

University of Missouri-St. Louis

Fall Faculty Meeting 2009

October 29, 2009

Report of the Provost and Vice Chancellor for Academic Affairs

Introduction

We have a number of good news items to share this year that have happened since my last report to the faculty in spring 2009.

- We have record setting enrollments of 16,548 students, an increase of 5% over last year and the largest enrollment since 1996 when we had 16,094 students.
- UMSL was ranked 14th in the “Best Neighbor” colleges and universities in the 2009 “Saviors of Our Cities: A Survey of Best College and University Civic Partners”. This recognition reflects our involvement in the St. Louis region and our good relationships with our neighboring communities.
- Eike Bauer, Assistant Professor of Chemistry, received the Pfizer St. Louis Green Chemistry Award for his research on catalysts that can speed up chemical reactions.
- Keith Stine, Professor of Chemistry, and Alexei Demchenko, Associate Professor of Chemistry, received a \$1.1 million grant from the National Institutes of Health for their research on carbohydrate synthesis.
- More than 1,600 College of Business student, alumni, and faculty involved in the Volunteer Income Tax Assistance (VITA) program have received the Internal Revenue Service’s National Partnership Award for Outstanding Community Service in the category of Sustained Superior Performance.
- Michael Cosmopoulos, Hellenic Government-Karakas Family Foundation Endowed Professor in Greek Studies, is credited with unearthing a palace from the Mycenaean period (1600-1100 B.C.) in Pylos, Greece at the archaeological dig site he has been working since 1999.

Faculty

- For Fall 2009 we have 537 full-time faculty members at UMSL. This includes:
 - 317 tenure track faculty members, including
 - 225 tenured faculty and
 - 92 untenured, tenure track faculty
 - 220 non-tenure track full-time faculty members
 - We also have 868 part-time faculty members, including 517 adjunct and other faculty members and 351 teaching and research assistants.

- Please note that these are preliminary numbers, since the official faculty census is done after October 31. These are the correct numbers as far as we know now, but they will be confirmed after the census.
- In Fall 2008 we had 558 full-time faculty members at UMSL. This included:
 - 326 tenure track faculty members, including
 - 234 tenured faculty and
 - 92 untenured, tenure track faculty
 - 232 non-tenure track, full-time faculty members.
 - We also had 857 part-time faculty members, including 504 adjunct and other faculty members and 351 teaching and research assistants.
- Faculty productivity will be ranked in all programs this year since the System has engaged the services of Academic Analytics, LLC for full reports similar to those of our PhD program faculty reported in previous years.

Tenure and Promotion

- 7 Assistant Professors were considered for promotion to Associate Professor and tenure in the academic year 2008-09. Of those, 6 were promoted and tenured.
- 1 Associate Professor was considered for promotion to Professor, and was promoted.

New Faculty

- For 2009-10, there are 9 new tenured or tenure track faculty hires.
- There are 10 new non-tenure track faculty hires.

Research Activities

- In the months of July and August 2009 (the most recent information available), a total of \$11,339,358 in grants was received. These included: \$1,079,852 from associations, \$200,000 from foundations, \$427,478 from corporations, \$8,779,445 from federal agencies, \$171,409 from other university sources, \$315,460 from Missouri local governments, and \$360,714 from the State of Missouri, and \$5,000 from other government sources. Of this, \$901,063 were for instruction; \$6,436,803 were for various sponsored activities, and \$4,001,492 were for research. (ORA Website and “Spirit of Innovation” newsletter)
- Total external funding for the FY2009 for all grants, contracts and other sponsored activities totaled \$28 million* In addition, so far UMSL has received \$2.3 million in ARRA grants. There are more than 30 other ARRA proposals still pending.
- Technology transfer for FY09 totaled 9 invention disclosures filed; 11 patent applications (U.S., all kinds) filed; 1 U.S. patent issued; 1 license/option signed, and \$130,417 in licensing income to the University.

*US Dept of Education withheld GEAR UP's FY2009 funding in the amount of \$4.5 million. Funding for FY2010 has been restored at \$4.5 million.

Re-Accreditation

- With our successful reaccreditation by the Higher Learning Commission of the North Central Association of Colleges and Schools, Academic Affairs is laying the groundwork for continuous improvement. A Provost's Assessment Committee is the working group that will put in practice the policies of the Senate Assessment Committee and share assessment experiences across campus.
- The self-study is on the Academic Affairs website and could serve as boiler plate for grant proposals or technical reports. Please feel free to use portions as appropriate.

