

Faculty Senate Meeting June 13, 2013

Gwyneth Williams, Faculty Senate President, Presiding

Members Present: John Aleshunas, Ginny Altrogge, Jef Awada, Larry Baden, Glen Bauer, Juraj Bohus, Don Conway-Long, Paula Hanssen, Victoria McMullen, Warren Rosenblum, Chris Sagovac, Joe Schuster, J.P. Palmer-Schuyler, Marty Smith, Roy Tamashiro

Gwyneth welcomed everyone and asked the Senators to introduce themselves and state what department that they represent and the type of Senate seat that they hold. She said the Senate has much work to do and this is a strong group of people. Since being elected, she has tried to meet with various departments throughout the University to get an idea of the issues that faculty would like to see the Senate address. There is a lot of commonality in the concerns expressed by faculty across the University.

Senate Meeting Schedule

Included in the Senator's packet was the 2013-2014 Faculty Senate Meeting Schedule. Senators should keep all of their Thursday afternoons open for possible meetings. The meetings already scheduled will be held on the first and third Thursday of each month, with a few exceptions.

Senate Budget Cuts

A copy of last year's Senate budget as well as the budget for 2013-2014 was shared with the Senate. It was explained that Entertainment line for 2013-14 has been cut by over 25%. Because this line includes the Fall and Spring Institutes, Gwyneth was worried about the Senate's ability to fund them. However, she has spoken to Provost Schuster regarding this problem, and Dr. Schuster stated that the institutes are important and should be continued. He said he guaranteed they would be funded. Senators also recommended the creation of a separate line item specifically for the Institutes, to make it clear it is not merely "entertainment."

Health Insurance

Gwyneth shared an article from the New York Times on health insurance and the Excise Tax for informational purposes. A brief discussion followed on health insurance at Webster University and the fact that there will most likely be an increase in premiums and deductibles in the upcoming years.

Faculty Senate Website

Former Senate President Ralph Olliges has been moving the Faculty Senate and Faculty Assembly minutes out of the newsletters and onto the Senate website. They are arranged by academic year so people can easily find them. Since the website is not on the intranet, it can be accessed from off campus.

Appointed Committees

Barrett Baebler will be on leave in the Fall and will need to be replaced on both the Curriculum Committee and the GCP Committee. When looking at replacements for committees for those on leave, it is a good idea to involve new faculty. Below are the new appointees for the following committees:

Curriculum Committee – Simone Cummings (Management Department)

GCP Committee – Jeff Haldeman (Management Department)

A motion was made and seconded to approve the above replacements for Barrett Baebler on both the Curriculum Committee and GCP Committee. All were in favor; motion carried.

Mary Ann Drake will be on leave in the Fall and a replacement is needed for her on the Insurance Committee. The Senate was asked for suggestions as to a replacement. It was stated that Eric Goedereis would be a great individual to serve on this committee, if he is available.

A motion was made and seconded to appoint Eric Goedereis (if he is available) as a replacement for Mary Ann Drake on the Insurance Committee. All were in favor; motion carried.

J.P. Palmer-Schuyler (Management Department) volunteered to serve on the Insurance Committee, if Eric Goedereis cannot.

New Initiatives

In meeting with various departments, Gwyneth has found that there is overwhelming concern over the lack of faculty involvement with the budget. Faculty would like more information and input into the budget process. Up to now there has been no real faculty involvement and Provost Schuster supports greater faculty collaboration in developing the budget.

Therefore, Gwyneth recommended that the Senate appoint two individuals to represent the faculty in the budget process. She recommended Gary Renz (Management Department) and Joe Stimpfl (Religious Studies), based on their experiences with budgets at other institutions and work in the University. They would be Senate representatives and regularly report back to the Senate.

A motion was made and seconded to approve both Gary Renz and Joe Stimpfl for Academic Year 2013-2014 as Senate Representatives to the budget process. Their charge will be to be involved with the budget process and make regular reports back to the Senate. With the exception of one abstention, all were in favor. Motion carried.

A discussion followed regarding the budget process. Concerns were expressed in a number of areas: a lack of transparency with how the budget process works, how spending decisions are made, how much of the surplus has been spent, whether the University is on solid financial ground, whether education is a high priority, and how enrollment projections are derived.

Merit Pay Procedures

When he was chair of SFB, Joe Stimpfl put together focus groups to discuss several models of how merit pay might be distributed. For example, it might be more equitable to award merit pay with lump sums rather than with percentage raises. The faculty needs to consider a number of different models, though no model will be perfect and satisfy all faculty concerns.

Perhaps the Senate will continue with focus groups to consider a variety of models and information and then have task forces move forward. At the July Senate meeting, Senators will be asked for those willing to take on some of the work for organizing the focus groups, etc.

Relationship with Foreign Campuses

There are three areas of concern with regard to the relationship the home campus has with our foreign campuses: 1) curriculum, 2) academic policies, and 3) personnel. (The most controversial issue lately seems to be with personnel decisions and hiring/firing of individuals. For example, some campuses have hired full-time people without status contracts and given them titles of Assistant Professor.) Our accreditation in St. Louis is based on the fact that we have control over such issues. The statement was made that Vienna was one of the first campuses to create full-time “research faculty” and sometimes faculty from the home campus have been involved in the search committees.

