

**Minutes of the Meeting of the  
University of Missouri-St. Louis  
Faculty Senate  
October 11, 2011 - 3 p.m.  
126 J C Penney**

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

Chair Murray asked for approval of the minutes from the meeting on September 13, 2011. Hearing no objections, the minutes were approved as written.

**Report of the Chairperson, Dr. Michael Murray:**

- Dr. Murray announced that the Faculty Senate's 5-year review will be held on Nov. 16-17, 2011. The external reviewer will be Dr. KM Isaac from MS&T (Rolla). The internal campus review chair will be Dr. Helene Sherman. Dr. Murray said that current and former senators, as well as committee chairs, may be asked to participate in meetings during the review.
- Dr. Murray reported that the retirement plan was discussed at a Board of Curators recent meeting. They are finalizing changes that will affect the retirement plan for future employees. The final vote is expected to take place at the next Board of Curators meeting on October 20-21 at UMKC.
- The Committee on Committees has recently nominated faculty members to serve on the Faculty Grievance Panel. They are awaiting their confirmation to serve on the panel. Recommendations will be forwarded to the provost.
- Dr. Murray reminded the senators that the Fall faculty meeting will be held on Oct. 24 at 2:00 in 229 J C Penney.

**Report of the Chancellor, Dr. Thomas George:**

- Chancellor George reported that he attended the athletics Great Lakes Valley Conference (GLVC). The president of the NCAA Division II, Mark Emmert, spoke to the conference attendees. The president explained that they are working on NCAA legislation that will not only look at athletic records to qualify for playoffs, but they will also look at the academic records of student athletes. The athletes will have to meet specific GPA criteria to compete in playoffs. Dr. George said it was emphasized that academics are the top priority in Division II.
- Chancellor George explained that the governor's office has had some discussions regarding the Caring for Missourians initiative. In the past, the Caring for Missourians initiative focused on nursing, but now the focus seems to be on mental health. Chancellor George stated that UMSL may have a role in this initiative since some of the departments are engaged in mental health matters, namely Psychology, Social Work, Gerontology, units in the College of Education, and MIMH. There may be some opportunities to participate in this program. Chancellor George will relay any future information from the governor's office.

- Dr. George talked briefly about the 2013 budget. Various scenarios are being examined to see if a 2 or 3% pool salary increase could be budgeted. He said the Budget and Planning Committee should be meeting in the near future to analyze and discuss options.
- Chancellor George explained that the National Governor's Association has come up with performance measures that will help them identify which institutions will get additional funding. The measures will give an indication of how well the institutions perform. The measures are based on some of the following factors:
  - Progress (for example, Freshmen to Sophomore retention rates)
  - Credentials (degrees awarded)
  - Quality (major field exams above the 50<sup>th</sup> percentile)
  - Affordability (number of Pell-eligible students enrolled)

The Council on Public Higher Education (COPHE) is working on these measures to come up with something that all the institutions agree on.

**IFC Report (written by Dr. Steve Moehrle):**

Dr. Moehrle briefed the senate on the following topics that were discussed at the IFC meeting on Sept. 28, 2011:

**Academic Affairs**

Policy being developed to address participants producing video of class discussions

- Emphasis will be on protection of the free flow of ideas within the classroom
- The administration recognizes the importance of faculty members and students feeling free to speak openly in class discussions

**Human Resources**

**Insurance:**

- No change to vision, dental, long-term disability, and life
- Premiums up slightly
- Health care costs escalating quickly
- Emphasis will be on wellness programs
- Watch for the \$100 incentive for completing a personal health assessment and health screening
- A new health insurance option is coming (MYOPTIONS)
- Low premium / high deductible / health-savings account-based
- Usually attractive to healthy singles and post-children households
- Health-savings account here is not a "use it or lose it"
- Choice Plus (MYCHOICE) will continue to be available
- HR will have learning resources available

**Pension Plan:**

- Final vote on pension plan set for October 20
- Expect passage
- We should thank Susan Feigenbaum, Joe Martinich, Mike Murray and Tom Eyssell for their leadership role on this issue / hundreds of hours invested

**Domestic Partner Benefits:**

- IFC has produced a compelling business case for inclusion of same-sex domestic partners in the employee benefits package
- IFC very committed to its passage
- Interim President Owens is generally supportive of the concept
- A committee of Curators has been set up to study the matter
- Stay tuned

