

(to be considered for approval at
3/26/96 Senate meeting)

SENATE MINUTES
UM-ST. LOUIS
February 20, 1996
3 p.m. 222 J. C. Penney

The meeting was called to order at 3:02 p.m. Minutes from the previous meeting (held January 23, 1996) were approved as submitted.

Report from the Chairperson -- Dr. Lois Pierce

The Chair began by updating senators on the activities of two committees, the Committee on Recruitment, Admissions, Retention, and Student Financial Aid (for convenience, to be designated by the acronym "Read Rest Faid") and the Committee on the Assessment of Educational Outcomes. The Read Rest Faid Committee is working with the Chancellor and with Interim Associate Vice Chancellor McPhail on enrollment management issues, particularly those under discussion by the Board of Curators, while the Assessment Committee is working with the Office of Academic Affairs on Funding For Results and on preparations for the next North Central reaccreditation visit.

The Intercampus Faculty Council met on February 1 to consider various plans for synchronizing the academic calendars of the four UM campuses. Guidelines were adopted for setting the calendar each year, and the Chair commented that she believes the guidelines closely follow the recommendations made by our campus.

The Chair announced that due to the scheduling of a Blues playoff game, commencement has been moved from Sunday, May 19, to the evening of Saturday, May 18.

Faculty have been requested to announce to their classes information concerning the upcoming student senator elections. The Chair reminded everyone that if fewer than 25 eligible students file for election, next year's Senate will have fewer than its full complement of 25 student members.

The Chair asked faculty who have not yet responded to the Committee Service Preference Poll to do so as soon as possible, and she reported that all proposals were endorsed by the campus in our referendum on bylaw amendments. The proposals are being forwarded to UM for review by the Vice President for Academic Affairs and by the Legal Office before they are added to the agenda for action by the Curators.

Referring to a recent incident in which an African-American student was allegedly attacked on the campus by a Caucasian non-student, the Chair commented on the need to provide an environment where students feel safe. She informed senators that Chancellor Touhill has formed a committee to recommend ways in which the campus community can be more responsive to our diverse population.

The Chair announced the election of Curator Fred Hall as President of the Board of Curators and Curator Malaika Horne as Vice President of the Board and introduced several forthcoming committee reports.

Report from the First Meeting of the Intercampus Faculty Council -- Dr. Susan Feigenbaum

(see attached)

Report from the University-Wide Benefits Committee -- Dr. Susan Feigenbaum

(see attached)

At the close of the report Dr. Mark Burkholder, who chaired a System-wide benefits committee several years ago, noted the growth in retirement benefits over time and confirmed the accuracy of President Russell's assertion that we have a fine program for those who spend their entire careers with the University. Dr. Lawrence Barton pointed to the decrease in the number of service years required to vest. Senators were invited to contact Drs. Feigenbaum or Eysell with other comments or questions.

Report from the Chancellor -- Chancellor Blanche Touhill

The Chancellor provided details of the incident alluded to in the Chair's report concerning a dispute over a parking space that allegedly led to the exchange of racial slurs and to the physical assault of an African-American student by a Caucasian campus visitor. The police report of the incident and other information was forwarded to County Prosecuting Attorney Robert McCulloch, who declined to issue warrants. Chancellor Touhill noted that there have been several related events and media reports since the time of the parking lot dispute. In particular, she described vandalism in the Black Culture Room in the University Center on February 5. Several chairs were overturned and papers were strewn about. A note was left with derogatory, racist language. She reported that the campus police have forwarded fingerprints and other evidence to the county crime lab and that those who possess a key to the room are being questioned. These events and the campus's response to them in terms of rallies, marches, and letters to the editor of the Current have prompted the Chancellor to form a Task Force on

Diversity to assess the campus's strengths and weaknesses and to recommend ways to improve understanding of and appreciation for diverse cultures, lifestyles, and views. The Task Force had its initial meeting last week, and the Chancellor reported that she will be visiting with students on February 21. A campus-wide meeting will be scheduled later in spring to discuss the Task Force's recommendations and to outline an agenda for action. Chancellor Touhill stated her position as having "no tolerance for intolerance."

