

Faculty Senate Minutes

Thursday, December 15, 2016 at Alumni House, 2:00-3:30 PM

I. Attendance:

Robin Assner-Alvey, Mike Hulsizer, Gary Renz, Terri F. Reilly, Eric Rhiney, Basiyr Rodney, Joe Sencibaugh, Jill Stulce.

II. President's Report and Updates from Senators:

- A. B. Rodney gave update on students' proposed smoking ban on campus.
- B. G. Renz discussed A. Karman and J. Schuster's presentations at special faculty meeting on finance and enrollments on December 12, 2016. Key points included Webster Is losing money, but still has large financial resources, non-essential functions may be cut to reduce deficit, and no faculty lines will be cut this year. Provost Schuster and G. Renz announced that a faculty advisory committee regarding finances will be formed. They also announced faculty will be part of a Bias Incident Reporting committee will be formed.
- C. G. Renz discussed briefly the marketing and finance faculty advisory committees' functions and membership. No actions taken at this meeting.
- D. G. Renz discussed the Board of Trustees Subcommittee on Academic Affairs meeting on December 5, 2016. Among other things, enrollment declines were discussed briefly. The board members seemed satisfied with Provost Schuster's comments.
- E. G. Renz' discussed an agreement with Provost Shuster and President Stroble to form a joint task force that includes faculty members to review and modify, if necessary, the bias incident reporting form and associated procedures and policies. This was announced at the special faculty meeting on December 12, 2016 and by email to the faculty assembly on December 14, 2016 (see below). No action needed to be taken by the Senate at this meeting, but Renz said the Senate needs to think about the structure of and membership on this task force. Senate agreed informally that all colleges and schools should have representation on the committee. The committee must address issues regarding anonymity, definition of bias, data collection, and privacy.

Senators said we need to know what happens after a complaint is filed. Questions included: 1) Is the current Bias Incident Reporting Form still on the Webster website? 2) What will happen during the period before the form and process is reviewed and modified? 3) Is there anything currently in pipeline? 4) Will the administration rely on existing processes for dealing with complaints, such as the Grievance Hearing Committee? 5) What will be the routing process for complaints? 6) Will department chairs or the Senate be involved in complaints?

- a. Email announcement: "As announced at Monday's meeting, President Stroble and Provost Schuster have offered to work with the Faculty Senate and others on campus to form a task force to review, and as necessary modify, Webster's Bias Incident Reporting Form and all associated procedures and policies. The goal is to find mutually agreeable processes that best protect the interests of Webster students, staff, administrators, and faculty. The task force, to be formed in January 2017, will include members of the administration, faculty, staff, and students."

III. Old Business:

- A. Upon a motion duly made by Renz, and seconded by R. Assner-Alvey, the Senate unanimously appointed Kaoning Hu to the Global Citizenship committee, replacing Baichun Feng for Spring 2017.
- B. Still need to find replacement on GCP committee for S. Jensen for Spring 2017. No names were advanced by the Senators at the meeting.
- C. Additional discussion of the GCP review was tabled due to time constraints. See appendices for issues.

IV. New Business:

- A. Upon a motion duly made by E. Rhiney, seconded by R. Assner-Alvey, the Senate unanimously appointed Dustin Smith to the International Studies committee, replacing E. Rhiney for Spring 2017.
- B. Upon a motion duly made by M. Hulsizer, seconded by T. Reilly, the Senate unanimously appointed Julie Palmer to the Senate, replacing E. Rhiney for Spring 2017.
- C. Senate discussed faculty representation on the finance and marketing faculty advisory committees being formed with the administration. Senators differed as to whether every college and school should be represented on the committees or whether expertise and interest in the subjects should be the key criteria. Some Senators believed the marketing committee criteria should be different than the finance committee criteria. Senators also discussed the number of faculty members on the committees. No decisions were reached at the meeting.
- D. Senators agreed that Salary and Fringe Benefits committee should raise the issue of “buy-outs” of senior faculty with the Administration, but did not want the issue to affect faculty raises. Currently, the only option is “phased retirement.”
- E. The Senators discussed the issue of whether colleges and school can form their own pay for performance systems, e.g., the Dean of the School of Communications apparently thinks the school can create a pay for performance compensation system unique to the School of Communication. Previously this year, the Senate agreed unanimously that was not the intent of the “Merit Pay for Performance” plan approved by the Faculty Assembly. G. Renz said he thinks the question of whether school and colleges can create their own compensation plans needs to be raised with the Administration, perhaps by the Salary and Fringe Benefits committee. The Salary and Fringe Benefits committee will have its first meeting with the Administration on December 19, 2016.
- F. The Senate tabled a discussion of what to do with the survey results compiled by G. Renz regarding the Faculty Priorities Initiative (Senate survey only) and survey question on what are important issues the faculty should attend to this year (Faculty Assembly survey). See appendices below for results.
- G. The Senate did not discuss the agenda item on the purpose of the Faculty Assembly meetings.
- H. The Senate went into executive (closed) session at approximately 3:50 PM to hear a report by H. Singaravelu, M. Hulsizer, and G. Renz on their meeting with Provost Schuster and President Stroble. The Senate ended the closed session at approximately 4:15 PM.

The meeting adjourned at approximately 4:15 PM.

Appendices

GCP Ad-Hoc Committee
Co-Chairs Meeting
30 NOV 16

PURPOSE:

- What is the purpose/goal of this project?
 - Is this a full program assessment?
 - Is this a status update of the current program?
- What is connection to upcoming HLC?
- Does committee make program recommendations?

COMMITTEE STRUCTURE

- Representational by school/college
 - Self-nomination
 - No current GCP members?
- Extended / International??
- Staff
 - Recruitment / Retention
 - Advising
- Admin
 - Academic Affairs (??)

