

(to be considered for
approval at 10/11/94
Senate meeting)

SENATE MINUTES
UM-ST. LOUIS
September 13, 1994
3:00 p.m. 222 J. C. Penney

The meeting was called to order at 3:03 p.m. Minutes from both Senate meetings held on April 26, 1994, were approved as submitted.

The Chair called on Dean Shirley Martin, who introduced Dr. Janet Sipple, Associate Dean of the Undergraduate Nursing Program. Senators were informed that other new members of the Barnes College of Nursing Faculty would be attending the meeting.

Report from the Chairperson -- Dr. Stephen Lehmkuhle

The Chair reported that all standing Senate committees have convened and elected their chairperson for 1994-95. Meetings of ad hoc committees (Video and Instructional Technology, Assessment of Educational Outcomes, and Faculty Teaching and Service Awards) will be scheduled soon. Senators were reminded that committee rosters and chairpersons can be viewed on GOPHER, the campus's computer bulletin board. GOPHER contains much helpful information, including the Senate roster, Senate meeting schedule, and the agenda and minutes. The Chair encouraged senators to use GOPHER so that, eventually, paper can be eliminated in favor of this more efficient and economical means of communication. The Chair also invited all members of the campus community to join the Senate's e-mail network by sending him an e-mail message at SENATE@UMSLVMA or calling him (6768) with the e-mail address to be used.

Turning to activities at the September 1-2 meeting of the Board of Curators, the Chair reported that President Russell presented a study of faculty performance and the peer review process for tenure and promotion. Based on a 10-year System-wide study, the President estimated that 38 percent of newly-hired assistant professors receive tenure and that approximately 11 percent of them are promoted to full professor within 14 years. These figures apply to all four campuses with little variance among them and little deviation for gender and ethnic origin. The President made laudatory remarks about the high standards for teaching, research, and service set by the UM Faculty.

President Russell updated the Curators on the medical insurance plans, reporting that 87 percent of employees are enrolled in a managed health care plan (either point-of-service or HMO), 4 percent are enrolled in an out-of-network plan, 7 percent in

the unmanaged \$250 deductible plan, and 2 percent in the catastrophic plan. President Russell presented the results of patient surveys taken in Columbia which seem to indicate that the plans are working well there.

The Board took action to make Curators Scholarships more competitive and a better recruiting tool. To qualify under the guidelines which will take effect next year, a student will have to earn a minimum score of 28 on the ACT and rank in the top 5 percent of his/her high school graduating class. Currently, recipients must earn a minimum score of 26 on the ACT and rank in the top 3 percent of their class. Another change is that students will no longer have to be nominated for the scholarship by their high school counselor. They will be able to apply directly to the program, and the campuses will be able to use these scholarships to recruit. Each campus will be allowed to set the dollar amount for renewals and the minimum grade point average required for renewal at 100 percent.

The Curators also approved capital appropriations for the System, and the Chair commented that the campus fared well.

In closing, the Chair read an announcement from Dr. Lance LeLoup, who heads a task force appointed by the Chancellor to examine issues surrounding the responsiveness of the University to its students. The task force is seeking input from faculty members on what they perceive as major problem areas, as well as suggestions for change. Responses should be directed to Dr. LeLoup (362 SSB).

Report from the Chancellor -- Chancellor Blanche Touhill

The Chancellor began her report by congratulating the Faculty for its high productivity during 1993-94. She noted that published research and external research funding both increased last year. In addition, the campus received two of the three System-wide awards offered by the President. Dr. Janet Berlo was the recipient of the teaching award, and Dr. Frank Moss received the award for research/creativity.

The Chancellor also reported that the School of Education received full accreditation from the National Council for Accreditation of Teacher Education (NCATE) last year. She praised Education's Faculty for this great success.

Chancellor Touhill noted two recent appointments: Dr. Rickey George has been named Dean of the School of Education and Mr. Reinhard Schuster has been named Vice Chancellor for Administrative Services. She announced that Police Chief John Pickens accepted a position at Northern Illinois University. The Chancellor introduced Lt. Robert Roeseler, who has been hired as a consultant to assist the merging of the campus police and the

Department of Environmental Health and Safety into a new Department of Safety and Security. Senators were invited to contact Lt. Roeseler with their suggestions, comments, and concerns. The Chancellor also announced that the campus has engaged the services of a landscape architect to help develop a five-year beautification plan.