General Education

The General Education Committee, led by Tim Farmer, has been working on several issues but is not yet ready to report on them. If you have general education ideas or questions, please contact Tim Farmer.

Assessment

Academic Program Reviews

- The five-year program review of the College of Business Administration was conducted in September.
- The five-year program review of the College of Education is scheduled for Spring Semester 2010.
- The Program Audit Committee is reviewing productivity data for each program and academic unit to determine where specific or "vertical" cuts may be proposed in order to restructure the campus as requested by the University of Missouri System President.

Fall Enrollments

- As mentioned before, the Fall '09 semester produced record number enrollments for the University. Overall numbers increased with a **total enrollment** of 16,548 students vs. 15,741 in '08. This represents an increase of 5.1% or 807 students. Total credit hours increased from 114,826 to 119,077.5, for a gain of 4251.5 credit hours or 3.7%
- First time freshmen enrollments increased by a total of 51 students from 486 to 537, an increase of 10.5%.
- Transfer undergraduates saw a slight increase from 1844 to 1848, for a total of 4 more students (0.2%).
- Minority enrollment saw an increase from 3141 students in Fall '08 to 3439 students in '09, an increase of 9.5%. African-American (10.5%), Hispanic (17.2%) and American Indian students (10.5%) showed the largest increases. Caucasian student enrollments also increased by 255 students or 3.4%.
- Campus Records

- 32 percent of students (3,439) are listed as minorities.
- 21 percent of students (2,253) are listed as African Americans.
- 24 percent of students (2,973) are enrolled in graduate programs.
- 16,548 total student enrollment represents a 5% increase.

Retention Activities

- **Support of Student Learning:** Support programs are those that are designed to supplement the advising process and give additional assistance to students to insure success. Various support programs may be required, voluntary, or strongly recommended by the CSS team. These programs include:
 - Academic Alert program: 1262 referrals were managed in academic year 2008-09; there have been 869 referrals to date in 2009-10.
 - P.A.S.S. (Program for Athletic Student Success): 9146 hours of logged study hall in academic year 2008-09.
 - Campus Testing provided for 3899 individual sessions in academic year 2008-09.
- **Developmental Support:** Developmental support areas continue to enhance and strengthen student skills and goals. These supports include:
 - Career Counseling, including interpreting results for 67 assessments taken in 2008-2009.
 - FYE Seminar (first year experience) offered 6 sections with 131 students in FS08; 87% enrolled in SP09.
 - Workshop series: 998 students attended 153 workshops/sessions on topics related to improved study skills and academic success.
- Our student athletes have an aggregate average GPA over 3.0; we have a number of academic all-conference players.
- Course scheduling continues to be an issue of concern. A Scheduling Task Force completed procedures for making effective course scheduling a component of retention and a means to achieve greater campus efficiency in the following ways:
 - Scheduling Principles, including a standard time schedule, have been accepted on a pilot basis.
 - Advisors are able to provide feedback to chairs before the schedule is published. To enhance this further, IR will develop a report for colleges to use before sending the schedule to the registrar.
 - Thanks to greater communication among advisors, chairs, and deans, the Task Force reported much better use of time slots and classrooms for spring.
 - Future changes will require that faculty learn about course coding for the schedule so that students can access appropriate courses and campus reports are accurate.
- Please remember that all departments and colleges need to be sure to maintain a rolling three year course schedule published on their Websites including day, evening, and online courses so students can plan. In a time of economic uncertainty when some students appear to be

taking fewer credit hours, the ability to plan to complete their degree programs is very important.

- The Bulletin has been revised for an online-only format. Because of the many changes that were made this year, everyone is invited to report glitches to the Bulletin liaison in your college, typically an associate dean.
- The posted Bulletin serves as the official campus document but we are already updating it for next year to save the summer rush. Please send any changes to the Provost's Office for inclusion in the 2010-11 Bulletin.

