

**Minutes of the Joint Meeting of the
University of Missouri-St. Louis
University Assembly and Faculty Senate
November 10, 2015 - 3 p.m.
202 JCPenney**

The meeting of the University Assembly was called to order at 3:00 p.m. by the Senate Chair, Dr. Keith Stine. Dr. Stine asked for approval of the minutes from the meeting on October 6, 2015. The minutes were approved as written.

Report of the Chairperson (Dr. Keith Stine):

- The Board of Curators will hold their meeting on the UMSL campus on December 10 & 11. On December 11, the Faculty Senate will host a breakfast with the curators.
- The UM System President's Awards nominations are due on Jan. 22, 2016. Dr. Stine encouraged the faculty to consider nominating their colleagues.
- Dr. Stine reported two changes to the Faculty Senate. The College of Optometry has elected Dr. Linda Marks as their senator. She replaces Christine Garhart who retired. Also, Dr. Lauren Olin will now represent the Philosophy Department instead of Jon McGinnis.
- Dr. Stine provided the following update on the Intercampus Faculty Council (IFC) which met by telepresence on Oct. 28. The IFC discussed post-tenure review. One task for the subcommittee will be to examine the procedures in place at other institutions that have been chosen as models of good post-tenure review and best practices. Two Collected Rules and Regulations (CRRs) related to conflict of interest in research are to be unified into one and the language modified. Feedback was requested by Dec. 1 to Provost Cope. The Senate Steering Committee has made a suggested change and the Office of Research Administration's Conflict of Interest Committee is examining it. A CRR related to the Occupational Health and Safety Program for Laboratory Animal Care and Use Personnel is being updated to clarify responsibilities. UM System President Wolfe called in and spoke with the IFC members concerning post-tenure review and about faculty surveys and how to best update them. The IFC was also reminded about the upcoming deadline for the President's awards. An update on retiree medical benefits was provided by Betsy Rodriguez.

Report of the Chancellor (Dr. Tom George):

Chancellor George updated the University Assembly on the following topics:

- Dr. George reminded the attendees that he briefed the Faculty Senate about UMSL's budget problems at last month's Senate meeting. Chancellor George reported that the campus is in the process of realigning expenditures with revenues and looking for more revenue sources. He explained that they are conducting three mini-budget retreats with administrators, faculty, staff, and students to address the budget difficulties. They are working on budget proposals that will recommend a course of action. When the proposals have been finalized, they will present them to the Budget and Planning Committee.

➤ Chancellor George acknowledged all of the national media coverage concerning the events on the Columbia campus over the past week. As announced, UM System President Tim Wolfe resigned on Nov. 9, 2015. Also, MIZZOU's Chancellor R. Bowen Loftin, has been reassigned. Dr. Hank Foley has been named as the new interim chancellor of MIZZOU. The interim UM System President is yet to be appointed. Chancellor George reported that today the Board of Curators announced a series of initiatives to be implemented over the next 90 days to address the racial climate on its campuses, including:

- 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;
- A full review will be initiated of all UM System policies as they relate to staff and student conduct;
- Additional support will be provided for students, faculty and staff who have experienced discrimination and disparate treatment.
- Additional support will be provided for the hiring and retention of diverse faculty and staff;

In addition, the board announced its plan to ensure effective next steps through an open communication process that invites perspective from across the system. These steps are to:

- 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.
- Establish campus-based task forces to develop diversity, inclusion and equity strategies, plans and metrics.
- Ensure that each UM System campus has a Chief Diversity, Inclusion and Equity Officer reporting to the chancellor;
- 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:

- 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.
- There will be mandatory diversity, inclusion and equity training for all faculty, staff and future incoming students.
- 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.

Chancellor George explained that UMSL is responding to the conflicts at MIZZOU. He introduced Ms. Deborah Burris, UMSL Chief Diversity Officer, to address the University Assembly. She reported that diversity officers have met from all four campuses. It was suggested that we give the same attention to diversity training as we did with Title IX training. Ms. Burris explained that forums will be organized for the UMSL community to express their views and share their ideas about making UMSL better. The campus community is welcome to contact Ms. Burris with any concerns or suggestions.

Report of the Staff Association (Mr. Nick Palisch):

Mr. Palisch reported that the Staff Council has formed a committee to review the bylaws and committees of the Staff Association. They will be meeting to discuss re-structuring.

The Staff Council will also meet with Mr. James Hunter, UM System Employee Assistance Program Director. He will provide information about resources that are available to faculty and staff.

Mr. Palisch stated that the Staff Association is always looking for ways to increase staff involvement throughout the campus. He reported that the Staff Council recently voted that there will be a one-year hiatus of the Staff Association's holiday bazaar due to lack of volunteers and products to sell. Next year, the Staff Council will re-evaluate the decision about the holiday bazaar.

Report of the Student Government Association (Mr. Cameron Roark):

Mr. Roark has met with Chancellor George regarding the events on the Columbia campus. Proactively, the SGA has reached out to UMSL's student minority organizations and invited them to meet with the SGA to talk about their experiences on campus. The SGA would like to know if they have had any issues and discuss the best way to address them. Mr. Roark has also been in contact with MIZZOU's student government.

