

Faculty Senate Meeting
November 7, 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, J.P. Palmer-Schuyler, Terri Reilly, Warren Rosenblum, Joe Schuster, Marty Smith, Roy Tamashiro

Miscellaneous Announcements

Gwyneth reported that the CREDO consultants will be back on campus on November 18th and 19th. There will be forums that faculty/staff will be invited to attend. Gwyneth encouraged everyone to attend if his/her schedule will allow.

The faculty sub-committee of the Centennial Committee received five very good proposals that they are forwarding to Barbara O'Malley.

Gwyneth met with the Administrative Council on Tuesday and she shared some dates with the Senate for upcoming events: December 6th is the Holiday Party; December 13th is the Toast for Graduates beginning at 4:30 p.m. in the Community Music School with the reception held in the East Academic Building; Spring Convocation is January 9th at 1:30 p.m. in Loretto Hilton; Friday, November 13, 2015 is the Centennial Blowout.

At the Administrative Council meeting, Gwyneth reported on several items: 1) there is nothing on the Webster University website announcing registration, 2) GCP audits are not online, 3) faculty and staff contact information is not available through the Webster website when accessed off the Webster network.

The Senate was asked whether or not they would like to continue the production of a newsletter and the consensus was no.

The deans will be attending the November 14th Faculty Senate meeting. The question was asked if this is really unprecedented and the answer was yes, the deans as a group have never attended a Senate meeting (at least, in anyone's memory).

After much discussion, the Senate crafted the following questions to ask of the deans:

A. Globalization initiative

1. The term “globalization” gets used in many different ways at Webster. What is your sense of what it means to “globalize” our curriculum? More specifically: does your initiative principally aim to increase student and faculty travel between sites, or is your goal mainly to transform the content of our classes?
2. A number of our colleagues feel that their past efforts at building international programs at Webster have been slowed down or even derailed due to misunderstandings, indifference, or downright hostility from overseas staff. What do you think should be done to improve the lines of communication and, perhaps even more important, the lines of authority and accountability between programs based in St. Louis and Webster employees overseas? How do you respond to the concern that any new proposals for international cooperation are premature until the difficulties in international communication have been addressed?
3. What is the relationship between your globalization initiative and the upcoming launch of a new strategic planning process? Can you explain the reasons for the aggressive timeline of your initiative?
4. What evidence do we have for the claim that globalizing our curriculum will have a positive effect on enrollments? Are there any reasons to fear that, at least in some cases, internationalizing our requirements and the content of our programs could actually dissuade some students from matriculating at Webster?
5. Have you given thought to how international programming can and should be assessed? Do we currently assess study abroad, hybrid courses, etc. in a way that actually accounts for the actual impact of internationalization upon the student experience?

B. The Hiring Process

In his discussion with the Faculty Senate, Provost Schuster insisted that the process for setting priorities in faculty hiring was based at the college level and that enrollment and revenue considerations should *not* be the driving force behind the selection of new faculty lines. What do you see as the ideal process for reaching decisions about new faculty positions? How can we insure that the fulfillment of the university’s educational mission takes precedence as Webster continues to grow?

Committee Appointments

ISC – Noriko Yuasa (Fine Arts) and Elsa Fan (CAS)

IRB replacement needed for Tom Cornell who will be on leave in the spring – suggested replacements – Joe Sencibaugh or Nicole Lee

February Faculty Assembly

The February 11th Faculty Assembly has been moved up one week to February 4th, 2014.

Faculty Assembly Agenda – November 12th

- 1) Julia Griffey would like to make an announcement about the Publications Board
- 2) Dr. Greg Gunderson will give a report on the budget
- 3) Dr. Nancy Hellerud/Dr. Rob Parrent will give an Enrollment Report
- 4) Question/Answer session on budget/enrollment information
- 5) Report from Salary and Fringe Benefits Committee (Mike Hulsizer)
- 6) Draft of Performance Pay Model

Performance Pay Model

There was a discussion about revisiting the weighting formula for the Performance Pay Model due to concern over “choosing wrong” and ending up with an unsatisfactory evaluation. The consensus was to move ahead with the evaluation format we have. In this formulation, faculty need to be satisfactory in teaching as well as one other area. This will give people the chance to select their own weights. If special circumstances dictate, there would be the possibility of revising the weighting during the year (for example, if one takes on a large administrative task for one’s department).

In researching Performance Pay Models, it was found that allowing people to choose the weighting was very popular. It was the most popular model that we found. However, all three factors must be included, because the University Policy Handbook states that faculty must do all three (classroom teaching and advising/professional development/service).

After the Faculty Assembly, a draft of the Performance Pay Model will be sent to faculty, along with a survey for faculty to provide input.

At the November 12th Faculty Assembly, the announcement will be made that the Senate voted unanimously to proceed with the Performance Pay Model. This system is basic accountability for what we already do.

GCP Online Audit Issue

Gwyneth brought up the problem of the GCP not being available in online degree audits at the Administrative Council meeting and Nancy Hellerud reported that they are aware of the issue and are working on it. The problem appears to be a software problem and not an IT problem.

The suggestion was made to send a letter to Provost Schuster, Nancy Hellerud, and Don Morris stating that the GCP issue is a big concern and a problem across the University and should be a priority.

Some departments have been conducting manual audits for quite some time. Faculty can print out the form and handwrite the degree audit information in.

With no further business, the meeting adjourned at 3:21 p.m.