**Finance and Administration****Budget:**

- State appropriations have declined 35% per FTE student since 2001 from about \$10,500 to about \$6,800
- We continue to cover budget shortfalls across the system via primarily deferring maintenance (another \$40 million last year)
- This is a short-term solution with long-term ramifications
- The administration recognizes this and recognizes that the St. Louis campus is especially affected
- There will be continued pressure to reduce costs and increase productivity (FY 2012 budget will be down about 6% from current)

**Performance Funding:**

- Not sure whether Governor's plan will become law
- System preparing nevertheless
- Task Force is working
- Very early in their deliberations
- Four components of performance
  - Student success and progress
  - Degree attainment
  - Quality of student learning
  - Affordability
  - Possibly resource allocation as a fifth measure (% of expenditures on instruction, research, and public service)

**Procurement:**

- Administration implores us to use the "Show-me Shop"
- Goal is 75% of all purchases system wide
- Would save millions

## **IFC Agenda**

- Monitor the progress of the domestic partner benefits initiative
- Monitor the activities of the performance funding task force

### **Alumni Engagement Initiative (Mr. Martin Leifeld):**

Mr. Martin Leifeld, Vice Chancellor of Advancement, updated the senate on the status of Alumni Relations. Mr. Leifeld explained that they are creating a new position of Chief Alumni Officer. He is not requesting additional funding for this position, but instead has re-organized personnel in his unit to cover the salary of this new position. Mr. Leifeld also briefed the senate on the results of a survey that was given to the members of the UMSL Alumni Association. The survey requested feedback on the value of the current Association benefits. The survey also asked members to list additional benefits that they preferred. The following findings came from almost 1,400 responses:

- A total of 82% of respondents never used their benefits.
- Some alumni were already involved with the university, but may not be members of the association.
- Alumni felt that networking opportunities would be a helpful benefit.
- Members were interested in mentoring.
- Alumni that are not in St. Louis need to be engaged.

Mr. Leifeld explained that when they did a more in-depth study using surveys, focus groups, interviews, and researching other institutions' best practices, the following results were found:

- The relationship between the alumni and the institution is a life-long relationship.
- Better coordination is needed among all units of the university when dealing with alumni.
- UMSL Alumni Chapters should be established outside of St. Louis.
- Alumni Relations is underfunded and understaffed.
- A Chief Alumni Officer is needed.

Dr. Adell Patton from the History Department asked Mr. Leifeld if he could provide a list of graduates for each department (including their addresses) from 1963 to the present.

Mr. Leifeld replied that, yes, that information is available.

### **Jubilee Update (Mr. Ron Gossen):**

Mr. Ron Gossen, Chief Marketing Officer, explained that UMSL will celebrate its 50<sup>th</sup> anniversary in 2013. A Jubilee Steering Committee has formed and organized two major planning groups – a comprehensive campus organizing committee and an external Jubilee Council. Planning will take place through December 2012 with the official kickoff in January 2013. Mr. Gossen encouraged faculty to volunteer and get involved in the Jubilee activities. He asked them to suggest some creative ideas for their departments to celebrate and share them with the committee. The Senate viewed a DVD called “Golf Balls to Hallowed Halls” which was created by University Archives. The video contains interesting interviews and historical photos from UMSL's early days.

**Committee reports:**

**Bylaws and Rules Report (Dr. Tim Farmer):**

Dr. Farmer explained that the Bylaws and Rules Committee recommended the following amendment to the operating rules:

10. Faculty Senate Committees

k. The Senate Committee on **Promotion of Non-Tenure Track Faculty** –

The Committee shall consist of eligible faculty holding the rank of Teaching Professor, Clinical Professor, Extension Professor, or Research Professor, and at least one tenured faculty member. There shall be one member on the Committee elected from each of the parallel units, and two faculty members elected at large from the campus.

**Rationale:**

The by-laws have been amended to include a detailed description of the committee for promotion of non-tenure track faculty. This amendment to the operating rule simply refers to the committee for completeness.

A motion was made to accept the committee's recommendation. All were in favor.

**Curriculum and Instruction Report (Mr. Michael Allison):**

Mr. Allison briefed the senate on the collected rules and regulations for establishing the academic calendar. The academic calendar for 2013-2014 was presented for approval. All were in favor of the 2013-2014 calendar.

There being no further business, the meeting adjourned at 4:00 p.m.

Respectfully submitted,

Fred Willman  
Assembly/Senate Secretary

(Minutes written by Loyola Harvey, Faculty Senate Office)