

Faculty Senate Minutes
Thursday, January 16, 2020, Alumni House 2:30 PM

I. Attendance

B. Lynch, K. Armbruster, L. Cuille, G. Glasgow, S. Jensen, J. Lassetter, D. MacCartney, J. Palmer, KK Pease, T. Reilly, L. Risik, D. Smith, D. Stiles.

II. Approval of Minutes – All

The Senate unanimously approved a motion by T. Reilly, seconded by K. Armbruster, to delete 'It is currently below 50%' from Section III. c. of the December 5, 2019 minutes.

The Senate unanimously approved a motion by KK Pease, seconded by D. MacCartney, to amend the Senate minutes of December 5, 2019, Section IV. Old Business, b., paragraph four to read as follows:

...The Senate recognizes that there may be revenue risks regarding this change, but it is most beneficial to the students. The Senate recommends that Rick Meyer and John Pyle gather research concerning this decision. Programs will have to be discussed within their departments concerning how to proceed in adjusting their course offerings due to the credit hour reduction...

Upon motion by KK Pease, seconded by J. Lassetter, the Senate unanimously approved the minutes, as amended, of the December 5, 2019 Faculty Senate meeting.

III. President's Report – Bill Lynch

1. Academic Affairs has received our resolution of moving to 120 credit hours (**Attachment A**). They understand it is in their hands to implement. The deadline for catalog changes is February with the Fall catalog going out the third week of March. The 120 credit hour change will be implemented at that time if Academic Affairs thinks it feasible. If not, it will be deferred an entire academic year to 2021-2022.
2. President Lynch attended campus meetings concerning the search for a new Dean of Students. The search committee felt strongly that anyone who applies for the position, even though it is strictly an internal search, need to go through the initial vetting process as any other candidate for any position. They felt that student input was necessary. There will be a open sessions offered on January 28, 2020 between 9 AM and 12 PM for question and answer sessions with the one and only candidate. B. Lynch will follow up with Beth Russell who is chairing the committee.

B. Lynch reported that the internal search for a new Chief Financial Officer is still in process.
3. Board President Rob Reeg will be attending the special Senate meeting on February 6, 2020. KK Pease and B. Lynch met with Rob Reeg, Chancellor Stroble and President Schuster prior to winter break.

KK Pease reported that President Reeg was very open. He is not an academic. She believes the Board still has different expectations of shared governance than the faculty. We need to come up with a coherent explanation of shared governance. She believes he wants shared governance to succeed. In order for the future meeting with him to be productive, the Senate should have an idea of what we want to talk about. I was given the opportunity to see the University By-Laws but I can't talk about them. Because of the confusion surrounding transparency and their decision to restructure, we need to be treated more professionally and provided transparency when it comes to Board decisions, their meeting minutes and By-Laws.

B. Lynch stated that in the State of Missouri, corporations are not required to publish their By-Laws so it is not surprising that Webster's are not published. We need to request a crafted document of the Board of Trustees By-Laws without all of the legalese details.

IV. Old Business

a. Open Committee Seats: B. Lynch says that any open seats at the time of the upcoming elections will be placed on the ballot.

b. Re-envisioning/Strategic Planning (Eckel article): K. Armbruster and B. Lynch met and began work on structuring the 2020 Faculty Spring Institute. K. Armbruster wants to address a few questions at the Institute such as what drew professors to the university and what keeps them here, as well as what they want to keep in terms of culture, environment and values (not structure or programs). B. Lynch sees the Spring Institute as working on strategic planning for Webster University. He would like the breakout groups to be cross-disciplinary with members from all schools/colleges to be in them.

K. Armbruster and KK Pease will work together on the content for the Spring Institute. KK Pease stated that the Board of Trustees received a briefing on the future of education from EAB Consulting Group to help them see what the future may be. President Reeg said for the Senate to bring someone in to discuss the same thing with faculty. She stated that we need to look at the probabilities of what the future of education will bring.

B. Lynch invites anyone who would like to work on the Spring Institute with KK Pease and K. Armbruster to contact them. He also asked K. Armbruster to invite help from outside of the Senate.

c. Fall Institute Locations: B. Lynch and C. Guehring will visit a possible location on January 29, 2020 for the Fall Institute. They will report at the next meeting. If anyone has any ideas for locations, please send them to C. Guehring and we can discuss them at the next meeting.

d. Compensation/extra hours: A senator would like to know if and how all deans, schools and colleges are compensating faculty for work beyond the regular course load. There should be equity concerning this policy across the board. In 2015, this was part of the Salary & Fringe Benefits Committee packet. It stated that ALL faculty would be paid for up to two extra students and up to six extra hours of work regardless of how many extra students a professor had. B. Lynch

confirmed that is the University policy. The senator believes that when more programs are downsized or are gotten rid of, this issue will become a greater problem.

B. Lynch invites all senators to go to their deans and constituents and ask how they are being compensated for extra work and to report back at the next Senate meeting. Do we need to get Salary and Fringe involved in this or go straight to the administration?

e. Emeriti letter response: B. Lynch will sign the letter and we will put in an envelope and get to Dan Hellinger to disperse to the Emeriti (**Attachment B**).

V. Other Business

a. Please review the proposal concerning merger of International Languages and Anthropology and Sociology Departments as well as the proposal concerning curriculum changes to the Legal Studies Department as well as changing the name of the department. We will discuss at the next meeting.

B. Lynch discussed the Webster University Handbook Policy concerning what University entity through which the proposals need to be approved. (WU Policy Handbook, pages 11 & 12, revised October 2019). He would like to clean up this section of the Handbook making the language cleaner for future senators.

b. B. Lynch stated that the Undergraduate Curriculum Committee and the Graduate Council will now meet monthly.

The Faculty Senate unanimously approved a motion by J. Palmer, seconded by L. Cuille, to adjourn the Senate meeting at 3:50 PM.

Resolution

Senate resolution concerning recommendation of the Undergraduate Curriculum Committee concerning credit hours, voted on December 5, 2019.

The Faculty Senate unanimously approved a motion by S. Jensen, seconded by L. Risik, that the Undergraduate Catalog be amended to state that the minimum number of credit hours to graduate with a Bachelor's degree be reduced from 128 to 120 hours. Senators Glasgow and Reilly voted affirmatively by proxy vote.

Attachment B

January 21, 2020

To Professor Emeriti; James Brasfield, Donna Campbell, Kathy Corley, Dian Davitt, Susan Heady, Daniel Hellinger, James Quirk, Michael Salevouris, Meg Sempreora, Anne Schappe, Britt-Marie Schiller, Arthur Silverblatt

Dear emeritus faculty colleagues,

The Faculty Senate is grateful for your letter of October 28, outlining your concerns with respect to the state of shared governance at Webster University. Your collective institutional knowledge, insights, and input are vital to our conversations and deliberations at this important moment in the life of our university.

Your letter validates and reinforces the concerns raised by faculty across the campus. Your letter articulates those concerns concisely, eloquently, and firmly.

We can assure you that all of these points and questions you have raised are being addressed fervently through general Senate meetings, Faculty Assembly meetings, and targeted Senate meetings with the Provost/President and the Board Chair.

We thank you for your past and ongoing contributions to Webster University and will certainly keep you up to date on our progress.

Sincerely,

The Faculty Senate