

SENATE MINUTES
UM-ST. LOUIS
January 19, 1993
3:00 p.m. 222 J. C. Penney

The meeting was called to order at 3:05 p.m. Minutes from the previous meeting (held December 8, 1992) were approved as submitted.

Report from the Chairperson -- Joseph Martinich

The Chair reported that the Board of Curators is scheduled to meet on our campus on January 28-29. On January 29, the Senate Executive Committee will host a breakfast for the Curators, President Russell, Vice Presidents Wallace and McGill, and the chairs of the governing bodies on the other campuses. A question-and-answer period is planned at the close of the breakfast. The Curators also have been invited to meet with the campus community for a general discussion of University affairs. If any members of the Board accept this invitation, an announcement will be forthcoming.

The University Integrated Data System Committee has been reconstituted. The charge to the Committee is to identify what information the University needs to make better decisions and provide public accountability. The Committee must determine the data to collect, how to collect it, how to define data categories, what reports should be prepared, and who should have access to the data. The Committee will concentrate first on faculty workload data; other areas of study will include financial, admissions, and student performance data, as well as information on alumni. The campus is represented on the Committee by Vice Chancellor Krueger and Drs. Kohfeld and Ronen. The Committee is chaired by our Senate Chair, who invited comments and/or suggestions.

The Chair reported that President Russell has created a Medical Insurance Committee to look at the rising insurance costs and to make recommendations. A final report is expected by June 30, with implementation on January 1, 1994. Our campus representatives are Drs. Thomas Eysell and Michael Harris and Mr. Robert Proffer.

At the close of his report, the Chair reminded senators of the impending deadline for submission of nominations for the Presidential Award for Outstanding Teaching and the Burlington Northern Foundation Faculty Achievement Award.

Report from the Chancellor -- Chancellor Blanche Touhill

Chancellor Touhill reported that the campus has reached the goal set for student credit hours this semester. She thanked those responsible for the hard work involved.

Searches are under way for deans of the schools of Business Administration and Education and for the Evening College. Candidates will begin visiting the campus soon.

A System-mandated report on each of the deans' offices has been prepared and forwarded to UM. A similar System-mandated review, focusing on the effectiveness of centers and academic departments in meeting their educational goals, is scheduled for completion in April.

The campus has received gifts totaling approximately \$455,000 during December. These gifts include \$50,000 from the James S. McDonnell Foundation to support the 1993 summer Engelmann Institute program, a \$30,000 commitment from the Stupp Brothers Foundation to support the Primm Lecture Series, and the first payment (\$30,000) on a \$150,000 pledge from Boatmen's Bancshares for the Computer Center Building.

The Chancellor invited senators to attend the Board meeting and encouraged them to arrive early and remain until adjournment. It is possible that three new curators may be in place by the time of the meeting.

Vice Chancellor MacLean updated the Senate on student recruitment activities and reported that the Senate Committee on Admissions and Student Aid will consider the possibility of bringing College Link, an electronic application for admission, to the campus. The system, which costs students \$29.95, is presently in use at several local private schools.

In response to a question from Senator Roth about efforts to market the new cooperative undergraduate program in engineering, Vice Chancellor MacLean reported that we have written to the students enrolled in the current program and to those whose names appear on our waiting list. The Chancellor added that Washington University has corresponded with students in their technology program. Dr. Donald Cairns, who will serve as dean of the cooperative program, will move onto the campus in March. He has already begun to work with several of our people.

Following a report on the number of Touch-Tone calls received from students wishing to know if a class is filled, Senator Ratcliff asked how soon the Touch-Tone system will be available for registration. She was informed that it should be operable in May. She then asked about providing grades by telephone, and the Vice Chancellor promised to return with more information.

Report from the Faculty Council -- Steven Spaner

Senator Spaner reported that the Council has contacted the transition teams for Governor Carnahan to express interest in

participating in the planning of the higher education agenda for the state. The Governor will be invited to meet with the Council to share his views and visions.

A recommendation has been forwarded to the Research Board suggesting that curators' professors be deemed ineligible to receive the President's Award.

Senator Spaner called the Senate's attention to the second semester schedule of Council meetings (3:00 p.m. on January 21, February 25, March 25, April 22, and May 6) and noted that the meetings will be held at a new location, the Alumni Center.

Report from the Intercampus Faculty Council -- Lois Pierce

(A copy of the report which was appended to the agenda is attached for the benefit of non-senators.)

