The meeting was called to order at 3:02 p.m. by 2003-04 Faculty Senate Chairperson Van Reidhead, who announced that Dr. Paul Speck was elected Chairperson at the just-concluded organizational meeting of the 2004-05 Faculty Senate. This announcement was greeted with applause.

**Minutes**

Minutes from the previous meeting of the 2003-04 Faculty Senate (held February 17, 2004) were approved as submitted.

Chair Reidhead removed from the agenda at the Chancellor’s request a report from the Academic Advisory Committee proposing the elimination of the Evening College. Chancellor George, it was explained, informed the Chair that he would consult with the Committee about its recommendation but would postpone his decision until the Provost arrives.

**Report from the Committee on Curriculum and Instruction** – Dr. Peter Stevens

C&I Committee Chair Peter Stevens announced that although the deadline for submitting proposals for consideration this year was March 1, Academic Affairs will accept submissions through March 19.

**Latin Honors**

Dr. Stevens presented a proposed policy change regarding the awarding of Latin Honors. He reported that presently one-quarter to two-thirds of all graduating classes receive Latin Honors and that the number of awardees in the College of Education is particularly high. The proposed changes would raise the qualifying grade point averages as follows:

<table>
<thead>
<tr>
<th>Degree of Honor</th>
<th>Old GPA Range</th>
<th>New GPA Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cum laude</td>
<td>3.2-3.49</td>
<td>3.5</td>
</tr>
<tr>
<td>Magna cum laude</td>
<td>3.5-3.79</td>
<td>3.7</td>
</tr>
<tr>
<td>Summa cum laude</td>
<td>3.8-4.0</td>
<td>3.9</td>
</tr>
</tbody>
</table>
Dr. Susan Feigenbaum spoke against the policy, favoring instead calculations based on percentages. Dr. Barton also opposed the change, citing grade inflation, but he disagreed with Dr. Feigenbaum on the percentage approach because it penalizes students in units with a small enrollment. Dr. Stevens explained that the Committee favored retaining grade point average calculations over percentages because the gpa affords students a tangible goal. Pointing out that we no longer have a single graduation ceremony, Dr. Speck commented that the proliferation of Latin Honors is less obvious. Dr. Joseph Martinich offered the suggestion that we could apply different gpa requirements to the various colleges. Dr. Carol Peck observed that some disciplines within a college are tougher than others. Noting that the College of Education has a philosophy of grading different from the other colleges, Dr. Speck agreed with Dr. Martinich’s solution of allowing the units independence to some degree in setting their policy for Latin Honors. Following a brief further discussion and with advice from parliamentary experts, Dr. Martinich moved to postpone the Committee’s recommendation indefinitely. Dr. Stevens said he would bring the proposed policy change back to the Faculty Senate next year, but Dr. Martinich’s motion to postpone indefinitely was approved.

**Proposed Revisions to Baccalaureate Degree Core Requirements**

Dr. Stevens turned to a proposal from Academic Affairs Vice Chancellor Jerry Durham revising baccalaureate degree core requirements. Dr. Martinich asked for and received a summary of the proposed changes to the current policy, after which he indicated that he would offer a number of concerns and amendments.

The first amendment was to point #4, adding “campus” and removing “overall,” so that the document would read, “A minimum 2.0 campus grade point average….” Vice Chancellor Durham noted that adoption of this amendment would result in a departure from the current policy. Dr. Martinich suggested a further amendment to point #4 to specifically state that the minimum grade point average of 2.0 is also required in the area of specialization. With both amendments, #4 would read, “A minimum 2.0 campus grade point average, as well as a minimum 2.0 in the area of specialization.” Following a brief further discussion, Dr. Martinich moved to return the proposal to the Committee for consideration of all amendments received by committee members in writing. He urged that the proposal be placed on the listserv with a copy to C&I. This motion was approved by the Senate.

Changes in degree requirements were approved for the following:

- B.A. in English
- B.F.A. in Studio Art
- Doctor of Education
Ph.D. in Nursing -- Dr. Carol Peck suggested adding to the admission requirements stated on page 2, “an acceptable score on the Graduate Record Examination,” but Dr. Sandra Lindquist moved to strike Dr. Peck’s language and to remove the parentheses from “composite score of 1500 or better desired.” Dr. Lindquist’s amendment was approved. Why, asked Dr. Martinich, are two letters of reference specified instead of three? Interim Dean Connie Koch reminded senators that the Ph.D. is a cooperative program with Kansas City and remarked on the need for consistency with their requirements. The proposal as amended by Dr. Lindquist was then approved.

Joint Engineering Program

B.S. in Education: Early Childhood -- It was noted that course #4331 was omitted intentionally.