Turning to other topics, the Chancellor reported that the process of creating successful educational centers in St. Charles and Jefferson counties is proceeding at a good pace. An advisory committee has been established in each locality to guide and support our efforts, and University officials have met several times with their counterparts at St. Charles County Community College and Jefferson College to work out details. A UM-St. Louis office has been established at St. Charles County Community College. To date, UM-St. Louis has offered 37 courses and served nearly 500 students in St. Charles and Jefferson counties. Data show that more than half of these students are new to UM-St. Louis and half are taking additional classes on the campus. Objectives for the coming year include the review and accreditation of the educational centers by NCA; CBHE approval for degree programs in criminal justice, social work, communication, and engineering; the opening of an outreach office at Jefferson College; the offering of senior-level courses at these sites; and the discussion of partnerships with East Central College in Union and Mineral Area College in Park Hills.

For the division of Student Affairs, Chancellor Touhill reported that a series of student health programs will be presented over the next few weeks by the Health and Counseling services, Residential Life, and the Women's Center.

Career Services has registered 54 companies which will be conducting interviews on campus this semester. Students who expect to graduate this year and recent graduates were encouraged to take advantage of these opportunities.

The tenth annual Gateway to Careers Job Fair will be held on March 14 in the Mark Twain Building. Students will be able to meet and discuss employment possibilities with more than 100 St. Louis-area employers.

For University Relations, the Chancellor reported that 24 students have been accepted into the new Student Ambassadors program. Sponsored jointly by University Relations and the Honors College, the program offers students the opportunity to cultivate their communication and leadership skills by staffing major University functions, such as the Chancellor's Report to the Community and commencement. It also offers the public an opportunity to interact with these students.

Senators were reminded that the Board will be meeting on the campus on February 22-23. Senate members were encouraged to attend as many sessions as their schedule permits.

In response to a question from Dr. Dennis Judd, Chancellor Touhill invited interested faculty to attend forthcoming planning meetings with Jefferson College.

Reports from the Second Meeting of the Intercampus Faculty Council and from the UM-St. Louis Faculty Council -- Dr. Charles Larson

(see attached)

Dr. Larson clarified for Dr. Joseph Martinich that the legislation concerning standards for spoken English is designed to cover faculty whose primary and secondary education was in a language other than English.

Dr. Sork favored five-year term reviews of deans but opposed setting term limits for them. Dr. Larson explained that the Council's resolution specifies two terms as the limit in most cases but recognizes that exceptional circumstances may warrant the lengthening of a dean's service period.

Report from the Student Government Association -- Ms. J. Elizabeth Titlow

Referring to the altercation in the Woods Hall parking lot that was described earlier in the meeting by the Chancellor, Ms. Titlow implored senators not to let this isolated incident destroy what has taken years to build.

Ms. Titlow reported that she has given members of the Student Court a deadline by when pending parking ticket appeals must be resolved. If the appeals are not settled by the specified time, Ms. Titlow indicated that the Student Government Association will hire someone to complete this task. Dr. Margaret Cohen requested clarification of the relationship between the SGA and the Student Court and questioned if the constitution of the SGA provides for the hiring of an individual to complete work that is supposed to be handled by the Court. Ms. Titlow explained that this remedy was proposed by Vice Chancellor MacLean. The Court's chief justice recently resigned, she said, and the remaining justices are overwhelmed by the large number of parking ticket appeals awaiting their attention. Ms. Titlow expressed doubt that she has the authority to appoint additional members to the Court but noted that the possibility is being researched at this time. Dr. Cohen, a former chairperson of the Senate Committee on Student Affairs, commented that the Committee worked hard several years ago to establish the present system for reviewing ticket appeals. She remarked that it would be a shame for the system to be reversed, jeopardizing the Court's autonomy.

Plans are progressing for Hunger Awareness Week. Those who would like to offer ideas for this observance were invited to contact Ms. Titlow or the Newman House.

Plans for a spring dance also are moving along. Faculty and staff will be invited to the event.

A program has been established that will provide currently enrolled students to assist in recruiting. Faculty were urged to encourage interested students to volunteer.

Ms. Titlow reported that Chancellor Touhill is discussing the discrimination issue with the University's attorneys.

In closing, she announced that the SGA will sponsor a reception on the evening of February 21 for individuals in town for the Board meeting. All were invited to attend.