Concerning the Executive Guideline on Dismissal for Cause, Dr. Pierce reported that the President clarified for IFC members that an Executive Guideline is strongly suggested, while an Executive Order is mandated. Vice President Wallace and Dr. Edward Hunvald, chair of the Faculty Council at UMC, drafted a document which states that faculty with tenure should be free to select the area in which they work, even if the research ultimately proves to be unsuccessful. The Executive Guideline, Senator Pierce explained, is directed at the very few tenured faculty members whose performance is so poor as to suggest that they may be candidates for dismissal. The dean must work with the faculty member in an attempt to correct the problem, and this attempt is to continue for some period of time. If it is unsuccessful, then a report is to be made by the Chancellor to the President and then to the Board.

Senator Korr pointed out that the faculty member should have the opportunity to respond, given that he/she may disagree as to the existence of a problem. The Chair agreed that this should be brought to the President's attention. Senator Williamson commented that there should also be peer review; she was informed that the dismissal for cause proceedings provide for this.

Senators asked a number of questions regarding the recommendations of the University Committee on Sexual Harassment. Senator Sork inquired if the revised definition covers situations where faculty may create an uncomfortable atmosphere in class due to sexual comments. The Chair assured her that it does, and Senator Pierce observed that resolving such situations would begin with our informal procedures. Senator Sork expressed concern for implementation and education about the policy. Senator Roth pointed out that the recommendations represent a minimum policy for the University which could be exceeded on this campus.

It was confirmed for Senator Peck that the revised definition covers relationships in which no power differential exists, such as faculty-faculty or student-student. Senator Peck suggested that examples be provided for the sake of clarity. Senator Pierce remarked that the lawyers appeared willing to interpret this point broadly.

The recommendations will be on the Board's agenda in January. Senator Pierce stated that the President views the IFC as reflecting the faculty response and therefore sees no need to take the document to the campuses before proceeding to the Board.

Report from the Student Government Association -- Michael Tomlinson

Senator Tomlinson reported that the Student Activities Budget Committee has begun its work. Eight computers were assigned to various student organizations. He announced that the SGA is requesting a modest budget increase.

Senator Tomlinson informed senators that he represented the Student Body at the winter commencement and spoke at the Dr. Martin Luther King holiday celebration organized by the Office of Equal Opportunity.

Senator Tomlinson urged the campus to think in new ways and to encourage change, especially in the way we recruit students.

Report from the Committee on Admissions and Student Aid -- Jane Williamson

(see report attached)

Committee on Committees -- Stephen Lehmkuhle

Elections were held to fill student vacancies on three standing committees. Ms. Alice Sue Bradford Edwards was elected by acclamation to serve on the Budget and Planning Committee, Mr. Paul Foster was elected to serve on the Committee on Physical Facilities and General Services, and Ms. Sheryl Exler was elected to serve on the Student Affairs Committee. The terms for all three students will expire on July 31, 1993.

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

The Chancellor reported that the Committee is reviewing the history of planning on the campus. Many of the issues of the past remain with us today, she observed.

Report from the Committee on Curriculum and Instruction --
Leonard Ott

Changes in degree requirements were approved by the Senate for the M.A. in Mathematics, Master's in Public Policy Administration, M.S. in Physiological Optics, and Ph.D. in Physiological Optics. The Senate's attention was called to new courses and course changes approved by the Committee.

Proposed New Degree Program: Doctor of Nursing (N.D.)

On behalf of the Committee, Senator Ott recommended approval for a proposed new degree program, the Doctor of Nursing.

Senator Jordan expressed several concerns about the program, including the lack of a dissertation, and suggested that the proposal be returned to the Nursing faculty for more work. Senator Burkholder conceded that the document is less than perfect but urged that it be approved so we can take advantage of this opportunity to add to our program offerings and combine resources with the other participating campuses. Senator Sargent agreed, pointing out that after the program is approved in concept, the Senate will still have the opportunity to review the curriculum. In response to a question from Senator Korr, Dean Martin said work will begin on course proposals and catalog copy as soon as the degree program has been approved. She pointed out that some of the courses already exist as part of the curriculum for the master's program.

Senator Sork commented that Nursing proposals should be held to the same standard of quality as proposals from other units.