Master of Education: Elementary Education

Master of Education: Secondary Education

Master of Education: Special Education

A change in the Emphasis in International Business (B.S.B.A.) was approved with an amendment from Dr. Jeanne Morgan Zarucchi that replaced “foreign language proficiency examination” with “foreign language placement test.”

Changes to the Trauma Studies Certificate were approved.

A proposed new degree program, the B.A. in Theatre and Dance, was approved after Dr. E. Terrence Jones called the Senate’s attention to the fact that resources were allocated for the program by the Administration prior to senators having had the opportunity to review the proposal.

A proposed new Minor in Theatre and Dance was also approved.

C&I Committee Chairperson Peter Stevens pointed to a lengthy list of course additions/deletions/changes that were effected by the Committee. Dr. Susan Feigenbaum inquired about the missing number and misspelled title of an Economics course on the list. (Note: The course was later discovered to be Economics 4100, “Introduction to Econometrics.”)

Dr. Stevens closed his report by reminding senators to forward their curriculum proposals to Academic Affairs immediately.
Report from the Committee on the Assessment of Educational Outcomes – Dr. Van Reidhead for Dr. Jayne Stake (who was unable to be present)

Chair Reidhead explained that the rationale for the two proposals (the original – which was presented at the February 17 Senate meeting -- and a revised modified version) is to encourage incoming students to take the Academic Profile test before they begin their work on the campus. Assessment Committee Chairperson Jayne Stake met with a number of groups, including the Council of Deans, the Chancellor’s Cabinet, and the Senate/Assembly Steering Committee to discuss these proposals. Chair Reidhead reported that the original proposal offers ways to communicate with students about the test and to encourage them to take it. The revised modified proposal allows students who have not taken the Academic Profile test to register for their first semester but not their second. This latter approach has been cleared with Student Affairs Vice Chancellor Curtis Coonrod and Director of Admissions Melissa Hattman, who felt that, if applied to the second semester, the revised modified proposal will not have a negative impact on enrollments.

Dr. Louis Gerteis suggested posting the Academic Profile test on My Gateway, but Dr. Cezary Janikow, a member of the Assessment Committee, preferred control over how the test is taken so the results will reflect more accuracy. Graduate School Dean Judith Walker de Felix reported that the exam is not presently available on-line. Dr. Joseph Martinich commented that, whatever approach is selected, it is crucial that the tests be staffed and offered frequently and conveniently for the students. Chair Reidhead assured senators that this would be done. The revised modified proposal was then endorsed by the Faculty Senate.

Chair Reidhead reported that students in the College of Education are presently exempted from taking the Academic Profile test. This information surprised Dr. Paul Speck, who understood that the test was to be administered to all undergraduates. He asked why Education students are excused from this obligation. The Chair deferred to Dr. Donald Gouwens, a unit representative from Educational Psychology, Research, and Evaluation, who noted that there are no requirements from CBHE or from the College that the test be taken. Education students, he said, already have to pass a certain number of exams in their area. He referred to the Academic Profile test as redundant. Dr. Patricia Somers, the at-large representative from Education, felt more information was needed. Dr. Martinich commented that the exam described by Dr. Gouwens is a major field test, that the Academic Profile is intended to be taken by all students, and that students often change their major. Dr. Cezary Janikow, a member of the Committee on the Assessment of Educational Outcomes, reported that the Committee’s feelings were in concert with Dr. Martinich’s views. Dr. Somers noted that the C-BASE, which is taken by students in their junior year, also measures general education but that it is better than the Academic Profile.

Dr. William Long moved that the Academic Profile test be required of all undergraduates, irrespective of their major. Dr. Somers urged senators to delay action on Dr. Long’s motion until the Dean of Education was given a chance to respond. Dr. Susan
Feigenbaum was unmoved by this argument. She noted the presence of a number of deans from other units and encouraged senators to act on Dr. Long’s motion without delay. Dr. Carol Peck pointed out that it is only a recommendation. Dr. Long’s motion was then approved by the Senate with some dissent.

**Report from the Chairperson** – Dr. Van Reidhead

Chair Reidhead reminded senators that joint meetings of the Faculty Senate and the University Assembly are scheduled for April 27. The second organizational meeting of the 2004-05 Senate and Assembly will meet at 2:00 p.m. to elect next year’s committee members, and the 2003-04 Senate and Assembly will meet at 3:00 p.m. to conduct its regular business. At 4:30 p.m., President Elson Floyd will make a brief presentation and take questions and comments from senators and Assembly members. The Senate Banquet will be held that evening, and a number of people will be honored. The Department of Music will provide entertainment. Invitations to the Banquet will be mailed in the coming weeks.

