

**Minutes of the Faculty Senate Meeting of the
University of Missouri-St. Louis
January 19, 2010 - 3 p.m.
126 JCPenney**

The meeting of the Faculty Senate was called to order at 3:05 p.m. by Chair, Dr. Matthew Keefer.

Chair Keefer began the meeting with the announcement that Ms. Marcia Blackburn, office support staff for the Faculty Senate from 2004 to 2008, died on January 7. Dr. Keefer recalled how Marcia cheerfully greeted everyone at the Faculty Senate meetings and kindly reminded them to sign the attendance sheet. Dr. Tim Farmer, previous Faculty Senate chair, also reminisced about Marcia's dedicated service to the Faculty Senate and her conscientiousness. He appreciated her hard work and professionalism. She will be fondly remembered.

Dr. Keefer asked for approval of the minutes from the meeting on December 8, 2009. Hearing no objections, the minutes were approved as written.

Report of the Chairperson (Dr. Matthew Keefer):

Chair Keefer reported that he attended an IFC meeting at the end of December. Two of the topics that were discussed were the Conflict of Interest Task Force and Student Invention Ownership. Dr. Nasser Arshadi has been invited to this senate meeting to provide some background on these topics. Dr. Keefer will relay any faculty feedback/input at the next IFC meeting.

Chair Keefer reported that there is not much new information on the budget cuts. The Program Audit Committee is examining options. The recommendations will be forwarded to the Budget and Planning Committee and eventually be brought to the Faculty Senate. The matter of the 2% raise is still being debated among the four campuses, although our campus was not in favor of it.

Dr. Keefer encouraged faculty participation in the upcoming Faculty and Staff Benefits Perception Survey. The survey will be conducted from Jan. 25 – Feb. 7, 2010 and will ask you questions about your pay and benefits.

Chair Keefer explained that he will be representing UMSL at an upcoming IFC sub-committee meeting on academic dishonesty. He asked for input from the faculty in order to present the UMSL point of view at the sub-committee meeting. He provided some background on the academic dishonesty issue. The current procedure is that if a student cheats on an assignment or commits another type of violation, a faculty member can fail them for that particular assignment, but not for the whole course. Some IFC members feel that the faculty should be able to make the judgment to fail the students for the entire course. In doing so, this would make the faculty the "judge, jury, and executioner" without any input from others and could lead to questions of fairness and objectivity. After a lengthy discussion about academic dishonesty, senators agreed

that it would be helpful if units/departments could create clear, specific standards that addressed academic dishonesty.

The following motion was made, seconded and put to a vote: The academic units should be allowed to create its own standards in regard to discipline in cases of academic dishonesty. All were in favor of this motion. None opposed.

Report of the Chancellor (Dr. Tom George):

Chancellor Tom George reported that enrollment is up 6% from last year which makes the headcount 11,632. The on-campus credit hour production is 113,370 – up more than 7% from last year.

At the last general officers meeting, President Forsee said there will be no fee increases of any sort. The Chancellor will attend the governor’s state of the state address and will report if anything changes in regard to fee increases.

House Joint Resolution 77 has been introduced by Representative Chris Kelly of Columbia to fund college construction projects through an \$800 million bond issue. It must be approved by a statewide vote.

Larry Fredrick has been hired as the new associate vice chancellor for information technology. He starts in mid-February.

Program Audit Update (Dr. Judith Walker de Felix):

Dr. Walker de Felix provided a handout that described what the Program Audit Committee has accomplished. The committee has been given the difficult task of recommending ways to save or make approximately \$8 million over the next two years. The confidential report of this committee will be completed by February 18 so that the Provost will have time to consider the recommendations prior to the Budget and Planning Committee’s meeting on Feb. 26 to consider cuts for July 1.

Student Invention Ownership Discussion (Dr. Nasser Arshadi):

Dr. Arshadi began by explaining that we currently do not have a specific policy for student invention ownership other than for those who work for the university. For example, if a student works in the lab and is getting paid by the university or by a grant, he/she is considered an employee. If a student is working in the lab without pay, he/she is still considered an employee. In such cases, if an invention comes out of the project that a student is working on, that intellectual property belongs to the university.

