

**Minutes of the Joint Meeting of the  
University of Missouri-St. Louis  
University Assembly and Faculty Senate  
September 8, 2009 - 3 p.m.  
MSC Century Rooms A & B**

**Assembly Meeting**

The joint meeting of the University Assembly and Faculty Senate was called to order at 3:05 p.m. by Chair, Dr. Matthew Keefer.

Dr. Keefer began the meeting with an introduction of Dr. Betsy Rodriguez, UM System Vice President for Human Resources, and Dr. Steven Graham, Senior Associate Vice President for Academic Affairs. Dr. Rodriguez presented her power point presentation on salary, benefits, and compensation. The entire power point presentation is available for review at: <http://www.umsl.edu/committees/senate/> Dr. Rodriguez briefed the Board of Curators with this presentation on August 20, 2009. The Board is now aware of the facts pertaining to salaries and benefits and that UM System is lacking on salary and compensation compared to other peer group universities.

Following the presentation, Dr. Keefer asked if anyone had any questions. Dr. William Connett asked if faculty would be consulted in the future regarding the compensation philosophy. Dr. Rodriguez responded that many groups will be consulted - the faculty, staff, the union representatives, the retirement benefits committee, IFC, and staff councils. After taking information from all of these groups, a decision will be reached. Dr. Keefer said that the IFC is interested in working on policy and articulating the compensation policy in a more formal sense.

Dr. Zuleyma Tang-Martinez asked about domestic partnership coverage. Her question was two-fold – First, how does UM System compare with other universities on domestic partnership benefits and secondly, what is President Forsee’s stand on this issue? Dr. Rodriguez responded that UM System is significantly behind other universities in regards to the domestic partnership benefits. Dr. Rodriguez has discussed this issue with President Forsee and he is very concerned. It is likely affecting the recruitment and retention of faculty.

Dr. Mark Burkholder asked why the UM System only strives to be “average” when ranked next to other universities instead of striving to be the best. He said it would be refreshing if the Board’s goal was to be the “best” or “excel” in terms of compensation, rather than just hitting the average.

Dr. Lynn Staley asked about salary increases for teaching professors. Dr. Rodriguez acknowledged that there is an overall problem with salaries. She advised Dr. Staley to stay in touch with the campus faculty groups and keep discussions going.

Dr. Keefer thanked Dr. Rodriguez for coming to UMSL and providing all of this information to the faculty and staff.

Upon their departure, Dr. Keefer asked for approval of the minutes from the April 28, 2009 meeting. The minutes were approved as written.

**Report of the Chairperson, Dr. Matthew Keefer:**

Dr. Keefer referred to an e-mail that he sent out summarizing the IFC meeting regarding benefits. Copies of the e-mail are available if you would like to review it. Dr. Keefer said that one of the challenges for the upcoming year will be for the IFC to try to nail down policy regarding benefits and compensation.

**Report of the Chancellor, Dr. Thomas George:**

Chancellor George reported that enrollments are up. There was a 20% increase in freshmen and a 5% increase in transfer students. We still have to work on the retention of juniors and seniors.

State funding is frozen at the FY 2009 level (\$61 million). The tuition is frozen in agreement with the governor and legislators. We are in better shape than most states, but a tight budget means a hiring freeze and other restrictions remain in place.

Benton Stadler was among several university buildings approved for funding last spring, but the funding is still frozen. However, Benton Stadler is at the top of the priority list when the funding improves.

Chancellor George will hold his State of the University Address on September 30, 2009 in the JCPenney auditorium.

The Founders Dinner will be held on September 22, 2009. We will announce that UMSL has had a record year in fundraising - nearly \$27 million. We have raised about 75% of our \$100 million campaign goal and more multi-million dollar gifts will be announced at the Founders Dinner.

Dr. Keefer thanked Chancellor George and his wife, Dr. Barbara Harbach, for their generous gift of \$2 million to the university. The attendees applauded them for their generosity.

