

**Minutes of the Meeting of the
University of Missouri-St. Louis
Faculty Senate
October 11, 2016 - 3 p.m.
202 JCPenney**

The meeting of the Faculty Senate was called to order at 3:00 p.m. by Senate Chair, Dr. Pamela Stuerke. Dr. Stuerke explained that she had received a request that the minutes from University Assembly meetings be presented for approval at the subsequent Assembly meetings, rather than combining the Assembly and Senate minutes and approving both at the immediately subsequent meeting. Since Assembly meetings are typically held every other month, this meant Assembly members did not vote on Assembly minutes, but did vote on the minutes of Senate meetings they did not attend. The Faculty Senate was in favor of the recommendation. Therefore, moving forward, University Assembly minutes will be approved separately at University Assembly meetings and the Faculty Senate meeting minutes will be approved at Faculty Senate meetings. Dr. Stuerke asked for approval of the Faculty Senate portion of the September 6 minutes. The minutes were approved as written.

Report of the Chairperson (Dr. Pamela Stuerke):

- Dr. Stuerke reminded the attendees that the Faculty Senate Five-Year Review will be held on Oct. 20 in 101 Woods Hall. She reported the times that the review team will meet with the faculty, senators, and committee chairs and encouraged everyone to participate. Dr. Stuerke said that the Senate's self-study report has been posted on the Senate website.
- Senate Chair Stuerke announced that the Research-Fall Panel will be meeting to review junior travel grant applications. She stated that the deadline for the applications is Oct. 17. She encouraged the senators to share this information with their colleagues.
- Dr. Stuerke reminded the senators of the following items and deadlines:
 - Open Enrollment for Benefits (Oct. 17-28) – everyone has to enroll
 - Discrimination Prevention & Title IX Training (Oct. 31)
 - IT Security Awareness Training (Oct. 31)
- Dr. Stuerke addressed the issue of a union potentially forming at UMSL. She explained that the Senate Steering Committee has discussed the union issue and decided that the Senate Steering Committee will remain neutral regarding the union stance at UMSL. Dr. Stuerke explained that in an effort to keep faculty informed about the union issue, the Senate is creating a webpage that will include union-related documents from UMSL, UM System, and the union. Dr. Stuerke invited Interim Provost Chris Spilling to update the Senate regarding the union.

Dr. Spilling reminded the Senate of the following:

- As Interim Provost, Dr. Spilling sent two letters to faculty that encouraged them to use “due diligence” and to “vote their conscience” when considering the possibility of a union at UMSL.
 - In August, UM System sent a letter to faculty which provided an FAQ regarding information about unionization, described how UMSL differs from private universities, and clarified that Missouri is a “meet and confer” state. (Under Missouri law, the university’s sole obligation in regard to any existing or future union agreements is to, in good faith, meet with union representatives and consider their requests. The university does not have an obligation to come to agreement with the union or its representatives on any particular topic.)
 - Dr. Spilling reported that UMSL administration received two unofficial filings from the union organizing committee. The unofficial filings have been forwarded to UM System HR for their response.
 - Interim Provost Spilling addressed questions from the Senate. Senators pointed out that the union discussions could be an indication of faculty concerns that may need to be addressed. The attendees agreed that it is important to encourage this type of faculty dialogue to improve the campus climate. Dr. Spilling mentioned that data from the recent COACHE (Collaborative on Academic Careers in Higher Education) survey is being examined. He suggested that the Senate receive a presentation about the COACHE survey results which measured faculty job satisfaction at UMSL.
- As a final item of the Senate Chair report, Dr. Stuerke stated that all of the Senate/Assembly committee chairs have been elected. She displayed slides which showed the entire listing of each committee’s chairs.

Report of the Chancellor (Dr. Thomas George):

Chancellor George reported that total enrollment for UMSL this fall is 17,014 students – a 1.5% increase over last year. This is only the second time UMSL has surpassed 17,000 students. On-campus enrollment is 10,872 students – a decrease of 6%. Off-campus enrollment is up 19% at 6,142 which was mostly driven by the Advanced Credit Program. In spite of record high applications and admits, UMSL had a significant drop in first-time freshmen enrollment, but UMSL was able to maintain a 24 ACT average. The quality of the incoming students remains high. Students of color rose to 33.8% of the total population – up from 32.9%.

Dr. George reported that he does not plan any additional budget cuts this year as long as we maintain our diligence in implementing the approved plan. Chancellor George also encouraged the Senate to nominate colleagues for the UM System’s President’s Awards by the deadline of Dec. 12.

Proposed Changes to CRR regarding Diversity Audit (Ms. Emily Love):

Dr. Stuerke invited Ms. Emily Love, UM System Strategic Initiatives & Operations Consultant, to talk to the Senate about the changes to the CRR (Collected Rules and Regulations) regarding diversity audit. Ms. Love was joined by Ms. Marsha Fischer, Office of the General Counsel.

Ms. Love explained that these changes to the CRR addressed the policy review programs, practices, and equity resolution processes in the areas of diversity, equity and inclusion. Ms. Love reviewed a timeline which showed the various groups who will have an opportunity to comment on the diversity audit policy in the hopes that the final redline versions will be delivered to the Board of Curators by the December meeting. The senators asked questions and Ms. Fischer and Ms. Love addressed their concerns.