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 to a number of "housekeeping" changes which were made to degree requirements, minors, and a certificate program (detailed in the agenda). On behalf of the Committee, he recommended approval for a proposed new certificate program, the Africana Studies Certificate. The proposal was approved without dissent.

Report from the Committee on Appointments, Tenure, and Promotion -- Dr. Dennis Judd

Dr. Judd reported that the Committee met on January 11 to consider 24 cases (17 from Arts and Sciences, 5 from Business Administration, 1 from Education, and 1 from Optometry). He indicated that the Committee plans to meet again in spring to consider changes to the tenure and promotion guidelines. He asked senators for help in collecting articles or materials that would assist the Committee in responding to the challenges to tenure and promotion surfacing in the country today.

Report from the Executive Committee -- Dr. Lois Pierce

(see attached)

Dr. Joseph Martinich objected to assigning the issue of where faculty are asked to teach to Budget and Planning on grounds that its membership includes too many administrators. He expressed the view that the issue is a

global issue unrelated to a specific grievance and, as such, should be aired immediately.

The Chair said she was advised after the time of the Executive Committee meeting that discussion of this issue could impact a pending grievance. She assured Dr. Martinich that the issue would be postponed for only a short time. Chancellor Touhill pointed out that members of the Budget and Planning Committee have some familiarity with the topic because plans for establishing residence centers in St. Charles and Jefferson counties were reviewed with them. She also noted that the administrators on the Budget and Planning Committee are serving in a non-voting capacity. Dr. David Ronen added his objection to that of Dr. Martinich. The Chair offered that when Budget and Planning meets, interested faculty should attend and speak with the members about their concerns. Dr. Martinich strongly encouraged that an announcement of the meeting be sent to all faculty a week in advance.

Report of the Student Election Subcommittee -- Dr. Bruce Wilking

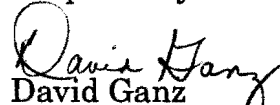
Dr. Wilking reported on behalf of the 1996 Student Election Subcommittee (which also includes student members Scottie Hampton and Barbara Pecoraro) that elections for student members of the 1996-97 Senate will be held on March 6 and 7. Polls will be open on both the North and South campuses during day and evening hours. February 29 at 10 a.m. is the filing deadline, and filing forms are available at several campus locations.

Report on Proposed Exclusive Beverage Contract -- Ms. Gloria Schultz

Ms. Schultz provided information and invited feedback concerning the possibility of contracting exclusively with one soft drink vendor.

After the close of discussion (4:25 p.m.), the meeting adjourned.

Respectfully submitted,


David Ganz
Senate Secretary

Attachments: Report from the Benefits Committee
Reports (2) from the Intercampus Faculty Council
Report from the Faculty Council
Report from the Executive Committee

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

IFC REPORT
SENATE MEETING - 2/20/96

The IFC met in Columbia on February 1st. It was apprised of issues discussed at the most recent General Officers Meeting and Curators meeting. Specifically, the IFC was informed that a consultant report on public perceptions of the University has been completed, which concluded that citizens throughout the State (particularly in the Southwest) are unaware of what constitutes the University, though they are knowledgeable about their local campuses. The recommendation is that the University needs to "define itself" to its constituents. It was also informed that there will be no changes made this year to the Curators Scholarship program. At the Curators Meeting, a fee structure, including tuition increases on all campuses, was approved as part of the 5-year plan. Conversation focused on enrollment management issues, particularly the issue of access vs. quality.

After extended discussion on a common calendar, IFC approved the following recommendation to the President:

1. Each campus will have between 74 and 76 days in Fall and Winter Semesters to include 45 M/W/F and 30 T/TH;
2. The first day of class for the Fall Semester will be Monday of the fourth full week in August; Thanksgiving break will include the Wednesday before Thanksgiving day.
3. The first day of class for the Winter Semester will be Monday of the second full week in January; there will be a common Spring break which will begin in March.

IFC reviewed the University Benefits Committee Report, expressing concern that the report indicates that the UM system may not be competitive in benefits and that more enhancements are needed, particularly for younger faculty and staff. At its subsequent meeting with the President, Russell stated unequivocally that he would not support any additional dollars for benefits, preferring to channel any additional University funding to infrastructure needs. He shared his belief that the University is indeed competitive for "anyone who spends their entire career at the University." Susan Feigenbaum has been asked to draft an IFC response to both the Benefit Committee recommendations as well as the President's position.

