

to be considered for
approval at 9/13/94
Senate meeting

SENATE MINUTES
UM-ST. LOUIS
April 26, 1994
3:15 p.m. 126 J. C. Penney

The meeting was called to order at 3:16 p.m. Minutes from the previous meeting (held April 5, 1994) were approved as submitted.

Report from the Chairperson -- Dr. Stephen Lehmkuhle

The Chair reported that he has combined into one document the changes to the Academic Grievance Procedure which were proposed by the UMC Faculty Council and those recommended by the UM-St. Louis Faculty Council. The combined document has been shared with the Senate Executive Committee, the Grievance Committee of the Faculty Council, and the Office of Academic Affairs. Further revisions may result from the Intercampus Faculty Council's review of the document over the summer. The Chair said he has been assured by Vice President Wallace that the Senate will have an opportunity in fall to consider all changes proposed before they are brought to the General Officers.

In closing, the Chair introduced the chairpersons of standing committees and led the Senate in expressing gratitude for their dedication and hard work throughout 1993-94.

Report from the Chancellor -- Chancellor Blanche Touhill

The Chancellor reported that the campus's plans for outreach were discussed recently by the Coordinating Board for Higher Education. There was some confusion over our request for residence center status, prompting President Russell to ask that a consultant be appointed to study the issue. The Chancellor noted that the study could take as long as one year. In the meantime, we will offer 11 junior-level classes this fall in St. Charles County. Barnes-St. Peters Hospital and Lutheran High School have been chosen as sites for these offerings.

President Russell has invited faculty, staff, and students to consider serving on one of several committees he is establishing to study the University's operations and make recommendations for improvement.

For the Division of Student Affairs, the Chancellor reported that the campus will host three Olympic Festival events July 2-8. She also shared the results of a survey of students who sought help from the campus's Counseling Service. The most frequently mentioned reasons why the students sought counseling were anxiety

and stress, identity issues, choice of a major, career exploration, depression, problems with couple relationships, and family problems.

For University Relations, the Chancellor reminded senators of a number of upcoming events, including the presentation of the Award for Excellence among Non-Regular Faculty (May 3); commencement (May 15); the Marian Oldham Scholarship Concert (May 22); a three-day conference (beginning May 22) of chancellors and presidents from urban universities of the National Association of State Universities and Land-Grant Colleges (NASULGC) and the American Association of State Colleges and Universities (AASCU); and the Chancellor's Report to the Community (May 25).

The campus received a \$150,000 gift from McDonnell Douglas to support a series of programs for African-American, women, and non-traditional students interested in entering the engineering field and a \$75,000 gift from Emerson Electric to support Access to Success.

Report from the Faculty Council -- Dr. Mark Burkholder

(see report attached)

Report from the Intercampus Faculty Council -- Dr. Stephen Lehmkuhle

(see report attached)

Report from the Student Government Association -- Mr. Charles "Andy" Masters

(see report attached)

Report from the Committee on Curriculum and Instruction -- Dr. Lawrence Friedman

Proposals for the following were approved by the Senate:

- I. New degree program: Ph.D. in Criminology and Criminal Justice
- II. Changes in degree requirements:
 - A. B.S. in Biology
 - B. B.A. and B.S. in Economics
 - C. M.A. in Economics
 - D. B.A. in English
 - E. B.S.B.A.
 - F. B.S. in Education
 1. Early Childhood Education
 2. Elementary Education

3. Special Education
4. Physical Education

III. Changes to a minor: Minor in Economics

IV. New certificate programs:

- A. Graduate Certificate Programs in Business Studies
- B. Graduate Certificate Program in Human Resources Management
- C. Graduate Certificate Program in Marketing
- D. Graduate Certificate Program in Taxation
- E. Trauma Studies Certificate

V. Changes to certificate programs:

- A. Studies in Religions Certificate
- B. Graduate Certificate in Managerial Economics

Dr. Friedman reported that the Committee has approved Bulletin text for the Ph.D. in Nursing and has accepted two minor editorial revisions to the graduate and undergraduate statements on grading policy suggested by Vice Chancellor Krueger. The word "instructors" will be replaced by "faculty," and reference to a delayed grade as "incomplete" will be corrected.

