

(to be considered for  
approval at 10/8/96  
Senate meeting)

**SENATE MINUTES  
UM-ST. LOUIS  
September 17, 1996  
3 p.m. 222 J. C. Penney**

The meeting was called to order at 3 p.m.

**Report from the Chairperson** -- Dr. Lois Pierce

Senators were welcomed to the first regular meeting of the 1996-97 academic year and briefed on events which occurred over the summer, including the departures of Chancellor Kiesler and President Russell, the designation of Vice President Wallace as Interim Chancellor at MU, and the appointment of Dr. Melvin George as Interim President. The Board has begun the search for a new President and hopes to designate Dr. Russell's successor by December. A permanent replacement for Dr. Kiesler will not be selected until the new President is in place.

The Chair noted a number of positive gains made by the University under President Russell's leadership, among them our increased credibility in the Legislature and across the state, the improved quality of our students, the availability of housing on our campus, the endowed chairs program, and the inclusion of funding for faculty infrastructure in next year's budget request. The Chair conceded that Dr. Russell sometimes presented ideas that the Faculty disagreed with, but she also remarked on his willingness to listen to well-reasoned arguments and to change his mind when problems with a particular decision were drawn to his attention.

The Chair remarked that Interim President George's style of leadership is somewhat different than that employed by President Russell. Dr. George has indicated that he would prefer to delay the development of a new strategic plan until the new President has been designated.

Noting that much of the preliminary work on the presidential search has been assigned to a consulting firm, the Chair commented that faculty input is unlikely until a short list has been identified. The Intercampus Faculty Council has adopted a resolution in this regard, and the Chair promised more information later in the meeting.

Recommendations from last year's Task Force on Educational Policy were distributed to deans and department chairs over the summer. Because some individuals indicated that they had not received the report, a second mailing is being sent. After the Chair receives feedback from this second mailing, she

intends to forward the document to the Senate for approval. When this has been accomplished and the approved recommendations have been transmitted to the Chancellor, discussion of implementation will begin.

The Chair expressed thanks to Ms. Melissa Silvestre, who assisted in getting Senate documents onto the Web. This year, the minutes and agenda will be mailed to senators only; others may access these documents from the Senate's home page.

Thanks were also extended to those who have agreed to chair Senate committees for the coming year. It was noted in passing that the Committee on Recruitment, Admissions, Retention, and Student Financial Aid will be working with Enrollment Services to develop a strategic plan for improving our retention rates.

The Chair announced that she invited Library Director Joan Rapp to report on the new MERLIN system later in the meeting.

In closing, the Chair introduced Dr. Charles Schmitz, the new Dean of the School of Education. She then entertained questions from the floor. Dr. Lawrence Friedman asked if the presidential search committee would include faculty representatives in addition to members of the IFC. Dr. Pierce reported that the composition of the search committee has yet to be determined but may well include other faculty representatives.

#### **Report from the Chancellor** -- Chancellor Blanche Touhill

The Chancellor reported that 27 new faculty joined the campus this fall, and 22 faculty members were promoted. Among those joining the Faculty are endowed professors William Kyle (E. Desmond Lee Professor of Science Education) and Panayiotis Bosnakis (Hellenic Government-Karakas Family Foundation Professor of Greek Studies).

Searches are under way for deans of the Honors College, Business School, and Nursing College, and are being initiated for other endowed professorships. Campus interviews are being conducted for the Dean of Nursing; a short list of candidates has been received by the Chancellor for the Dean of the School of Business Administration; and nominations for the Dean of the Pierre Laclède Honors College are still being accepted.

The Chancellor announced that fall enrollment appears to be up by about 1 percent. Preliminary figures indicate an increase in freshman enrollment and higher incoming ACT scores.

The annual Student Leadership Training and Development Retreat was held September 6-8. Thirty-one students from 19 organizations attended.

Senators were invited to contact University Relations for reservations to the Founder's Dinner on September 20. United Press International Bureau Chief Helen Thomas will be the featured speaker, and a number of faculty and staff members will be honored at the event.

Everyone was encouraged to attend the Chancellor's State of the University Address on September 18. Following Chancellor Touhill's speech, she will present Awards for Excellence to seven faculty and staff members.

Both the B.F.A. in Studio Art and the Ph.D. in Criminology and Criminal Justice have begun this fall, and the Master's in Music Education started over the summer. The M.F.A. in Creative Writing is awaiting CBHE approval, the Chancellor reported.

**Report from the Faculty Council** -- Dr. Herman Smith

(see attached)

At the close of the report, Chancellor Touhill expressed doubt that the Council's salary raise policy proposal is in keeping with Board policy on raises. She indicated that she will pursue this question at a forthcoming meeting with Interim President George. Dr. J. Martin Rochester urged that the recommended policy be distributed to the Faculty. Dr. Smith reported that it is available on the Web.

