

**Minutes of the Joint Meeting of the
University of Missouri-St. Louis
University Assembly and Faculty Senate
April 26, 2011 - 3 p.m.
MSC Century Room A**

University Assembly Meeting

The meeting of the University Assembly was called to order at 3:00 p.m. by the Senate Chair, Dr. Michael Murray.

Chair Murray asked for approval of the minutes from the meeting on March 15, 2011. Hearing no objections, the minutes were approved as written.

Report of the Chairperson (Dr. Michael Murray):

Dr. Murray reported the accomplishments of the following Senate and Assembly committees throughout the year:

- The Budget and Planning Committee has been busy this year reviewing budget cuts and making recommendations. The final report from the Budget and Planning Committee will be presented by Terry Jones at today's meeting.
- Michael Allison will report on the program proposals from the Curriculum and Instruction Committee.
- Earlier this year, Gualtiero Piccinini made recommendations from the Faculty Teaching and Service Award Committee.
- Dr. Murray thanked Fred Willman for his work as Chair of the Appointments, Tenure and Promotion Committee. He also acknowledged Ray Myers for his work as Chair of the Promotion of Non-Tenure Track Faculty Committee.
- He stated that the Administrator Evaluation Committee has completed their reviews of the Chancellor's "Direct Reports". Chair Pam Ashmore has provided their findings.
- The University Library Committee chaired by Vicki Sauter completed a detailed evaluation of the library and the effects of budget cuts this year.

Dr. Murray explained that as a long-range project, the University Archives unit in the library has started the process of transferring past Faculty Senate meeting minutes and agendas on the website to provide easy access to historical senate documents.

As a result of a recommendation from last year's Student Affairs Committee, the Provost created the Campus Committee on Safety and Violence Prevention. The committee is chaired by Michael Elliott, Associate Dean in the College of Business Administration. Dr. Murray reported that he and several other senate committee chairs have participated on the new safety committee and it has been very interesting and productive.

Dr. Murray thanked Susan Feigenbaum and Paul Speck for their service on the IFC this past year. Dr. Murray commented that Paul has completed his term on the IFC, but he added a lot of important information on key issues which was really appreciated. He also thanked Susan for her

invaluable assistance with the benefits issues. He commented that the university is fortunate to have their expertise.

Dr. Murray thanked Jeanne Zarucchi for serving as parliamentarian for the Senate this past year and Tim Farmer for helping with the bylaws and rules. Dr. Murray also thanked the members of the Steering Committee, specifically Joe Martinich, Mark Pope, and Fred Willman for their advice during the past year.

Dr. Murray acknowledged the support of students and staff on behalf of the faculty and all of their help this year. He commented that people on some of the other campuses are amazed by the level of cooperation and support UMSL has – and that’s obviously due to the leadership in both areas. Dr. Murray further stated that until you’re in this kind of position, you don’t realize that the student and staff leaders are standing with you as partners for some of the University’s biggest issues that affect the faculty. When you attend Curators meetings all over the state, the student and staff leaders are also in attendance. The students are usually listening to issues and arguments—while doing homework assignments—that’s quite a commitment and we on the Senate appreciate it.

In conclusion, Dr. Murray reported that in the Fall, the Senate will undergo a five-year review and asked the senators to let him know if any concerns need to be addressed.

Report of the Chancellor (Dr. Thomas George):

Chancellor George stated that:

- On April 15, UMSL broke ground on a three-story, 27,000 square foot building in Grand Center. It will serve as the home to St. Louis Public Radio – KWMU and will house UMSL offices and classrooms. UMSL partnered with Grand Center Inc and Nine Network of Public Media. He thanked the Senate and Assembly for endorsing this project to strengthen UMSL’s footprint in the city.
- The Governor recommended a 7% reduction in state support which equals to about \$4 million dollars at UMSL. The State House passed the 7% cut. The State Senate passed a 4.8% reduction which equals about \$2.8 million at UMSL. A Joint Conference Committee will meet to create an agreement on the final budget number. The budget will go back to the House and Senate before going to the Governor by May 6.
- Enrollment numbers are up 15% in both headcount and student credit hours compared to Fall 2010. This is a combination of admissions and retention. Freshman numbers are up and it appears that the average ACT score might break 24 for the first time ever.
- The Annual Chancellor’s Report to the Community will be held on May 6 at America’s Center. He encouraged everyone to attend.

