech (84%) and Temple (71%). He noted that the national average is 59%. He is asking us to find where the leakage is at and fix the issue. It could be financial strains on students, or perhaps departments need to offer more classes or sections, but whatever the case, he asked that we dig deep to find the issue. Our 4-year graduation rate is 24%, and he again noted that Colorado School of Mines (46%) and Temple University (41%) are higher. The national average for four-year graduation rate is 36%. He is asking our next Chancellor and Provost to focus on improving these graduation rates.

President Choi presented an Annual Giving slide, indicating that S&T is up 8.1% at \$30.2 million. He told a story about Ellis Short whom he recently met. Mr. Short is an S&T alumnus from 1984 and has never set foot back on this campus since graduation. Mr. Short leads one of the biggest hedge funds in London. Choi mentioned that he was never contacted by S&T. The story tied in with Pell Grants as Mr. Short was a recipient of a Pell Grant while attending school. To qualify for Pell a family of four needs to make less than \$50,000 per year and currently we roughly a quarter of our student population receiving Pell. Many of our Pell students must also work, so we need to find ways to help them when we can.

President Choi discussed the FY20 appropriations and mentioned that the House and Senate voted through a flat line budget today. They did vote to approve \$10 million in funding for the new Translational Precision Medical Center (TPMC), based at MU. It was stated that the Veteran's Affairs is also interested in supporting and will donate to the cost as well.

We have been asked by President Choi to create our own opportunities as we need to move away from relying on the state budget since it is reduced each year.

The next set of slides discussed dealt with faculty and staff salary and where we fall in comparison to other higher education institutions based on data from the *Chronicle of Higher Education*. Faculty salary data included: Full professor ranked 34 out of 105 at \$125,465, Associate Professor ranked 66 out of 105 at \$83,090 and Assistant Professor ranked 56 of 105 at \$74,493. The faculty salaries at the other institutions were generally lower than ours, partly due to the humanities having lower salaries and there are more humanities faculty at the other institutions.

Salary comparisons included: Management ranked 97 out of 104 at \$83,597, Business/Finance ranked 100 out of 104 at \$47,213, Computer/Engineering Support ranked 94 out of 104 at \$49,982 and Office/Administrative Support ranked 99 out of 104 at \$31,298. All staffing categories were in the bottom quartile. We have to start dealing with the equity issues on this campus and throughout the system and this is why we plan to continue with the proposal for a 2% merit raise pool even in the face of major budget difficulties. The Board of Curators is supporting to work on these equity issues over the next 5-10 years and is very supportive of a tuition increase to help.

eLearning was the next topic. President Choi stated that the high school student population is flat, so we must find other alternatives for enrollment. Missouri is one of the lowest funded states per student, so we must start looking for alternatives such as distance learning programs to gain enrollment. We need to focus on adult learners. A survey was conducted recently showing that there is a population in Missouri and surrounding states of 920k that are interested in distance learning. Specifically 290k were interested in studying at one of the University of Missouri schools and another 310k would have interest in eLearning at University of Missouri schools for a total of roughly 600k new students. We have contracted with Ernst and Young Parthenon to help develop our eLearning strategy, and we are currently in the midst of hiring an eLearning director at system.

President Choi discussed the search for a new S&T Chancellor. He is currently doing a deep dive on one candidate and calling further references. This candidate met last Friday with several members of the S&T campus community and with President Choi. Choi asked Missouri S&T to support this new Chancellor. Hopefully by next Friday we will have an announcement.

As for an interim Provost, the President will be looking for someone who is collaborative, engaging, respects faculty and students and is strategic. President Choi will make the decision with the new Chancellor by June 15.

Questions from faculty

1. Larry Gragg asked what was President Choi's role in the budget cut process? Response was that he reviewed the final cuts presented by the campus.
2. Dan Oerther asked for President Choi to speak more about eLearning and what are the benefits to faculty? Response was that in order to be successful there must be faculty incentives. We are not sure what that structure looks like yet.
3. Michael Bruening asked for explanation of motive of the CRR change to department chair hiring? Response was that we needed the process to follow the national model and needed more uniformity with the search committee representatives. Department Chairs will need to be evaluated, have possible term limits and be held accountable for success of their department.
4. Matthew Thimgan asked why the MU first-time college numbers were up so much at 17.9%? Response given was that they fell so far in Fall 2014 that they hired a marketing firm to restore their image thus increasing applications. They also instituted a land grant scholarship that offers full tuition to pell students. They also instituted a social media and geo-fencing effort to increase applications.
5. Matthew Thimgan then asked where the funding for the scholarships came from? Response given was that MU reallocated money to fund the scholarships. Stated that S&T needs to look at doing the same.
6. Stephanie Fitch asked for President Choi to tell us more about Paul Orschelin and his ideas for increasing enrollment? Response given was that Paul has increased enrollment at each institution he was at by partnering with EAB consulting. Expectation is that our applications will go up greatly with the addition of a consulting company.

