

(to be considered for  
approval at 11/8/94  
Senate meeting)

SENATE MINUTES  
UM-ST. LOUIS  
October 11, 1994  
3:00 p.m. 126 J. C. Penney

The meeting was called to order at 3:04 p.m. Minutes from the previous meeting (held September 13, 1994) were approved as submitted.

Report from the Faculty Council -- Dr. Herman Smith

(see attached)

Report from the Intercampus Faculty Council -- Dr. Susan Feigenbaum

(see attached)

Report from the Student Government Association -- Mr. Christopher Jones

(see attached)

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

Dr. Friedman called the Senate's attention to course actions effected by the Committee and presented proposals to change degree requirements for the B.A. in English and the B.A. in Psychology. Both proposals were approved by the Senate.

Report from the Committee on Physical Facilities and General Services -- Dr. Lawrence Barton

Dr. Barton reported that the Committee's major agenda items in the coming weeks will include parking, airport noise, and campus security. At a recent meeting the Committee decided to urge the Chancellor to reconsider her decision to forgo the construction of two new parking lots, one near Benton Hall, and the other on the South Campus. The Committee will meet with a representative from the airport in October and with Lt. Robert Roeseler, consultant to the campus police, in November.

Dr. Barton invited members of the campus community to bring to the Committee's attention problems relating to physical facilities by writing him (c/o Chemistry Department, 315B Benton Hall) or sending an e-mail message to "FACILCOM."

At the close of the report, Dr. Joseph Martinich noted that the crime information published in the Current listed a similar incident on nearly a daily basis for an entire week. It involved the slashing of convertible tops and the theft of items from inside the cars. Vice Chancellor Schuster assured Dr. Martinich that the police are aware of the recurring problem and are working to solve it.

Dr. Paul Travers inquired about the status of recycling. Vice Chancellor Schuster reported that it continues on a limited basis. Dr. Barton promised to add this issue to the Committee's agenda.

Report from the Ad Hoc Committee on Faculty Teaching and Service Awards -- Dr. Bernard Feldman

Dr. Feldman announced that the deadline for submitting nominations for the Chancellor's Awards in Teaching and in Service has been scheduled for February 17, 1995. Copies of the guidelines for these awards will be arriving in campus mailboxes within a day or so.

Dr. Feldman reported that in keeping with its broadened charge to recommend to the Chancellor recipients/nominees of all campus, University, and external teaching and service awards, the Committee has received information on an award offered by Emerson Electric and on the Governor's Award for Excellence in Teaching. Neither of these awards carries a cash prize.

For this year, the Committee has recommended that Dr. Janet Berlo, last year's campus nominee (and winner) of the Presidential Award for Outstanding Teaching, receive the Governor's Award. Dr. Lloyd Richardson, past recipient of the Chancellor's Teaching Award, has been recommended to receive the award sponsored by Emerson Electric.

On behalf of the Committee, Dr. Feldman recommended that in the future, the past year's recipient of the Chancellor's Teaching Award automatically be designated to receive the award offered by Emerson Electric, and that the campus nominee for the Presidential Award in Outstanding Teaching automatically be designated to receive the Governor's Award. He explained that this procedure is consistent with past practice.

Questions arose concerning the fairness of such a policy to other potential candidates, the procedure to be followed if the intended designee is no longer with the University, and the motivation for the recommendation. Commenting that the Committee doesn't appear to be overburdened, Dr. Barton suggested that a rationale of saving work for committee members wouldn't be very compelling. Dr. Feldman reminded senators that no money is attached to the Governor's and Emerson Electric awards, that an

open competition is held for both the Presidential Award and the Chancellor's Award, and that the greatest burden is shouldered by nominators, rather than by the Committee.

In response to a question from Dr. Thomas Jordan, Chancellor Touhill explained that forwarding candidates for these awards is the Chancellor's own prerogative, but that she has delegated the selection process to the Senate.

Dr. Patricia Jakubowski moved to amend the Committee's recommendation so that the past Chancellor's Teaching Award recipient would be designated to receive the Emerson Electric award, but that a competition would be held for the Governor's Award. Her motion was seconded.

Dr. Carol Peck observed that there are often multiple worthy nominees in a single year. She suggested moving to the second-place candidate when appropriate.

Dr. Martinich proposed that the Committee use the same dossiers for the competitions. In this way, the Committee would have the flexibility to choose the same candidate for both awards or different candidates for each.

Dr. James Walter moved to table the issue until the November meeting to give the Committee time to reconsider its position in light of the sentiment expressed by the Senate. The motion was approved.

