

**Faculty Senate Meeting  
December 5, 2013**

Gwyneth Williams, Faculty Senate President, Presiding

**Members Present:** Ginny Altrogge, Jef Awada, Larry Baden, Carla Colletti, Don Conway-Long, Paula Hanssen, Victoria McMullen, J.P. Palmer-Schuyler, Terri Reilly, Warren Rosenblum, Chris Sagovac, Marty Smith, Roy Tamashiro

**Announcements**

BASS is formulating a proposal for dividing into two departments. The Senate will discuss this at a later meeting.

Gary Renz and Joe Stimpfl are attending today's Senate meeting at 2:30 p.m. to discuss the budget meeting they recently attended.

GCPC Replacement – Mary Preuss is willing to fill the vacant Arts and Sciences seat. By mutual consent, the Senate agreed to have Mary fill this vacancy.

**Approval of Minutes**

The September 19<sup>th</sup> Faculty Senate minutes were approved by unanimous consent.

The November 7<sup>th</sup> Faculty Senate minutes were approved by unanimous consent.

**Administrative Council Report**

Gwyneth reminded everyone that the Holiday Party is this Friday, December 6<sup>th</sup>.

The December Toast to Graduates is next Friday, December 13<sup>th</sup>.

January 9<sup>th</sup> is Spring Convocation with the location TBD.

A discussion on strategic planning took place. Gwyneth mentioned the emails from CREDO that were not shared with the rest of the Senate. President Stroble asked Gwyneth to meet with Nancy Hellerud to resolve this issue and schedule another meeting with the faculty and CREDO. Provost Schuster also stated that faculty input is needed.

Gwyneth presented Faculty Senate with an update from the recent Administrative Council meeting. The follow topics were discussed in this meeting:

Faculty Performance Pay: Gwyneth explained to the Council how this is a problem for faculty. They feel it is punitive and making things more hierarchical. The President was sympathetic and thanked the Senate for their leadership.

Update on the international and extended campuses: There are eleven (11) new directors at the various campuses. Discussion followed regarding the problems with these campuses and academic quality due to those problems. Gwyneth recommended that reports regarding problems at the international campuses be channeled to the administration in a more systematic manner that goes beyond anecdotal statements.

Current Budget Planning: Finally, Gwyneth presented a report on current budget planning. Revenue is short and numbers are down even more than what was anticipated. The administration asked her to share the census information with the Senate. The administration made the statement that we cannot fix the situation on the backs of our employees who are working so hard. We have to find a way to rework the budget.

### **Report on Deans' Global Initiative**

Gwyneth gave a report on the meetings with the Deans' on their Global Initiative. She also provided a copy of a series of emails between her and David Wilson. Gwyneth had offered to discuss the Global Initiative with the deans via email, given the difficulties of finding a common meeting time. The deans instead deputized David Wilson to meet with her. She shared the Senate's impressions about the initiative with Dean Wilson.

Gwyneth presented her conversation with Dean Wilson. She stated that it is unclear how this initiative adds value to some programs and whether there is student interest in these programs. There seems to be insufficient data to support the assertion that this initiative will help in the graduate programs. Dean Wilson said it is the hope of the deans that in a few years, we will be able to say that every single student that graduates from Webster will have a global component to their degree. Most undergraduate transfer students are impacted by this and will be required to have this by 2014. The Senate discussed the implications of this presentation.

### **Survey Results on Compensation Plan**

Gwyneth gave the following brief summary of the compensation survey results:

- 1) There is a good understanding of what most faculty want.
- 2) Some faculty do not want the chair to be the evaluator, but a large majority do.
- 3) People agreed with choosing percentages.
- 4) Most people agreed with customizing the criteria.

5) The University attorney will need to look at the final document.

The Senate recommended that the University Handbook show the distinction between the tenure process and the raise process – for example, a faculty member could receive a raise, but not tenure. It needs to be made clear that there are two entirely different processes.

The senators from various schools/colleges will be meeting individually with the deans in the next couple of weeks to get feedback on the compensation plan. Before any changes are made to the document, the Senate will see what the outcomes are from these meetings.

Survey results will be made available to the Faculty Assembly and comments will be summarized before posting. Faculty will be asked for feedback before we go any further.

There will be allowance for departmental deviation. The parameters and limitations regarding these deviations will have to be determined. Departments will need to collaboratively develop criteria.

### **Report on Budget – Gary Renz and Joe Stimpfl**

Gary Renz and Joe Stimpfl gave a summary of the budget meetings they have attended.

They attend these meetings so that the Senate is aware of the budget process as it progresses.

The administration is moving toward a triennial budget process and we are currently in a trial year. The triennial budget process involves more long range planning and control. It is constructed over a three-year planning window, but reviewed annually (an audit) with attention to income and goals met. An alternative is needed to the way we are currently budgeting. There is a strong commitment to this task. Greg Gunderson is committed to a triennial budget.

The administration is studying several elements of the budgeting process:

- ‘Leverage program’ that can potentially raise enrollments and offer growth in income.
- Problems in our income because of reduced graduate enrollments.
- The positive and negative impacts of discounting
- Developing more corporate partnerships that promise the possibility of an onsite cohort
- Decentralize marketing by allocating marketing to individual Schools, Colleges, and programs.

The next Senate meeting will be January 23<sup>rd</sup>. Gwyneth will compile the notes from the meetings with the deans.

With no further business, the meeting adjourned at 3:28 p.m.