Report from the President of Staff Association (Mr. Chris Scheetz):

- Staff Association held its Focus on the Future Session over spring break and had good attendance over two days.
- The Staff Association's Annual Trivia Night was held in March and was well-attended. Proceeds went towards the John Perry Scholarship.
- By-law elections were held in April. Four by-law changes were approved.
- Staff Association elections will be conducted from May 4-20.
- The Spring General Staff meeting will be held tomorrow. Chancellor George and Ron Gossen, Chief Marketing Officer, are the special guest speakers.
- The First Annual Staff Association Golf Tournament will be held on Friday at Normandie Golf Club.

Report from the President of Student Government Association (Mr. Dan Rosner):

- The Student Government Association is working on their annual report. The Student Activity Budget Committee has completed their work and made decisions on distributing funding to 68 different student organizations on campus.
- The student philanthropical event called "The Big Event" will be held in May. They hope to volunteer their services to help with the devastation from the recent tornadoes and they are working to coordinate that effort.
- The Student Life Leadership Awards event was held last night. The Most Spirited Organization Award was given to Delta Zeta. The Student Choice Award was given to Information Technology Services for their consistent support to students.
- Inauguration will be held on May 3 at 5:30 p.m. The student government president for next year will be Jericah Selby. Aleshia Patterson will be serving as vice president, and T.J. O'Neill will be the comptroller.

Committee Report:

Budget and Planning Committee Report (written by Dr. Terry Jones):

Dr. Jones thanked the administration for the thorough and transparent way in which information was shared during the budget reduction discussions this year and preceding years. He then presented the following report:

The University Assembly Budget and Planning Committee met February 22, February 28, April 7, and April 15. The primary agenda item for all four meetings was the Fiscal Year 2012 (FY 2012) budget. At the February 22 meeting, the Committee was briefed on the most likely revenue scenario for FY 2012. At the February 28 meeting, the Committee discussed proposed reductions in non-academic units. At the April 7 session, the Committee discussed proposed reductions in the academic units. At the April 15 meeting, the Committee voted to recommend to the University Assembly that it endorse the administration's proposed FY 2012 budget.

Revenues and Overall Reductions:

The FY 2012 budget is built on the following major assumptions:

- (1) A 7% reduction in state appropriations
- (2) A 5% increase in tuition
- (3) A 2% merit salary pool
- (4) A 5% increase in staff benefit costs (health and retirement)
- (5) An enrollment increase of 4,000 credit hours
- (6) Postponing the 5th year of the five-year funding plan for library acquisitions
- (7) Anticipated cost increases for operational items such as utilities

Under these assumptions, the FY 2011 budget must be reduced by \$3,000,000. Approximately \$1,000,000 from this total disappears forever. The remaining \$2,000,000 will fund the 2% merit salary increases.

Reductions: Non-Academic Units:

The proposed reductions from the non-academic units total \$673,000. Personnel reductions include salaries and benefits. The major items are:

- (1) Eliminate obsolete “data center” in ITS (5 FTEs plus one student): \$209,000
- (2) Shift cost for My View from general operating budget to student IT fees: \$146,000
- (3) Reduce custodial and grounds services (4 FTEs): \$200,000
- (4) Eliminate two positions in University Advancement: \$95,000
- (5) Eliminate one position in Chancellor’s Office: \$33,000

Reductions: Academic Units:

The proposed reductions from the academic units total \$2,317,000. Personnel reductions include salaries and benefits. The major items are:

- (1) Eliminate five open tenure track faculty positions: \$578,900
- (2) Eliminate 5.4 open non tenure track faculty positions: \$376,100
- (3) Shift some Continuing Education costs from general operating budget to earned income: \$234,000
- (4) Eliminate two positions in student affairs: \$213,000
- (5) Shift some research equipment functions from general operating budget to grants: \$96,400
- (6) Use technology to assume functions of three Library staff: \$87,000
- (7) Other (none over \$75,000): \$731,600

The biggest contributor to the “other” category is replacing retiring/resigning faculty and staff with individuals having lower salaries.