The Chair reiterated that for this year, the Committee's recommendation will stand. Last year's Chancellor's Teaching Award recipient (Dr. Lloyd Richardson) has been recommended to receive the Emerson Electric award, and the campus nominee (and winner) of the Presidential Award for Outstanding Teaching (Dr. Janet Berlo) will be recommended to receive the Governor's Award. The question to be resolved is how to proceed in the future.

Report from the Chairperson -- Dr. Stephen Lehmkuhle

(see attached)

The Chair called on Dean E. Terrence Jones, who presented results from a recent poll indicating that Amendment 7 can be defeated. Dean Jones observed that although the right to vote on tax increases is attractive to voters, this appeal can be offset by keeping the focus on the loss of state services, the likelihood that the lion's share of any tax refund would go to corporations rather than individuals, and the fact that Amendment 7 actually repeals taxes that the people previously have voted to approve.

Resuming his report, the Chair noted the importance of a recent court ruling concerning a fiscal note to be attached to the

ballot. He pointed out that although the original wording has been altered, the note has not been removed. The Chair said he is also encouraged by Senator Danforth's public opposition to Amendment 7 and by Danforth's intention to campaign actively against it. This should help prevent polarization on the issue along party lines.

Report from the Chancellor -- Chancellor Blanche Touhill

The Chancellor reported that if Amendment 7 passes, the campus will lose 20 to 30 percent of its funding from the state. She noted that President Russell has instituted a hiring freeze to prevent additional resources from being committed at this uncertain time.

Chancellor Touhill apprised the Senate of activities undertaken by several state and local organizations, including the Citizens to Protect Missouri's Future, Civic Progress, and the Regional Commerce and Growth Association. She also updated senators on the status of court cases involving the Amendment.

Information on Amendment 7 and excerpts from the Collected Rules and Regulations regarding political activity by University employees were made available at the meeting.

The floor was yielded to Dr. Lance LeLoup, who was invited to speak as a member of UMSPAC. Dr. LeLoup provided information on activities planned by the organization and reported that UMSPAC has raised \$7,800 of its \$10,000 goal. These funds will be used specifically to oppose Amendment 7.

Dr. LeLoup pointed out that University employees have the right to participate in political activity on their own time. He asked senators to consider volunteering four hours of their personal time to make contacts on a weekday evening or a Sunday afternoon during UMSPAC's telephone campaign, which is scheduled for October 24 to November 6. A sign-up sheet was circulated. Dr. LeLoup also indicated that some telephone volunteers are needed to serve as facilitators. He assured senators that training and telephone lists will be provided.

Dr. LeLoup requested volunteers to serve on a speaker's bureau and invited suggestions of people in the community who might speak to organizations about the Amendment's impact on the University.

Dr. LeLoup noted that the recent voter registration drive was a big success, and he congratulated those involved. Absentee ballots were made available at the meeting.

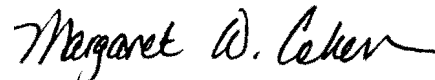
Senators were encouraged to chat informally about Amendment 7 with their family members, colleagues, friends, and neighbors.

It was suggested that the issues to be stressed include the bipartisan nature of the opposition, the impact passage would have on law enforcement and safety (not merely the prisons), and the likelihood that approval of Amendment 7 would initiate years of litigation. Issues would be decided by the courts on a case-by-case basis, and affected institutions would have to proceed with cuts that might later be overturned. The courts, not the people, would be making the decisions.

At the close of his report, Dr. LeLoup answered questions from the floor.

Completing the business at hand, the meeting adjourned at 4:23 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 Chairperson

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

**REPORT TO THE SENATE FROM THE FACULTY COUNCIL**

October 11, 1994

At its last meeting on October 6, I outlined the objectives of the administrator-faculty salary equity study that the Steering Committee discussed a week earlier. While working with the cooperative data set I discovered five faculty with 95 years since their degree, giving new meaning to the term "deadwood." Vice Chancellor Krueger's office is rechecking the data for its validity which is slowing down the task of the ad hoc committee. The Steering Committee of the FC urges expeditious attention to details of accuracy so that this important cooperative effort can be completed in a more timely manner. FC representatives plan to meet two times this month with the other ad hoc committee members with this goal in mind.

The faculty wishes to bring the issue back to the original problem of age discrimination, lack of coherent meaning by Deans as to meaning of "market" and "merit", lack of administrative measures of their own accountability, and the effects of administrative proliferation on the salary pool over the past decade. It is the intent of the FC to keep the pressure on this ad hoc committee to understand that we are actually doing the administration a favor in the long run.

