College of Arts, Sciences, and Education

College-Wide Meeting
Vision

Growing the College

Enhancing Student Experience

Elevating Faculty Impact
Growing the College
Increasing Visibility, Efficiency, and Reputation

- Adding 1 PhD program and 5 undergraduate certificate programs (since last meeting)
  - PhD in Biological Sciences
  - Undergraduate Certificate in Environmental Science & Policy
  - Undergraduate Certificate in Healthcare Psychology
  - Undergraduate Certificate in Human Factor Psychology
  - Undergraduate Certificate in Industrial/Organizational Psychology
  - Undergraduate Certificate in Psychology of Diversity & Inclusion

- More programs under development (TC, Psych, Data Science)
- National Security Executive Leadership Program
- Renovation & Expansion: Schrenk East, Bioplex, Ozark Field Research Center Bunkhouse
Bunkhouse Expected Completion Date (February 2024)
Growing the College

- Expansion of summer camps (8) and more online summer course offerings
- Numerous operational improvements
- Website enhancements (including our giving page & new videos)
- ~600 LinkedIn followers
- Adding new members to the Dean’s Leadership Council
- Ranking of our online Psychology MS program
- Very weak ties with corporations, state, and national agencies
- Weak community outreach (except for the arts)
- Few study abroad programs
- Offering team-taught courses, more interdisciplinary research
- More students, more fundraising, more interdisciplinary and more international activities
- Reviewing COACHE Survey results
### FTC Pipeline

**Comparison and Target Values are from the Same Day Prior Year**

#### Apps
- **Total:** 5,070
- **Year to Date (PYTD):** 5,277 (+3.92%)
  - CEC
  - CASE
  - KUMMER
  - Non-Degree

#### Admits
- **Total:** 3,643
- **PYTD:** 3,476 (+4.8%)
  - CEC
  - CASE
  - KUMMER
  - Non-Degree

#### Net Deposits
- **Total:** 363
- **PYTD:** 309 (+17.48%)
  - CEC
  - CASE
  - KUMMER
  - Non-Degree

#### Yield
- **Total:** 9.96%
- **PYTD:** 8.89% (+12.09%)
  - CEC
  - CASE
  - KUMMER
  - Non-Degree

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**Trend**

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**Legend Selection**
- College
- Residency
- Academic Plan
- Sex
- Domestic/International
- Campus
- Degree

**Metric Selection**
- Apps (FTC)
- Apps YoY Var
- Admits (FTC)
- Admits YoY Var
- Admission Rate
- % Yield (FTC)
- Enrolled FTC
Enrollment Challenges

- Competition in recruiting is increasing while the pool of available students is shrinking
- UG enrollment has dropped from 687 in 2019 to 552 in 2023 (20% drop)
- Grad enrollment has dropped from 194 in 2019 to 180 in 2023 (7% drop)
- Lower than desired yield rate has led to low or decreasing trends in some of our departments
Enrollment Challenges continued

- What are we doing about enrollment?
  - Dual enrollment for high school students (Chemistry, Education, Physics, Psychology)
  - Enhanced recruitment efforts: Updated congratulations letters from dean and chairs to all admitted students (UG and Grad), visiting high schools, 1-page brochures emailed to all high schools, targeted scholarships, summer camps
  - Increasing number of non-thesis MS students
  - Focusing on better promotion of our online programs
  - Starting a 2+2 agreement with East Central College
  - Starting 3 new doctoral programs
  - Meeting with the Admission Office on acceptance criteria
  - Studying how we can set realistic enrollment goals for each department & CASE
Enhancing the Student Experience

• Forming CASE Student Advisory Council
• First ever 3-year course plan, clarifying course modalities, collecting course syllabi
• More scholarships (Shi/Ma Award for Excellence in Biomedical Research)
• improving DFW rates and encouraging students not to take Physics courses at Mizzou
• Reducing degree complexity (in all chemistry BS programs); reducing degree requirements to 120 credits
• Ability to provide small grants to study abroad students
• Grad Track Pathways in all 6 disciplines with a graduate program
• Exploring ways to support new PhD students (tuition, stipend)
• Offering $200 more on top of the $200 given to CASE faculty directing year-long OURE projects to buy equipment
FYRE (First Year Research Experience)

- Kickoff meeting on November 15th, two months earlier than FY23
- Increase from 17 to 31 students, a growth of 82.4%
- Research Showcase scheduled for May 1, 2024