On behalf of the Senate Executive Committee, the Chair moved that implementation of the program be contingent upon the availability of adequate additional funding. He clarified this to mean that the program is not to be implemented totally as the result of reallocation from other programs. The caveat was approved by the Senate.

Bringing the discussion to a close, Dean Martin said she had discussed Senator Jordan's concerns with him. She explained that the admissions and exit requirements must be identical on each participating campus. She acknowledged that some answers are presently unavailable and assured the Senate that the School of Nursing would not forward a proposal intended to be treated less seriously than a proposal from any other unit.

The Senate then voted to approve the Doctor of Nursing degree program with the caveat stated above. There were some dissenting votes.

1994-95 Academic Calendar

Dr. Ott presented a revised academic calendar for 1994-95. A lengthy debate ensued concerning the length and starting date of semesters.

Senator Ratcliff reported that a comparison of calendars for the past several years reveals that the semesters have been extended by one week, creating a conflict for faculty members in her department who wish to attend an annual professional meeting. The Chair explained that the semesters increased in length by mandate from Governor Ashcroft. Senator Burkholder inquired about the possibility of shortening the semesters, now that a new governor is in place. The Chancellor recommended that we first determine the number of instructional days covered in the calendars of the other UM campuses.

The importance of mid-year break for researchers was stressed. Senator Harris suggested that the second semester could begin a week later than proposed by the Committee if the campus is willing to forgo spring break. Senator Ratcliff suggested eliminating intersession. Senator Sork moved to amend the winter semester schedule by making all adjustments necessary to begin on January 17. She clarified for Senator Harris that her motion was intended to preserve the calendar intact but to delay the starting date by one week.

The Chair cautioned senators about the risks of amending the calendar from the floor rather than returning it to the Committee. He reported that the calendars of the other campuses already have been approved and the Board has been asking for our calendar.

Senator Sargent pointed out the trade-off between giving up January research time and giving up research time over the summer, and Senator Korr noted that many faculty use the summer to go abroad. Senator Smith, reasoning that faculty members could elect not to teach over the summer in order to spend the entire period on research, felt greater consideration should be given to providing time in January. Senator Hill remarked that students need time to recover after final examinations. Following a brief further discussion, the Sork motion received an equal number of votes (23-23) in two separate hand counts. The Chair ruled that the motion failed.

Senator Roth asked about the ramifications of postponing calendar approval for another month. The Board might feel that we should have begun the process earlier, Chancellor Touhill responded.

The 1994-95 academic calendar, as submitted by the Committee, was then approved by the Senate. (See copy attached.)

Senator LeLoup commented that the calendar affects more than just the Senate and suggested polling the campus about various options.

Senator Korr moved to instruct the Committee to bring the calendar forward earlier next year and to present to the Senate a set of options predicated on the theory of beginning the second semester a week later. Two friendly amendments were proposed. Senator Roth suggested instructing C&I to return to the Senate with options before the close of the current academic year, and Senator Barton suggested removing the specific reference to starting the winter semester a week later. The Senate then voted to instruct the Committee to return with options, including starting the second semester a week later, before the close of the current academic year.

General Education Requirements

Budget projections developed by the College of Arts and Sciences were distributed at the meeting. Chancellor Touhill reported that she has not agreed to the cost estimates provided in the document. Following Senate approval of general education requirements, she and Vice Chancellor Wright will work with the deans on a budget. The Chancellor also shared information on a discussion of general education which took place at a recent meeting of the General Officers. The Chair presented a recommendation by the Executive Committee that implementation of new general education requirements be contingent upon the availability of adequate additional funding. The recommendation was approved by the Senate.

Referring to the distribution requirements, Senator Hill asked what courses would provide a "significant laboratory experience." Associate Dean Sage and Senator Roth explained that the units will designate the courses believed to fulfill general education requirements. The designations are subject to review by the Senate Committee on Curriculum and Instruction.

Senator Cohen moved to amend the proposal to change the science/math distribution requirement to mandate that two of the three courses be from the natural sciences, one of which must include a significant laboratory component. The motion was approved with some dissent. The Chair noted that we may need to separate the lecture and lab components of courses which now combine the two.

In response to a question from Senator Hill, Senators Ratcliff and Haywood reported that the total number of hours required to earn some degrees (particularly in Education) will be increased. Senator Roth commented that the Curators are unmoved by this argument.

Senator Travers felt that it should be left to the individual units to decide how to fulfill the synthesis requirement. In his view, student teaching satisfies this for students in Education.

