

**Minutes from the Faculty Senate Meeting
Thursday, Oct 16, 2014**

Members Present:

John Aleshunas, Ginny Altrogge, Jef Awada, Glen Bauer, Don Conway-Long, Ted Green, Susan Heady, Tori Meyer, Anne Geraghty-Rathert, Terri Riley, Chris Sagovac, Jill Stulce, Debbie Psihountas, Keith Welsh, Phyllis Wilkinson

Gwyneth Williams, Presiding

I. Announcements:

A. There will be a temporary worker to replace Cynthia Pirkle while she is on medical leave. Gabrielle Halley, who currently works MWF for the Nurse Anesthesia Department, will work for the Senate on Tuesdays and Thursdays.

B. Senators JP Palmer-Schuyler (SBT) and Larry Baden (SOC) will return in Fall 2. The Senate thanked Debbie Psihountas and Susan Heady for temporarily replacing them.

C. Possible meeting on Tuesday Nov 4 for those who can attend, time TBA but probably between 1:30 and 3:30.

II. Minutes:

Minutes for the senate meetings of Oct 2 and Oct 9 were approved by unanimous consent.

III. Honors Board Proposal:

Additions to the proposed changes in the University policy for University Honors were presented and discussed. These changes included: (1) allowing for nominations of exceptional students whose major does not allow "a minimum of 90 graded credit hours accumulated in the entire college career, or a minimum of 45 graded credit hours at Webster University," and (2) excluding students who have been found guilty of academic dishonesty by the Academic Honesty Board. These changes were accepted unanimously. The Senate will seek the Honor Board's endorsement of the new proposal. The proposal will be on the agenda for November 11th Faculty Assembly.

IV. EM Proposal:

Gwyneth proposed that the November FA meeting include discussion of the EM Pay proposal.

Dates for possible town hall meetings will be solicited from the Faculty Assembly.

Individual senators are continuing to arrange meetings with individual departments.

Gwyneth will be sending the most current draft to the Faculty Assembly prior to our 11-11-14 FA meeting, and a Qualtrics survey will be developed shortly after.

Gwyneth and Keith met with Provost Schuster and discussed the EM proposal. The Provost said that the academic deans must be involved in the process. Gwyneth and Glen drafted new language allowing academic deans to review the decisions of the EM committees and shared it with the Senate. The Senate approved adding this language to the evolving draft.

Various senators presented the results from ongoing discussions with departments about the EM proposal. The following are some of the concerns expressed by faculty during these meetings:

- ~Relation to CRF – will people who did not receive merit pay be disadvantaged when they go before CRF?
- ~Having faculty committees would have an impact on the sense of collaboration within the department.
- ~Having Chairs and Deans handle the EM pay was preferred by some faculty, some do not want Dean involved.
- ~Concerns over the Mercer study and the idea that some of the mercer adjustment has not been concluded.
- ~Do you have to be extraordinary in all three areas?
- ~Concern as to whether faculty on EM committees can be objective and fair.
- ~EM should be tied to strategic objectives of the school.

V. Faculty Assembly Agenda for Nov. 11, 2014:

Jim Brasfield will report on the survey conducted by the Salary & Fringe committee.

The Honors Proposal will be presented and discussed (perhaps a vote will be taken).

The EM draft will be discussed (no vote taken).

VI. Representative for University Center Board:

The University Center Board needs a faculty representative. Gwyneth asked that Senators come to the next meeting with suggestions.

Meeting adjourned at 2:55pm.