

**Faculty Senate Meeting  
November 21, 2013**

Gwyneth Williams, Faculty Senate President, Presiding

**Members Present:** John Aleshunas, Ginny Altrogge, Larry Baden, Carla Colletti, Don Conway-Long, Paula Hanssen, Victoria McMullen, Terri Reilly, Warren Rosenblum, Chris Sagovac, Marty Smith, Roy Tamashiro

A sympathy card for President Stroble's mother's passing circulated for Senators to sign. Flowers were sent to President Stroble on behalf of the Faculty Senate.

**Approval of Minutes**

The October 10<sup>th</sup> Faculty Senate minutes were approved by unanimous consent as amended, with one abstention.

The October 17<sup>th</sup> Faculty Senate minutes were approved by unanimous consent as amended.

**Miscellaneous**

Gwyneth attended a budget meeting yesterday and discussion focused on problems with graduate enrollment. She gave a brief report on the budget meeting:

--General Mike Callen gave a report on the military campuses. He is proposing that Webster restructure our military tuition to make Webster more competitive.

--Benjamin Akande gave a report about the decline in enrollment in MBA enrollments. The Walker School is rethinking the MBA itself and the possibility of offering more tracks on specific skills sets that potential students want.

--There has been a steep decline in enrollment in South Carolina and Florida in the Counseling program because the program is not accredited.

--At this budget meeting, Gwyneth asked about targeted marketing for different programs. Barbara O'Malley responded that there is a limited marketing budget. John Costello stated that some people want things that cannot be marketed via billboard.

Other report:

The Council of Chairs discussed the Performance Pay Model on November 21st. Many department chairs do not want to be the primary assessor for various reasons and feel it will be divisive. They would like the Senate to reconsider this part of the proposal.

### **Discussion regarding Deans' Visit to Senate and the global initiative:**

It is clear that many faculty are unhappy about this initiative. If faculty do not buy in to this program, it will not succeed. It was suggested that the deans should be thanked for attending the Senate meeting, but we should also restate that we believe there are issues with this program. If this initiative is intended to solve the enrollment problem, then more specific information is needed. Additionally, the proposed timeline is unrealistic.

The Council of Chairs expressed the following concerns:

- There are few resources to fund current global programs
- Deans are insensitive to global curriculum currently taking place
- GCP is just beginning and people are making revisions to syllabi to address this
- Faculty are being told by deans how to shape their curriculum.

What the deans told the Senate does not match the evidence that we were given. They mentioned the ACE International Study. Suggestions that increase study abroad is the main outcome of that study. In looking at the reports of the subcommittees (pages 44 – 57) not every major/course should incorporate internationalization into their curriculum.

### **Performance Pay Model**

Gwyneth shared a copy of the performance pay model with Provost Schuster. He would like the message conveyed that he has not been forcing any particular model on the faculty. It has been constructed solely by the faculty. He reiterated that the deans will have to approve the model.

The next step is to meet with each dean. Gwyneth will set up individual meetings with each dean and the senators from that school/college. We will seek input/feedback from each dean.

Terri Reilly and J.P. Palmer-Schuyler were thanked for setting up the survey that was sent to the faculty about the compensation model. The survey will close next Wednesday. We will look at that feedback and the feedback from the deans and make revisions. Betsy Schmutz will also be sent a copy as she must submit something to the Board of Trustees. Gwyneth will also meet with her to get feedback. Betsy stated that the Senate has clearly put a lot of thought and detail into the model.

It is thought that the model should go to the faculty for a final vote, but must pass the administration and Board of Trustees first.

The next Senate meeting will be December 5 and we will need to talk about the Spring Institute. Mike Hulsizer has also sent proposed University Handbook language that was written a couple

of years ago on lectureships and what constitutes full-time and adjunct. This is something that we need to look at.

January 23, 2014 will be our first Senate meeting next year.

With no further business, the meeting adjourned at 2:57 p.m.