The President reported that the Governor has recommended increased funding for higher education across the board and that he is confident the recommendation will be approved. He also indicated that preliminary number crunching was underway related to infrastructure "repair." Vice-President McGill was unwilling at this point to comment on the way in which these funds would eventually be distributed across campuses, units and faculty.

Susan Feigenbaum
February 20, 1996

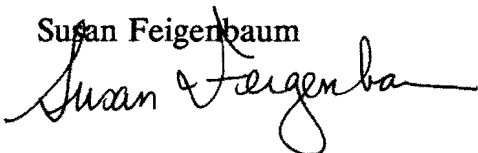
BENEFITS COMMITTEE REPORT
FACULTY SENATE - 2/20/96

1. The University-wide Benefits Committee is reviewing options related to the expiration of the GenCare Medical Insurance contract this year. UMSL representatives to the Committee have strongly advocated continuation of the PHP option. We expect little substantial change in insurance offerings, except for possible discontinuance of Plan E due to its cost.

2. At the behest of the University's Associate Vice-President for Human Resources, the Committee drafted a set of recommendations to the President concerning benefits enhancement. A commissioned study by Hewitt indicated that the University is not competitive in benefits, particularly for younger faculty and staff (see Attachment). This lack of competitiveness is due largely to the structure of the University's pension system, which is a defined benefit plan. Virtually all of the comparator universities have defined contribution plans. The UM plan does not become competitive until age 55 with approximately 25 years service; there is a significant shortfall for those who leave or die before this time (see Attachment). Moreover, the current UM plan is discriminatory in terms of marital status, in as much as the pre-retirement death benefit does not include an annuity for nonspouses. The Committee report recommended benefit enhancements in several areas (see Attachment), that the marital inequity issue be addressed and that employees be "compensated" for the early-year pension shortfall. In addition, it recommended a no-cost change that would permit individuals leaving the University prior to retirement to rollover the present value of their pension benefit into another retirement vehicle.

President Russell has responded to the Report, rejecting the possibility of committing additional dollars to benefits. His position is that the University is competitive for those who spend their entire career here.

Susan Feigenbaum



**HEWITT BENEFITS INDEX
SUMMARY OF RESULTS -- Attachment 1**

DETAILED INDEX ANALYSIS	EMPLOYER PAID VALUE		TOTAL VALUE	
	<i>UM Index</i>	<i>UM Rank</i>	<i>UM Index</i>	<i>UM Rank</i>
Retirement	89.5	10	83.4	11
Pre-Retirement Death-Group Life	136.8	4	121.1	2
All Pre-Retirement Death	110.7	7	105.2	5
Long Term Disability	89.2	9	90.1	9
Pre-Retirement Health				
▸ Medical--In-Network (UM's Base plan)	85.2	12	97.3	10
▸ Medical--Out of Network	60.5	13	78.5	14
▸ Medical Composite--excluding HMO	85.4	12	97.7	10
▸ Medical Composite--including HMO	100.3	7	106.2	3
▸ Dental	94.2	7	116.2	7
Post-Retirement Health and Life				
▸ Pre-65	172.1	3	128.3	4
▸ Post-65	53.9	8	58.6	12
▸ Composite	93.5	7	80.8	11
▸ Death	652.0	1	1325.8	1
Comprehensive				
▸ All Retirement	89.5	10	83.4	11
▸ All Death	123.5	4	128.8	2
▸ Long Term Disability	89.2	9	90.1	9
▸ All Healthcare	98.5	8	100.5	9
All Benefits	96.6	10	96.8	10