The Chancellor observed that the effect on this campus of the Board's desire for centralized general education is actually to disperse it among our units. Historically, we have had general education centralized in the College of Arts and Sciences.

Senator Doyle, who served on the Palonsky Committee, shared information about UMC's definition of "writing-intensive" and asked how the term was interpreted by C&I. Senator Ott said the Committee did not address the specifics of the number of pages required of students, etc.

Owing to the late hour (5:10 p.m.), the Senate decided to adjourn and resume the discussion on general education at its next regular meeting. Senators were requested to bring with them to the February meeting the material which they received with the January agenda.

Respectfully submitted,


Jeanne Morgan Zarucchi
Senate Secretary

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

Note: The meeting adjourned before the Senate could hear from the Committee on Physical Facilities and General Services. A written report from the Committee is attached.

REPORT FROM THE INTERCAMPUS FACULTY COUNCIL

The IFC met in Columbia on January 7. The discussion was wide-ranging at times, but centered on the following items.

The President, with input from IFC, has developed an Executive Guideline on Dismissal for Cause. He is hopeful that this will take the place of revisions in the tenure regulations. The document underscores the importance of annual reviews of faculty. It goes further than the existing document in requiring an annual report on possible cases of dismissal for cause be reported by the Chancellors to the President and then to the Board. This should go to the Board in January as an information item.

The IFC reviewed the recommendations of the University of Missouri Committee on Sexual Harassment. One of President Russell's top priorities when he became president was a review of the university policies regarding sexual harassment. The recommendations of the committee are summarized in its report. The IFC was primarily concerned with two changes: the definition of sexual harassment as revised by the legal office and the addition of a statement on non-retaliation. The revised definition (additions are underlined) reads, "Sexual Harassment is defined for this policy as either unwelcome sexual advances or requests for sexual activity by a member of the faculty or staff to a subordinate member of the faculty, staff or student body, or other unwelcome verbal or physical conduct of a sexual nature by a member of the faculty, staff or student body to a member of the faculty, staff or student body, when: 1. Submission to or rejection of such conduct is used explicitly or implicitly as a condition for academic or employment decisions; or 2. the purpose or effect of such conduct is to interfere unreasonably with the work or academic performance of the person being harassed; or 3. the purpose or effect of such conduct is, to a reasonable person, to create an intimidating, hostile or offensive environment."

Members of IFC were concerned that there are many situations in which a colleague may not be a supervisor (e.g. associate to assistant professors), but may still be in a position to make decisions about that person. The word subordinate will be deleted and "over whom they have power" will be added to the end of the first clause. We were concerned as well that a person could make false reports and the person accused would have no recourse when the report was not substantiated. The non-retaliation statement is based on EEOC guidelines and must be included in the document. A sentence will be added regarding the fact that the university does not condone false reports.

The president has asked Kate Markie from the General Counsel's office to develop a statement on consensual relationships. This will be reviewed by IFC.

The recommendations of the Sexual Harassment Committee will be taken to the Board in January.

The IFC discussed Curator Cozad's concern about grades. Each campus is now examining the possibility of instituting a +/- grading system. This will provide better discrimination between grades. After much discussion, we have been unable to determine a feasible way to indicate the context of a grade. We have asked the president to convey this to Curator Cozad.

During our past discussions of the faculty workload policy, the president said he would send a letter to the campuses outlining his views on how the policy should be interpreted. This letter should be sent soon.

The president is concerned about advising. Feedback from his trips around the state indicate that many people believe advising should be improved. President Russell has asked that a Columbia committee on advising be expanded to include representatives from each campus. He has also requested each Chancellor to bring forward suggestions on how to enhance advising on his or her campus. These will go to the Board in January along with plans for improving general education.

The president noted that there would be no new money for general education this year.

In his comments, the president said he was impressed by Carnahan. He believes Carnahan's goals are pretty much on target. He added that next year's budget would be built on 4.5% growth, a 2% increase over this year's budget.

The IFC has planned a retreat for next month. We will be discussing faculty development, the retrenchment of professionalism in the university, the responsibilities of IFC, and cooperative programs. We are open to suggestions of other topics.