Permission to begin construction on the building to house the Center for Molecular Electronics has been granted by the Environmental Protection Agency, and bids will be sought in October. The building will be located adjacent to the Science Complex, west of Bugg Lake.

The Chancellor announced that the merging of our School of Nursing and the nursing school at Barnes into the Barnes College of Nursing has increased undergraduate enrollment in the unit from 104 to 600 students. About 70 of these students are living in Seton Hall, the facility which the campus is leasing from the Daughters of Charity. An open house will be held at Seton Hall later in the semester, and the Chancellor urged senators to plan to attend.

Chancellor Touhill reported that private giving increased nearly 12 percent last fiscal year to a record \$4.6 million. More than \$516,000 was raised for scholarships. Alumni contributed more than \$221,000. A donation to endow the Hubert C. Moog Professorship in Nursing and a \$100,000 contribution from the Anheuser-Busch Charitable Foundation for the new ecology and conservation complex were among the more notable gifts. Donations to schools and colleges increased by 41 percent.

The Chancellor encouraged senators to attend her State of the University address on September 21 and the Founders' Dinner on September 23.

At the close of her report, Chancellor Touhill was asked by Dr. George Yard about the status of Normandy Hospital. She reported that the University has made a bid for the property. The doctors who own the building have decided not to proceed with their plans to operate it as a hospital, but another group has expressed interest in purchasing the building for that purpose.

Report from the Faculty Council -- Dr. Herman Smith

(see report attached)

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

(see report attached)

Report from the Committee on Committees -- Dr. Jean Bachman

Elections were held to fill vacancies on four Senate committees. Dr. Shirley Moore was elected by acclamation to serve on the Committee on Computing; Dr. Zuleyma Tang-Martinez was elected to the Grievances Committee; Dr. Carol Peck was elected by acclamation to serve on the Committee on Research Misconduct; and Dr. Judith Maserang was elected by acclamation to the Ad Hoc Committee on the Assessment of Educational Outcomes.

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

Dr. Friedman called the Senate's attention to course actions taken by the Committee and presented proposals for the following, all of which were approved by the Senate:

Change in degree requirements: B.A. in Communication

Change in minors:

- Minor in Political Science
- Minor in American Politics
- Minor in Comparative Politics
- Minor in Political Theory
- Minor in Public Administration
- Minor in Public Law
- Minor in Public Policy
- Minor in International Relations
- Minor in Urban Politics

Change in certificate programs:

- Undergraduate Certificate in Biotechnology
- Certificate Program in Writing

New certificate program: Undergraduate Certificate in Conservation Biology

Dr. Martin Sage moved that "housekeeping" changes be presented to the Senate as informational items, rather than action items. The motion was seconded and approved.

Dr. Friedman noted that 5 p.m. on March 3, 1995, is the deadline by when proposals to be considered by the Committee in the current academic year must be in the Office of Academic Affairs. The Senate Chair encouraged submissions well in advance of this deadline.

Committee on Bylaws and Rules -- Dr. Joseph Martinich

Dr. Martinich presented a proposal to add two new Operating Rules:

1. Only voting members of the Senate may vote at meetings of the Senate. Proxy voting is prohibited.

2. Only voting members of Senate committees may vote at committee meetings. Proxy voting is prohibited.

Dr. Martinich noted that the new rules would formalize the procedure we have followed for many years. He explained the Committee's view that voting by telephone, mail, or e-mail on a specific issue would be permissible, but that no one could carry someone else's vote to a meeting.

Dr. L. Douglas Smith commented that voting by e-mail, for example, would not allow the voter to benefit from discussion of the issue. Dr. Martinich pointed out that the new rules restrict voting privileges to those who are senators or committee members; they do not address the issue of how the vote is cast. He suggested that it may be unnecessary to convene if members know the issue and simply want to record their vote.