**Report from the Intercampus Faculty Council** -- Dr. Silvia Madeo

(see attached)

Following the report, Dr. Paul Roth commented that it is his understanding that the President of the MU Alumni Association has been lobbying hard to get on the search committee. He asked if alumni representatives on the other campuses might be included. Vice Chancellor Osborn informed the Senate that both our Alumni Association and Chancellor's Council wrote to request a seat on the committee and were turned down. They wrote a follow-up letter pointing out that if membership is extended to representatives from another campus, fairness dictates that they be included as well.

Dr. Martinich stressed the importance of having the faculty representatives on the search committee chosen by the Faculty.

Dr. Madeo responded to a question from Dr. Zuleyma Tang-Martinez about the University's policy on sexual orientation by saying that the policy was discussed briefly by the IFC and will be revisited.

**Report from the Student Government Association** -- Ms. Angela Hornaday for Mr. Robert Fritchey

(see attached)

Ms. Hornaday expressed thanks to the Chancellor for both EXPO and the campus picnic.

**Report from the Executive Committee** -- Dr. Lois Pierce

In keeping with a bylaw requirement, the Chair reported that the minutes of the final Senate meeting of the 1995-96 academic year were approved by the Executive Committee over the summer.

The Chair also announced that an updated Faculty Handbook has been published and will be distributed to all faculty members within the coming several weeks.

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

Chancellor Touhill reported that the Committee has met twice so far this year. At the first meeting a general outline of the proposed Five-Year Plan was discussed. The second meeting focused on a review of the fourth year of the campus's planning document (Challenge IV). Challenge V was also examined for additions of new programs as well as funding for programs already in place.

The Committee is scheduled to meet again on September 18, when the proposals presented at the December 1995 and June 1996 Board meetings will be reviewed. These proposals relate to campus priorities for the coming five years.

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

(see attached)

Dr. Zuleyma Tang-Martinez inquired if we are not already recycling cans. Dr. Barton explained that it is a local effort, done by organizations.

Dr. Dennis Judd asked about the campus's position on airport runway expansion. Dr. Barton deferred to Ms. Betty Van Uum, who commended Dr. Richard Schwartz for his good work in making the airport aware of the problems expansion will create for the campus. Ms. Van Uum said we are taking every opportunity to get our position on record so that, hopefully, we can tap into any funding which becomes available. She pointed out, however, that the final decision on which expansion plan to implement is out of our hands.

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

Dr. Friedman called the Senate's attention to course actions and housekeeping changes to degree requirements which were approved by the Committee (see agenda for detail). He reported that the Committee has set 5 p.m. on March 7, 1997, as the deadline by when proposals to be reviewed in the current academic year must be in the Office of Academic Affairs. Dr. Friedman encouraged early submissions.

**Report from the Committee on Research** -- Dr. Kimberly Leonard

Dr. Leonard reported that this year's Committee will be following the same format and regulations that were established last year, with one change. For 1996-97, funds have been set aside for two small grants competitions, one in fall and the other in winter. Twenty-five thousand dollars will be available each semester, and the fall deadline for submissions will be September 30. No forms are required--only a two-page description.

Both the fall and winter panels each will have \$100,000 at their disposal, and the deadline for regular fall applications is October 21.

A workshop on how to apply for internal funding is scheduled, and interested faculty--as well as new faculty--were encouraged to attend.

**Report from the Committee on Committees** -- Dr. Paul Travers for Dr. William Gary Bachman

The following individuals were elected to fill vacant positions on the committees indicated:

Dr. Frederick Thumin -- Appointments, Tenure, and Promotion  
Dr. William Franzen -- Grievances  
Dr. Lawrence Davis -- Research (Winter Panel)  
Drs. Virginia Drake and Jeanne Morgan Zarucchi -- Faculty Teaching and Service Awards  
Dr. Carole Murphy -- International Relations  
Ms. Barbara Collaso -- University Libraries  
Dr. Michael Murray -- University Relations  
Mr. Mitch Metzger -- Video and Instructional Technology

There were no nominations to fill a vacant student seat on the Committee on Physical Facilities and General Services, so the position remains unfilled.

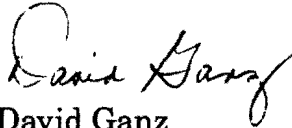
**Report on the new library computer system** -- Ms. Joan Rapp

(see attached)

At the close of her report, Ms. Rapp accepted questions from the floor. She advised Dr. Mark Burkholder that the library is progressing toward the capability of reserving books and articles via computer. Dr. Zuleyma Tang-Martinez was assured that assistance with the new system is available by calling the library. Dr. Joseph Martinich reported that he has received complaints from students who are unable to access the system except at 2 a.m. He requested a report on this at the next Senate meeting.