System Plans for Online Education

- President Forsee has committed to promoting e-learning and has initiated several System-wide initiatives. Associate Vice President Steve Graham is the System leader of this effort.
- UMSL is developing a new funding model for online education that is currently being reviewed and revised before implementation. This new model will allocate tuition and fees for online courses on a more equitable and beneficial basis for the units and the campus, support faculty development in online teaching, and support online course development.
- Collaborative programs include: Nursing, American Humanics (nonprofit education)
- A System-wide Academic Advisory Council is exploring policies and practices for System support of campus. Rocky Keel is UMSL's faculty representative to the committee, and Judith Walker de Felix represents my office. They have posted all documents from the committee on the Online Teaching Community site of MyGateway under Fall 2009 Conversations about Technology and Teaching.

Implementation of SB 389

- As of August 2008, SB 389 requires that the course schedule with the names of all faculty members teaching courses, including tenured/tenure track, full-time, and part-time faculty and teaching assistants, must be available on the public website online prior to student registration for classes. We are also required to show the degree credentials of all instructors which we do through a link from the course schedule. A few faculty members and part-time instructors have not yet checked their credentials on the MyHR website to assure they are correct for posting. Since this is a state law, we need to be in compliance for all faculty teaching in the Fall 2009 and Spring 2010 semesters now that the course schedule for Spring is posted. My office continues to work with deans, department chairs, and faculty to gain compliance from all faculty members. Approximately 38 faculty members still need to verify their credentials. Please make sure your credentials are verified if you have not done so, and encourage your colleagues to do so as well. If you have misplaced the instructions, please call my office and we will resend them to you.
- Another requirement of SB389 is that beginning in August 2009, we must post student evaluations of faculty on a website accessible to students who are eligible to enroll each semester. In response to this requirement, the Faculty Senate Committee on Assessment constructed five questions which were approved by the Faculty Senate and implemented in Fall 2008. The evaluation survey: "UMSL Wide Questions on Instructor Effectiveness" is online and students in every class will be asked to participate each semester. Students are required to login on MyGateway to access and fill out the survey.

- The data collected from the survey are posted on the web, in a password protected site accessible with a UMSL SSO and password. Classes with five or less students are asked to complete the survey but the results are not posted and instructors are not able to access individual responses of the survey. Students will have access to the survey results by the time they register for the spring semester. The survey results are posted on MyGateway and the IR website by instructor, by class, and by section and students will be able access the information through the course schedule by clicking the instructor's name and signing in with SSO and password.

Other legislation

- You are likely aware by now of the Federal Education Transparency Act which states that by 2010 we will have to publish textbook information within the schedule of courses. This means that faculty members will need to submit their textbook orders to the bookstore prior to the time the course schedule is submitted to the Registrar. This is a significant change and creates a much earlier textbook ordering and reporting date than current practice. Faculty cooperation will be essential and appreciated. You'll hear more about this from the Bookstore and from me in coming months.

Professional Development

Orientations

- New Faculty Orientation was held on August 19-20 for 18 new full-time faculty.
- 143 teaching and research assistants attended the 2-day professional development conference in August).
- 27 new part-time faculty members participated in Part-time Faculty Orientations in May, June, and August.
- Peer Academic Leaders programs are offered twice as each semester begins for students who work as peer tutors and supplemental instruction leaders to inform them about University policies and procedures and to introduce instructional strategies. 12 students participated in the programs in August and September. They represented students working in 6 campus departments.

Leadership Development

- 55 deans, associate deans, chairs, and directors attended the Academic Leaders Forum, in August.
- Although the UM System's Leadership Development Program was suspended in January 2009, it is expected to resume in January 2010 and UMSL's 6 2008-09 participants will complete the program during the spring semester.
- Because the LDP program did not recruit a new class this year, UMSL and MO S&T are working together to create a program to support academic leaders new to their administrative positions. The Campus Leadership Enhancement Series will be initiated on November 6 with a day-long program in Rolla on "Inspiring Trust and Thriving in a

Politically-charged Environment”. Seven persons are participating in this program from UMSL. Peggy Cohen is leading this effort for our campus.

