

Faculty Senate Minutes
Thursday, April 18, 2019, Alumni House, 1:30 p.m.

I. Attendance

K. Armbruster, G. Glasgow, T. Green, J. Haldeman, S. Jensen, J. Palmer, KK Pease, T. Reilly, E. Risik, G. Renz, C. Sagovac, H. Singaravelu, L. Teeter, P. Witkowski.

II. Old Business

1. Upon motion by K. K. Pease, seconded by C. Sagovac, the Senate unanimously approved the minutes, as amended, changing II.4 "...and she is pleased....," to "...and she is not displeased..." from the April 4, 2019, Faculty Senate meeting.
2. C. Guehring gave an update on the preliminary call for self-nominations for Senate appointed Committee seats stating that she had received one from Heather Mitchell for the International Studies Committee open seat. G. Renz will ask Victoria Meyer if she would like to continue on the Accessibility Committee.
3. G. Renz reminded the Senate that there are 11 open seats on committees for which no one ran in the election. (*See Appendix A.*) No action needs to be taken at this time, but the Senate needs to think about who might fill these seats.
4. G. Renz noted that Silvia Navia needs to be replaced on the Committee to Review Faculty as an appointed At-Large representative. He thought she should be replaced with someone from the College of Arts & Sciences to maintain balance on the committee. K. Armbruster offered to ask College of Arts and Sciences faculty members if they would be willing to serve. (*See Appendix B.*)
5. The Senate unanimously approved a motion by S. Jensen, seconded by H. Singaravelu, that G. Renz replace D. O'Bannon on the Finance Advisory Committee for a term ending May 2021. (*See Appendix C.*)
6. The Senate unanimously approved a motion by K. Pease, seconded by K. Armbruster, that if he is willing to serve, Jeff Carter be reappointed to the Finance Advisory Committee for a term ending May 2021. (*See Appendix C.*)
7. The Senate unanimously approved a motion by G. Renz, seconded by T. Reilly, that Ted Green be reappointed to the Marketing Advisory Committee for a term ending May 2021. (*See Appendix D.*)
8. The Senate unanimously approved a motion by K. Pease, seconded by K. Armbruster, that G. Renz be appointed to an At-Large seat on the Marketing Advisory Committee for a term expiring in May 2020. (*See Appendix D.*)
9. G. Renz will ask Eric Rhiney and Terry Sullivan if they wish to remain on the Marketing Advisory Committee for terms ending May 2021. (*See Appendix D.*)
10. G. Renz discussed how to stagger the members' terms on the Academic Program Review Committee because half of the members need to be replaced each year because they serve 2 year terms). (*See Appendix D.*) He wondered if half of them should be replaced now after only serving one year, or should half of the members have to serve a 3 year term and the other half serving the regular 2 year term before

being replaced. The Senate informally agreed that the committee stagger will not begin until next year, May 2020.

11. C. Sagovac resigned from Academic Program Review committee effective May 31, 2019. He offered to see if he can find a replacement in the School of Communications.
12. K. Pease pointed out that there does not seem to be an appeals process in the Academic Program Review process for departments or individuals who do not agree with the Academic Program Review committee's recommendations. The Senate unanimously approved a motion by G. Renz, seconded by C. Sagovac, that the Faculty Senate officially requests that the Academic Program Review committee review its procedures to ensure there is an appeal process. G. Renz will send a letter to M. Steed and N. Hellerud, co-chairs of the Academic Program Review committee asking that an appeals process be included.
13. The Senate unanimously approved a motion by G. Renz, seconded by G. Glasgow, to appoint Morgan Grotowiel as the replacement for Amanda Kracen on the Webster Wellness Committee.
14. T. Reilly announced that next Faculty Social on April 29, 2019, G. Renz and faculty retiring this year will be honored. C. Guehring will forward to her a list of retirees.
15. J. Haldeman made a presentation on "Future Search." (*See Appendix E.*) This is a program in which a diverse people meet to tackle 'big picture' problems without becoming enmired in conflict and to attempt to motivate those involved in a positive manner. The Senate participated in a Future Search exercise to discover more about Future Search. J. Haldeman, K. Armbruster and L. Teeter are investigating how Future Search could be implemented at Webster and will continue their talks. One of them will make a presentation at the next Faculty Assembly.