The proposed new Operating Rules were then approved by the Senate.

Report from the Intercampus Faculty Council -- Dr. Lois Pierce

(see report attached)

Report from the Budget and Planning Committee -- Chancellor
Blanche Touhill

The Chancellor reported that for the past three years student leaders have requested that the campus study the possibility of enlarging and improving the University Center. Concerned about the added burden of fee increases for such a purpose, the Chancellor delayed responding until last spring, when a consultant was hired.

Following a lengthy study which included interviews and surveys of students, the consultants proposed two options: renovate and enlarge the current facility, purchasing the J. C. Penney Building so it can be incorporated as part of a student center, or build an entirely new structure. Both options would allow us to combine under one roof student offices and facilities, as well as such services as Admissions, Registration, and the Cashier's Office. The consultants estimated that the renovation option would cost \$22 million and that a new structure would cost \$24 million. Renovation would require fee increases of \$5 per credit hour, while a new building would require about \$5.50. In both cases, the University's share would come to nearly \$5 million, and these funds would have to come from the state.

The options were presented to the Budget and Planning Committee, and the Committee recommended the construction of a new building. This was the same advice the Chancellor received from students, the Academic Officers, and her Cabinet.

Chancellor Touhill reported that she has instructed the consultants to prepare materials so that the students can vote on the project in a referendum to be held prior to the Thanksgiving holiday but after the November election. The Chancellor noted that the referendum outcome will not obligate the University to proceed with the project; however, she would like the students to have the chance to express their opinions.

Chancellor Touhill reported that we are awaiting the outcome of Amendment 7 (Hancock II) before we begin implementation of our master plan. The \$16 million coming to the campus as the result of voter approval of the statewide bond issue in August may be in jeopardy if Amendment 7 passes.

If approved, Amendment 7 would cost the campus 20-30 percent of our state appropriations. A fiscal note to be included on the ballot states: "This proposal would require state and local spending cuts ranging from \$1 billion to \$5 billion annually. Cuts would affect prisons, schools, colleges, programs for the elderly, job training, highways, public health, and other services."

The Chancellor reported that she recently met with college presidents from throughout the state to discuss Amendment 7 with the director of the Committee to Protect Missouri's Future, a group which opposes the amendment. The Committee has filed two civil suits to remove Amendment 7 from the ballot. The first suit focuses on petition signatures in the First Congressional District, where the minimum number required was exceeded by only 33 signatures. The second suit challenges the constitutionality of Amendment 7 on grounds that it would change more than one provision of Missouri's Constitution. Precedent suggests that each proposed change must be voted on individually.

If these suits do not succeed in getting Amendment 7 off the ballot, the Governor will lead a statewide campaign to defeat the proposal. Such a campaign could cost as much as \$1.5 million.

Chancellor Touhill reported that the campus has begun efforts to educate and inform its constituents about Amendment 7 and that the Staff Association and Student Government Association are planning a voter registration drive. She then yielded the floor to Dr. Lance LeLoup, who reported on UMSLPAC's plans to mobilize the campus community and on the need to raise \$10,000 to mount a campaign against Amendment 7. Dr. LeLoup confirmed for Vice Chancellor Osborn that contributions will be used exclusively to defeat the proposed amendment.

Report from the Chancellor's Committee on Oversight of the Health Insurance Plan -- Ms. Joan Rapp

(see report attached)

At the close of her report, Ms. Rapp addressed questions and concerns expressed by several senators. Dr. Sork asked if insurance with GenCare can be terminated before the contract period is up. Ms. Rapp deferred to Dr. Susan Feigenbaum, who explained that during open enrollment periods individuals can switch to another plan, but that some plans will require certification of good health. Dr. Sork commented that dropping GenCare coverage would be the best way to convey to UM our unhappiness with the plan.

Responding to another question, Ms. Rapp said she is uncertain when a new directory of providers will be distributed.

Dr. Joseph Martinich complained that statements of payment are vague, and Dr. Zuleyma Tang-Martinez noted that Plan E does not cover many procedures that had been included under previous plans. Ms. Rapp observed that making Plan E more attractive would defeat the University's purpose by drawing employees away from the HMO.