Programs and Resources

- During the 2008-2009 academic year, 2,168 individuals attended 75 workshops, colloquia, seminars and conferences offered by the CTL. This computes to 5,775 hours that faculty, staff, teaching assistants, and peer tutors devoted to their professional development.
- In August nine graduate students received their Certificates in University Teaching. 34 graduate students are currently working on one of four units required for the CUT certificate.
- Faculty and teaching assistants are taking advantage of the mid-semester feedback system to learn from students’ suggestions for supporting student learning during the remainder of the semester. Teaching Assistants are now required to register for this service. In the spring semester 2009, 599 courses were registered by 214 instructors; this fall 212 instructors registered 602 courses for participation.
- We are hopeful that the New Faculty Teaching Scholars Program will resume in the near future, but do not have specific news about this program at this time.
- Conference on Teaching and Technology: The Focus on Teaching and Technology conference was held October 15 and 16. This year’s regional conference was co-sponsored with SIUE, Maryville University, St. Louis Community Colleges, and MOREnet. Thirty-five workshops and presentations were offered by colleagues from 14 campuses. Chancellor George and Vice President for Academic Affairs Steve Graham welcomed participants with video messages since both were in meetings elsewhere. The keynote speaker was Karen Swan, Stukel Distinguished Professor at the University of Illinois- Springfield.

Civic Engagement Activities

- Constitution Day 2009 According to federal law, universities are required to celebrate Constitution Day commemorating the signing of the U.S. Constitution on September 17, 1787. Constitution Day activities at UMSL on September 17, 2009, were cosponsored by the Provost’s Steering Committee on Civic Engagement and many campus departments, centers, and offices. About 180 people attended “Conceal & Carry on Campus: Balancing 2nd Amendment Rights with Campus Safety”. A variety of other activities were held throughout the month to create an understanding of democratic principles and the Constitution.
- This is the fifth semester for News at Noon. This forum encourages student and faculty discussion about current events in a weekly mid-semester. Four programs are planned this fall. News at Noon is co-sponsored by *The New York Times* and *The Current*. *The New York Times* is a co-sponsor of the American Democracy Project.

UMSL at Grand Center

- UMSL at Grand Center Facility is projected to be 27,000 square feet and will serve assorted campus academic activities, including classes and labs for our Media Services program. Plans are underway to work with KETC and the St. Louis Beacon to create a digital media center to serve the entire region and provide opportunities for classes and student experiences. The building will also provide meeting space for the Colleges of Education and Nursing, meetings with staff of our UMSL sponsored charter schools, and classroom space for related class offerings and Continuing Education. While approximately 9,000 square feet of the building will be dedicated for academic purposes, the specifics of facility use are not final.
- This facility also will be the new home to KWMU, which will occupy approximately 18,000 square feet with much of the space shared with academics.
- The Request for Qualifications for this project was published Monday, October 26. We intend to recommend to the Board of Curators by the April meeting the project developer and to begin construction shortly thereafter.

Campus Marketing and Communication Initiative

- The campus is developing a strategic campus marketing plan which will align with the Gateway to Greatness, with the help of several committees comprised of faculty, staff, students, and administrators.
- We have hired a consulting firm, Simpson-Scarborough, which specializes in higher education market research to conduct the necessary research to craft a new campus marketing plan. If asked to participate in this research, I hope you will do so.
- We will provide campus updates on this project during the year on an ongoing basis.

Faculty Grievances

The Collected Rules on grievances

(<http://www.umssystem.edu/ums/departments/gc/rules/grievance/370/010.shtml>) require that the Academic Grievance Officer report to the faculty governance body in October on the status of all faculty grievances.

- During the 2008-2009 academic year, there were no faculty grievances.
- Any potential faculty grievances were settled informally or through the campus mediation program, but not reported to Academic Affairs.

Academic Dishonesty

Faculty have responded well to the policy requiring that they report all incidences of suspected academic dishonesty. The Provost's Office investigates and/or notes each reported case as appropriate. It is important that a record be kept even in cases in which the faculty member feels that additional sanctions are not necessary, since this gives a record in case the student engages in similar behavior in later courses, or has already done so without the faculty member's knowledge. It is important to know if a given situation is the first instance for a student, or whether the student has been involved in similar behavior in previous courses in order for

investigations and sanctions to be appropriate. I appreciate everyone's cooperation as we try to educate students in an academically rigorous and honest fashion.

Academic Dishonesty Report

Cheating

Under guidelines established by the Collected Rules and Regulations section 200.020. B.1 STANDARD OF CONDUCT, the Office of Academic Affairs has investigated 24 cases of academic dishonesty involving **cheating**. Details of those cases are documented below.

