Faculty Senate Meeting
October 17, 2013

Gwyneth Williams, Faculty Senate President, Presiding

Members Present: John Aleshunas, Ginny Altrogge, Jef Awada, Larry Baden, Glen Bauer, Carla Colletti, Don Conway-Long, Paula Hanssen, Victoria McMullen, Warren Rosenblum, Chris Sagovac, Joe Schuster, Marty Smith, Roy Tamashiro

Committee Replacements
Publications Board – By unanimous consent, Meg Sempreora will replace Julia Griffey for Spring 2014 while Griffey is on leave.

Gender Equity Task Force – By unanimous consent, Allan MacNeill will replace Debbie Stiles, who has resigned from the task force.

Faculty Senate – Replacements are needed for Spring 2014 for the following seats:
Don Conway-Long (At-Large), Ginny Altrogge (SOE), and Juraj Bohus (SOC)

ISC – Two replacements are needed for Lara Teeter and Alex van der Haven
Elsa Fan and Noriko Yuasa were recommended as replacements.

Questions for President Stroble/Provost Schuster
President Stroble and Provost Schuster will attend the October 31st Faculty Senate meeting and questions need to be written and sent to both ahead of time. Discussion followed regarding the questions to be sent. The following questions are what the Senate would like to ask.

1) As our academic allies, we would like to understand how you go about trying to represent our interests to the Board of Trustees. How might the Faculty Senate assist you in helping the Board understand the fundamental nature of the educational culture and mission of the Webster University faculty?

2) The University is pushing forward a number of major initiatives (such as the Global Citizen Program and the deans' most recent initiative to completely internationalize the curriculum). In order for faculty to have the resources to fully realize these initiatives, there is a definite need to know about the development of new faculty lines. Is there a timeline for adding new faculty? Is there a process when applying for a new faculty line(s)?

3) As a follow up to the question above, is there a commitment to provide resources for staffing these initiatives?

4) The deans' initiative on internationalism brings up a number of issues concerning the relationship between the international campuses and the home campus. More and more, the overseas campuses are running independently, which often compromises the ability of faculty at the home campus to build curriculum, send students abroad, and engage in faculty mobility. (For example, the loss of 8-week classes at these campuses makes it harder for students to afford a study abroad experience, and more difficult for faculty to rotate from campus to campus; curricular initiatives from the full time faculty here are impeded by the campuses abroad.) Do the international campuses have an obligation to help our international objectives succeed?
Do you feel that the academic directors and program heads in our overseas campuses should respond directly to queries and proposals from St. Louis faculty or should these interactions always be mediated by a university administrator (e.g. a dean)? What is your vision for the relationship between the home and international campuses?

5)Some faculty are concerned that we spent our budget surplus and then had to cut our spending. With that money gone, what concrete plans do we have to ensure the university's health as we continue to face challenging economic times?

6) Some worthy university initiatives (such as program review, work groups, deans' international initiative) have had fast-paced timelines that perhaps compromised the reliability of the results. Is there a way to better balance the need to move forward with the need to allow time to craft quality results?

7) Some students seem to believe that extracurricular activities take precedence over academics. Is there a common message being conveyed to students (involved in all campus activities) that academics take precedence?

8) Recently the *St. Louis Post-Dispatch* reported that Webster University is involved in the purchase and renovation of a very large building downtown (the Arcade Building). Is this project going forward? If so, can you please tell us something about the university's intentions for this space? How will it relate to the Old Post Office?

Agenda for November 12th Faculty Assembly Meeting
1) Report from Salary and Fringe Benefits Committee
2) Report on Budget from Dr. Greg Gunderson and Curt Vehlewald
3) Performance Pay Model

Regarding the Report on Budget, the senate would prefer to see something other than just a pie chart of operating expenses with percentages. We would like to see what items are within the various categories of expenses (advertising, professional services, travel and entertainment, etc.), and would like to see how these expenses are increasing/decreasing compared with last year.

Performance Pay Model
Items have been added to the draft based on all of the meetings that have taken place. Many edits have been made to add clarification. Each year's evaluation will be based on calendar year and not academic year; individual faculty members will determine weighting in categories; and language will be added to explain how new faculty and those on leave will be evaluated.
The next steps will be to finalize the Performance Pay Model draft. The document should be ready by the November 12th Faculty Assembly. It was suggested after the Faculty Assembly to send out the drafted documents and let faculty know that a survey will be generated and sent out by the middle of November. This will allow faculty to provide more input.

Miscellaneous
Insurance packets will be mailed soon and enrollment is November 1 – 15th.

Fall Institute Report – it seems to have gone well and Faculty Showcase will most likely be the topic for next year's fall institute. A survey will be sent out to faculty via BallotBox for their evaluation of the fall institute. A section will be included to add suggestions for topics for the upcoming spring institute.

The next Faculty Senate meeting is October 31st and then November 7th.

With no further business, the meeting adjourned at 3:20 p.m.