Many faculty feel that the issues with the foreign campuses are important and require the Senate to be involved. There should be an organized effort and process of how to work out the issues as one University. The Provost has stated that the foreign campuses should not be run as little colonies, but as more autonomous units.

At the July 8, 2013, Senate meeting, the Senate will be asked for help to form some type of committee to address the issues at the foreign campuses. It is uncertain if the Senate can do anything, but might be able to ascertain some kind of control.

The statement was made that in working on Keystone courses, international faculty have been contacted and international faculty do not want to be a separate colony, but rather a partnership in working with faculty at the home campus.

Centennial Celebration

Barbara O’Malley contacted Gwyneth regarding the Centennial Celebration taking place in the fall of 2014 and culminating in the fall of 2015. A Steering Committee with subcommittees made up of various constituencies will be working on the details. A faculty subcommittee will need to be formed to poll faculty to see what they would like to do to celebrate the Centennial. It is unclear what kind of celebration can be had with little budget. Barbara O’Malley said the University wants to give a nod to the past, but celebrate our future.

Gwyneth will ask for volunteers to come up with suggestions as well as a budget and submit the information. There is a fairly short timeline for coming up with ideas and budget.

Adjunct Representation

In the May 2, 2013, Senate minutes, a list of the adjunct faculty appointed to the Faculty Assembly for 2013-2014 (8 individuals) is shown. This number is not nearly 10 percent; 10 percent would be about 20 individuals. Gwyneth will contact department chairs as well as take suggestions from the Senate for those who would be good to serve in an adjunct capacity on the Faculty Assembly.

A motion was made and seconded to continue the practice of appointing adjuncts to the Faculty Assembly whose primary relationship to the University is that of teaching. All were in favor, motion carried.

Gwyneth also proposed that we increase adjunct representation by dedicating a Senate seat to an adjunct. This person would be selected by the other adjuncts who are members of the Faculty Assembly. The University Policy Handbook would need to be amended to do this. This will be discussed further in the future.

Faculty Assembly Resolutions

The following resolutions (with a brief history) have been passed by the Faculty Assembly, but not approved by Provost Schuster. At a meeting the day before, Provost Schuster stated that he is open to discussion regarding the resolutions.

- 1) Academic Administrators – Existing full-time academic faculty who receive full-time administrative appointments retain faculty status within their departments, subject to limitations. Administrators hired from outside Webster University and granted faculty status, must be housed in academic departments within schools/colleges and apply to the academic department relevant to his/her academic discipline prior to receiving faculty status.
- 2) Department Name Changes and Similar Modifications – An academic department or its dean may petition to change the name of a department or to make substantial internal modifications within certain guidelines.
- 3) Schools and Colleges – Decisions regarding the creation, reconstitution or elimination of schools or colleges, and similar academic structures will be a collaborative effort shared by the faculty and the administration.
- 4) Procedures for Obtaining Leaves and Sabbaticals – Faculty are expected to apply for leave within the cycle specified for either FDL or tenure. There may be instances in which a faculty member may apply to defer/postpone all or part of a sabbatical or FDL for one year or more, but no more than two years, in order to fulfill a university need.

There was discussion about the entire process of policy making at the university, and questions about the outcome of the task force on policy making. Those on the task force mentioned that

the whole issue of policy making goes beyond faculty and the Handbook. Many people throughout Webster are confused how the policymaking works.

5) Gender Equity Task Force – A resolution was passed by the Faculty Senate on Gender Equity and a list of names to form a committee were passed on to the administration. The final statement on the SFB document said that they would be looking into this.

Fall/Spring Institute Committees

Marty Smith requested volunteers for both the fall and spring institute committees. Marty asked the Senators to look at their schedules and volunteer for either the fall or spring committee. The topic for the Fall Institute is Faculty Showcase.

Minutes

The minutes from the May 2nd and May 9th, 2013, will be reviewed at the July Senate meeting. In order to save time, Gwyneth will ask two senators to look over the minutes and bring corrections to the next meeting. Glen Bauer and Victoria McMullen will look over the May 2nd and May 9th meeting minutes and bring changes to the July Senate meeting.

Diversity Conference

Betsy Schmutz contacted Gwyneth regarding the Diversity Summit at the end of March and the fact that very few faculty attended or participated. Betsy stated that the students commented that few faculty were in attendance. Betsy would like to attend a future Senate meeting to brainstorm as to why the conference was so poorly attended by faculty. The Senate was polled on their thoughts of non-attendance and just a few reasons stated were: lack of advance notice, conference held during regular class day, no faculty organization/input toward conference, no clear conception of what type of diversity is desired or why it is desired. It was suggested that Betsy could also contact the Chair of the Diversity Task Force for input.

With no further business, the meeting adjourned at 2:06 p.m.