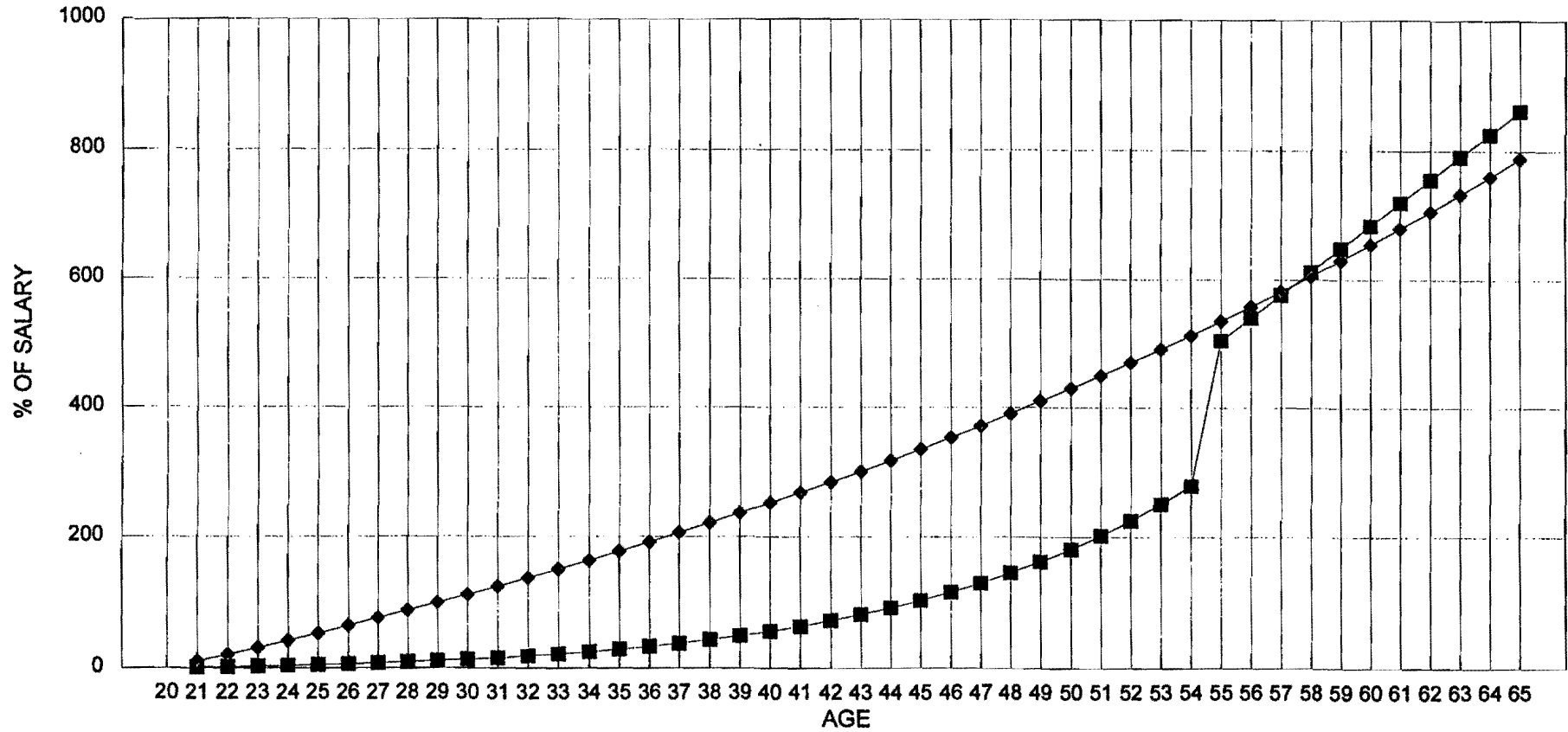
Comparator Group:

Indiana University
Iowa State University
Ohio State University
Purdue University
University of Kansas

University of Illinois
University of Iowa
University of Michigan
University of Texas

University of Nebraska
University of Minnesota
Michigan State University
Pennsylvania State University

COMPARISON OF ACCUMULATED BENEFITS UNDER CURRENT PENSION PLAN AND 10% DEFINED CONTRIBUTION PLAN



ASSUMPTIONS: 8% investment return, 5.5% salary increases.