Dr. Friedman noted that the Committee has approved Bulletin text for the revised policy statement on the minimum grade acceptable for prerequisite courses and adopted wording proposed by Dr. Paul Travers to alert students that the State Department of Elementary and Secondary Education requires a grade of C or better in professional education courses.

The Senate's attention was called to course actions effected by the Committee. These course additions/changes/eliminations were detailed in the agenda.

Report from the International Relations Committee -- Dr. Charles Korr

On behalf of the Committee, Dr. Korr moved that the Senate adopt the following resolution:

The International Relations Committee of the Senate shall be the body which recommends policy guidelines and exercises oversight for the English as a Second Language program. These actions shall be undertaken in consultation with the appropriate administrative units and affected departments, schools, and colleges.

Dr. Korr explained that the resolution was drafted in response to a number of requests for clarification as to who has jurisdiction over the program. He noted the lack of a logical administrative home for ESL and called the Senate International Relations Committee the "least bad place for it." Dr. Korr assured

senators that the Committee is not seeking more work but that it recognizes the need for a mechanism to deal with potentially controversial issues, such as exams and waivers for exams. He indicated that the Center for International Studies, the Department of Foreign Languages and Literatures, and the Center for Academic Development all support the resolution. Dr. Korr conveyed the Committee's serious commitment to consulting with administrative and academic units, as the resolution requires.

Dr. Sork questioned if the Senate has the infrastructure to run the program. Dr. Korr clarified that the Committee would make recommendations--not run the program.

Dr. Zarucchi explained that ESL is administered by CAD but has its academic home in Foreign Languages and Literatures. Presently, three courses are offered through Washington University. She confirmed her support for the resolution in order that campus-wide policies and guidelines can be instituted. She pointed out that her department can set up the courses but is not in a position to require students from other units to take the courses.

The resolution was then approved by the Senate.

Report from the Ad Hoc Committee on the Assessment of Educational Outcomes -- Dr. Sandra Gottfried

The Senate's attention was called to the Committee's written report, which was appended to the agenda. The report recommended that the campus discontinue using C-BASE.

Dr. Ronen asked what fraction of our graduates are native students. The Chancellor estimated 25 percent, Vice Chancellor Krueger pointed out, however, that if native students are defined as those completing 120 hours at UM-St. Louis, the percentage would be much smaller.

Chancellor Touhill reported that CBHE is moving toward performance funding. She indicated that certain testing may be required in order for the campus to qualify for certain funding. When the picture becomes clearer, she plans to return to the Committee for more discussion.

Professor Ganz questioned the value of testing seniors in the absence of a benchmark. Dr. Gottfried said committee members cited funding issues and the need for public accountability. In addition, the Committee was informed that there are administrative reasons for continuing this practice. Professor Ganz was unconvinced. He observed that we are now testing entering freshmen and graduating seniors. He questioned why we do not test all entering students. Dr. Martinich agreed that such an approach would make better sense, but Dr. Burkholder pointed

out that assessment is politically driven and has little to do with education.

Dr. Travers noted that the School of Education will have to continue using C-BASE. He asked if campus funding will be available to help pay for it. Dr. Gottfried commented that funding decisions are not within the Committee's purview.

After the question was called, the recommendations of the Ad Hoc Committee on the Assessment of Educational Outcomes were approved by the Senate.

Report from the Ad Hoc Committee to Examine Multiple-Level Participation in the Tenure and Promotion Process -- Dr. Stephen Lehmkuhle

The Senate's attention was called to the Committee's written report, which was appended to the agenda. The report included two resolutions:

Resolution 1 -- Any faculty member with an administrative appointment other than departmental chairs and area coordinators who has access to a tenure and/or promotion decision at more than one level will participate only at his or her level of administrative position.

Resolution 2 -- Any faculty member involved in the campus consideration of a candidate for tenure and/or promotion who is in the position to vote at more than one level of the process will vote at the department/unit level only. The faculty member will not vote on that case at any higher level.

Resolution 1 was endorsed unanimously by committee members; Resolution 2 was endorsed by a majority of the Committee.

Dr. L. Douglas Smith moved to amend Resolution 1 to read:

Faculty members who make ex officio recommendations on cases for tenure or promotion by virtue of their administrative appointment shall participate in the tenure and promotion process only in their administrative capacity.

