

**MINUTES OF MEETING OF THE
FACULTY SENATE
October 12, 2004
3 p.m. 126 J. C. Penney**

The meeting was called to order at 3:05 p.m. by Chairman Paul Speck.

Three sets of minutes were approved unanimously by the membership:

- (1) Minutes of the September 14, 2004, Faculty Senate (Secretary Carol Peck was complimented on her use of large typeface.)
- (2) Minutes of the April 27, 2004, Joint Meeting of the Faculty Senate and University Assembly
- (3) Minutes of the April 27, 2004, Second Joint Organizational Meeting of the 2004-05 Faculty Senate and University Assembly

Chair Speck adjusted the order of the agenda to accommodate Dr. Michael Harris, chairperson of the Committee on Committees, who had to leave the meeting early.

Elections – Dr. Michael Harris

Four ballots were appended to the agenda. Ballot #1 reflected the Committee on Committees' nominees for the Ad Hoc Evening Program Committee. The candidates were: Dr. Gerda Ray (College of Arts and Sciences), Dr. Thomas Eyssell (College of Business Administration), Dr. Fred Willman (College of Education), Dr. James Fay (College of Fine Arts, Communication, and Media Studies), and Dr. Ronald Munson (member at large). Noting that a recommendation from a previous committee to eliminate the Evening College had come forward recently, Dr. Joseph Martinich inquired if any of the current nominees were carryovers from the previous committee. Chair Speck reported that three members of the previous committee were no longer with UMSL and that he, a fourth member, was not continuing on the committee for obvious reasons. Provost Cope was charged with the responsibility to provide continuity. Chair Speck then offered to nominate anyone present who was a member of the previous committee. There was no response. In the absence of other nominations from the floor, Dr. Martinich moved to elect the Committee on Committees' slate by acclamation. His motion was seconded and approved.

Ballot #2 put forward as the nominee to replace Dr. Paul Roth, who has left the University, with another representative from the Humanities, Dr. Francis Grady (English), on the Committee on Committees. There were no additional nominations from the floor, and Dr. Grady was elected by acclamation.

On Ballot #3 Dr. Harris reported that the Committee on Committees' nominee, Dr. Deborah Aldrich-Watson (English), wished to withdraw her name. In her place, the Committee proposed Dr. Barbara Kachur (also from English) for the University Relations

Advisory Committee. Explaining that this is a committee of the University Assembly, Chair Speck announced that additional nominations will be sought via message on the web and that the election will be held electronically. The successful candidate will be reported at next month's Assembly meeting.

Dr. Deborah Balser (College of Business Administration) was nominated on Ballot #4 for subsequent appointment by the Vice Provost for Student Affairs to the Discrimination Grievance Panel for Students. Dr. Balser, the sole nominee, was endorsed by acclamation.

Report from the Chairperson – Chairman Paul Speck

The Chair reported that the new Ad Hoc Advisory Committee for University Relations has met and elected Dr. Stephen Moehrle as chairperson. A series of presentations have been scheduled to get them up to speed.

Peter Wilden, from the Office of the Vice President for Academic Affairs, visited our campus to discuss two issues: conflict of interest and incentive pay. Senators were alerted to expect to see additional discussion of the conflict of interest policy through their units. The System invites input through October 31 on the proposed incentive pay program guidelines, a copy of which is posted on the Senate website. Comments should be e-mailed to Vice President Lehmkuhle and may be posted on the Faculty Forum.

When Dr. Patricia Somers left the campus, the Faculty Forum was left without a manager. The Chair said he had discussed this with Dr. William Long and asked him to take over management of the Forum. Dr. Long has graciously agreed. Chair Speck noted that the Faculty Forum previously played an important role in serious and timely discussion of faculty-related issues. It is, he said, an important venue for discussion. The Chair implored senators to help Dr. Long restore it to its former importance.

A civility pledge has been proposed for the campus by the Administration. It is a very short statement, which will be discussed and voted on at the next meeting of the Assembly. A copy of the document is on the Senate's website. Senators who wish to do so can comment on the Faculty Forum.

The Budget and Planning Committee will hold its next meeting at 1:30 p.m. on Friday, November 5, in Century Room C of the Millennium Student Center. This meeting will be the long delayed and much anticipated discussion of CORTEX. The meeting is open. Interested faculty are encouraged to attend.

Amendments to the campus's bylaws have been accumulating for some time. These changes already have been approved by the Senate or Assembly but now must be voted on by the Faculty. The Committee on Bylaws and Rules is currently conducting an electronic vote on MyGateway to bring us up to date. Instructions have been e-mailed to eligible voters, and duplicate instructions appear on the Senate website. Voting continues

until October 31. Faculty senators were requested to encourage eligible voters in their area to log in and vote.

Faculty leaders (the Senate/Assembly Steering Committee, Intercampus Faculty Council representatives, and the chairperson of Budget and Planning) met with President Floyd on September 21 for the purpose of thanking him for the equity adjustment UMSL received this summer and making a case for additional adjustments. It was a good meeting, candid on all sides. President Floyd thought it might be useful to have a retreat to bring UMSL leadership together with him and key members of his staff. The retreat is scheduled for November 12. To prepare for that meeting, Chancellor George has sponsored two gatherings at his residence – one concerning our long-term enrollment goals (held October 11) and the other concerning our long-term research goals (to be held October 17). Following those gatherings, the faculty leadership will meet again to prepare for the retreat. The President wants us to have a very clear view of where we want UMSL to go so that he can help us as opportunities arise. It is clear that President Floyd feels he cannot reallocate old funds to address the funding gap on this campus. In his view, redress would have to come from new funds. Since the State is unlikely to provide significant new funds in the near future, the problem is not likely to be solved, at least not completely, and not in the short term.