E. Faculty Senate President's Report

Michael Bruening presented slides on referrals and committee actions. This included:

- Revised procedure of NTT promotions by the Personnel Committee
- Addition of a fall break starting in 2020 by the Public Occasion Committee
- Faculty review of Provost and Deans by the Administrative Review Committee
- Feedback memo on the revised Department Chair CRR
- Department Creation/Realignment Policy by the Ad Hoc Committee
- Creation of Certificate policy by the Campus Curricula Committee
- Resolution on the Invention Assignment Agreement
- Continuous updates and work of the CCC, Budgetary Affairs and other committees.

Discussions are continuing on the bylaw revisions, department chair search process and the graduate student tuition waiver and policy II-26.

New faculty senate offices for 2019-2020 are:

- Steven Corns, President
- Michael Bruening, Past-President
- Richard Dawes, President-Elect
- Stephen Raper, Parliamentarian
- Kelly Homan, Secretary

The full committee lists will be distributed before the end of May and posted on the Provost Office site along with a link on the Registrar's site.

You can find updated policy revision information, feedback and open forum information at <https://policy.mst.edu/>.

- III-27 Distribution of Sponsored Research Indirect Recovery
- III-25 Fixed Price Residuals
- Department Creation/Realignment

- And possibly II-26 Externally Funded Graduate Assistantships

Questions from faculty

1. Larry Gragg asked what was the process used to discuss budget cuts and who made the decisions? Response given was by Dean Wlezien and Cuba Plain. Dean Wlezien was asked to submit a 10-15% plan but that the deans were not involved in the final decisions. Cuba Plain described the process in detail stating that the deans were asked for the 10-15% cut. She explained that we had to deal with a shortfall of \$11 million. She and Interim Chancellor Maples talked with direct reports about how to make the cuts and asked that they be strategic in their cuts and not across the board. They asked that cuts stay away from items impacting students. Interim Chancellor Maples wanted to keep schools/colleges below 10% and larger departments had higher cuts as they had additional funding. Provost area had to stay away from student cuts, so CAFÉ was selected as one unit where substantial cuts could be made. It was mentioned that CAFÉ started with a budget of \$50,000 but increased over the years to \$1.1 million when personnel from IT were added. They have reduced that budget back down to \$500,000 and are focusing the mission on instructional technology and are now reporting jointly to the deans. Global Learning was removed from GRA support since they get 35% of all distance fees and giving the monies back to the Deans. Final decisions are not done with regards to distance education, but all fall 2019 classes are expected to continue. President Choi mentioned that we are all interested in making this better and asked that Wayne Huebner and Larry Gragg sit down with him, Interim Chancellor Maples and Cuba.
2. Dick Brow asked if Michael Bruening was satisfied with the level of faculty input on the budget. Response given was No. Bruening mentioned that although the Deans worked early on with the department chairs to identify priorities, and the Budgetary Affairs committee was informed about the need for cuts, there was no opportunity for faculty to participate in the final budget decisions. He said that this was a disturbing trend that is also reflected in the failure to solicit faculty input on the recently announced policies.

VII. Announcements – None

- i. Madison Moore, Student Council President, mentioned that CET evaluations were currently underway and asked that faculty give students time to complete these evaluations during class. Mentioned there is an incentive for the department with the highest completion rate.

VIII. Adjournment – The meeting was adjourned at 5:16 pm.

Attachment A
Memorial Resolution

Dr. Nord L. Gale was born in 1938 in Phoenix, Arizona, the youngest of eight children in the family of Milo and Zylpha Gale. At the age of 11, his parents moved the family to a small farm near Animas, New Mexico, where he learned the art of baling hay. In his mid-teen years, Nord moved with his parents to southern California and in 1955 graduated from Hemet High School. Nord met Joan Reynolds, his future bride, when they were both students at the same high school. Nord began his college years at nearby University of California Riverside earning an AA degree in 1957. In early 1958, he traveled to Sao Paulo, Brazil to begin a two-and-a-half-year mission for the Church of Jesus Christ of Latter-day Saints.