■ CURRENT PLAN ◆ 10% DC PLAN

University of Missouri
 Retirement and Staff Benefits Committee

LONG RANGE PLANNING RECOMMENDATIONS - Attachment 3

	Recommendations	Estimated Annual Cost to UM
RETIREMENT PLAN- GENERAL		
A	Establish 10 year service requirement for early retirement benefits. Eliminates 5 years of service and age 60 eligibility.	(\$65,000)
B	Early retirement benefits at age 55 or later with at least 25 years of service - 2.5% per year early retirement reduction factor	\$1,205,000
C	Portability - deferred vested 100%	\$0
D	Portability - partial (30%) distribution at retirement	\$0
EQUITY CONSIDERATIONS IN RETIREMENT PLAN		
E	Reinstatement of survivor's benefits	\$151,000
F	Preretirement death benefits	\$564,000
G	Deferred vested - beneficiary payment option	\$0
ADMINISTRATIVE ISSUES IN RETIREMENT PLAN		
H	Interruption of early retirement benefits - disability cases.	\$0
I	Prorating final benefit payment	\$0
EDUCATIONAL ASSISTANCE		
J	Educational Assistance	\$550,000
MEDICAL BENEFITS		
K	Medical - PHP POS option	\$0
VISION CARE		
L	Affinity Program	\$0

FACULTY COUNCIL REPORT

Faculty Senators: please remember to fill out the administrator evaluation forms you have been sent (if you have not already done so) and return them as soon as possible to the Faculty Council.

A few remarks first of all about the most recent Intercampus Faculty Council meeting, since I was this campus's representative at last Thursday's gathering.

There was considerable discussion of the report that had been submitted by the system-wide staff benefits committee, some of it taking place in President Russell's presence and some of it among IFC members only. The IFC has now gone on record fully agreeing with the committee's concerns. President Russell and Vice-President McGill seem ready to go ahead at once with most of the no-cost committee recommendations; the prospects for those that have a price tag on them are more dubious.

The plans for improving faculty infrastructure seem to be moving ahead. The IFC of course supports the remediation of University deficiencies in providing faculty with what they need to do important creative work. It looks as though something will happen soon on this matter.

President Russell also brought to the IFC's attention the problems that may be created for the University by a bill now making its way through the Missouri legislature that will bring some measure of legislative control over setting standards for spoken English for University faculty (not merely for graduate TAs).

Now, on to the UM-St. Louis Faculty Council. A particular set of circumstances has caused the Council to be interested in knowing more about the relationship between the Centers and campus academic programs. To that end, we are beginning to gather information about what is presently involved in that relationship, and after we consider that data, we may have recommendations for the future.

The Council has unanimously passed and sent to the Chancellor a resolution asking for formal five-year term reviews of deans and two-term limits on deanly service. It did so following a survey of practices at other schools in the Urban 13 comparator group. I should add that our position on this matter is linked in no way to whatever any of us might think about term limits for political office holders in the commonweal. Still, we can hardly help but envy the position of the electorate with regard to their leaders. If they are dissatisfied with the performance of, say, their senators, they are given the opportunity at regular intervals to (in the fine old phrase) vote the rascals out. But there the parallel must certainly end, since surely no faculty member would for a moment entertain the possibility that his or her dean might be a rascal.

REPORT FROM THE EXECUTIVE COMMITTEE -- Dr. Lois Pierce

I wanted to begin with our monthly report on progress on the Faculty Handbook. Vice Chancellor Wright has appointed a task force to determine what should be included in the revised handbook. He has collected faculty handbooks from most of the Urban 13, and we will be using some of that information to guide us. The members of the task force include Professors Chuck Larson and Timothy Wingert (representing the Faculty Council) and Professors Joe Martinich, Kathleen Haywood, and myself (representing the Senate). Vice Chancellor Wright is chairing the group.

Most of the Executive Committee meeting was spent discussing an issue that has grown out of a recently-filed grievance. Generally, there was consensus within the Executive Committee that the expansion of programs to residence centers and the need to be able to remain competitive with other campuses in the area of interactive technology will have major impact on educational policy. To allow discussion of this issue, it was recommended that a joint Senate-Faculty Council task force be formed. After Presiding Officer Larson and I spoke with the Chancellor, it was decided that these discussions would occur through the Senate's Budget and Planning Committee. But, because there are still some questions on how these discussions might impact on the pending grievance, the decision was made to wait until some legal issues are resolved. After that, Budget and Planning will begin examining the issue mentioned earlier. Whatever the case, the Chancellor has assured us that discussions will begin this semester.