

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

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 February 15, 2011. Hearing no objections, the minutes were approved as written.

Report of the Chairperson (Dr. Michael Murray):

Dr. Murray reported that the Budget and Planning Committee met on Feb. 28. Prospective budget cuts were presented and some recommendations were reviewed. The Budget and Planning Committee will meet again to review additional budget cuts on April 7.

Representatives of the Senate and University Assembly toured IT Enterprises on March 1. The group toured the facility and heard a presentation from the staff and Dr. William Lemon. IT Enterprises hopes to have more faculty involvement and encouraged their future input.

Provost Cope has created the Campus Committee on Safety and Violence Prevention as a follow-up to the recommendation from the Faculty Senate's Student Affairs Committee report. The 20-member committee has met twice and is functioning well. The committee is chaired by Dr. Michael Elliott from the College of Business Administration and includes a number of senators, administrators, the campus police chief, staff members and students who are working together to address campus safety.

Dr. Murray thanked the senators who were able to attend the Presidential Search Forum on March 7. They contributed worthwhile comments regarding what they would like to see in a president.

As a reminder, the first organizational meeting for next year's (2011-12) Senate will be held on April 5 at 3:00 in 126 JCPenney. The Committee Service Preference Polls have been sent out with a deadline of March 21.

Dr. Murray announced that two faculty members have received prestigious awards and asked them to come forward so that Chancellor George could recognize them. Chancellor George explained that Dr. Marvin Berkowitz, the Sanford N. McDonnell Endowed Professor of Education, is the recipient of the Thomas Jefferson Award. The Thomas Jefferson Award honors a member of the university community who best exemplifies the principles and ideals of Thomas Jefferson, who rise above excellence and demonstrate clear distinction in service to the university and humankind.

Chancellor George also acknowledged Dr. Tim Farmer, associate professor in accounting, who is the recipient of the University of Missouri System President's Award for University Citizenship for Service. The award recognizes outstanding contributions in professional expertise and personal service in promoting the mission and values of the university. The members of the Senate applauded both recipients.

Report of the Chancellor (Dr. Thomas George):

Chancellor George mentioned that Jillian Richardson, a junior in elementary education at UMSL and Miss Gateway St. Louis, will compete in the Miss Missouri Pageant in June. The winner of that pageant goes on to compete in the Miss America Pageant.

Chancellor George reported that the Department of Higher Education waived the penalty for increasing tuition higher than allowed by state law. Commissioner David Russell said he made his decision based on our efforts to cut costs, our plan to set aside 20% of increase for needy students, and because of our lack of tuition increase in the previous two years.

Dr. George explained that the proposed 2% salary raise pool will be for merit only.

The Chancellor explained that there is a proposal to study a three-semester school year. A senate committee suggested the three-semester system years ago and UMSL has been chosen to do the pilot program. Academic Affairs will set up a task force and begin the process of establishing the pilot program. More detailed information will be forthcoming.

Committee Reports:

Curriculum and Instruction (Mr. Michael Allison):

Mr. Allison presented the following program proposals:

- Minor in Art History
- Online Certificate in Film Studies
- Bachelor in Liberal Studies degree
- B.A. in Art History degree
- B.A. in French degree
- B.A./M.A. in History program
- M.Ed. in Elementary Education degree
- M.Ed. in Secondary Education degree
- M.Ed. in Special Education degree
- Institute for Women's & Gender Studies to the Gender Studies Program

All of the above program proposals were approved.

Faculty Teaching and Service Awards (Dr. Gualtiero Piccinini):

Dr. Piccinini presented two proposals:

- Proposal to change the Chancellor's Award for Excellence in Service with two types of awards:
 - The Campus Service Award which recognizes faculty for distinguished service on our campus. Nominees should have made exceptional contributions to achieving one or more goals of the university, while embodying the values of the university.
 - The Civic Engagement Award which recognizes faculty for distinguished service to the community beyond the boundaries of the university.
 - Up to two award plaques would be given as well as an honorarium of \$1,000 (to be split between the winners if there are two winners).

- Proposal to create a new Chancellor's Award for Excellence to a Part-time Faculty Member:
 - The award would recognize part-time faculty who demonstrate continued excellence in classroom instruction and contributions to the UMSL learning environment.
 - Nominees are faculty members who have taught credit courses on a part-time basis for a minimum of ten semesters in the last five years.
 - An award plaque and honorarium of \$500 would be presented at the Chancellor's State of the University Address in the fall semester.

Both proposals were approved.

Marketing Report (Mr. Ron Gossen):

Mr. Gossen, Chief Marketing Officer/Senior Associate Vice Chancellor of University Advancement, presented a power point presentation outlining the new marketing approach. He highlighted the impact that social media has in the current marketing arena. He explained that UMSL's new marketing used social media to attract potential students. The significant impact of social media was identified at UMSL Day in March when the number of students and parents who attended rose to 632 from last year's 369. Mr. Gossen also explained how directing the public to the new link - explore.umsledu - gives our marketing staff the capability to track a great deal of information from those who are using this link, thereby assisting us to target that audience. Mr. Gossen showcased the two new radio commercials that have been recently released and described the critical placements of the new billboards throughout the area. He also explained the new branding of UMSL as "Serious education. Serious value."

Dr. Kathleen Sullivan Brown asked about marketing to adult students such as teachers, principles, and guidance counselors. Mr. Gossen replied that they focused on adult students by placing UMSL radio commercials on specific stations that target adult listeners.