**Report from Student Government Association, Dann Rosner (Comptroller):**

Dann Rosner reported that they had their first SGA meeting last week. It was a successful meeting with 67 representatives from student organizations and many other students in attendance.

The SGA is in the process of nominating their student court justices.

They had their first "Snacks with SGA". This is a monthly program which gives students the opportunity to come out and tell SGA officers what they would like to see.

On September 14, SGA will host “Pizza with Professors” with the College of Arts & Sciences. This event gives students an opportunity to talk to their professors informally.

Dann announced that there are many Homecoming activities coming up:

Soccer Tailgate (Sept. 25 – 6:30 p.m.)

Greek Volleyball Tailgate (Sept. 26 – 3 p.m.)

Student/Alumni/Faculty/Staff Kickball Game (Sept. 27 – 3 p.m.)

Karaoke (Sept. 28 – 7 p.m.)

Blood Drive (Sept. 29)

Alumni Association Chili Dinner (Sept. 29 – 5:30 p.m.)

Big Man on Campus (Sept. 30 - 12:30 p.m.)

Homecoming Parade (Oct. 1)

Homecoming Dance (Oct. 3 - Hyatt Riverfront Downtown)

### **Report from Staff Association, Ken Voss**

The Staff Association will have their first meeting on Sept. 15, 2009.

Ken reported that Dr. Betsy Rodriguez made her presentation to the staff today at 1:00 p.m. She gave a good presentation about salaries and benefits similar to the faculty presentation.

### **Committee Reports:**

The Chair of the Bylaws and Rules Committee, Dr. Tim Farmer, presented a proposed change to the operating rules of the Budget and Planning Committee. The Staff Association has requested that its representation be expanded from one (the Association president) to two members. This change would be written in the operating rules as “two non-faculty employees selected by the Staff Association”. Dr. Tom McPhail said that he was against the change because it would reduce the faculty voting power in the Budget and Planning Committee. Dr. Mark Pope reminded the attendees that the Budget and Planning committee is a University Assembly committee. Dr. Pope said that this would be a sensible change because it would allow the staff to have the same number of committee members as the students.

A vote was taken and the motion passed to make the change in the operating rules.

There being no other business, the meeting was adjourned at 4:25 p.m.

## **Faculty Senate Meeting**

The Senate meeting was called to order by chair, Dr. Matthew Keefer at 4:30 p.m.

Dr. Keefer asked Provost Glen Cope to speak to the Faculty Senate in the absence of the Chancellor. She said the university is still keeping expenses down to a minimum until further directives come from the president. There may be potential budget cuts for the future. Provost Cope said there is still a hiring freeze, but there may be a few exceptions to the faculty hiring, but not as many as requested.

A question was asked if there will be internal grant awards. Provost Cope said that we are unsure until we receive more information from the president. Dr. Keefer reminded the assembly that last year the decision to cancel the internal grant awards was made by the Office of Research and not mandated by the president. He then pointed out that there is a new Committee on Research Policy that will weigh in on future decisions and will advise Dr. Nasser Arshadi, Vice Provost for Research.

**Committee reports:**

Dr. Sheilah Clarke-Ekong, Chair of the Committee on Committees, announced some changes to committee members. They are:

- A nomination for Jim Richards to replace Susan Cahan on the Budget and Planning committee. Dr. Cahan resigned from the university to accept a job at Yale.
- Dr. Margaret Barton-Burke has been nominated to serve on the Committee on Research Policy. Dr. Kathy Borcharding has been nominated to serve on the Research – Spring Panel Committee. Both have agreed to serve.

A vote was taken and all were in favor of these changes.

Dr. Keefer asked the assembly to inform him if they had any items of concern for this year's steering committee.

**Executive Session:**

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

There being no further business, the meeting was adjourned at 4:55 p.m.

Respectfully submitted,

Zuleyma Tang-Martinez  
Assembly/Senate Secretary

(minutes written by Loyola Harvey, Faculty Senate Office)