

**Minutes of the Meeting of the  
University of Missouri-St. Louis  
Faculty Senate  
November 8, 2016  
202 JCPenney**

The Faculty Senate meeting was called to order at 4:15 p.m. by Senate Chair, Dr. Pamela Stuerke. Dr. Stuerke asked if there were any changes to the Faculty Senate minutes from Oct. 11, 2016. The minutes were approved as written.

**Report of the Chairperson, Dr. Pamela Stuerke:**

As part of the Senate Chair Report, Dr. Stuerke explained that UM System has asked for endorsement of the Collected Rules and Regulations (CRR) regarding the Diversity Audit.

Dr. Stuerke reminded the Senate of the following information regarding the CRR:

- Changes were presented by Emily Love at the October Senate meeting.
- Links to those changes were distributed by President Middleton's office.
- Most changes were for consistency and word usage. The significant changes were:
  - If diversity or equity is a proponent of a grievance, the entire grievance is handled through the Equity Resolution Process.
  - The maximum of 2 one-year leaves in the probationary period for tenure has been removed.
  - The Executive Summary suggests that contributions to equity, inclusion, & diversity be a factor in tenure and promotion decisions, but no actual change to CRR language.
  - A statement of non-discrimination is added specifically to the tenure and promotion policy.

The Senate discussed the CRR change. A senator asked "How involved is the faculty with the equity resolution process?" Another senator asked "Should equity, inclusion & diversity be included in tenure and promotion decisions?" Dr. Stuerke thanked the Senate for their input and replied that these questions will be forwarded to IFC for further discussion.

**After discussion, the Senate made a motion to endorse the changes to the CRR subject to the questions/comments above. The motion passed with one abstention.**

**Report of the Chancellor:**

There was no Chancellor's report in the Senate portion of the meeting.

**Faculty Senate Ad Hoc Committee on Information Sessions Report, Ms. Mimi Duncan:**

In response to faculty requests for more information regarding the possibility of a union at UMSL, the members of the Faculty Senate voted to create the Ad Hoc Committee on Information Sessions. The newly-established committee was asked to organize meetings which would present information from UM System representatives and SEIU representatives regarding the unionization effort. Additionally, the members of the Faculty Senate requested that a town-hall meeting be organized to give faculty members an opportunity to discuss the issue with each other in an open, respectful environment.

Ms. Mimi Duncan reported that the newly-established committee has met four times with the following members:

- Susan Brownell
- Jim Craig
- Mimi Duncan, Chair
- Erika Gibb
- Lynn Staley

Ms. Duncan reported that the committee voted unanimously to remain neutral in regards to the effort to unionize. Ms. Duncan has contacted representatives from UM System and SEIU to request that they provide informational sessions to the faculty. UM System responded positively and will make their presentation on Nov. 30, 2016. Ms. Duncan has made several attempts to contact SEIU representatives, but they have not yet agreed to make a presentation. Ms. Duncan explained that the format of the information sessions will be as follows:

- Two sessions for each day: 11:00 a.m. and 4:00 p.m. to be held in JCPenney Summit Lounge
- Each set of sessions will be for only one party (UM System on one day/ SEIU on another day)
- Mr. Jim Craig will facilitate the sessions as follows:
  - 30-minute presentation from UM System/SEIU (on separate days)
  - 60 minutes allowed for questions from attendees
  - Questions will be written by the audience and collected by committee members.
  - Both the presentation and a video will be available as an archive (using Panopto)
  - The Committee has developed a set of questions that will be provided to participants prior to the session. All questions will be asked of both sets of presenters.

Ms. Duncan explained that a Town Hall meeting for faculty is scheduled for Dec. 2 from 10:00 a.m. to 12:00 p.m. in the JCPenney Summit Lounge. The Town Hall meeting will give faculty an opportunity to discuss their views on the possibility of a union at UMSL with other faculty colleagues. Ms. Duncan stated that she will facilitate the Town Hall meeting and explained the format of the Town Hall meeting is as follows:

- An open forum for statements, questions and answers will be used
- The forum will not be recorded.
- Each speaker will be given three minutes.
- No formal presentation will be given at the town hall meeting.

Ms. Duncan reported that the information regarding the upcoming sessions and town hall meetings will be sent to all faculty when the arrangements have been confirmed.

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

Dr. Brownell reported the following items from the IFC meeting on Oct. 27, 2016:

- Proposed Standards of Faculty Conduct for CRR:
  - Since the CRR on workplace environment was removed as part of the Title IX revisions, there is currently no procedure for resolution of general faculty misconduct outside of research misconduct or discriminatory behavior.
  - The grievance procedure addresses complaints by a faculty member against the university, not an individual.
- Dr. Brownell reported on the funding priorities of President Middleton.
- Dr. Brownell reported that the open activity period for MyVita is Nov. 11 – Dec. 21.

Dr. Stuerke asked Dr. Brownell to summarize the changes to the CRR regarding Post-Tenure Review. Dr. Brownell explained that there is no substantial change to the previous CRR. She stated that most changes add detail or clarification. She explained that the connection between the workload policy, annual performance review, and 5-year post-tenure review is spelled out. Dr. Brownell explained that departments should have two documents: Performance Standards for Tenured Faculty & Workload Standard. Tenured faculty should be evaluated annually by the Performance Standards, and relative to their assigned workload. Their workload allocation can be negotiated for one or more years, up to the next 5-year review. Teaching and service can be rewarded over research if that is the assigned workload.

The Senate discussed the proposed changes to the CRR. The senators discussed the wording of the document and suggested a change to page 5 of the document. The suggested change was: "The annual report should include the plans for the coming year." Dr. Brownell said she would forward that clarification on to IFC. The Senate discussed the possible timeline for the CRR to be approved. They also discussed the ramifications of multi-year workload negotiations.

**The Senate made a motion to endorse the proposed changes to the Post-Tenure CRR and forward them to IFC. All were in favor of the motion.**

There being no further business, the meeting adjourned at 4:57 p.m.

Respectfully submitted,

Alice Hall  
Senate/Assembly Secretary

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