Completing the business at hand, the Senate adjourned at 4:10 p.m.

Respectfully submitted,



David Ganz  
Senate Secretary

Attachments: Report from the Faculty Council  
Report from the Intercampus Faculty Council  
Report from the Student Government Association  
Report from the Senate Committee on Physical  
Facilities and General Services  
Report on new library computer system

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

**Senate Report September 17, 1996**  
**by Herm Smith, Presiding Officer**  
**1996-7 Faculty Council**

In early August, the Council's Salary Raise Policy Ad Hoc Committee, former Presiding Officer Chuck Larson, and I met with the Chancellor to discuss a draft faculty salary raise policy proposal that had previously been circulated among the Deans of the various schools and the college and which, parenthetically, received some support, but, at worst, was greeted with "no opposition." The Chancellor opined at that time that the proposal seemed to be at odds with Board of Curators' policy. We are pleased to hear that since that meeting the Chancellor has circulated the draft to the Academic Officers for their input and consideration.

We too have been moving since that meeting with the Chancellor. Council Secretary Steve Spaner has called Mrs. Kathie Miller, Secretary of the Board of Curators, to obtain a copy of the Board's policy statement regarding salary raises. After a referral to Vice-President of Planning and Budget, Mr. Larry Gates, and some checking of Board Minutes and the collected rules and regulations, the only reference that Vice-President Gates could find was the Board's annual statement of "salary and wage principles" which accompanies the annual announcement of the percentage salary and wage increase. The relevant sentence from this statement reads "with the exception of represented service and support staff, all salary adjustments will be on the basis of quality of performance and/or market circumstances." In reviewing this statement it is clear that the Board policy is to leave the operationalization of "quality of performance" and "market circumstances" and the implementation of these determinations to the faculty and administration of each campus.

The Council Salary Raise Policy Ad Hoc Committee and the Council Steering Committee believe that our draft policy clearly, uniformly and rationally defines "quality of performance" and "market circumstances." The Council, thus, plans to vote at our October meeting on presenting its proposal to the faculty for a referendum.

We would like nothing better than to be preempted by the Academic Officer's adoption of our proposal. It makes little difference who takes the credit for what we think is a fair and just policy

statement to fill the void of the present policy-less and non-uniform state of affairs. A condition and fact, I hasten to add, that the Faculty Council has been pointing out through a long succession of dedicated and tireless Presiding Officers, my predecessor Chuck Larson, my current Council Secretary Steve Spaner, and recent Former Presiding Officers Mark Burkholder, Jim Walters, Dave Gustafson, and Fred Pearson to name a few.

Other news from the council is that the Steering Committee met on August 29 and the full Council met for its first meeting of the semester on September 5. We cut that meeting short so that members could represent themselves or their constituencies at the UMSLPAC meeting at 4 PM on the same day. The main order of business was approval of a slate of faculty to serve on the Student Grievance Panel.

Our WEB home page is under re-construction and I hope you will find it both visually pleasing and useful. By the end of the month the Faculty Council work-study student will have finished the remodeling, but you will find it fully functional in the meantime.

Thank you. I will entertain any questions you might have at this



IFC Report  
Submitted by Silvia Madeo

The IFC held its annual retreat July 8 and 9. The group turned its attention to four issues, each of which resulted in the passage of a resolution.

The first resolution arose from a report that the state legislature is considering passing a provision requiring testing of some instructors for English proficiency and possibly imposing sanctions on campuses with instructors who do not meet some minimum standard.

*Resolution 1: English Proficiency in Teaching*

*To maintain and improve excellence in teaching the IFC recommends that:*

- *Evaluation of all teaching faculty shall include a question regarding the effect of English language fluency on student learning in each course.*
- *Department chairs promptly report to the Dean instances in which 5 students or 10% of the students in a class (whichever is greater) indicate English language fluency was a problem in learning and provide a plan for addressing each individual situation to the Dean.*
- *Each campus shall report these data annually to the Vice-President for Academic Affairs.*
- *The University of Missouri System shall provide the resources to the campuses to enhance the performance of the identified instructors.*

*Effective date: No later than beginning of Winter, 1997.*

The second resolution arose from concerns about the problems of Chancellor Kiesler and discussion of whether or not faculty opinions were being considered.

*Resolution 2: Chancellor Evaluation*

*The IFC recommends that an annual evaluation of each Chancellor by the faculty be considered in the evaluation of that Chancellor by the President. The President is encouraged to meet with faculty representatives to discuss the evaluation of the Chancellor by that faculty.*

The third resolution arose from concern about the implication of Executive Order 1, which now states that the Chancellors are the "chief academic officers charged with providing academic leadership and budgetary compliance on their campuses." The previous Executive Order 1 had stated that Chancellors are "the chief academic and administrative officers charged with providing leadership and management on their campuses." Some members of the IFC believed the wording of this order would centralize administrative and budgetary authority and would make the Chancellors more like provosts.