- Of the 24 cases reported and investigated, 22 cases involved undergraduate students and 2 cases involved graduate students.
- In 16 cases, there was sufficient evidence to find the students guilty of cheating. In each case, the students received a lowered grade for the work in question and a subsequent sanction from the Office of Academic Affairs.
 - In 2 cases, the students were sanctioned to academic probation.
 - In 5 cases, the student was sanctioned to submit a research paper of academic quality on the importance of academic integrity and professional ethics either as students or in their chosen professions.
 - In 1 case, the student was sanctioned to receive information from the Writing Lab.
 - In the remaining 8 cases, students were sanctioned with warnings about the seriousness of the violation(s), a warning about future violations of academic dishonesty and the severity of repeat offenses.
 - In 2 of these cases, the students were graduate students.
- The remaining 8 cases were dismissed due to insufficient evidence.
- There currently are 4 on-going investigations involving cheating.

Plagiarism

Under guidelines established by the Collected Rules and Regulations section 200.020. B.1 STANDARD OF CONDUCT, the Office of Academic Affairs has investigated 76 cases of academic dishonesty involving **plagiarism**. Details of those cases are documented below.

- Of the 76 cases reported and investigated, 68 cases involved undergraduate students and 8 cases involved graduate students.
- In 69 cases, there was sufficient evidence for the students to be found guilty of plagiarism. In each case, the students received a lowered grade for the work in question and a subsequent sanction from the Office of Academic Affairs.
 - In 6 cases, the students were sanctioned to one academic year probation.
 - All 6 cases involved graduate students.
 - In 1 case, the student was sanctioned to an academic semester suspension.
 - In that case, the student was a graduate student.

- In 1 case, the student was sanctioned to an academic year suspension.
 - In that case, the student was a graduate student.
 - In 1 case, the student was sanctioned to a research paper of academic quality on the importance of academic integrity and professional ethics either as students or in their chosen professions.
 - In 47 cases, students were sanctioned to discuss strategies for avoiding plagiarism with the Writing Lab before submitting a reflective essay on the importance of academic integrity and professional ethics either as students or in their chosen professions.
 - In 13 cases, the students were sanctioned with a warning about the seriousness of the violation and the severity of repeat offenses.
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- In 1 case, the student did not contact the Office of Academic Affairs to discuss the incident of dishonesty as required, and subsequently received a hold on their future registration efforts.
 - The remaining 6 cases were dismissed due to insufficient evidence to warrant a charge of academic dishonesty.
 - Currently, there are 9 on-going investigations of academic dishonesty involving plagiarism.

University policies require faculty to report suspected cases of academic dishonesty to Academic Affairs. We assure students of due process and guide faculty through the procedures. Then we keep the names of those charged on file so that students can be monitored. In this way, it is known if a student commits repeated offenses.

Please do not try to handle these situations by yourself. Please also bring your syllabus into conformity with official university policies and procedures regarding academic integrity requirements. Regardless of what your syllabus says, you could be violating procedures (and legal precedents) if you attempt to sanction students yourself. Please be familiar with the policies. If you wish to have a greater understanding of the policies and procedures, please contact Associate Provost Judith Walker de Felix. She is also happy to present information to departments on how to detect and handle academic dishonesty.

390.010 Discrimination Grievance Procedures for Students

The Office of Academic Affairs has not investigated any formal grievance cases from Winter/Spring Semester 2009 to the current Fall Semester 2009.

Student Complaints Concerning Faculty, Staff, Administrators and Academic Issues

Information on student complaint procedures and the Student Advocate is now available on the Academic Affairs and Student Affairs websites.

Report on Student Complaint Cases

The following summary documents student complaint cases reported to the Office of Academic Affairs from Winter/Spring Semester 2009 to date in Fall Semester 2009.

The Office of Academic Affairs has investigated 62 student complaints. In those cases, the students were referred to the appropriate unit administrator. The details of those cases are documented below.

- In 36 cases, students expressed dissatisfaction within their respective departments and/or academic units.
 - In those cases, the students contacted or were referred to the Chancellor's Office and/or the Office of Academic Affairs. In these cases, Office of Academic Affairs contacted the student(s), and then forwarded the complaints to the appropriate administrator in the department and/or unit to proceed with resolving the complaint.
 - These complaints were resolved informally.
- In the remaining 26 cases, students expressed dissatisfaction with instructors and/or courses.
 - After contacting the student(s), the Office of Academic Affairs contacted the faculty member and/or the appropriate administrator in the department or unit to proceed with efforts to resolve the complaint.

Currently, the Office of Academic Affairs is investigating 1 student complaint.