Following a brief further discussion, including Dr. Norman Flax's observation that gatekeepers benefit from withholding referrals, the Senate Chair encouraged everyone to keep the Committee informed about their experiences with the various insurance plans.

Completing the business at hand, the meeting adjourned at 4:17 p.m.

Respectfully submitted,



Margaret Cohen
Senate Secretary

Attachments: Report from the Faculty Council
Report from the Student Government Association
Report from the Intercampus Faculty Council
Report from the Chancellor's Committee on
Oversight of the Health Insurance Plan

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

REPORT TO THE SENATE FROM THE FACULTY COUNCIL

September 13, 1994

At its last meeting on September 1, the 94-95 Faculty Council met for the second time. The Council concurred that our priority is to bring the administrator-faculty salary equity study to completion as expeditiously as possible, as former PO Mark Burkholder requested last year. An ad hoc committee of Council members and administrators met on September 8 to discuss preliminary findings and ways to complete the study. We hope to complete the study this month and to invite Vice Chancellor Krueger to discuss the study at the November meeting.

The Faculty Council sent on a list of five faculty to Vice Chancellor MacLean to serve on the students' Discrimination Grievance Procedures Panel.

We also discussed a set of proposed revisions to the Academic Grievance Procedure process brought to the Steering Committee by the IFC through Senate Chair Steve Lehmkuhle. Most of these proposed revisions grew out of the Faculty Council's Academic Grievance Assistance Committee reports over the past several years and are intended to provide a much more expeditious due process than existed in the past. The Council also discussed the scope of the Academic Grievance Assistance Committee in light of these proposed revisions. The charge of the committee in our Bylaws is that the committee shall "provide information and/or consultation to any UMSL faculty member who files a grievance and is willing to avail him/herself of the information available to the council."

The scope of the 1994-95 Administrator Evaluations Committee is another issue brought up. We are scheduled to evaluate Assistant and Associate Deans this year. The Council decided that it would add the Directors of CIS and PPRC to the list.

We also discussed priorities for speakers for the remainder of the year. The Council decided that the threat of the Hancock II proposition winning in November placed a guest appearance by Prof. Lance LeLoup of UMSLPAC and the Chancellor at the top of its speaker's list. Vice Chancellor Kathy Osborn met with the Council to discuss her office and its relationship to faculty.

Herm Smith, Presiding Officer



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Good afternoon ladies and gentlemen. My name is Christopher Jones, and I am the President of the 1994-95 Student Government Association. Last Tuesday was the first official meeting of the S.G.A. Many items of business were addressed last Tuesday, the first of which, was to complete our constitutional duties. These duties were to elect the Assembly Chair, the Chair of the Student Government Foundation, members of the S.G.F. Board of Directors, and the Election Commissioner. Also at the meeting, we selected the seven committees that will be the foci of the assembly this academic year. The committees that were formed are as follows: Cohesiveness of Groups in S.G.A. Committee, Food Service and Vending Machine Committee, Transcript Fee Committee, Computer Lab & Library Hours Committee, Campus Security Committee, Increasing Student Involvement Committee, Bookstore Committee, Improvement of Working Relationship with Student Activities.

IFC Report to the Senate
September 13, 1994

The IFC met once over the summer and spent much of the meeting tying up loose ends from the previous year.

+/- Grading. Several years ago Curator Cozad expressed concern about the way grades were given. One outcome of the ensuing discussion was the suggestion that +/- grading be implemented on each campus. We were asked to decide on a uniform grading system for all four campuses. After much discussion, it was obvious we could not agree and each campus will retain its own system. UMKC and UM-St. Louis will allow faculty to use +/- with A as the highest grade. UMC will have +/- with an A+, and UM-Rolla will not use +/- . The relevant executive order will be rewritten.

Administrative Review. The IFC has formed a committee to explore faculty participation in review of administrators. Steve Lehmkuhle is our representative on the committee. President Russell has encouraged the IFC to suggest ways to improve evaluation of administrators.