Meeting Adjourned: 3:30 PM

Appendix A

FACULTY SENATE (Terms: 2 years for Senators and 3 years for President)		
School of Communications (Elected)	Open (Nobody ran in 2019 to replace Kathy Corley). (She was elected in 2018, but will retire; need to replace for one year)	May 2020
School of Education (Elected)	Open (Nobody ran in 2019 for open seat)	May 2021
	Open (Nobody ran in 2019 for open seat. Open because B. Rodney resigned after being elected in 2018. Because we could not find a replacement, the Senate agreed on 9/20/18 that having Ted Green and Paula Witkowski on the Senate gave SOE sufficient representation for rest of year). The replacement will finish Basiyr's term)	May 2020

GLOBAL CITIZENSHIP PROGRAM COMMITTEE (Term: 3 years in handbook, staggered so 3 or 4 member elected each year.)		
School of Education (Elected)	Open (Nobody ran in 2019 to replace Ted Green who shifted from his elected At-Large seat to replace Basiyr Rodney who quit the SOE elected seat after he was elected in May 2017)(Modified this term to reflect Ted's original term ending May 2019, but May 2022 reflects the correct stagger.)	May 2022

HONORS BOARD (Called <u>Academic Honors Board</u> in Handbook) (Term: 3 years in Handbook)		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
At-Large Faculty Members (Elected)	Open (Nobody ran 2019 to replace Tate Foley)	May 2022
	Open (Nobody ran 2019 to replace Gary Kannenberg)	May 2022

INTERNATIONAL STUDIES COMMITTEE (Term: 3 years in Handbook)		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
School of Communications (Elected)	Open (Nobody ran in 2019 to replace Julia Griffey who was appointed for one-year term in 2018, the special term ends in May 2021 per stagger)	May 2021

School of Education (Elected)	Open (<i>Nobody ran in 2019 to replace Ted Green</i>)	May 2022
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UNDERGRADUATE CURRICULUM COMMITTEE (Term: 2 years as of AY 2017-18, formerly 3-year term) (NEW: 13 members, 2 from each school or college plus 3 at-large members as of AY 2017-18.)		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
LG College of Fine Arts (Elected)	Open (<i>No one ran in 2019 to replace David Werfelmann</i>)	May 2021
School of Education (Elected)	Open (<i>No one ran in 2019 to replace Virginia Altrogge</i>)	May 2021

WOMEN, GENDER, AND SEXUALITY STUDIES (Term: 3 years in Handbook)		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
<u>Elected</u> At-Large Faculty Members (5 members)	Open (<i>No one ran in 2019 to replace Elsa Fan</i>)	May 2022

Appendix B

COMMITTEE TO REVIEW FACULTY (Term: 3 years in Handbook)		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
College of Arts & Sciences (Elected)	Remy Cross (<i>Elected 2019</i>)	May 2022
LG College of Fine Arts (Elected)	Gad Guterman (<i>Elected 2019</i>)	May 2022
School of Communications (Elected)	Larry Baden (<i>Elected 2018</i>)	May 2021
School of Education (Elected)	Joe Sencibaugh (<i>Elected 2017</i>) <i>Joe said he will be returning to CRF in an email on 9/5/18.</i>	May 2020
Walker School of Business & Technology (Elected)	Julie Palmer (<i>Elected 2019 for 1-year term to replace X. Suo</i>)	May 2020
At-Large Faculty Members <u>Appointed by the Senate</u>	Ted Green (<i>Appointed May 17, 2018</i>)	May 2021
	Replace Silvia Navia	May 2022

Appendix C

FINANCE ADVISORY COMMITTEE (Term: 2 years in Handbook)		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
At-Large Faculty Members <i>Appointed by Senate without self-nominations</i>	Replace Jeff Carter	May 2021
	Replace Doug O'Bannon	May 2021

