

**Minutes of the Joint Meeting of the
University of Missouri-St. Louis
University Assembly and Faculty Senate
February 15, 2011 - 3 p.m.
126 JCPenney**

University Assembly Meeting

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

Chair Murray asked for approval of the minutes from the meeting on January 18, 2011. Hearing no objections, the minutes were approved as written.

Report of the Chairperson, Dr. Michael Murray:

Dr. Murray reported that he attended the Board of Curators meeting on Jan. 27-28. The curators were focusing on budget challenges and tuition and fee increases for all of UM System. Three new curators have been nominated and await senate confirmation. If confirmed, they will serve until 2017.

Dr. Murray reported that the IFC met on Friday, Feb. 11, 2011. Interim President Steve Owens provided information about the presidential search. The Board of Curators serves as the Presidential Search Committee and the process is moving forward. The status of academic program reviews was also discussed. Retirement plan benefit discussions continue. As members of the Pension Advisory Committee, Dr. Murray asked Dr. Joe Martinich and Dr. Susan Feigenbaum to provide an update later in the meeting. IFC discussed the concerns about the long-term health care policies and those who would be affected since the company is no longer carrying that coverage. For further discussion regarding the long-term care coverage, Dr. Paul Speck will meet with those interested after the Faculty Senate meeting.

There are four Budget and Planning Committee meetings scheduled. The committee will continue to review IT Enterprises and address budget cutbacks. A sign-up sheet was distributed for those interested in taking the tour of IT Enterprises on March 1.

Report of the Chancellor, Dr. Thomas George:

Chancellor George reported that three nominations have been submitted to replace three outgoing curators. The three nominations are:

- Donald Cupps (replacement for John Carnahan in District 7). Mr. Cupps is an attorney from Cassville and a graduate of UMC Law School.
- Craig Van Matre (replacement for Bo Fraser from District 9). Mr. Van Matre is an attorney from Columbia and a graduate of UMC Law School.
- David Steward (replacement for David Wasinger from District 2). Mr. Steward is the founder and CEO of World Wide Technology. He is a very generous donor to UMSL and is working with the College of Business Administration on some initiatives.
- Chancellor George noted that the replacement for Curator Doug Russell is still open.

Chancellor George provided an update on the search for President Forsee's replacement. In addition to the Board of Curators as the search committee, a Presidential Search Advisory Committee is being formed. It will be comprised of the following members:

- two faculty members from each campus – selected from ranks of Curators' Professors and Curators' Teaching Professors
- an alumni representative from each campus
- the Chair of Intercampus Faculty Council
- the Chair of Intercampus Staff Council
- the Chair of Intercampus Student Council
- a representative from University Extension
- a representative from UM retirees
- a representative from UM Health Care

Each campus has been asked to recommend two curators' professors and two curators' teaching professors to participate on the committee. Chancellor George has forwarded his recommendations. Dr. Virginia Navarro asked Chancellor George if they will ensure that all races, genders and cultures are being represented in the committee's make-up. Chancellor George assured her that he considered those factors when he made his recommendations. Dr. George commented that UMSL is fortunate to have UMSL's Chris Scheetz (staff) and Jericah Selby (student) on the committee. Chancellor George has also recommended Terry Elmendorf (President of the UMSL Alumni Association) to serve on the committee.

Chancellor George informed the attendees that President Forums have been set up around the state throughout the month of March. A President Forum is scheduled for UMSL on Monday, March 7 from 11:00 – 12:30 in the MSC Century Room. Anyone is welcome to attend these public sessions.

To provide a budget update, Chancellor George explained that UMSL is expecting a 7% reduction in the budget which will likely be about a 3.5 – 4.5 million dollar reduction. UMSL is proposing a 4.7% fee increase and 5% tuition increase which has to be approved by the Coordinating Board of Higher Education (CBHE). The proposal has been sent from UM System for all four campuses to CBHE. We are awaiting their response.

Chancellor George asked Provost Cope to give an update on the results of the academic program reviews. Provost Cope reported that CBHE has accepted UMSL's proposal. It will now be sent to the Governor's office for his approval. The deans have received preliminary reports. When UMSL receives the final report, anyone can request a copy and it will be e-mailed to you.

Report from the President of Student Government Association, Mr. Dan Rosner:

Mr. Rosner reported that Pizza with Professors will be held as follows:

- College of Arts & Sciences/Fine Arts & Communication – Feb. 21 - 12:30 – Pilot House
- College of Business Administration - Feb. 22 - 12:30 - Tower Lounge
- South Campus Colleges - Feb. 23 – 12:30 - Seton Hall Lounge

SGA elections have begun. Application packets are due back March 4. There have been 25 applications given out. If any faculty members have students interested in these committees, please let them know that applications are available.