Infrastructure Proposal. The president indicated that he was reviewing the paper on necessary infrastructure for a research university. We restated that there should be some minimum level of support for all faculty and that this level should be determined by the university. Departments and other units could adjust this support upward. We also suggested that there be some assessment of where the university is currently and then an estimate of the cost to bring us up to a minimum level. The president said his office is exploring the cost of the plan.

Other. The Chair of the IFC presented a letter from the Council to President Russell commending him and his staff for their hard work in getting the FY95 budget approved by the Legislature. The president expressed his pleasure at the General Assembly's support of endowed chairs.

Upcoming. The IFC will be discussing revisions in the academic grievance procedure. The revisions incorporate suggestions from our Faculty Council and the UMC Faculty Council. They have been discussed by the Senate Executive Committee and we hope to reach some final agreement on the document by October. Steve or I would be happy to share copies of the document with anyone who hasn't seen it.

Proposed changes include adding sexual preference to the list of bases that can be used for an allegation of discrimination, limiting the entire procedure to 120 days, allowing the grievant and respondent to request relevant information from each other, limiting the mediation process to one try rather than three, defining who should be on the Grievance Panel, and defining whether or not the grievant and respondent can be excluded from the hearing if one objects to the presence of the other.

We will also be reviewing a proposal to revise University Rules and Regulations on awarding emeritus titles. Proposed changes include moving the decision to award the title to tenured members of the department and allowing associate professors to receive the title.

The next IFC meeting will be September 22 in Columbia.

The Chancellor's Committee on Oversight of the University Health Insurance Plan began work last spring, shortly after the implementation of a new range of health care options for University employees. The Committee has taken several steps: In April it solicited from faculty and staff comments on their experiences with the plans. It received over fifty responses, most expressing concerns about problems with some aspect of the new GenCare HMO or POS plan. While maintaining individual confidentiality, the Committee relayed the substance of these concerns to the University administration. In response, the University administration sought responses from the GenCare HealthCare System to the specific issues raised. Vice President McGill and Associate Vice President Hutchinson met with me during the summer to discuss these issues.

The campus committee also requested and received specific items of information from the University Administration about the medical insurance program. This information includes such data as a breakdown by salary level of plan choices, the dollar amount of claims and premiums collected on our campus during the first quarter of operation, summary statistics for "gatekeepers" in the St. Louis area, and average wait time between referrals and appointments with specialists. We intend to ask the system administration to update these data for the remainder of the year to help us in analyzing any disparate or negative impacts on the campus as a whole.

Also during the summer the University Administration forwarded the results of a University of Missouri GenCare Member Satisfaction Survey done in April. Unfortunately, the survey does not break out the responses by campus. However, the survey does indicate some fairly significant problems with acceptance of the GenCare alternative. Forty-two percent of respondents indicated inadequate choice of available GenCare providers; overall satisfaction was at only a 70% level after three months of experience with the plan.

During the fall the system administration plans to conduct another survey of those who opted for one of the GenCare plans. We have suggested that results be segregated by campus. Because the Chancellor's committee has had some misgivings about both the nature of the first survey and its relevance to specific issues that have been raised on this campus, it will conduct its own UM-St. Louis-specific survey this fall. The Committee will also seek permission to release individual comments it has received and details of problems which the administration feels it needs to best resolve problems with GenCare.

The Committee has also raised the issue of the continuation of Plan E, the \$250-deductible non-network plan, and has been assured that the administration is recommending its renewal to the Board of Curators for the coming year.

It is very clear from our work that the University is committed to enrolling as many employees as possible in the GenCare HMO. UM

systematically reduces its liabilities, lowers its costs, and increases the predictability of its health care outlays in this way. The Committee has focused its efforts on bringing to the attention of the administration the shortcomings of the current plan, so that individual problems can be resolved, policy issues clarified, and a list of requirements developed for a new RFP to be released near the end of the current three-year contract. The Committee will attempt to help ensure that new managed-care plans provided by the University are of a higher quality.

In the meantime, it is important for faculty and staff to keep members of the Committee aware of problems. Please send any comments to me by mail or e-mail (Health @ UMSLVMA).