

**Minutes of the Joint Meeting of the
University of Missouri-St. Louis
University Assembly
September 6, 2016 - 3 p.m.
202 JCPenney**

The meeting of the University Assembly was called to order at 3:00 p.m. by the Senate Chair, Dr. Pamela Stuerke. Dr. Stuerke asked for approval of the minutes from the meeting on April 26, 2016. The minutes were approved as written.

Report of the Chairperson, Dr. Pamela Stuerke:

Dr. Stuerke welcomed everyone to the first Assembly/Senate meeting of 2016-17. She announced that the Faculty Senate will have its 5-year review on October 20, 2016. She encouraged faculty, staff, and students to participate in the upcoming review.

Dr. Stuerke reported a change in Senate representation. Dr. Sheilah Clarke-Ekong who was an at-large representative for the College of Arts and Sciences is now a Founders Professor. Dr. Therese Macan (Psychological Sciences) has agreed to complete the year remaining on Dr. Clarke-Ekong's term. Dr. Stuerke explained that there have been changes to committee members over the summer. The nominations for those changes will be presented at the Senate meeting following the University Assembly meeting.

Dr. Stuerke reported that the Senate Steering Committee met last week and discussed the potential effects of an effort to organize a union on campus. She explained that the Faculty Senate intends to provide a means by which faculty can obtain answers for their questions about the potential effect of the union on the faculty. She stated that it seems that the two concerns of faculty about the means to ask questions are, first, the ability to ask questions anonymously, and second, information transparency. The Senate is looking into various ways that this might be accomplished.

Dr. Stuerke reminded the attendees of the deadline of October 31, 2016 for both the mandatory trainings: IT Security Awareness Training and the Discrimination Prevention & Title IX Training.

Dr. Stuerke invited the attendees to gather for a group photo of the Assembly and the Senate after the Assembly meeting adjourns. Following the photo, the members of the Faculty Senate will return to begin the Senate meeting.

Report of the Chancellor, Dr. Tom George:

Dr. George briefed the University Assembly with some highlights from last fiscal year as follows:

- UMSL students earned a record 3,200 degrees in FY 2016. Among the students receiving degrees were 632 underrepresented minority students.
- UMSL attracted more than \$27 million in gifts and pledges.
- UMSL earned an award from *INSIGTS into Diversity Magazine* for a Higher Education Excellence in Diversity Award. UMSL has received the award for three consecutive years.

- Academic Analytics ranked UMSL 7th nationally among public high research universities for faculty productivity.

Chancellor George updated the Assembly on the following senior leadership positions:

- Mr. Michael Middleton continues to serve as interim president of the UM System while the search continues.
- Dr. Chris Spilling is serving as the Interim UMSL Provost as that search has been extended.
- Alumnus Rick Baniak joined UMSL in May as the new Vice Chancellor for Finance and Administration.
- Alumnus James Hertel is UMSL's new Executive Director of Human Resources.

Chancellor George provided the following update on campus enrollment:

- Based on first day numbers – projected enrollment is 16,100 – about 3.5% below last fall.
- On-campus enrollment is slightly less than that - about 5% below last fall.
- New student enrollment on campus has held steady.
- UMSL's biggest drop (about 600 students) is in the number of students designated as "seniors."
- Chancellor George noted that most public institutions across the state are down in enrollment.

Chancellor George invited Ms. Deborah Burris, Director of OEO/UMSL Chief Diversity Officer, to provide an update on diversity, inclusion, and equity. Ms. Burris reported the following:

- Dr. Kevin McDonald is the UM System's Chief Diversity Officer as of June 1, 2016.
- A full review will be initiated of all UM System policies as they relate to staff, student and faculty conduct.
- Additional support will be provided for students, faculty and staff who have experienced discrimination and disparate treatment.
- Additional support will be provided for the hiring and retention of diverse faculty and staff.
- Rankin & Associates has been hired to conduct climate surveys on the campuses and at UM System. Ms. Burris provided information about focus groups and the timeline for the survey and encouraged everyone to participate in the climate study.
- A Task Force has been created to develop a short and long-term strategy, plan, and metrics for the UM System based on an inventory and audit of current programs, policies and practices. Upon receipt of the audit report, the Task Force will prioritize recommendations for the new Chief Diversity Officer.
- Campus-based task forces have been established to develop diversity, inclusion and equity strategies, plans, and metrics.
- Each UM System campus will have a Chief Diversity, Inclusion and Equity Officer reporting to its chancellor.