Dr. Arshadi further explained that if you are employed as faculty, staff, or student of the university and in the process of your activities, you come up with an invention that can subsequently be commercialized, the intellectual property of that activity belongs to the

university. The university pays for all of the patent expenses and other administrative costs. If there are any royalty revenues, 1/3 of the revenues are paid to the employee. The remaining 2/3 revenue is divided three ways: 2/9 is paid to the UM System Technology Transfer office; 2/9 is paid to the campus Technology Transfer Office; and 2/9 is paid to the department.

Today's discussion deals with the possibility that a student may come up with an invention on his/her own or during a class project. In that instance, there is not a specific policy which covers that situation. Dr. Arshadi said that he and other research offices share the opinion that the current rules are sufficient. That is, if a student comes up with an invention on his/her own, the student's invention belongs to the student. The Research Office encourages students to be engaged in entrepreneurial activities. Dr. Arshadi was asked if inventions included software. Dr. Arshadi replied affirmatively. Software is considered intellectual property. If anyone has any additional comments or input on this topic, please contact Dr. Arshadi.

Conflict of Interest Task Force Discussion (Dr. Nasser Arshadi):

Dr. Arshadi began the discussion by defining institutional conflict of interest. For example, the university may receive a research grant from a private firm. Additionally, the private firm may also give the university a monetary gift. The university has to have policies in place to deal with this situation which is what the Task Force has been examining. The Task Force is not trying to discourage activities that can lead to conflict of interest. However, they want to ensure that procedures are in place to deal with proper disclosures, reporting, and managing any conflicts. Dr. Arshadi asks that any input or suggestions for the Conflict of Interest Task Force be e-mailed to him.

Committee Reports:

Committee on Committees (Dr. Sheilah Clarke-Ekong):

- The Philosophy Department elected Dr. Gualtiero Piccinini as their Faculty Senate representative. He replaces Dr. Robert Northcott who has resigned as the department representative for the senate.
- Dr. Ken Owen has resigned as the College of Education's representative on the Committee for Promotion of Non-Tenure Track Faculty. He will be replaced by Dr. Lynn Beckwith. All were in favor of this change.

Benefits Committee (Dr. Joe Martinich):

Dr. Martinich provided an update on the accomplishments of the Benefits Committee:

- Dr. Betsy Rodriguez, Vice President for Human Resources, presented a compelling case to the Board of Curators in August that UM System faculty and staff were both underpaid and undercompensated. Now that the Board of Curators is aware of this, UM System is challenged with coming up with solutions.

- The Benefits Committee reviewed bariatric surgery coverage in October. The committee will continue to discuss that coverage.
- The educational fee reduction benefit was discussed. The committee considered whether this benefit should be extended to those people who are on long-term disability and also to retirees. The committee agreed that it should be extended to them, but it has not been presented to the Board of Curators yet.
- At the end of January, faculty and staff will be receiving a survey which deals with preferences on total compensation. Faculty and staff will be asked to make decisions on a range of benefit topics. The survey will provide UM System with a better understanding of our needs in order to offer desirable benefit coverage without increasing costs. Dr. Martinich advised everyone to take the time to fill out the questionnaire.
- There is proposed state legislation that would merge our healthcare and pension plans with other state plans. UM System has the best functioning pension plan. The other state plans are not as good as ours. It would NOT be advantageous for us to merge with other state plans.
- What's the condition of the pension fund? UM employees have contributed to the pension fund for half a year now. UM System is building up the stabilization fund so that if we need a reserve in the near future, it is there. If the stabilization fund keeps growing, then we will re-visit the employee contributions.

Dr. Zuleyma Tang-Martinez asked if there are any enticements for people to retire.

Dr. Martinich replied no, not yet. Moreover, he stated that after an employee reaches age 66, the university does not benefit by the employees early retirement.

Dr. Tang-Martinez asked if there has been any change in the domestic partnership benefit.

Dr. Martinich said not yet, but he will check the latest meeting minutes to see if it has been discussed.

If anyone has any further questions on benefits, please contact Dr. Martinich.

Other Business:

As election time approaches for the retiring Faculty Senate seats, ballots will be sent out by e-mail rather than campus mail to expedite the process. Ballots will be counted carefully and confidentially, as in the past.

There being no further business, the meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Zuleyma Tang-Martinez
 Assembly/Senate Secretary

(Minutes written by Loyola Harvey, Faculty Senate Office)