Appendix D

ACADEMIC PROGRAM REVIEW COMMITTEE (Term: 2 years except for Vice Provost which is a permanent position. All faculty appointed or recommended by the Senate without self-nominations.) <i>(Note: University Handbook is silent on whether to have self-nominations. Renz assumes the intent was for the Senate to appoint its 5 faculty members at its discretion. No stagger set up initially when faculty appointed in Fall 2018 at one time, Senate must decide on its appointees. Discuss administrative appointees with Provost Schuster.)</i>		
SCHOOL/COLLEGE	FACULTY	TERM EXPIRES
College of Arts & Sciences Appointed by Senate	Martina Steed (<i>Faculty Chairperson</i>) (Senate appointed on 11/8/18)	May 2020 ?
LG College of Fine Arts Appointed by Senate (Senate Appointed Awada on 11/8/18)	Jeff Awada (Senate appointed on 11/8/18)	May 2019 or 2020 ?
School of Communications Appointed by Senate (Senate Appointed Sagovac on 11/8/18)	Chris Sagovac (Senate appointed on 11/8/18)	May 2019 or 2020 ?
School of Education Appointed by Senate (Senate Appointed Rodney on 11/8/18)	Basiyr Rodney (Senate appointed on 11/8/18)	May 2019 or 2020 ?
Walker School of Business & Technology Appointed by Senate (Senate Appointed Palmer on 11/8/18)	Julie Palmer (Senate appointed on 11/8/18)	May 2020 ?

At-Large Members (Three faculty members appointed by the Provost upon recommendation of the Senate) Deans and Director appointed by Provost without Senate recommendations.	Aaron Aubuchon, SOC, Faculty (<i>Appointed in Fall 2018</i>)	May 2019 or 2020 ?
	Remy Cross, CAS, Faculty (<i>Appointed in Fall 2018</i>)	May 2019 or 2020 ?
	Simone Cummings, SB&T, Dean	AA appoints
	Nancy Hellerud, OAA, (<i>Administrative Chairperson</i>) Vice Provost	Permanent
	Mary Preuss, CAS, Faculty (<i>Appointed in Fall 2018</i>)	May 2019 or 2020 ?
	Eric Rothenbuhler, SOC, Dean	AA appoints
	Jean Paul van Marissing, Leiden, Director	AA appoints

Appendix E

Agenda - Faculty Senate Meeting

How to Work Toward a Big Picture Vision? (Karla Armbruster| Lara Tweeter| Jeff Haldeman)

(1) Future Search Principles and Examples

(2) How Might Apply to Webster?

.../ Faculty Senate as Sponsoring Body at Webster

" Use of emergent design team to flush-out possibilities

.../ Helps Senate develop principles and focused applications

.../ No pressure to participate - a "pult approach

(3) Principles and Purposes Emerging from First Meeting Between Karla, Lara, and Jeff- April 17th

.../ One focus could simply be using this approach to focus on faculty-creating common ground among faculty

" Sample theme: "Webster faculty sets the bar for innovation! How to 'walk it' and 'live it'?"

.../ Use of *right brain approaches* to tap what is best about Webster

" Key words and phrases: "Visioning what had actually never been seen [power, magic, and wonder of the black hole] New metaphors

and visualizations." "Creating meaning, magic, and spirit" "Finding common ground" "Creating a new wave..." "How to create a new guiding story, or myth?"

...J Our mindsets need to change, across the board

" Too many of our present ideas *based on assumptions and conversations about survival and deficits* -

" ***A negative context that doesn't motivate. Best it can do is meet survival needs...*** What you focus on gets bigger!

" ***We may be readier than we think!***

...J One themed meeting could be: "What are our collective dreams and what should we do to live them out?"

Then put the nuts and bolts in place to make it happen...

We liked the idea of combining the principles and methods of Improv Theater with the structure and power of Future Search

(4) A Sample Exercise:

" Break into groups of three

..J Spend 5 minutes quickly brainstorming as many guiding metaphors for the future Webster faculty as you can think of. Example: "The little engine that could...lust for life...it takes a village...follow the yellow brick road...better together- *you get the ideal*

..J Use the following ground rules:

- Small groups self-managed
- Volunteers for facilitator (move it along), scribe (write them down), and reporter (highlights)
- No censoring of ideas
- Clarify what your metaphor means (rapid fire)
- Quantity more important than

quality " Small groups report-out the large group

(5) Suggested Next Steps

" Our design team continues to meet weekly and builds a critical mass of interested parties

..J Creating a momentum for the use of positivity methods

- ..J Focusing on What is the best about Webster
- ..J Using each other to get the negativity out of our systems, thinking, and hearts
- ..J Reinforce each other's creativity
- ..J Creates a suggested plan for how we might use these principles and methods in a variety of venues, *like the Fall Faculty Institute*