OURE (Opportunity for Undergraduate Research Experience)

- Offering $200 more on top of the $200 given to CASE faculty directing year-long OURE projects to buy equipment
Elevating Faculty Impact

- Currently we have 123 ranked faculty (43% female); had 136 in FY 2019
  - 25% assistant professor, 30% associate professor, 45% full professor
  - 10 of the 64 S&T faculty ranked by Stanford U. as the top 2% most cited scholars in their field are in CASE (16%)
- 10 new faculty joined us this academic year (5 TT, 5 NTT)
- 11 searches currently underway (5 of them endowed or named professorships)
- Trying to increase the $ amount of start-up packages for new faculty to jumpstart their research
- New Endowed professorship in Polymer Chemistry (Stoffer); working on another
- Faculty websites on the new platform
- $48 million worth of proposals were submitted in FY 23 ($18 million more than FY 22)
- Breaking record of external research: $6 million (23% increase over last year; 6 months left)
- 2 of the 4 patent applications submitted since May 2023 were successful.
- Working toward hiring a financial person dedicated to helping with grants and contracts
- Urging faculty to apply for more internal and external grants

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2023-24 Faculty Searches

- Assistant Professor of Psychological Science
- Assistant Professor of Technical Communication
- Assistant Professor of Statistical Data Analysis and Applications
- Assistant Teaching Professor of Education
- Assistant Teaching Professor of English and Technical Communication (2 positions)
- Maxwell C. Weiner Distinguished Professor of Humanities
- Kummer Endowed Department Chair of Biological Sciences
- Kummer Endowed Professor of Data Science
- Vitek/FCR Endowed Chair Biochemistry Professor
- Castleman Endowed Professor of Discovery (Chemistry)
S&T CASE Shared Award Amount
For FY20 thru FY23 and FY24 TD as of 12-05-2023

<table>
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<tr>
<th>Year</th>
<th>Total Share Amount</th>
<th>Research Share Amount</th>
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<td>2020</td>
<td>$6.57</td>
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<td>2024</td>
<td>$6.81</td>
<td>$6.00</td>
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Internal Seed Grants from OVCRI

- OVCRI Seed Grants for the Arts, Humanities, Social and Behavioral Research Funding
  - Shannon Fogg
  - Devin Burns / Akim Adekpedjou
  - Kathryn Northcut
  - Daniel Shank / Cassey Canfield / Jessica Cundiff
- OVCRI Research and Innovation Grants
  - Amy Belfi
- Kummer Ignition Initiative Grants
  - Beth Kania-Gosche
  - Andrea Scharf
Faculty Leadership Council 2023-2024

Lori Francis – Arts, Languages, and Philosophy
Chen Hou – Biological Sciences
Jeffrey Winiarz – Chemistry
Julia Alexander – Education
Ryan Cheek – English and Technical Communication
Michael Meagher – History and Political Science
Elvan Akin – Mathematics and Statistics
Daniel Fischer – Physics
Amber Henslee – Psychological Science, Chair
Budget Snapshot

* 97% of our budget goes to salary and benefits
* CASE’s operating budget (not salary and benefits) is $622,710 per year
* Had a 3% raise pool for faculty and staff (merit + equity) this year
Good News!
New Department Chairs

3 new department chairs have been named this year
New Faculty

8 new faculty joined us in September
2 more colleagues will be joining us in January 2024

There are 11 searches in progress
Wumaier Maimaitiyiming
Mathematics & Statistics

Michael Peterson
Arts, Languages, and Philosophy

Katherine Sharp
Education & Biological Sciences

Theo Sumnicht
Biological Sciences
New Staff

15 staff members have joined us since April
Welcome to our newest staff members!

Shayla Yoakum, CASE Dean’s Office

Donna Sanborn, Regional Professional Development Center

Jennifer Pratt, Mathematics and Statistics

Craig Hounsom, Regional Professional Development Center

Latoya Whitaker-Ross, Child Development Center

Erika Jacobs, Child Development Center

Ava Didonato, Child Development Center

Jennifer Brakensiek, Regional Professional Development Center

Brandy Griffin, Child Development Center

Marsha Smith, Kummer Center for STEM Education

Cassie Liscombe, CASE Dean’s Office

James Pritchett, Regional Professional Development Center

Valenda Curtis, Kummer Center for STEM Education

Susan Jadwin, Regional Professional Development Center

Natalie Vos, Child Development Center
Promotions and Tenure

10 faculty were promoted effective September 1, 2023
5 staff were promoted internally this year
Amy Belfi  
Psychological Science  
Promoted to Associate Professor with tenure  