Admissions and Student Aid Report

In addition to meetings to deal with its regular business of hearing student appeals and with its new charge of tracking student retention, the Admissions and Student Aid Committee met with the Chancellor on January 8, 1993, to consider some recent developments concerning the admissions policy and the need for further study. The Chancellor reported at this meeting that if pressed to respond right now to inquiries about the campus's position on admissions, she wished to respond that while the Campus initially decided to adopt a "highly selective" status, a status the Senate endorsed at its meeting on September 15, 1992, the issue is under further study.

The background for her wishing to so respond is the belief by many that "Critical Choices" document may no longer be operative, or at least that it may be changed from its previous form, including different definitions of categories such as "highly selective," and that given this situation, it seems unwise to offer too absolute or irrevocable a statement about the campus's position on admissions. The Admissions Committee is keeping a close watch on this situation and any changes in the "Critical Choices" document.

UNIVERSITY OF MISSOURI - ST. LOUIS
PROPOSED
CALENDAR 1994-95

1994

August 17, 18
August 22
September 3
September 6
November 23
November 28
December 7
December 8, 9
December 12
December 20

FIRST SEMESTER

Wednesday, Thursday, regular registration
Monday, classes begin 8:00 a.m.
Saturday, Labor Day holiday begins at 3:00 p.m.
Tuesday, classes resume 8:00 a.m.
Wednesday, Thanksgiving holiday begins 11:00 p.m.
Monday, classes resume 8:00 a.m.
Wednesday, classes end at 11:00 p.m.
Thursday, Friday, intensive study days*
Monday, final examinations begin
Tuesday, first semester closes, end of day

1995

January 8

Sunday, mid-year commencement

January 5
January 9
January 16
March 4
March 13
May 1
May 2, 3
May 4
May 11
May 14

SECOND SEMESTER

Thursday, regular registration
Monday, classes begin 8:00 a.m.
Monday, Dr. Martin Luther King holiday
Saturday, Spring recess begins 3:00 p.m.
Monday, classes resume 8:00 a.m.
Monday, classes end at 11:00 p.m.
Tuesday, Wednesday, intensive study days*
Thursday, final examinations begin
Thursday, second semester closes, end of day
Sunday, annual commencement

*Intensive study days - no classes held; no exams scheduled

SUMMER SESSION

May Intersession (4 weeks)

May 15
May 16
May 29
June 9

Monday, regular registration
Tuesday, classes begin 8:00 a.m.
Monday, Memorial Day holiday
Friday, session closes, end of day

Eight Week Session

June 8
June 12
July 4
August 2, 3
August 3
August 6

Thursday, regular registration
Monday, classes begin 8:00 a.m.
Tuesday, Independence Day holiday
Wednesday, Thursday, final examinations
Thursday, session closes, end of day
Sunday, Summer commencement

Classes for the eight-week session begin June 12 and end August 3

**Report from the
Senate Physical Facilities Committee
January 19, 1993**

The committee has met twice with Deputy Driemeier to discuss campus security. The following items are under discussion:

Key Policy - The campus key policy is being revised to specify who can authorize issuance of keys at each level. The number of master keys issued should be limited. Beginning with Lucas Hall, the campus will be re-keyed with copyrighted key blanks. Access to some buildings after hours may be limited to a single entrance. Larger buildings such as the Science Complex may have 2 or 3 entrances after hours.

Department heads will receive semester reports indicating all campus personnel who have access to their space. It will be the Department's responsibility to ensure that keys are returned when appropriate. The committee feels that the return policy will be unenforceable without a penalty imposed on individuals who leave the campus without returning keys.

Student Patrols - will be dressed in identifiable uniforms and carry a 2-way radio. They will be assigned in teams to patrol buildings, parking lots and walkways at all hours. Some members of student patrol may be used as building monitors for the Science Complex and CCB after hours. They will be stationed at building entrances. They will not be issued keys to rooms in these buildings. The Chief will interview and screen applicants. Adequate training should be provided.

Custodial Services - Reinhart Schuster has extended the contract for private custodial service in CCB. Starting February 1, the same firm will begin cleaning classroom areas in SSB. When the Tower repairs are completed, the contract will be extended to the Tower. There is some consideration being given to moving some of the campus custodians back to the day shift.

All service personnel are being asked to wear uniforms and an ID badge.

Lighting - Chancellor Touhill and Reinhart Schuster have walked the campus after dark to assess lighting. The problems are more serious than just burned-out light bulbs. Replacement light fixtures have been ordered.

The committee has invited Professor Alan Wagner from CCJ to participate in these discussions.