- There is an initiative to launch a diversity, inclusion and equity leadership training and development education program which includes the Board of Curators, President and administrative leadership, followed by broader faculty and staff training.

Chancellor George asked Mr. Rick Baniak, Vice Chancellor of Finance and Administration and CFO, to provide a brief budget update to the University Assembly. Mr. Baniak briefed the Assembly on UMSL's financial status from FY 2016 and the goals moving forward into FY 2017. He explained that we ended FY 2016 \$2.2M ahead of the plan that was initially established in July of 2015. UMSL is projected to end FY 2017 with a \$3.6M deficit and will be at a balanced budget in FY2018. Despite a 5% decline in student credit hours in Fall 2016, he is optimistic that we will still achieve our target of \$(3.6M). Mr. Baniak stressed the importance of detailed budget reviews to confirm alignment. He also stated that opportunities and risks are being identified and managed.

Mr. Baniak introduced Mr. James Hertel, UMSL's new Executive Director of Human Resources. Mr. Hertel introduced the staff members of the Human Resources office. He then briefed the Assembly on the changes to the Fair Labor Standards Act (FLSA). He explained that FLSA is a law that contains a number of workplace requirements, including overtime pay. Significantly, the new FLSA regulations raise the minimum base annual salary threshold for most workers to be exempt from the payment of overtime from \$23,660 to \$47,476, or \$913/week. The university must comply with this regulatory change. Human Resources will notify the affected employees and adjust the budget accordingly.

Report of the Staff Association, Mr. Nick Palisch:

Mr. Palisch reported that the changes to the Staff Association bylaws were passed and will be effective July 1, 2017. The bylaw changes included changing staff representatives to at-large rather than building representatives. The bylaw changes also included title modifications, specifically changing "President" of Staff Association to "Chair" of Staff Association and changing "Vice President" of Staff Association to "Vice Chair". Mr. Palisch announced that the Staff Appreciation Picnic was held in August and over 500 staff members attended. He reported that 134 service pins were distributed to staff members for their years of service. The Staff Council has added Mr. Curt Coonrod as their administrator advisor. Mr. Palisch stated that one of the goals of the Staff Council this year is to improve the culture and climate with staff involvement.

Report of the Student Government Association (SGA), Ms. Kathryn Loucks:

Ms. Loucks reported that the SGA is looking for six students to fill the vacancies for student senators. She asked the University Assembly to let students know about the vacancies and encourage them to complete an application by Sept. 16. If students are interested in serving on SGA and would like more information, please contact Ms. Loucks. She reported that last Friday SGA held their first Senate meeting and their first student assembly meeting will be held on Sept. 9. Ms. Loucks reported that the SGA is co-sponsoring the "Big Event" which will be held on Sept. 24. SGA is hoping to get 100 volunteers to participate in this service project. Ms. Loucks invited the Assembly to attend the Campus Safe Walk on Oct. 3 at 7:00 p.m. The Safe Walk provides an opportunity for groups of faculty, staff, and students to walk throughout the campus and identify safety concerns. Ms. Loucks will compile a report after the event and submit it to the administration. Ms. Loucks stated that she has been asked to invite the campus community to download the app called *The Buzz: UMSL* which is being promoted by *The Current*. *The Current's* goal is to get 1,000 downloads to keep the app running.

Learning Management System Presentation, Dr. Andy Goodman:

Dr. Goodman, Director of the Center for Teaching and Learning, informed the University Assembly that UM System's contract with Blackboard expires soon. UMSL will have to make a decision about which Learning Management System (LMS) to use (Canvas or Blackboard) by Nov. 30, 2016. Dr. Goodman explained that campus leaders are seeking faculty, staff, and student feedback on the most desired features, ease of use, and several other points of interest. Dr. Goodman provided an informational handout which listed times of product demonstrations and open forums. Faculty, staff, and students will receive an LMS Feature Preference Survey to assist in determining what features and LMS tools are important to the campus. Dr. Goodman encouraged everyone to participate in this decision-making process.

There being no other business, the University Assembly meeting was adjourned at 4:10 p.m. to take a group photo of the Assembly and Senate.

Respectfully submitted,

Alice Hall
Senate/Assembly Secretary

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