Dr. Jennifer Siciliani suggested that more marketing should be done with Advanced Credit Program (ACP) students and encouraged him to focus in that area. Mr. Gossen replied that they have set up a micro-site to track ACP students and their data. They also invited the ACP students to a breakfast before UMSL Day to encourage their interest in attending UMSL.

Dr. Matt Keefer praised Mr. Gossen and his team for their good work and for their coherent strategy in presenting a marketing message that makes sense. The Senate applauded their efforts.

IFC Report (written by Dr. Paul Speck):

MU and Rolla Senates are still discussing the proposed changes in faculty grievance procedures. For instance, at Columbia AAUP members have a problem with an administrator being on the grievance panel. A resolution is expected soon.

VP of Human Resources Betsy Rodriguez announced that, pending BOC approval, all of an employee's summer salary will be counted toward retirement. In the past, summer salary credit was limited to 2/9ths of base salary. Betsy will take this to the March Board meeting and expects approval. She notes that this change affects pension credit "going forward" and has no effect on credit for past summers. We failed to clarify whether this change (if approved) would go into effect this summer (2011) or next summer (2012).

VP Rodriguez said that the final report by the ad hoc committee on the pension plan was being finalized. She said that if the BOC decides that the Defined Benefit Plan is not viable for new

employees, then she expects the Board to follow the recommendation of the committee and go with a “combo plan” (one that combines elements of DB and DC). There is some uncertainty about when the Board would take action on this issue since final approval of the new Board members is still pending.

VP Rodriguez also discussed the relationship between the System Retirement and Benefits Committee, Campus Senates, Campus Staff Organizations, and the IFC. On some campuses (not UMSL) there has been poor coordination and communication between campus representatives to the Retirement and Benefits Committee and these other bodies. She has been pushing for greater cooperation. Since the System Committee is the President’s committee, the ultimate solution may require his office to change the appointment process and committee mandate.

Interim President Owens reasserted his desire to have a 2% merit raise pool.

Interim President Owens noted that a firm was hired for the Presidential search and that meetings were being held across the state. He also noted that the search process could be hampered by additional delays in the appointment of the new curators.

Finally, a long and candid discussion occurred between Interim President Owens and IFC members regarding likely events related to the retirement plan decision. Steve Owens said he expected the ad hoc committee to complete its final report and present it at the March Board of Curators meeting. He expected the Board to close the old plan to new employees at that meeting but to postpone their decision on what plan would be offered to new employees. He also said that he expected these actions to unfold whether or not the new Board Members join the Board in March. IFC members suggested that he urge the Board to delay official action until June. Their argument was threefold. A delay would allow time for new members to join the board, allow board members time to review the committee’s recommendation, and allow time for VP Rodriguez to visit with employees on each campus to explain the proposed change and answer questions about its affect on current employees. IFC members argued that a one meeting delay has no downside (it would not delay implementation of a change). On the other hand, it would signal to employees that the decision was not driven by outgoing members of the board, that the full board considered the committee’s recommendations, and the new plan was crafted in such a way as to protect participants in the current plan. Since other recent changes left many employees anxious and confused, since they had not had raises in several years, and since there is constant discussion of the system’s financial problems, IFC members argued that this change must be handled in a way that restores employee confidence that they had been listened to and treated fairly. Difficult financial times will continue for the system. The Interim President and new President need input and cooperation from faculty and staff. The system must avoid actions that further erode employee trust. Interim President Owens said he would consider our arguments.

Two days later, on March 10, Interim President Owens sent the following letter to members of the IFC:

TO: Intercampus Faculty Council

FROM: Stephen J. Owens, Interim President

I would like to thank you all for the discussion we had in the IFC meeting on Tuesday regarding the Retirement Plan Project. I appreciate participating in and listening to the discussion among the council members. While different viewpoints were expressed on a number of issues, I was particularly impressed with the civility and respect the members exhibited for me and for one another.

One thing on which we all agreed was that we should strongly commend and celebrate the exemplary work of the Retirement Plan Project Advisory Committee and the process by which it reached its recommendations. The committee members devoted a great deal of time and thorough study to the university's current plan as well as different plan designs for the future. While the advisory committee completed its work on February 18, it was not able to submit a final report and recommendation to Vice President Rodriguez until this week.

As you know, the Board of Curators is scheduled to meet on March 21-22, which will be less than two weeks after the committee issued its report. Out of respect for the committee and its process, I have decided, and Board Chairman Erdman concurs, that we will not request the Board to take any action on the university's retirement plan at the Board's March meeting. We feel the time between the issuance of the committee's report and the Board's March meeting is simply too short for the report to be fully communicated to our faculty, staff and retirees. I anticipate placing the issue on the agenda for the Board meeting on June 16-17.

We will try to use our time wisely between now and the June Board meeting. I have asked Vice President Rodriguez to make sure the committee's report is available to faculty, staff and retirees and to consult with the standing committee on retirement and benefits. I have also asked her to look for additional opportunities to educate our stakeholders about the university's retirement plan in general and the committee's report in particular.

Thanks again for the helpful discussion during Tuesday's meeting. I look forward to more.

Other business:

There being no further business, the meeting was adjourned at 4:20 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Fred Willman".

Fred Willman
Assembly/Senate Secretary

(Minutes written by Loyola Harvey, Faculty Senate Office)