

**Minutes of the Meeting of the
University of Missouri-St. Louis
Faculty Senate
October 12, 2010 - 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 September 7, 2010. Hearing no objections, the minutes were approved as written.

Report of the Chairperson, Dr. Michael Murray:

Dr. Murray reported that all senate and assembly committees have met and established chairpersons for each of the committees. The chairpersons will organize meetings with their committees and proceed with their charges.

Dr. Murray reported on his attendance at the curators meeting in Springfield on Sept. 23 and 24. The curators discussed specific programs from the standpoint of demand and quality. System-wide, the professional school programs in particular are receiving additional scrutiny.

Dr. Murray talked about the issues concerning the retirement benefit plans. After receiving questions about the benefits issues from a couple of departments, Dr. Murray has asked Drs. Joe Martinich and Susan Feigenbaum to consider giving a mini-tutorial for anyone who would like to become better educated about the retirement benefit plans from the perspective of faculty representatives. More information will be distributed when a date and time are requested for any tutorials. Dr. Murray expects more details will be forthcoming from UM System after the Curator's Benefits Sub-Committee presents additional information on November 1.

Report of the Chancellor, Provost Glen Cope:

Provost Cope explained that Chancellor George is in Kuwait. Therefore, she will give the Chancellor's report. Dr. Cope presented three items for discussion:

- Access to Success. A national program whose goal is to increase the number of students that are retained and achieve graduation. By 2015, UMSL's objective is to increase the graduation rate from 47% to 74%. This program should enhance enrollments, increase revenue, and help the UMSL mission. Access to Success uses many accountability measures. Progress will be indicated by issuing report cards to deans. Some of the areas that will be examined are: campus visits, student orientations, first year advising, reduction in D's, F's, withdraws or incompletes, and the availability of tutoring. In the future, reports cards will be posted so that everyone can review the results. This program will aid us in identifying courses where students are not succeeding and help to evaluate the problem.

- Review of Low-Producing Degrees. The Department of Higher Education has asked all 4-year public institutions to review programs with low-producing numbers of degrees for possible elimination. Low-producing degrees are defined as those with less than 10 undergraduate degrees, less than five master's degrees and less than three doctoral degrees completed in a year. UMSL is required to submit a report to Higher Education in about a week. Dr. Cope listed programs that were anticipated to be on the DHE list. Provost Cope has informed the deans and asked for their input.
- Fee Requests and Budget Cuts. Provost Cope explained that expected upcoming budget cuts will range between 5% - 20%. 10-15% is probably likely. Tuition may be raised. Other options are being examined. Any tuition increase that is higher than the cost of living has to be approved by the Coordinating Board of Higher Education. UMSL would have to submit the tuition increase requests to CBHE for their approval. The increases will be discussed with the Budget and Planning Committee and students. Another possibility to increase revenue is expanding the Metro fee to include more graduate students and more counties.

On a final note, it appears that the state will not be able to help with the first phase of renovations for Benton Stadler. The use of a student fee to help fund the renovations may be an option or part of the money may come from the re-allocation of other resources so that Phase 1 of renovations could proceed.

Committee reports:

IFC Report (written by Dr. Susan Feigenbaum)

The IFC met via telepresence on Monday, September 27, 2010. In addition to members of the IFC, President Forsee and Vice President of Human Resources, Betsy Rodriguez, were in attendance.

The President began his remarks with a reference to the recent announcement that MOSERS (the Missouri State Employees' Retirement System) would contribute over 14% of payroll into its pension fund in the coming year. He took this as an indication of where the UM retirement plan was headed if nothing is done to modify the current defined benefit plan. Among the comments the President made were that:

- Current employees will not be affected by the proposal to offer a DC plan to new employees, and that the anxiety that current employees have expressed is unfounded;
- That salaries come from the same pool of dollars as medical insurance and pension benefits, and that to be more competitive on salary means that benefit costs must be better managed;
- That using "breakage" (funds from employees who leave before vesting) to partially fund the current DB plan is an unwise strategy given that employee turnover appears to be on the wane;
- That moving towards a DC plan will reduce the risk to the University and provide for a more predictable budget commitment, albeit at the same time shifting investment risk to employees;

- That one reason to move away from a DB plan is that retirees come to expect cost-of-living adjustments, and that these adjustments represent dollars that could be used to improve salaries for current employees.
- That a proposal will be taken to the Board of Curators for action at the Board's December meeting.

