

**Minutes of the Meeting of the
University of Missouri-St. Louis
Faculty Senate
December 15, 2020
Zoom Meeting**

Senate Chair Alice Hall called the Faculty Senate Zoom meeting to order at 3:00 p.m. Dr. Hall asked for approval of the Senate minutes from the meeting on Nov. 17, 2020. The minutes were approved as written.

Report of the Chairperson (Dr. Alice Hall):

- Dr. Hall announced that the commencement ceremonies will be held virtually on Dec. 19 for each of the colleges.
- Dr. Hall stated that the deadline for the nominations for the Chancellor's Awards for Excellence will be March 5, 2021. She encouraged the senators to consider nominating a colleague.

Report of the Chancellor (Dr. Kristin Sobolik):

- Chancellor Sobolik reported that Governor Parsons met with some of the public higher educational institutions in the state regarding the release of CARES Act funding. UMSL should receive \$950,000 in CARES Act funding.
- Chancellor Sobolik explained that the Board of Curators met recently to approve the document created by the Council of Chancellors which made recommendations about the organizational leadership of UM System. Chancellor Sobolik stated that the changes in UM System leadership will provide more autonomy for each campus.
- Chancellor Sobolik announced a new award called the UMSL Hero Award which has been created to highlight the unseen heroic efforts of the university's staff and faculty. Up to three staff or faculty members will be chosen each month. Recipients will receive a distinctive UMSL Hero lapel pin and public recognition through UMSL Daily and other university communication channels or events. The Chancellor's Cabinet will review nominations the first week of each month on an on-going basis with awardees being announced each month beginning in January of 2021.

Chancellor Sobolik addressed the questions and comments from the Faculty Senate.

Update from the Provost (Dr. Marie Mora):

- Provost Mora announced she will be launching a search for the position of Associate Vice Chancellor for Strategic Enrollment (to replace Alan Byrd). The search committee will begin in the spring semester.
- The search committee for the dean of the College of Business Administration has completed its work. The name of the dean should be announced soon.
- The Teaching Effectiveness Task Force has been meeting and is examining how we measure teaching effectiveness and how to award effectiveness. Recommendations will be forthcoming.

- Provost Mora explained that the members of the Extra Compensation Task Force and the Academic Program Prioritization Committee have been meeting often during this semester. She commended both committees for their efforts and hard work.

Extra Compensation Task Force (Dr. Theresa Coble):

Dr. Coble, Chair of the Extra Compensation Task Force (ECT), provided the following information:

- The ECT was convened by the Provost in Sept 2020 and consists of nine faculty members.
- The charge of the Task Force is to complement the strategies to achieve excellence in planning, operations, and stewardship outlined in the strategic plan of the University of Missouri – St. Louis, the 2020-21 Faculty Extra Compensation Taskforce (ECT) will make data-driven recommendations to the Provost to increase the transparency, consistency, and equity of various forms of extra compensation for faculty across the institution.
- The Task Force was asked to make policy recommendations to strengthen decision making about *when* and *why* to award extra compensation.
- Dr. Coble shared the following statement regarding fairness, consistency, equity and transparency: “Faculty members should be compensated in ways that are *fair, consistent, equitable, and transparent*. That is, faculty should be paid for the work they do, and all faculty members should do their fair share of work. Payments should be equitable across gender, race, seniority, disciplinary and/or other gradients. Faculty 9-month salaries reflect various market considerations, but they also reflect non-market factors. *Equity* in extra compensation suggests that remuneration for comparable out-of-load labor should not further exacerbate disparities in compensation across campus. Finally, information about the categories and amounts of extra compensation distributed across units should be accessible for internal campus use.”
- Dr. Coble explained that this semester, the taskforce has initially focused on non-ACP instruction. It will be examining part-time administrators, department chairs, program directors, and the Advance Credit Program in the Spring. The taskforce will submit their report with their initial recommendations to the Provost next week.

Dr. Coble addressed the senators’ questions.

Update on Academic Program Prioritization (APP) (Dr. Amber Reinhart):

- Dr. Reinhart, Chair of the Academic Program Prioritization Committee, explained the charge of the committee.
- The Committee has continued the process of the work of the 2017-18 APP Committee which recommended that academic programs in 12 departments be further reviewed. After examining Tableau data, meeting with deans and departments, and analyzing the information, the Committee is working on recommendations to submit to the Provost before the end of the semester.

Committee on Committees Report (Dr. Sanjiv Bhatia):

Dr. Bhatia presented the following change to the membership of the Research – Spring Panel:

- Julie Bertram (Nursing) has resigned from the committee. Anne Fish (Nursing) has been nominated to complete Julie’s term which ends in July 2021.

The Faculty Senate unanimously approved the nomination.