Darin Finke  
Arts, Languages, and Philosophy  
Promoted to Teaching Professor  

Lorie Francis  
Arts, Languages, and Philosophy  
Promoted to Teaching Professor  

Manashi Nath  
Chemistry  
Promoted to Professor
Gayla Olbricht
Mathematics & Statistics
Promoted to Professor

Dan Reardon
English and Technical Communication
Promoted to Professor

Elizabeth Roberson
English and Technical Communication
Promoted to Associate Teaching Professor

Paul Runnion
Mathematics & Statistics
Promoted to Teaching Professor
Michelle Schwartze
Education
Promoted to Associate Teaching Professor

Kathleen Sheppard
History & Political Science
Promoted to Professor
Staff Promotions

• Braxton Dautenhahn was promoted to Lead Teacher at the Child Development Center
• Megan Fowler was promoted to Business Operations Associate II in the CASE Dean’s Office
• Courtney Jones was promoted to Senior Director for the Kummer Center for STEM Education
• Lynsey Knapp was promoted to Lead Teacher at the Child Development Center
• Michelle Pipes was promoted to Assistant Director of Summer Camps for the Kummer Center for STEM Education
Campus Faculty Awards

CASE faculty dominated the campus awards this year with 14 faculty winning across the categories!
Faculty Service Award Winners
Smitty Grubbs
Melanie Mormile
Dave Westenberg
Faculty Research Award Winners
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Xiaoming He
Manashi Nath
Shun Saito
Faculty Achievement Award Winners
Darin Finke
Faculty Excellence Award Winners
Acknowledging Excellence
Irina Ivliyeva

- Interim Department Chair for ALP
- Curators’ Distinguished Teaching Professor
- 2023 Dean’s Medal Recipient
Beth Kania-Gosche

★ Model faculty member and department chair
★ Relentlessly going after opportunities
★ Superb university citizen and excellent collaborator
New Books

Since our last meeting in April of this year, three new books have been published by CASE faculty.
S&T ADVANCE Program

* Overall Goals:
  - Increase representation, retention, and advancement of diverse groups of women faculty by making S&T a destination of choice where all faculty can thrive:
    - Improve local climates
    - Mitigate bias in hiring and evaluations
    - Foster equitable resource distribution and access to opportunities
**S&T ADVANCE Program**

Major Activities:

- **Department Climate Survey Fall 2022**
  - Used survey results to create Dept Equity Profiles

- **Equity Profile Spring 2023**
  - Provided Dept Equity Profiles to chairs in March 2023

- **Departmental Enhancement Grant Program**
  - Call for Proposals
    - Currently Under Review
  - Chairs were encouraged to discuss the Profile with their dept and use it to develop Department Enhancement Grant proposal
S&T ADVANCE Program

Major Activities (continued):

★ Established ADVANCE Advocate in every department
★ Hosted several workshops and speakers on bias, equity, and inclusion
★ Appointed Faculty Ombuds: Dr. Sahra Sedigh Sarvestani
★ Evolving training and resources for search committees
★ Faculty Fellows projects underway:
  ★ Dr. Clair Kueny: Interrupting bias in annual faculty reviews and evaluations
  ★ Dr. William Schonberg: Broadening paths to career advancement
  ★ Dr. Kelley Wilkerson & Dr. Catherine Johnson: Faculty recruitment strategies
★ Working with COACHE & Faculty Senate Climate Survey teams to affect change
S&T ADVANCE Program

* Upcoming Opportunities:
  - Apply to be an S&T ADVANCE Faculty Fellow
    - Proposals due Feb 1st
  - Become an S&T ADVANCE Affiliate
    - Stay updated on upcoming S&T ADVANCE events
    - Email advance@mst.edu to join

Learn more by visiting https://advance.mst.edu/
Events to Promote Research

• December 8\textsuperscript{th}, 2023
  • Grants and Scholarships Workshop for Humanities and Social Science

• January 26\textsuperscript{th}, 2024
  • Signature Research Area: Quantum Science and Technology (led by physics department)

• March 2024
  • Signature Research Area: Living System and Repairs (co-led by biological science and psychological science)

• Many more to come…
Thank You!

Have a relaxing Winter Break!