After returning to the United States following completion of his mission, Nord and Joan were married in 1960 in Los Angeles, California. They then moved to Provo, Utah, where Nord enrolled in Brigham Young University. His studies at BYU resulted in a BA degree in 1962, a MS degree in 1964, and a Ph.D. in bacteriology in 1967. Nord was a NSF Fellow from 1963 to 1966. The Gale's three children were born while they lived in Provo.

Nord's first professional position was in the Bio-Sciences Division of TRW Systems at Redondo Beach, California from 1966 to 1968 as a member of a team conducting basic research on long-term manned space travel. In Spring 1968, he was successfully recruited to join the faculty of the University of Missouri-Rolla. It was a happy outcome. Nord and Joan moved to Rolla where within a short duration they became part of the community, raised their family and continued to reside for more than 50 years.

After arriving on campus, Nord's first assignment was to develop and teach initial course offerings in biology. Despite a heavy teaching load and commitments to get an academic program in Life Sciences started, Nord soon entered into a long-term research partnership with Dr. Bobby Wixson of the Civil Engineering Department. The primary focus of Nord's research was environmental health associated with investigations of lead and other trace metals in the Lead Belt region of southeastern Missouri. The NSF-sponsored Missouri Lead Study with which Nord was involved helped support several graduate students and many undergraduate biology majors.

Nord was a productive scholar receiving external grants and generating more than 50 peer reviewed journal publications. One of his more unique projects, performed in collaboration with Bobby Wixson, was a research investigation of underground water in the northwestern coast area of Egypt funded by the Egyptian Supreme Council. Nord also served on a National Research Academy Subcommittee entitled the 'Geochemical Environment in Relation to Health and

Dis ease'. And, in 1992 he was President of the Society for Environmental Geochemistry and Health.

During his career at this institution, Nord's true passion was teaching and interaction with students. His classroom success was aided by humor often manifested via humorous sayings such as *"he had a face so long he could eat oats from a churn"* plus a few hundred others. For

Many years, the Life Sciences student organization Helix kept an extensive list of Nord's sayings that the members referred to as '*Galeisms*,' some of which they had printed on the Helix club sweatshirts. Not surprisingly, Nord received 18 Outstanding Teaching Awards. He was named Curators' Distinguished Teaching Professor in 1998 and he received the Governor's Award for Excellence in Education in 1999.

In addition to his attention to teaching and research, Nord was committed to advancing the department he chaired for multiple years. A significant part of this commitment was manifested in his mentorship of junior faculty members. He was always available to counsel and inspire new faculty as they endeavored to get started. Nord also involved numerous undergraduate students in laboratory- and field-based research. For many of these students, this was a first experience that helped launch careers in science and education. In 2005, he also established the Gale-Hufham Scholarship for students in Biological Sciences, which is co-named after Gale and Dr. James Hufham who joined the life sciences faculty in 1969.

Nord was an active member of the Church of Jesus Christ of Latter-day Saints in Rolla. He served on many church committees and held the position of counselor in the Rolla Ward bishopric.

Upon his retirement, Nord found more time for almost yearly excursions to Alaska with his fishing buddy Bobby Wixson to fish for salmon, halibut, and other game fish. They reeled in many large, beautiful fish along the Kenai River, the Gulf of Alaska and other water ways of the Alaskan interior and coastal areas. Nord cherished those thrilling experiences in what he and Bobby referred to as 'the real Alaska'. Despite the difficulties caused by the cancer that had invaded his body, he made one last trip to Alaska in August, 2016.

Nord lost his battle with cancer on February 1, 2019. He is survived by his wife Joan, his two daughters Dawna Johnston and Sheri Jones and son Steve (and spouses Robert, Barry and LaDonna, respectively) plus 10 grandchildren and 12 great-grandchildren. He will be very fondly remembered by his former colleagues, the many thousands of students who felt fortunate to be in one of his classes, his Burgher Street neighbors, and many, many friends.

We request that this memorial resolution be incorporated into the official minutes of the Missouri University of Science and Technology General Faculty Meeting of May 7, 2019, and that copies be sent to Dr. Gale's wife Joan, his daughters Dawna and Sheri, and his son Steve.

Respectfully submitted,


Roger Brown


Yue-Wern Huang