According to Provost Cope, the five eliminated faculty tenure track positions “represent less than 18% of both the number of positions and the dollars in open positions.”

FY 2013 Budget:

Because of the rebound in the economy, it is anticipated that the FY 2013 (July 1, 2012 - June 30, 2013) budget will be less onerous although some reductions still might be necessary. The Chancellor reported that he was hopeful that he will be able to authorize

searches for some of the open tenure track faculty positions over the next several months so that they could be filled effective with the 2012-2013 academic year.

FY 2012 Contingency:

Slightly before the Committee's April 15 meeting, the Missouri Senate Appropriations Committee voted to have the state appropriation reduction be 4.8%, lower than the 7.0% recommended by the Governor and passed by the House of Representatives. If this change survives the entire appropriations process, the reduction in state appropriations for UMSL would be approximately \$1,000,000.

If this occurs, the Chancellor proposed that these funds not be used to eliminate any of the proposed reductions but instead be directed toward one or both of the following purposes: (1) provide a reserve if one or more of the assumptions (e.g., 4,000 credit hour increase) is not achieved; and/or (2) accelerate the filling of open tenure track faculty positions.

The Budget and Planning Committee voted to endorse this approach and recommends that the University Assembly endorse it.

Other Budget and Planning Committee Business:

At the February 22 meeting, the Committee continued its review of the audit of the Office of Research Administration including the IT Enterprises initiative. Since the audit is not yet complete, the Committee postponed making any recommendations until next academic year. It plans to return to this item then.

The Budget and Planning Committee will have one more meeting scheduled for May 2 from 3:30 pm to 5:00 pm in JCPenney 222. The major agenda item will be an update on the campus investment in the Office of University Advancement.

Following the report from Dr. Jones, a motion was made to approve the list of budget cuts as stated above. All were in favor. A second motion was made to endorse the contingency plan as stated above. The motion passed unanimously.

Dr. Murray asked if there were any other business items. Hearing none, the University Assembly meeting was adjourned at 3:35 p.m.

Faculty Senate Meeting

The Faculty Senate meeting was called to order at 3:40 by chair, Dr. Michael Murray.

Dr. Murray had no additional information for the Chair's report.

Chancellor George commented on the tornadoes that hit nearby areas on April 22. He said that some members of the "UMSL family" have been affected and he expressed concern for them. He asked that faculty keep this in mind when dealing with students who may have lost their homes or were greatly affected by the damage. Chancellor George was relieved to report that the campus did not receive any damage and the back-up generator that was installed three years ago was well worth the investment. The campus did not lose power and the faculty in the labs were pleased that no problems occurred.

IFC Report (written by Dr. Susan Feigenbaum):

The IFC met in Columbia on April 12, 2011. Some time was spent discussing issues of civility between faculty and between faculty and staff. Apparently other campuses have had instances of faculty bullying other faculty and the question was raised about how this should be addressed. The IFC responded overwhelmingly that this was within the province of the unit Deans and that offenders should first be given tools for handling their interpersonal skill deficits and should that not alleviate the problem, they should be warned in writing to cease their unacceptable behavior.