The motion was seconded by Dr. Martinich, who felt the Committee's version was too vague. Dr. Jordan suggested prohibiting faculty members with administrative appointments from voting more than once but permitting them to choose where to cast their vote. Dr. Smith noted the distinction between voting and participating. Dr. Burkholder said he favored the Smith amendment, but Dr. Reidhead questioned its ramification for small departments where the chairperson's vote is needed in order

for the department to be represented in the vote. Dr. Calsyn noted the difficulty in limiting participation on those occasions when the departmental chairperson is asked to provide information. It would be very hard, he said, for the chairperson to mask his/her sentiment at such times.

Calling the cure "worse than the problem," Dr. Jordan opposed both the Committee's version and the Smith amendment as attempting to do too much. In his view, the solution should focus on the crux of the issue: voting more than once.

Dr. Sage acknowledged that abuses have occurred but expressed concern about deciding such an important issue on the Senate floor without providing adequate time to consider all implications. He urged that Resolution 1 be returned to committee for more work.

Dr. Sage explained that when a department in the College forwards a tenure/promotion recommendation to the Dean, it comes with the chairperson's individual recommendation and with the faculty vote, which includes the vote of the chairperson. Dr. Smith said he was unaware that departmental chairpersons in Arts and Sciences make individual recommendations. In the School of Business Administration, he reported, the area coordinator provides information and votes as part of the Faculty. Area coordinators do not make ex officio recommendations.

Dr. Sork said she supported the intent of Resolution 1 philosophically but favored returning it to the Committee so that unaddressed issues can be resolved.

Dr. Burkholder tendered his resignation from the Committee and suggested that a new committee be appointed.

Dr. Barton agreed with Dr. Jordan that the Committee was trying to accomplish too much. Dr. Martinich suggested starting with the Senate Committee on Appointments, Tenure, and Promotion by prohibiting members who have voted at an earlier level from voting again.

A motion to table Resolution 1 was then seconded and approved by the Senate with some dissent.

Interim Dean George commended the Committee for its hard work and noted that much has been achieved merely by focusing attention on the issue.

The Chair then invited senators to consider the Committee's second resolution. A motion by Dr. Martinich to table Resolution 2 was seconded and approved with some dissent.

Report from the Staff Association -- Ms. Mushira Haddad

(see report attached)

Other Business

Senate Secretary Margaret Cohen offered the following resolution:

WHEREAS, the Senate Chair is concluding a challenging year overseeing such business as revisions in Senate bylaws, courses and programs, evaluation systems, and campus codes of conduct; and he has maintained and increased interactions with the Faculty Council, Staff Association, and Student Government Association;

WHEREAS, the Senate Chair has logged interminable miles to represent UM-St. Louis interests at intercampus meetings, has negotiated endlessly behind the scenes to polish issues before they arrive on the Senate floor, and, despite lengthening Executive Committee meetings, he has conducted two record-breaking Senate meetings;

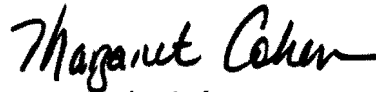
WHEREAS, the Senate Chair has been elected by acclamation and agreed to serve the Senate again for the next year;

BE IT RESOLVED that the Senate offers Stephen Lehmkuhle our sincere thanks and hopes that these patterns of debate and efficiency will characterize his service in the coming year.

The resolution was adopted by the Senate, after which the Senate met in Executive Session to consider candidates proposed to receive an honorary degree.

Completing the business at hand, the meeting adjourned at 4:45 p.m.

Respectfully submitted,



Margaret Cohen
Senate Secretary

Attachments: Report from the Faculty Council
Report from the Intercampus Faculty Council
Report from the Student Government Association
Report from the Staff Association

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

REPORT OF THE FACULTY COUNCIL

APRIL 26, 1994

The 1993-94 Faculty Council held its final meeting of the academic year on April 21. At that time I informed it that Vice Chancellor Krueger is making progress on the salary study that the Council has requested. The Council endorsed a resolution previously approved by the UMC Faculty Council urging the Missouri legislature to pass legislation allowing public sector employees, including teachers, to engage in collective bargaining. The Council also began discussion of compensation for part-time faculty and lecturers. Ms. Shirley Wunderlich and Ms. Joann Westbrook of the Office of Human Resources met with the Council to discuss implementation of the new health plan and to hear concerns by Council members resulting from problems they have experienced with the new plan. Particular concern was expressed over the length of time it takes to get an appointment with the primary care physician and with the amount of running around the patient must do to get services when a specialist is involved.