SGA has distributed a survey asking if students are in favor of having a new recreation center built on campus. At this time, 640 students have responded. Depending on the results of the survey, the students may put a referendum forward for a student fee to pay for a new recreation center. The idea of a new recreation center was proposed in 2005, but has not moved forward since then.

Report from the President of Staff Association, Mr. Chris Scheetz:

Mr. Scheetz reported that the Staff Association's holiday bazaar that was held in December raised just under \$1,000 toward the John Perry Staff Association Scholarship.

Planning is underway for a few events in March:

- The 12th Annual Trivia Night is scheduled for Saturday, March 12. All proceeds benefit the John Perry/Staff Association Scholarship.
- The 1st Annual Staff Association golf tournament will be held on Friday, March 25, at Normandy Golf Club. Proceeds from this event will help support staff appreciation activities.
- During Spring Break, the annual Focus on the Future sessions will be held. The sessions offer staff opportunities for personal development and a chance to interact with other colleagues.

Other business:

Retirement Benefits Update, Drs. Susan Feigenbaum and Joe Martinich:

Dr. Susan Feigenbaum reported that the members of the Pension Advisory Committee are cautiously optimistic about the discussions regarding the retirement benefits plan. At the initial committee meetings, the committee's goals were to insure that the retirement benefits issues were vetted properly, to clearly identify the financial implications, to recognize the "winners or losers" with any proposed changes to the plan, and to convince the decision-makers to slowly review all aspects before a final decision was made.

Dr. Feigenbaum explained that President Forsee's departure and the addition of four new curators have had an impact on the process. Now, Interim President Steve Owens said that the earliest a proposal would be brought to the Board of Curators would be in March, or maybe much later. Mr. Owens also assured the committee that he is committed to present employees and retirees and concerned for their welfare. Dr. Feigenbaum commented that Amanda La Brier has been an incredible staff representative and very instrumental in representing the best interests of the staff.

Dr. Joe Martinich reported that the process for making the decision on the changes to the retirement plan has slowed down and the financial pressure of the dramatic economic changes is much less. The Pension Advisory Committee has thoroughly reviewed many documents and options. When the committee originally met, there was no consensus. It now appears that a majority of the committee supports recommending that there be no change in the pension plan for new employees, but the Board of Curators should study the risks and costs involved with that option, and if it believes that keeping the current pension for new employees is not possible, a “combination” plan containing both defined-benefit and defined-contribution features should be used for new employees (rather than a pure defined-contribution plan). The committee strongly recommended that the board give a written or public commitment indicating its intention to adequately fund the pension plan for current employees and retirees. Also, the committee recommended that the university increase educational efforts to help employees understand their benefits and teach them how to invest their money if defined contributions are used. The final meeting of the Pension Advisory Committee will be held on Friday, Feb. 18 in Columbia.

Dr. Feigenbaum commented that historically we have had a tremendous upside in our benefits plan. Keeping that in mind, a decision that will affect the university for the next 50 -70 years should not be made in haste.

There being no other business, the University Assembly meeting was adjourned at 3:50 p.m.

Faculty Senate Meeting

The Faculty Senate meeting was called to order at 3:55 by chair, Dr. Michael Murray.

Dr. Murray distributed a handout on Policy and Procedures for Promotion and Tenure (320.035). At the last IFC meeting, there was a discussion regarding some changes to this policy. Dr. Murray asked Dr. Paul Speck to provide some background for the senators. After a brief discussion, a motion was made to endorse the changes. All were in favor.

Committee report:

Appointments, Tenure and Promotion (Dr. Fred Willman):

The committee met on January 13, 2011 to consider 25 cases. Recommendations were subsequently made to Chancellor George. The cases reviewed were as follows:

- 7 – Promotion to Professor
- 3 – Tenure only
- 1 – Tenure and promotion to Professor
- 14 – Tenure and promotion to Associate Professor

Other business:

Dr. Kathleen Sullivan Brown explained that there is a proposal heading to the state Board of Education to make it optional for school districts to require music, art, PE and counseling programs. She reported that there is a letter-writing campaign in progress opposing this proposal

and encouraged the attendees to assist in stopping this plan. She asked that information be shared with anyone who is willing to write a letter supporting the opposition.

As an IFC member, Dr. Paul Speck reported that the possible raise pool was a topic at the last IFC meeting. Some IFC members were concerned that the raise pool was to be dispersed based on merit. They felt it should be broadly distributed. Dr. Feigenbaum suggested that instead of a raise pool, another possibility may be a one-time university contribution towards employees' medical premiums to cover the increase in medical benefits. Chancellor George commented that he appreciated Dr. Feigenbaum's creative suggestion. Dr. Krueger had also made that suggestion.

There being no further business, the Faculty Senate meeting was adjourned at 4:15 p.m.

Respectfully submitted,

Fred Willman
Assembly/Senate Secretary

(Minutes written by Loyola Harvey, Faculty Senate Office)