We met with Interim President Steve Owens who informed us that recruitment ads had just gone out for the open UM president position and that applications will begin to be culled on or around May 20th. He also indicated that an advisory committee was forming for the Rolla Chancellor position but that the new President will ultimately choose the next leader of the Rolla campus. President Owens also shared that under the House budget proposal, there is a \$53 million funding gap for the UM system, but that under the Senate proposal this gap drops to \$44 million. Both of these gaps factor in a 2 percent merit raise pool, which the President is committed to pursuing to prevent further erosion in our competitive standing in terms of recruitment and retention. They also factor in the tuition increases recently approved by the Commissioner of Higher Education. He expects that much of the gap will be addressed through deferred maintenance and personnel cuts, although he did not elaborate on how much of the personnel cut would be through natural attrition and a hiring freeze. Finally, President Owens spoke of his support for the re-integration of e-learning into the disciplines, rather than having it offered through a separate unit. He referred to this as a “hybrid model” of e-learning.

The IFC discussed with Vice President Betsy Rodriguez the possibility of extending employee benefits to same sex and domestic partnerships. She reported that the additional cost of adding same-sex partners to benefits coverage would be about 1% of payroll, while adding domestic partners would amount to 3-4 percent of payroll. Simply going to a “+1” scheme where employees could add one person in the household who is not currently eligible would add about 10 percent to the plan costs. The IFC agreed to form a sub-committee that would produce a report that documents (i) the policies of comparator institutions; and (ii) the policies of Missouri-area corporations. The next step would be to create a base of support that includes private sector leaders in the state. Without this, President Owens believes that it is highly unlikely that money can be diverted to expand benefits given current state funding cuts and what could be a politically-charged response by the legislature in the face of severe budget constraints. He reminded everyone of the amount of scrutiny that our existing benefits – like the pension plan – have attracted despite their financial health and prudent management.

Dr. Paul Speck commented that during years of serving on IFC, he has seen the growing frustration about the domestic partnership issue amongst faculty. He stated that changes to the modern family unit should be recognized and that our concept of what defines “family” should be re-examined. Dr. Speck said that fellow faculty members are concerned about this issue and it needs to be addressed.

Dr. Feigenbaum clarified that IFC members are unanimous in their support for this type of change. Other members of the senate stated their frustration with this issue being discussed for years and not making progress. They encouraged the administration to move forward. It was pointed out that the university has lost candidates because of this issue. Dr. Feigenbaum suggested that those particular cases be documented so that decision-makers could see the impact of the domestic partnership issue.

Committee report:

Curriculum and Instruction (Mr. Michael Allison):

Mr. Allison presented the following program proposals:

- Change in Grading System (Y grade) – There was much discussion about the use of the Y grade versus the F/N grade. Senators debated the pros and cons of this change. It was approved, but not unanimously.
- Minor in Environmental Studies
- Minor in Economics
- Minor in History of Science and Technology
- Minor in Philosophy of Science and Technology
- Archaeology Certificate
- History and Philosophy of Science and Technology Certificate
- Neuroscience Certificate
- Women’s Leadership Certificate
- B.A. in Anthropology degree
- B.A. in Chemistry degree
- B.S. in Chemistry degree
- B.S. in Education: Early Childhood degree
- B.S. in Education: Elementary Education degree
- B.S. in Education: Physical Education degree
- B.S. in Education: Secondary Education degree
- B.S. in Education: Special Education degree
- Bachelor of Liberal Studies degree
- Modern Languages degrees and programs
- Change in minor, B.A., and B.S. in Physics degree
- B.S. in Physics degree
- B.A. in Psychology degree
- B.F.A. in Studio Art degree
- ACP Instructional Communication Graduate Certificate
- Nonprofit Management and Leadership, Graduate Certificate
- Masters of Public Policy Administration degree
- Course Addition – INTDSC 1999 – Big History was discussed and approved.

All of the above program proposals were approved.

Other business:

There being no further business, the Faculty Senate meeting was adjourned at 4:50 p.m.

Respectfully submitted,

Fred Willman
Assembly/Senate Secretary

(Minutes written by Loyola Harvey, Faculty Senate Office)