A candid discussion ensued, with IFC representatives raising several issues, including the fact that the stabilization fund can provide the budget process with the predictability that is being sought through a new DC plan; that shifting investment management and risk to employees will undoubtedly lower the returns ultimately enjoyed by retirees; that without a vesting requirement in the proposed DC plan, the new plan will inevitably add to the pension costs of the University; and that switching to a DC plan for new employees which is funded at the same level of the current DB plan – approximately 7% of payroll – will make us even less competitive in faculty recruitment relative to our comparator institutions. There was also concern expressed that a December deadline would not give sufficient time for all interested parties to analyze and comment upon the proposal.

Curriculum and Instruction Report (Mr. Michael Allison):

Mr. Allison briefed the senate on the collected rules and regulations for establishing the academic calendar. The academic calendar for 2012-2013 was presented for approval. All were in favor of the 2012-2013 calendar.

Mr. Allison presented the following Proposed Change in GPA Criteria:

Proposed Change:

The GPA (Grade Point Average) criteria for determining which students will be placed on probation, continued on probation or referred for an additional Academic Action, shall be based solely on the student's University of Missouri – St. Louis (UMSL) GPA, not the UM System GPA.

Rationale:

Currently, the UM System GPA is the data source for determining which students will be placed on probation, continued on probation or referred for academic action. The current practice has an adverse effect on students who have transferred to UMSL from a university within the UM System in as much as their entire UM academic history is part of the GPA calculation. Students transferring to UMSL from non-system schools academic performance are evaluated only on the GPA that has been earned at UMSL. This change will result in all students being evaluated on the same academic criteria.

All were in favor of the proposal. None opposed.

Mr. Allison presented two certificates submitted by the Center for International Studies:

- Modern European Studies Certificate
- International Business Certificate

Both certificates were approved by the Senate.

Committee on Committees Report (Mr. Rocky Keel):

Senate Changes:

- Brian Hutchison has replaced Matthew Lemberger as the At-Large representative for the College of Education.
- Jennifer McKnight has replaced Michael Cosgrove as the Senator for Art & Art History.

Committee Changes:

The following were nominated to these committees:

- Ruth Bohan will represent CoFAC on the Budget and Planning Committee (replacing Jim Richards).
- Gary Brandes will represent CoFAC on the Physical Facilities Committee (replacing Jim Richards).
- Ray Myers will represent Optometry on the Promotion of Non-Tenure Track Faculty Committee (replacing Vinita Henry).
- Kathleen Sullivan Brown will represent the College of Education on the Committee on Committees (replacing Matthew Lemberger).
- April Regester will represent the College of Education on the University Libraries Committee (replacing Matthew Lemberger).
- Jeanne Zarucchi and Rob Scoggins will serve on the By-Laws and Rules Committee replacing Susan Kendig and retiring Teresa Guess.
- Terry Suhre will represent CoFAC on the Promotion of Non-Tenure Track Faculty Committee (replacing Glen Anderson).
- Jeanne Allison will serve on the Student Publications Committee (replacing Nan Sweet).
- Sel Dibooglu (Economics) has agreed to serve on the Student Discrimination Grievance Panel (replacing Matthew Lemberger).

All nominations were approved.

Other business:

Dr. Paulette Isaac-Savage (Chair of the Assessment of Educational Outcomes Committee) announced that the faculty will be receiving an e-mail with proposed assessment questions for a campus-wide evaluation form. Faculty feedback is requested within a two-week deadline. The results of the feedback will be incorporated into a report from this committee at next month's University Assembly/Faculty Senate meeting on November 9.

Dr. Murray asked all new senators to stand and introduce themselves. The senate applauded and welcomed the new senators.

There being no further business, the meeting was adjourned at 4:10 p.m.

Respectfully submitted,

Fred Willman
Assembly/Senate Secretary

(Minutes written by Loyola Harvey, Faculty Senate Office)