Mark Burkholder

Presiding Officer

IFC Report
April 26, 1994

The IFC met on April 7. The changes in the grievance procedures were briefly discussed. We were instructed to obtain initial comments from each campus. The IFC will discuss these changes over the summer, and as I indicated earlier, will report back to the Senate with the revised document developed by IFC. The IFC has been asked to address the +/- grading issue system wide. The issues here are; Should the university have a common +/- grading scale, and if so, what should be the scale. The primary issue on the grading scale is how to deal with A+. The IFC also recommended that a current version of the Collected Rules and Regulations be made available on Gopher, along with reports by the President given to the Board of Curators. President Russell was unable to attend the meeting, so I have nothing to report on his behalf.

At the next meeting we plan to discuss the position paper authored by Paul Roth entitled: "The Infrastructure Requirements of a Research University". The premise of the paper is that the University has the fundamental obligation to provide the environment and support so an individual faculty member can engage in high-calibre teaching and scholarly work, and that appropriate professional development ensues. In this paper, Paul describes the basic level of support for individuals (travel, computers, and ancillary services), for departments (funding for visiting speakers, furniture and equipment), and university-wide needs (library resources, leave policy, technical support, classrooms, laboratories, and offices, and health care and other benefits).



UNIVERSITY OF MISSOURI-ST. LOUIS

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SENATE REPORT

April 26, 1994

- * First I would like to announce the result of SGA elections which were held on April 13 & 14.

President -- Chris Jones
Vice-President -- Kel Ward
Comptroller -- Beth Titlow

Over 800 students voted in what was a well run election, and we were thrilled to see such interest. Hopefully, such involvement can carry over into next years SGA and Senate as well.

- * On April 19th I attended a meeting regarding the expansion of the University Center. Possible future renovations would include community office space for student organizations, additional banquet/conference rooms, a gaming area, and it would also offer ideal "one stop" shopping in regards to admissions, registration, and cashier. This process is moving forward, but will need support in the future from both students and administration. This could be the key to student involvement and student recruitment which affects all of us, so I urge your future support.
- * Lastly, I would like to thank all of you who in any way helped out with student issues or events this year. Even if you just mentioned the next meeting of the Biology Club or the Political Science Academy in your classes, you did your part. Remember, none of us would be here if it wasn't for students. I had a great time serving as President this year. THANK YOU.

REPORT FROM THE STAFF ASSOCIATION

As the Staff Association ends its thirteenth year, I am proud to have served as its President for the past year. In my twenty-two years at UM-St. Louis, I have had the opportunity to observe the systematic development of this Campus into one of the largest public,urban universities in the region. Essential to this growth has been the staff, which is as dynamic and diverse as the University itself. As I end my term I would like to take the opportunity to extend my appreciation to Dr. Lehmkuhle and members of the Senate for allowing me to report on Staff activities to the Senate.

This year has been an exciting and challenging year for myself and for the staff.

Although the fiscal crisis resulted in the campus layoff of 15 staff members , I am happy to report that 80% have been reemployed outside the University.

As a result of the monthly teleconferences with the other campuses staff association we were successful in convincing President Russell and his administration of the serious need to evaluate staff issues such as compensation, evaluation, classification and training, and staff incentives. These issues are the staff's top priority and I am glad to report that Central Administration is giving them its full consideration.

And now I would like to invite you to join the staff in celebrating Staff Appreciation week.

- We will start on May 30 with closing the campus and giving a day off to everyone ----Memorial Day.
- On May 31, Dress in the 60's day celebrating our 30th ann,
- June 1, We will award the staff that worked for the U. for 5,10,15,20,25,30 years with a reception following
- June 2 is set for departments to recognize staff in their own unit
- June 3, Brown bag luncheon in the Summit with guest speaker, and different performances by administrators, staff, and retirees

I thank you for your interest in staff concerns and ask for your continued support.