

**Faculty Senate Meeting
September 5, 2013**

Gwyneth Williams, Faculty Senate President, Presiding

Members Present: Ginny Altrogge, Jef Awada, Larry Baden, Glen Bauer, Carla Colletti, Don Conway-Long, Victoria McMullen, Warren Rosenblum, Chris Sagovac, Joe Schuster, J.P. Palmer-Schuyler, Marty Smith

Fall Institute Update – Marty Smith

At this time, nine proposals have been submitted with a tenth possible. Marty will send the institute committee an electronic copy of all submitted proposals to review.

Everyone should have received their room reservation form by now. The committee is working on food selections for dinner/breakfast.

Announcements

Gwyneth asked if everyone had received the email she sent stating that Dr. Stroble and Provost Schuster would not be attending the October 10th Senate meeting, but will attend the October 31st meeting instead.

Models for Merit Pay

Gwyneth spoke to Provost Schuster about where the Senate is with the merit pay process and reported that the Senate has started a process with three different models. Senators will arrange to have a school/college meeting to familiarize and educate faculty on three different models within the next 4 to 6 weeks and obtain feedback from faculty on the models. A survey will then be completed by faculty. Provost Schuster stated that this sounds like a fine starting point, but to keep in mind that Academic Affairs and the Deans will need to be included in this process. The Board of Trustees will ultimately have to approve any system. It is assumed that the Deans will be included in the school/college meetings that will take place soon.

Salary and Fringe Benefits Committee members (Michael Hulsizer, Doug O'Bannon and Cheryl Breig-Allen) were in attendance today so that everyone is aware of what is taking place.

The sub-committee on merit pay shared the three case studies from the focus groups that Joe Stimpfl put together during his time on SFB. The essential elements from each Case Study are detailed below.

Case #1 – Essential elements: Merit pay negotiated by SFB committee, Merit pool by salary percentage, Per capita allocation, Distributed to colleges and schools, Criteria established by department, Approved by the dean, Awarded at the department level, Cannot be equally distributed, Approved by the dean

Case #2 – Essential elements: Pool of merit pay is a lump sum, Negotiated by deans as group, Deans determine how merit is allocated to schools and colleges, Dean appoints a “merit committee”, Individual faculty apply for a merit award, Awards are determined by the individual deans, Must be based on recommendations of faculty committee, Awards made according to the judgment of the committee or policy of college/school, No award can exceed 5% of the salary of an individual

Case #3 – Essential elements: Merit pool is a minimum of 1%, Awarded university wide by faculty committee, Rubric set by faculty, Individual applies for specific category, Three categories (\$5000-\$2000-\$1000), Number of awards and categories is negotiable, Final approval by Academic Affairs

Senators did not think that these case studies would necessarily work for Webster, so there will be different models proposed by the sub-committee.

In reviewing models to present to the Senate, the subcommittee also looked at Jacksonville University which takes teaching effectiveness by weight at faculty choosing. NKU uses a rubric weight system based on teaching and learning, research and scholarship, and administration and service. Texas A&M’s professional portfolio evaluation system is weight centered on teaching, research, creative and other scholarly activities, university and community service, and evaluation by the department chair. The subcommittee has been looking at how to measure merit and what percentage will be awarded to the different feats of faculty at Webster University.

Discussion followed and it was suggested that when models go forward to the faculty in each school/college, it would be good to have three models showing who evaluates the criteria and three models showing how criteria are determined.

It was stated that for SFB, the end goal is to have some type of proposal to present to the administration by March/April of 2014. When talks begin, SFB needs to be able to say whether or not a merit system will in place.

It was stated that theoretically, the issue of merit may come up sooner because, according to the SFB Agreement, 2013-2014, theoretically, we were going to review whether or not additional merit raises take place in January.

With the inevitable merit based system mandate, it was asked if the faculty have ever said we are not doing this, giving an explanation of our position and asking the Board why this system is necessary. In education, there is broad understanding about the difficulty in assessing merit, especially in regards to teaching.

The statement was made that it is much more important for the faculty to decide what merit is rather than let someone else make that decision.

Resolution was moved and seconded to move forward with developing a merit based system. All were in favor. Resolution carried by unanimous consent.

The sub-committee will work on different models and bring examples back to the Senate in two weeks. The Senators were asked to start trying to schedule their school/college meetings.

Agenda for Tuesday's Faculty Assembly Meeting

Vicki McMullen volunteered to put signs on all Library doors indicating the change of venue for the meeting. She will also tell the Library desk staff.

Welcome and introduction of new faculty

Report on University Handbook additions

Link to access University Handbook

Faculty budget representatives

Merit Pay Update

Gender Equity – President Stroble has not yet given a charge for gender equity, but the Provost has said we can move ahead with populating the committee. Different names were suggested; Gwyneth will begin to contact these faculty members to see who can serve.

Enrollment Report – Robert Parrent will give a snapshot of enrollment.

Wellness Week reminder

Vienna Senate

Gwyneth sent the faculty in Vienna the feedback from the St. Louis Faculty Senate and received an email stating that they were not in favor of staggered terms for the Vienna Senate, but that they were conducting elections. The University Handbook states that each site should propose a faculty governance structure and submit it to the Faculty Senate for comment and approval. If Vienna wants to be recognized as a Webster University Faculty Senate, they require the approval of the home campus Faculty Senate.

Eden Property

There is faculty concern and confusion about why the Webster Groves City Council will not allow the University to occupy property that it already owns.

Committee Replacements

GCP Committee – By unanimous consent, Kristen Anderson will replace Dani MacCartney for AY 2013-2014.

Speaker's Committee – By unanimous consent, Van McElwee will replace Dianne Koehnecke for AY 2013-2014.

Approval of Minutes

By unanimous consent, the August 15th Faculty Senate minutes were approved.

Centennial Committee

There will be a call for participation announced at the Faculty Assembly on Tuesday. Gwyneth and Gina Jensen are the chairs of the faculty subcommittee. They will try to keep the committee fairly small. Brief discussion followed about ideas for faculty to consider for the Centennial celebration.

It was mentioned that the Library is in the process of publishing a coffee table book for the Centennial and it will be offered to alumni. Kathy Gaynor in the Library has been working on a huge archive of photos for the book.

With no further business, the meeting adjourned at 3:09 p.m.