Chair Speck remarked on the length of the last Senate meeting and promised that future meetings will be shorter. Omitted due to the late hour last time was discussion of the recommendations made by the Ad Hoc Committee on Summer Operations. A copy of the full document is posted on the Senate's website; nonetheless, the recommendations were read to senators by the Chairperson.

Report from the Chancellor – (In the absence of the Chancellor, this report was presented by Provost Glen Cope.)

(see attached)

Concerning the Charter Schools, Dr. William Long inquired if we have been offered funds by interested legislators to continue our sponsorship. Provost Cope said that a legislator who is on the Appropriations Committee threatened negative repercussions if we fail to renew their charter.

Referring to the \$500,000 that UMSL received from the strategic initiative System-wide pool, Dr. Susan Feigenbaum asked how the other campuses fared. Provost Cope reported that under Vice President Lehmkuhle, this began as an exercise in strategic priorities. However, funding for Extension and the libraries was taken off the top, and the remainder was divided based on the old percentages. According to Chair Speck, this angered some of the IFC representatives from Rolla and frustrated President Floyd, who discovered he had less freedom to allocate new funds than he originally thought. The President couldn't engage in a fight with the chancellors.

Dr. Feigenbaum noted that her department (Economics) lost about six faculty members to VERIP. She noted that these are replacements – not new faculty positions. She was distressed at the plan for using VERIP dollars for the purposes outlined in the April 27 Budget and Planning report written by the Committee’s chairperson, Dr. E. Terrence Jones. Dr. Jones acknowledged the inappropriate use of the term “additional” in that report. Dr. Ann Steffen pointed out that as the result of VERIP, staff positions also were lost across the campus.

In response to a question from Dr. Lawrence Barton, Ms. Elizabeth Van Uum reported that the research park was provided for in both the Action Plan and the Campus Master Plan. A consulting firm, Eva Klein and Associates, plans to interview interested faculty. Dr. Jones inquired about the cost, and Ms. Van Uum indicated it would be in the \$200,000 range. Chair Speck reported some concern expressed by President Floyd to IFC members about the lack of one System-wide policy on research parks. An attempt is being made to clarify their mission. Tenants of the park will help shape the image of the campus, he remarked. Although this topic doesn’t fall neatly under any of the committees of the Faculty Senate or University Assembly, Chair Speck urged senators to make certain there is a venue where ongoing discussion takes place. Concurring with this view, Dr. Van Reidhead moved that the Chancellor work with Chair Speck to put together a process to designate a faculty body to work as a committee to exercise oversight and deal with principles. Dr. Long asked if this issue overlaps with an existing committee of the Senate. Dr. Reidhead suggested perhaps the Committee on Research, but Secretary Carol Peck commented that the membership of the Committee on Research was not elected for such a purpose. Ms. Van Uum remarked that a committee is already in place, and offered the information that Dr. Julius Johnson represents the Faculty on this group. The Chair was quick to respond that a faculty appointee on a chancellor’s committee does not officially represent the Faculty. At the close of the discussion Dr. Reidhead’s motion was approved unanimously by the Faculty Senate.

Chair Speck asked senators to e-mail him with suggestions for a comparator group of institutions with qualities we aspire to.

Report from the Intercampus Faculty Council – Dr. Van Reidhead

(see attached)

Dr. Susan Feigenbaum requested clarification regarding the Faculty Accomplishment System (FAS). Who, she asked, will have access to the reports. Former IFC member Lois Pierce stated that department chairs will have access to reports from their department, and deans will have access to reports from all departments within their unit.

Regarding the possible reclassification of academic non-regulars, Arts and Sciences’ Dean Mark Burkholder pointed out that we are very different from Columbia and questioned the applicability of one model for all campuses in the System. Graduate School Dean Judith Walker de Felix reported that as a result of a lawsuit, the Collected Rules reflect that non-regular faculty and anyone who has a year term as an academic

staff person has all the rights of a regular faculty member for that year. IFC representative Van Reidhead painted a different picture, however, noting that the reading at the System Academic Affairs level is that there are no rights. Chair Speck commented that we are fairer here than on other campuses, and Dr. Lawrence Barton urged that the Senate move on to other business.

Closing his remarks, Dr. Reidhead distributed to senators a draft policy entitled, "Principles for the Establishment and Operation of Incentive Compensation Plans," a copy of which is appended hereto.

Report from the Committee on Curriculum and Instruction – Dr. Fred Willman

(see attached)

Report from the Committee on Physical Facilities, Space, and General Services – Dr. Julius Johnson, Committee Chairperson, and Vice Chancellor Reinhard Schuster, Administrative Services

Dr. Johnson outlined the procedures now in place to request space. Forms for this purpose were appended to the meeting agenda.

Vice Chancellor Schuster reported that his unit is in the process of completing a space inventory. The inventory for the South Campus has been finished; the North Campus inventory is underway.

Dr. Feigenbaum asked for clarification. If there is a demonstrated need for additional space, she asked, will it be up to the Committee to satisfy that need. Vice Chancellor Schuster remarked that it is not possible to manufacture space that is not there. Final decisions are left to the Chancellor.

Completing the business at hand, the meeting adjourned at 4:55 p.m.

Respectfully submitted,

Carol K. Peck
Faculty Senate Secretary

(minutes written by Ms. Joan M. Arban, Executive Assistant to the Faculty Senate Chair)