Intercampus Faculty Council (IFC) Report (Dr. Susan Brownell):

Dr. Brownell briefed the Senate with the following notes from the IFC retreat:

- Board of Curators – Two meetings per year with Vice Chair and Chair of Academic, Student and External Affairs Committee. Useful for mutual understanding.
- Finance – Outlook has positives and negatives. New Internal Auditing system is catching fraud. Finance Academy has goal of increasing budget expertise of academic leaders.
- President Middleton – three biggest challenges are 1) Inclusion and diversity, 2) finances, lack of state support, 3) enhance research productivity, increase efficiency by working better as one system
- UM President Search Committee is expected to conclude mid-October.
- UM Chief Diversity Officer, Kevin McDonald – working toward an Advisory Council that will oversee distribution of system funds. Policy document coming.
- MDHE – Research shows need for more certificates, not B.A. or grad degrees.
- New Standards of Faculty Conduct – CR&R to define inappropriate conduct, gradation of sanctions, process.
- Diversity and Inclusiveness Audit – IFC will collect feedback simultaneously with four faculty senates; will provide an endorsement if senates approve it.

Dr. Brownell reported on the IFC Task Force on the Post-Tenure Review (PTR) and presented the following executive summary. She explained that two documents will be sent to the senators for review and comments following the meeting (proposed changes to CRR 310 and Post-Tenure Review Task Force White Paper).

- Every academic department should have a “Workload Standard” and “Performance Standards for Annual Evaluations” for tenured faculty. They should be clearly articulated, approved by the Dean and Provost/Vice Chancellor for Academic Affairs, and stored in the latter’s office. They should be evaluated during the 5-year program reviews of departments.
- Tenured faculty should be evaluated annually by the department Performance Standards and their workload allocation assessed. Faculty whose research productivity does not reach the minimum Performance Standard should take on a greater teaching and/or service load. Rigorous annual reviews should culminate in a rigorous 5-year post-tenure review.
- The UM System and the four Campuses should foster continuing improvement by providing institutional support for faculty whose teaching is unsatisfactory or marginal, and by providing merit raises for faculty whose 5-year post-tenure reviews are outstanding.
- Faculty are also responsible for overseeing the review process. They should know what reviews they should undergo so that their performance is properly documented. They should express any concerns about the review process to administrators.

Committee on Committees Report (Dr. Alice Hall):

Dr. Hall presented the following nominations as committee replacements:

- Academic Advisory Committee:
Rebecca Rogers (replaced Shawn Woodhouse) Education representative

- Spring Research Panel:
Joanna Mendoza (replaced Susan Waller) Fine & Performing Arts representative

- Recruitment, Admissions, Retention & Student Financial Aid Committee:
Sandra Trapani (replaced Shawn Woodhouse) Broadly representative
John McGrosso (replaced Gail Fleming)

The members of the Faculty Senate approved all of the above nominations.

Dr. Hall explained an issue with the election rotation on the Budget and Planning Committee. She stated that since about 2013, terms on the B&P committee have been three years rather than two years. However, the election cycle is imbalanced with one year three representatives being elected; the next year six representatives are elected; and the third year no representatives are elected. Dr. Hall explained that this spring (2017) six units are scheduled to hold elections, presenting an opportunity to balance the rotation. The Committee on Committees recommended the following to balance the election rotation:

- Randomly selecting three of the six units that are holding elections in the spring inserting a one-year term for one time only; in 2018 these units will elect reps to standard 3-year terms that conclude in 2021

- The other three units will be elected to 3-year terms, concluding in 2020

- The terms of three units that elected reps last year will conclude in 2019

The members of the Faculty Senate approved the above recommendation.

Budget and Planning Committee (Dr. Sel Dibooglu):

Dr. Dibooglu reported that the Budget and Planning Committee met on September 16, 2016. Dr. Dibooglu was elected as chair. He explained that Mr. Rick Baniak, Vice Chancellor for Administration/CFO gave an update on the budget. The committee also discussed the impact of enrollment on the budget and ways to increase enrollment.

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

Mr. Allison briefed the Senate on the collected rules and regulations for establishing the academic calendar. The academic calendar for 2018-2019 was presented for approval.

The Senate voted in favor of the 2018-2019 calendar.

Mr. Allison presented the following program proposals:

- Change to the B.S. in Civil Engineering
- Change to the Doctor of Optometry Curriculum, Classes 2017 and 2018

The Senate approved both of the above proposals.

Other Business:

Dr. Stuerke asked if there was any other business. A motion was made that the Faculty Senate should vote to oppose the creation of a union for the faculty. **After extended discussion, the Senate voted the motion down.** Instead, a second motion was made that the Faculty Senate should coordinate the organizing of town-hall meetings to discuss this issue. **The motion passed.** Senators asked that representatives be invited from UM System (HR and general council), the union, a faculty member who supports the union, and a faculty member who opposes the union. It was also suggested that a professional impartial facilitator be present to moderate the discussions. The senators felt that information was needed from both sides of the union issue so that individuals have correct information to make the right decision about unionizing. The Senate's Committee on Committees will organize a Senate ad hoc committee to address these issues. Nominations for the committee should be sent to Dr. Hall as chair of the Committee on Committees. The Senate recommended that the committee should be composed of approximately 3-5 senators and that it include a representative from one of the colleges that was not included in the filings submitted by the union organizing committee. They also requested that the committee move quickly to address the faculty's concerns.

Dr. Siciliani commented that she would like to assist those in need from the recent natural disasters by organizing a blood drive. She asked that if anyone had any information on running a campus blood drive, please contact her.

There being no further business, the meeting adjourned at 4:40 p.m.

Respectfully submitted,

Alice Hall
Senate/Assembly Secretary

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