Mr. Roark reported that the SGA has completed the fee review process to evaluate supplemental fee increases for next year. Their report has been submitted to Chancellor George.

The Campus Safe Walk report has been completed. Mr. Roark will present the findings at an upcoming Chancellor's Cabinet meeting. The Safe Walk identified the locations where lights were out and areas where safety could be improved.

Mr. Roark announced that the students have been actively involved in the current budget process. They have been included in recent meetings to discuss the budget problems.

Mr. Roark commented that the scholarship report has been released recently. He stated that there is \$1.5M in unused scholarships. He stated that this is troublesome and he will continue to follow up.

E-cigarette Discussion (Dr. D'Andre Braddix):

Dr. D'Andre Braddix, Assistant Dean of Students, provided background on how the tobacco-free policy became effective on the UMSL campus as of January 2012. He explained that since that time, there has been some confusion as to the inclusion of e-cigarettes and hookahs. To address that concern, Dr. Braddix requested that the University Assembly officially include e-cigarettes and hookahs as part of the tobacco-free policy. He pointed out that there are 769 universities across the country that already prohibit e-cigarettes.

The members of the University Assembly discussed the policy, the free cessation program available to the campus community, and the enforcement of the policy. Dr. Braddix explained that they are working on strategies for enforcement. **A motion was made to amend the tobacco-free policy to prohibit the use of e-cigarettes and hookahs. The motion was seconded. All were in favor.** The amended policy will read as follows:

*Effective January 1, 2012, the University of Missouri-St. Louis became tobacco-free on all campus property, both indoors and outdoors. The term “tobacco-free” means that the smoking or other use of any tobacco or tobacco-type product, including, but not limited to, cigarettes, cigars, smokeless tobacco, **hookahs, e-cigarettes** and pipes is prohibited. Campus property includes all owned or leased buildings, parking garages and parking lots; owned or leased vehicles; and owned or leased outdoor grounds and sidewalks. This policy applies to faculty, staff, students, contractors and consultant employees, performers, visitors and the general public.*

Dr. Braddix will send an announcement to notify the campus community of the amended policy.

There being no other business, the University Assembly meeting was adjourned at 3:30 p.m.

Faculty Senate Meeting

The Faculty Senate meeting was called to order at 3:35 by Senate Chair Keith Stine.

Dr. Stine did not have additional comments for the Chair’s report.

Chancellor George did not have any additional information to report.

Committee on Committee’s Report (Dr. Alice Hall):

Dr. Hall explained that there were two committee members who recently resigned from committees. In order to replace them, she presented the following nominations from the Committee on Committees:

- Administrator Evaluation Committee:
Suzanne Hendrickson (replaces Julie McGinnis) Broad representation

- Promotion of Non-Tenure Track Faculty Committee:
Sandra Trapani (replaces Donald Sweeney) At-large member

The members of the Faculty Senate approved both of the nominations above.

Dr. Hall reported that the Committee on Committees was also tasked with making recommendations for nominees to serve on the newly established Oversight Committee. She explained that the Oversight Committee shall perform the responsibilities prescribed by the Collected Rules and Regulations of the University of Missouri Academic Grievance Procedure as stated in CRR 370.010.C.11. The role of the Oversight Committee is to monitor the grievance process as neutral observers and provide feedback on the process to the Faculty Senate, the faculty, and the Provost’s and Chancellor’s offices. The Senate Oversight Committee shall consist of three tenured faculty members who shall be broadly representative and shall serve two-year terms. The chair shall be a member of the Faculty Senate.

The Committee on Committees nominated the following individuals to serve:

- Anne Fish (Nursing)
- Joseph Pickard (Social Work)
- Lee Slocum (Criminology and Criminal Justice)

The members of the Faculty Senate approved all of the nominations above.

Following the meeting, to allow for staggered terms, it was determined that Anne Fish will serve a two-year term, Joseph Pickard will serve a one-year term, and Lee Slocum will serve a two-year term.

Curriculum and Instruction Committee Report (Mr. Michael Allison):

Mr. Allison presented the following program proposals:

- Change to the B.A. in Biology
- Change to the B.S. in Biology
- Change in the M.S. in Gerontology
- Change in the Graduate Certificate in Gerontology
- Change in the Bachelor of Social Work
- Change to the Undergraduate Gen. Reqts. of the UMSL/Wash U Joint Engineering Program
- Change to the B.S. in Civil Engineering
- Change to the B.S. in Electrical Engineering
- Change to the B.S. in Mechanical Engineering

The Senate approved all of the above proposals.

Executive Session:

The Senate met in Executive Session to consider candidates nominated to receive honorary degrees.

There being no further business, the meeting adjourned at 4:10 p.m.

Respectfully submitted,

Matthew Keefer
Senate/Assembly Secretary

(Minutes written by Loyola Harvey, Faculty Senate/University Assembly Office)