*Resolution 3: Academic and Business Affairs*

*The IFC strongly endorses the President's affirmation of the unique mission of the University, "to educate students of all ages, to promote the life of the mind, and to serve the people of Missouri, the nation, and the world." With this foremost in mind, the IFC expresses its strong concern about the apparent trend toward separation of academic and business affairs. These are inherently interrelated and cannot be uncoupled in academia.*

*The University has always recognized that decisions are best "made at the lowest possible administrative level consistent with the delegation of authority..." and should not abandon this principle, which is being adopted by growing numbers of businesses and industries.*

Finally, given the impending (at that time) departure of System President Russell, the IFC offered a resolution calling for a national search and faculty involvement in replacing the System President, Executive Vice-President, and Vice President.

*Resolution 4: Search for System Administrators*

*Consistent with Executive Guideline 11 (C.R.R.20.100) and in order to maintain the confidence of the faculty, the IFC strong recommends that:*

- *There be a national search for candidates to fill vacancies in the University System offices of President, Executive Vice-President, and Vice-President.*
- *The IFC be consulted in naming one or more faculty representatives to each Search Committee.*
- *The IFC shall have the opportunity to interview finalists for the office of President, Executive Vice-President, and Vice-President for Academic Affairs.*

These resolutions were all given to President Russell for his consideration.

SGA Report to the University Senate  
Tuesday, September 17, 1996  
3:00 p.m.

- I. Retreat Highlights
  - A. Role of SGA Representatives
    1. Seminar on Parliamentary Procedure
    2. Mock meeting
  - B. Awareness of Our Diverse Campus Community
    - Seminar on acquiring an open mind toward our diverse campus
  - C. Teambuilding Exercises
    - Video and pictures are available
  
- II. First Official SGA Meeting
  - A. Wednesday, September 15
  - B. Coppeney Building, Room 333
  - C. 5:30 p.m.
  
- III. Elections
  - A. New Student Representatives positions
  - B. Open Assembly Representative positions
  - C. Tuesday, September 24 & Wednesday, September 25
  - D. Volunteers are needed to man the polls
    - Contact Student Court at 516-5124
  
- IV. Homecoming Celebration
  - A. Bonfire
    - University Meadows Club House on Thursday, October 17 at 8 p.m.
  - B. Homecoming Parade
    - Friday, October 15 at noon
  - C. Soccer Game
    - Mark Twain Field on Saturday, October 19 at 1 p.m.
  - D. Dance
    - Saturday, October 19 (place and time to be announced)

## COMMITTEE ON PHYSICAL FACILITIES AND GENERAL SERVICES

Senate Meeting, Sept. 17, 1996.

The committee will present the following:

We have established a schedule of meetings and a list of agenda items to be discussed. The list includes recycling, community relations, residential issues including University Meadows, handicapped access to campus facilities, Bistate/Metrolink issues, airport noise, etc., and problems with the leased facilities on the South Campus.

The committee invites Senators and other campus colleagues to let members know about any concerns they have relating to facilities and general services on the campus.

The committee receives a report from the Vice-Chancellor for Administrative Services at each of its meetings and will periodically pass on the information to the Senate.

## Report to University Senate on New Library Resources

In recent months the Libraries have completed several projects to enhance current services and add new resources. A new "gateway" information system named MERLIN is being developed (Missouri Education and Research Libraries Information Network). This overall system, which is accessible on the campus network and via dial-in lines, has two key components already in place:

1. The new LIBRARY CATALOG was installed in May. Developed by Innovative Interfaces, Inc. of Berkeley, California, this catalog is widely used by academic libraries throughout the world. This state-of-the-art system, which accesses the library holdings of all University of Missouri campuses, replaces LUMIN, the previous catalog based on software developed fifteen years ago.

This user-friendly catalog allows much more flexibility in searching and will include searchable tables-of contents for almost all monographs the Libraries receive. Patrons may also view check-in records to see what recent issues of periodicals have been received and when the next issue is expected.

In November the holdings of the St. Louis University Libraries will be loaded into this system. Washington University is purchasing the same library system from Innovative Interfaces, as well. Directors from UM, St. Louis University, and Washington University have been drawing up agreements for a consortium which should provide easier access for all faculty and students to the resources of all consortium members.

2. The LIBRARY CATALOG is only one part of MERLIN. In addition, there are over twenty databases available, including such popular resources as Dissertation Abstracts, Biological Abstracts, CINAHL, and Current Contents.

Further information is available at the reference desk of any campus library and by e-mail at e-ref@umslvma.umsl.edu.

Joan Rapp