Dr. Lance LeLoup spoke to the FC about his appointment to the Chancellor's task force to enhance the University's responsiveness to its students. He then spoke in his citizen's role on the Proposition 7--Hancock II issue. Dr. LeLoup was joined by the Chancellor in discussing the impact of Hancock II passing, what UM-St. Louis faculty could and could not do, and the early soundings from polls. I believe this discussion was quite helpful for many faculty representatives as they return to their respective units to talk with their colleagues.

I attended Sandy MacLean's Enrollment Management Group last month. I believe it is worth the faculty's knowing that I think the committee served a useful purpose of improved communication between Admissions, Financial Aid, and Registration and hope that Tom McPhail (to whom the offices have been transferred) will continue to meet.

Thank you, I submit this report, respectfully, and open the floor for any questions I may have left unanswered.

Herm Smith, Presiding Officer



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Report to the Senate - 10/11/94

The IFC met in Columbia on September 22nd. Points of information provided by the Chair included the following:

that there will be fewer Board of Curators meetings this year, with more business conducted in committee;

that a compensation management study is being conducted by Vice-President McGill;

that premiums for plan E will increase over 100% in the coming year.

IFC members briefly discussed implementation of the Americans with Disabilities Act (ADA) with respect to academic requirements and indicated that the University should develop a policy in this regard.

Discussion on faculty grievance procedures was postponed to the next meeting as was discussion on new administrator evaluation procedures.

The IFC voted to support a UMC proposal to revise the University Rules and Regulations concerning the awarding of emeritus titles. The present rules in effect make the awarding of the emeritus title automatic to full professors who retire after at least 15 years service or 5 years as full professor. The new policy will award such title to either full or associate professors, subject to their request for such consideration and subsequent approval by the tenured members of their respective department. The Chancellor and President may continue to recommend to the Board non-professorial emeritus titles for administrative officers. The rationale for such a change was that since the emeritus title is an academic honor, it should be conferred by one's colleagues. In related discussion, IFC members recommended that each campus examine the issue of emeritus privileges.

In the IFC's subsequent meeting with President Russell and Vice-President McGill, attention was primarily focussed on Amendment 7. President Russell discussed the potential impact of Amendment 7 on state services, elementary and secondary education, the prison system and higher education. He specifically discussed the impact of the Amendment on the system: increased tuition, early retirements, a hiring freeze and programmatic cuts. He does not plan to seek faculty input to advise him on where the cuts will occur; he stated that he intends to tell each Chancellor how large the cuts will be on each campus and let the Chancellors then seek whatever advice they wish (subject to a very short time horizon).

President Russell indicated that subject to Amendment 7's defeat, the infrastructure initiative is a high priority item for the next three years. Funding would be partially from state resources and partially from University reallocations.

Finally, discussion occurred about the administration of a faculty activity survey. Specific questions addressed the confidentiality of individual responses and their use in promotion, tenure and salary decisions. Vice-President McGill stated that the intent is to aggregate the data to the department level and that individual forms would not leave the department.

  
Susan Feigenbaum

TO: U.M.-St. Louis Senate

FROM: Christopher B. Jones  
Student Government President

DATE: October 11, 1994

RE: President's Report to Senate

For those of you that don't know me, my name is Chris Jones, and I am the Student Government President for the 94-95 academic year. Many events have taken place in the past month or so, and in my few moments here I shall attempt to give you the highlights.

Last Saturday was the Third Annual Homecoming Dance at the Stouffer Concourse Hotel on Natural Bridge. The event was a huge success. I would personally like to thank the Chancellor, Vice-Chancellors MacLean and Osborn, Mr. Seay, and the many other University Officials and Alumni for participating. This year's dance was marked with record attendance of over 200. The Homecoming King is Sean West, and the Queen is Yolonda Johnson. They were crowned Saturday evening, and were announced Sunday afternoon at the soccer game.

Back to the concerns of the students, the Committee on Library hours met two weeks ago, and discussed their concerns about the Library and Computer Lab hours. The main concerns were the shortened hours on Friday, and the early closing time in general during the week. The Wash. U. Library closes at Midnight, while ours closes at 10:30.

The Committee on Transcript Fees also met two weeks ago in which they again raised concern with the said transcript fee. It seems that our fee is set to the same level of U.M.C., instead of with our contemporary University in Kansas City. More news will be coming on this later.

This Thursday Night, the Student Government Association will be participating in a Video Tele-conference with the student leaders from Columbia, K.C., and Rolla. We will be discussing many items that concern the students of all U.M. System schools.

There is also an expressed interest in either joining, or forming our own type of student lobbying group similar to ASUM. It is the opinion of the Assembly that this would be very beneficial to the students to have a direct voice to the legislature.