Bylaws and Rules Committee Report (Dr. Sanjiv Bhatia):

Dr. Bhatia presented the following proposal from the Honors College to request one faculty member to serve on the Faculty Senate to represent the Honors College.

CURRENT	PROPOSED	RATIONALE
<p><u>Elections:</u> <u>Faculty Senate:</u></p> <p>1. Each department of the parallel units with at least five full-time faculty will elect one representative by a ballot distributed and tallied by the Faculty Senate. Each department or parallel unit with fewer than five full-time faculty will elect one non-voting representative.</p> <p>2. Following the election of the department and parallel unit representatives, an election will be held by e-mail or paper ballot distributed and tallied by the Senate in each independent College and School for at-large representatives. The number of at-large representatives shall be equal to one-third (1/3) of the total of the individual unit representatives. The number elected in each independent school or college will be determined proportionally by the number of eligible faculty as determined at the beginning of each fall semester with each specified school or college having a minimum of one at-large representative.</p>	<p><u>Elections:</u> <u>Faculty Senate:</u></p> <p>1. Each department of the parallel units and the Pierre Laclède Honors College, provided they have with at least five full-time faculty, will elect one representative by a ballot distributed and tallied by the Faculty Senate. Each department or parallel unit with fewer than five full-time faculty A department, parallel unit, or the Honors College will elect one non-voting representative if it has fewer than five full-time faculty.</p> <p>2. Following the election of the department, and parallel unit and Pierre Laclède Honors College representatives, an election will be held by e-mail or paper ballot distributed and tallied by the Senate in each independent College and School of the parallel units for at-large representatives. The number of at-large representatives shall be equal to one-third (1/3) of the total of the individual unit representatives. The number elected in each independent school or college will be determined proportionally by the number of eligible faculty as determined at the beginning of each fall semester with each specified school or college having a minimum of one at-large representative.</p>	<p>The faculty of the Honors College currently do not have representation in the Faculty Senate. When the Senate Operating Rules were developed many years ago, faculty in the Honors College had joint appointments with other units with Senate representation. Today, however, faculty are appointed exclusively to the Honors College. Due to their small size of about seven faculty members, it is not advisable to include the Honors College as a parallel unit. This proposal requests one faculty member to serve as the Honors College representative on the Faculty Senate, with the designation of voting versus non-voting status to be determined using the same criteria as that used for departments within the colleges.</p>

The Faculty Senate unanimously approved the Honors College proposal as listed above.

Faculty Teaching and Service Awards Committee Report (Mr. Brian Speicher):

Mr. Brian Speicher, Chair of the Faculty Teaching and Service Awards Committee, presented a proposal for a new award entitled the Chancellor's Award for Sustained Excellence in Online Teaching. The award would recognize and honor outstanding and sustained excellence in online teaching at the undergraduate and/or graduate level. An award plaque and honorarium of \$1,000 would be presented to the winner at the Chancellor's State of the University Address in the Fall semester. **After some discussion, the proposal passed by a majority of the Faculty Senate voting in favor of the new award, with the exception of two senators.**

Mr. Speicher also explained that the committee recommends that the nomination form for the Chancellor's Awards for Excellence in Teaching be updated to indicate if the nominees could be considered for other awards such as the Emerson Award or the Governor's Award if they are not chosen for the Chancellor's Award for Excellence in Teaching. The committee suggested that the nominations could be considered for up to two years. The due date for nominations is March 5, 2021.

Intercampus Faculty Cabinet (IFC) Report (Dr. Jon McGinnis):

Dr. McGinnis reported that the IFC met by Zoom on Dec. 11 and discussed these topics:

- The IFC received CRR updates on the following:
 - procedures in cases of dismissal for cause
 - consensual romantic relations
 - evaluation of the ability to work CRR
- UM System CFO Ryan Rapp presented a financial update.
- President Choi also discussed the financial update with IFC members and informed them he would like to rescind the temporary pay cuts.

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

Dr. Hall asked the Faculty Senate to vote on the following uncomplicated curriculum proposals:

- Change to the Ph.D. in Biology
- Change to the B.S. in Computer Science
- Change to the Fiscal Mathematics emphasis of the B.S. in Mathematics
- Change to the minor in Public Policy
- Deletion of the Industrial-Organizational Psychology emphasis of the M.A. in Psychology

The Faculty Senate approved all of the above uncomplicated proposals.

Mr. Allison presented each of the following curriculum proposals to the Faculty Senate:

- Change to the graduate certificate in Cybersecurity
- Change to the Computer Science emphasis of the Ph.D. in Mathematical and Computational Science

The Faculty Senate approved both of the above proposals.

Dr. Hall asked if there was any other business. Hearing none, the meeting adjourned at 4:30 p.m.

Respectfully submitted,

Erika Gibb

Senate/Assembly Secretary

(Minutes written by Loyola Harvey, Faculty Senate/University Assembly Office)