KEY CONSTITUENCIES

- Faculty
- Students
- Extended Campuses
- International Campuses
- GCP Committee
- ARC

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Categorized Comments from Faculty Assembly Survey (December 2016)

More transparency and consultation with faculty and low confidence in the administration

1. Increased consultation / transparency in administrative decision making: **4**
2. Lack of confidence in the transparency and direction of the current University administration's decision-making.
3. Raise morale of the University. Build trust and communications with administration.
4. Make permanent a budget and priorities committee that includes faculty members for providing input to administration on key budget issues.
5. Faculty need to have more input (i.e. buying campuses, extending international focus). Maybe this isn't the direction we need to go.

Webster's financial situation

6. The financial situation and stability of our institution and prospects/plans for a realistic adjustment to our loss of revenues: **3**
7. Budget issues
8. Wasteful spending
9. Administrative travel to various locations could be decreased with better use of technology

Enrollments and recruiting

10. Increase student enrollments; better recruiting: **3**
11. Retain students: **2**
12. Clarify goals/targets for graduate enrollments
13. Recruit able undergraduate students from outside the greater St. Louis region
14. Recruitment and our website. Faculty and students need to be more "the face" of Webster

Faculty compensation and status/status-track positions

15. Increase faculty compensation; more competitive faculty salaries: **2**
16. Implement remaining Mercer adjustments.
17. More tenure/status track positions.
18. Hiring and retention of minority faculty; mentor junior faculty from under-represented populations, e.g., international faculty, faculty of color, faculty with disabilities, LGBTQ faculty, etc.

Extended campuses (metropolitan, military, and international)

19. Unlink the Webster Groves campus (and possibly international campuses) from the extended sites
20. More selective in the number of campuses and the programs offered at each location based on cost/enrollment.
21. Clarify how extended campus faculty should engage with Faculty Senate
22. Management of academics at extended campuses
23. Faculty at extended campuses: special faculty track
24. More inclusive hiring practices at international sites
25. International campus enrollment is been consistently low and lower, reorganize international campuses, cut the budget / investment.

Marketing academic programs

26. Marketing of academic programs: **3**

27. Better marketing for things that make Webster unique – international focus and liberal arts education.

Academic curriculum and students

28. Academic quality.
29. Reduce UG degree requirement to 120 credit hours.
30. Provide degrees with practical, vocational outcomes while still providing a broad, liberal arts education.
31. How to valorize the importance of Humanities in today's political context.
32. How to implement a requirement of 3 language/multi-literacy classes (9 credits) so that Webster can fulfill its mission ("to educate Global citizens").
33. Students abusing disability-related accommodations.
34. If a course is difficult, many students would withdraw from the course. Sometimes the withdrawal ratio is one third or higher.
35. If a student has to retake a course several times, finance becomes a problem. Helping students to apply for paid internships will probably alleviate the problem.

Global Citizenship Program

36. Dismantle, change, modify, or simply end GCP
37. Review GCP requirements for transfers with AAS and other types of 2 year degrees and Keystone requirements

Faculty Assembly meetings, Faculty Senate, and Faculty Senate President

38. What has Senate done with report created last year (after meeting with departments)
39. Use faculty meetings for something other than "talking head" reports from administrators.
40. Make (try to recover) actual faculty governance. Our meetings are almost entirely informational, not decision-making.
41. Reveal to faculty with the "new approach" is the Gary promised when he ran.
42. The lack of faculty being able to come together to speak in a common voice and direction.

Miscellaneous issues relating to administration

43. Questionable administrative hiring and firing practices (e.g., cronyism).
44. Stop hiring outside consultants for every issue that administration has no idea of how to handle.

Information Technology

45. Issue of locking the computers down so that one cannot print at home or download software to try out for class.

Contingent faculty

46. Stabilize the adjunct situation through more secure positions (lecturers) and guaranteeing stability in terms of the number of classes taught.

Miscellaneous issues

47. Parking
48. Proliferation of faculty duties and procedures that we didn't have to do in the past – especially Concur. Now we don't turn in receipts, we spent hours in the software.
49. Safety in buildings, particularly at night.

50. Prepare to shine in HLC reaccreditation.
51. Greater support for College of Fine Arts.
52. Tracking alumni success and career services. I have heard their service shuts off six months after graduation.
53. Faculty plagiarism/dishonesty should be included in the handbook. We punish students for academic dishonesty/plagiarism, so faculty should be treated in the same manner.

Faculty Priorities Initiative (9 responses from Senators)

1 Classrooms / Facilities / Equipment Issues (Non IT)		0
2 IT: Classroom and Systems Issues	Reilly (updates)	1
3 Proliferation of Non-Teaching / Research Related Tasks	Reilly, Glasgow, Assner-Alvey, Jensen, Groeneman, Renz, Baden, Schroeder	5
4 Staffing and Services	Reilly (impact of reductions on faculty time, monitor ARC), Glasgow (impact of reductions on faculty time, ARC concerns), Schroeder (impact on faculty time)	2
5 IT: Personal [Work] Computers		0
6 Creation of New Academic Programs	Reilly	1
7 Marketing of Academic Programs	Glasgow, Assner-Alvey, Psihountas, Baden	3
8 Global Citizenship Program	Reilly (program assessment), Groeneman (impact on enrollments), Renz (impact on enrollments)	3
9 Contingent Faculty Concerns	Reilly (representation in governance)	1
10 Concerns about University Finances	Assner-Alvey, Psihountas (budgets, wasteful spending), Jensen, Renz, Baden, Schroeder	4
11 Consultation / Transparency in Administrative Decision Making	Psihountas (hiring practices), Renz	2