Turning to the funding equity issue, Chair Reidhead reported that a bi-partisan group – including Senator Wayne Goode – met with President Floyd recently. Senator Goode’s advice to us after the meeting was that we need to speak with one voice and that we need to take our concerns directly to the President. The Chair announced that Dr. Lawrence Barton will continue to be our point-person on this, and senators were encouraged to channel their thoughts, comments, and suggestions to him. There was a brief further discussion about strategy. At its close, the Chair indicated that there would be no report from the Chancellor, who was on retreat with the senior officers of the System, the other chancellors, and President Floyd.

**Report from the Intercampus Faculty Council** – Dr. R. Rocco Cottone

(see attached)

Dr. Donald Gouwens inquired about the status of the proposed consolidation of positions (i.e., the System presidency and the chancellorship of UMC). Dr. Cottone reported that the UMC representatives on the Intercampus Faculty Council are supportive, that UMR and UMKC are ambivalent, and that UMSL’s IFC representatives continue to oppose it. Dr. Cottone felt that a decision is imminent and possibly may occur before the President meets with the Senate and Assembly in April.

In response to a question from Dr. Paul Roth, Dr. Cottone reported that we are waiting until the legislature meets to discuss tuition increases. He noted, however, the possibility of differential tuitions for the four campuses. Academic Affairs Vice Chancellor Jerry Durham felt differential tuitions would be unlikely for this year.

Dr. William Long asked about the funding for Chancellor George’s salary adjustment. He was informed that this is a one-time supplement for one year only.
In response to a reminder from Associate Dean Emeritus David Ganz about the veritable flood of proposals from C&I requiring attention at the next (and last) Senate meeting, Chair Reidhead promised that President Floyd’s presentation will not begin until the Senate’s regular business has been completed.

**Report on Benefits** – Dr. Susan Feigenbaum

Dr. Feigenbaum reported that she is one of three representatives on the UM Benefits Committee, the others being the College of Business Administration’s Interim Dean, Thomas Eyssell, and Mr. John Mulderig, Assistant to the Dean of the College of Arts and Sciences.

Dr. Feigenbaum noted that the stock market’s rebound in 2003 has resulted in a slight reduction in the amount of UM’s contribution to the pension fund (from 6.7 percent to 6.3 percent), leaving one-third of 1 percent of payroll available for other things. For this campus, the amount available is a little less than $250,000. The System has decided to spread its incremental contribution to the pension fund over three years. The Committee strongly recommended and voted that, in the future, if the System is going to spread over multiple years making up shortfalls, then they should be drawing out overages at an average of three years. This would give us some symmetry in protecting the pension plan and its funding.

Dr. Feigenbaum reported that we are facing double-digit increases in the health care plan expenses. This, she noted, is largely in sync with what is going on in the environment at large. We have done a very good job of managing pharmaceuticals; therefore, those increases are only going to be about 15 percent -- actually somewhat low compared to the private environment. The real question is where that 15 percent will come from; some is likely to come from pension savings in terms of contributions.

The Committee was advised by the President that he wanted recommendations on the medical insurance plan that would result in 10 percent and 25 percent declines to contributions by the University. At the time this occurred, the Committee requested that a comparison be done between the UM System’s benefit plans and 12 comparator institutions for which the same exercise was done about 10 years ago. Three comparator institutions failed to respond this time, and they were institutions that had very high benefits vis-à-vis the UM System. Even when those three were dropped, we were in the middle of the pack in every benefit but retiree health care. There, we were very high on the scale, primarily due to the fact that most institutions had dropped retiree health benefits entirely because of their exorbitant cost. While the consultant wanted to say we were “very competitive,” committee members argued for a more modest label, such as “moderately competitive” or even “marginally competitive.” The Committee sees very little room from the President’s perspective in reducing benefits even more to save 10 or 25 percent in terms of contributions.

Dr. Feigenbaum pointed out that no analysis of benefits can take place without an analysis of payroll and salaries. While we are comparing ourselves in terms of benefits to
these other institutions and coming out in the middle of the pack, in terms of salary and compensation, we are very low. Human Resources Vice President R. Kenneth Hutchinson said UM is looking at the salary issue independent of the benefits issue, but he conceded that the two are intertwined in terms of our competitiveness and recruiting and retaining key faculty.

Following a brief question-and-answer session, the Faculty Senate adjourned at 5 p.m.

Respectfully submitted,

Fred Willman
Faculty Senate Secretary

(minutes written by Ms. Joan M. Arban,
Executive Assistant to the Senate Chair)