REPORT FROM THE SENATE CHAIRPERSON  
October 11, 1994

At the last meeting of the Senate Executive Committee, we wrestled with how we, as a Senate, should address issues surrounding Amendment 7 (Hancock II). We decided not to forward a motion against the Amendment because it was not clear what purpose or function such a motion would serve. Rather, we decided that we would ensure that all members of the Senate--faculty, staff, students, and administrators--understand the consequences of passage of the Amendment; know what currently is being done to defeat the Amendment; have a sense about our chances to defeat the Amendment; and, finally, provide an opportunity to join with the University community to work against passage of the Amendment. Some of what I will say in this report may be repeated by the Chancellor in her report, but because of the importance of the issue, I'm sure that you will not find any repetition redundant.

I know that I don't need to tell many of you the dire consequences to this campus if Amendment 7 passes. The conservative estimate, and I emphasize conservative, is that our campus budget will be reduced on the order of 20 to 30 percent. This, of course, assumes that budgets are cut proportionately across all of higher education in the state, as well as across state agencies whose budgets are not protected by the Missouri Constitution. In other words, this cut assumes that we have equal political stature with other campuses in the state, not just in the System, and with other state agencies. Quite frankly, I think state legislators would prefer to cut higher education more heavily than the prisons.

Given even the best scenario of a 20 to 30 percent budget reduction, how do we go about incurring such a cut? We cannot absorb it horizontally. Such a cut would eliminate programs and people. In an interview with the Missourian last week, President Russell said: "It costs us on the average \$45,000 per employee and that takes into account all the compensation, health care and everything else. Suppose we are faced with a \$45 million shortfall. That translates into about 1,000 people less than we have now." The people he refers to here are faculty, administrators, and staff. Some of my faculty colleagues may think that they are protected from these cuts because they have tenure. I refer them to the Collected Rules and Regulations. In Section 320.150 ("Discontinuance of Programs or Departments of Instruction"), it stipulates the process by which tenured faculty positions can be eliminated without requiring the University to declare financial exigency. Moreover, it is my opinion that many of the decisions about which programs will be eliminated are being made at the level of the President and the Board of Curators without much input from the campuses. It is also important to keep in mind that President Russell has indicated that if Amendment 7 passes, some cuts will begin on the day after the election.

I know it has been said that we can deal with this shortfall by raising tuition. I want to share with you two comments about this. First, it is not clear under Amendment 7 that we can raise tuition without a vote of the people. The right to increase tuition may have to be decided in court. If tuition hikes need voter approval, it would clearly be difficult to cover the shortfall by this means. Secondly, even if we can increase tuition, we probably would have to nearly double it in order to cover the loss of students who can no longer afford to come here. A doubling of our tuition would change the mission of our campus. We would no longer be the primary educator of placebound students in the St. Louis area.

I have also heard that many people think that this is all political rhetoric designed to scare voters. I certainly agree that the rhetoric is scary, but to think that if Amendment 7 passes, programs will not be eliminated and some of your colleagues will not be let go, is simply putting your head in the sand and not considering the facts.

That's the bad news. Let's talk about some better news concerning what is being done to defeat the Amendment. First, remember that the polls indicate that the "higher education issue" is, and I now quote President Russell, "an elitist issue." By itself, higher education does not carry much political weight. Amendment 7 is a state service issue, and the impact of approval on prisons, primary and secondary education, highway construction, jobs, the environment, and so on, are issues that have greater political clout. Consequently, the Citizens to Protect Missouri's Future, a group formed by, and under the direction of, the Governor, is coordinating political activity among the various agencies most affected by Amendment 7. This group has a budget of about \$2.2 million, which will be used to mount a media campaign in the last several weeks before the election. When you see their commercials on TV, don't be upset that higher education doesn't take the top billing. Again, the polls indicate that cuts to primary and secondary education, prisons, highway construction, and so on, will have a stronger impact on the voters. We, both as a University System and as a campus, have contributed to the campaign.

Even though the general public in this state does not seem to value higher education, we should make sure that friends of the University understand the consequences of Amendment 7 to higher education in Missouri, as well as its direct consequences to urban higher education and to the accessibility of higher education for placebound students in the St. Louis area. Shortly, Dr. Lance LeLoup will talk more about how we can contact the friends of the University.

Is there any chance that the Amendment will not pass? I know that many of us said that if the Amendment ever got on the ballot,

we were doomed. However, early poll results indicate that as long as the issues relating to cuts in state services are framed against the issue of whether one should have the right to vote on taxes, the Amendment has a chance of being defeated.