

Faculty Senate Minutes
Thursday, February 27, 2020, Alumni House 2:30 PM

I. Attendance

B. Lynch, P. Davis, G. Glasgow, S. Jensen, J. Lassetter, D. MacCartney, KK Pease, L. Risik, D. Smith.

II. Approval of Minutes – All

a. Upon motion by KK Pease, seconded by J. Lassetter, the Senate approved the minutes of the February 13, 2020 Faculty Senate meeting with one abstention.

III. President's Report –B. Lynch

- a. B. Lynch expresses his sadness at the recent loss of David Clewell. It has been a challenging year with the losses at Webster. David Clewell and Peter Sargent were extraordinary professors and B. Lynch wants everyone to try to be that professor to take their place. We owe a great debt to people like them and we should pay it forward by exemplifying their care and kindness.
- b. B. Lynch stated he had a recent meeting with President Schuster. B. Lynch explained to President Schuster that concerning the Senate's approval of the 120 credit hour proposal, that the Senate felt it was simply their job to approve or reject this issue and that implementation of the proposal is in the hands of Academic Affairs. President Schuster seems predisposed to want to approve the measure. They are holding off on implementing the proposal because of accommodation and logistics at this point. He has charged Nancy Hellerud with figuring out when it can be implemented.

B. Lynch is hopeful that Board President Rob Reeg will have a meeting with the Faculty Senate in March and that he, Chancellor Stroble, and President Schuster may all attend a Senate meeting in April. President Schuster would prefer that President Reeg not attend a Senate meeting without them. B. Lynch will follow up on these meetings again.

Concerning the Senate's access to budgetary information, President Schuster stated that he is happy to provide members of his team to present the information as long as he is present himself. The Senate is requesting information concerning recruitment/retention numbers, current fiscal numbers and when a budget for the next fiscal year will be provided. KK Pease stated that Salary and Fringe has a meeting tomorrow with President Schuster and he may attend the next Faculty Assembly meeting on April 14 with his team so it may not be necessary for them to attend a Senate meeting. They will attend a Salary and Fringe meeting to present the information first. If necessary, Salary and Fringe could present the information to the Assembly, but they would rather have President Schuster's team do that instead. This has not been set in stone as of yet. B. Lynch stated he would wait on working out a meeting date for the Senate until he hears from KK Pease as to what the team

intends to do. B. Lynch stated that he would also ask President Schuster to provide the fall 2020 enrollment numbers at a suitable time after the semester begins.

- c. Concerning the search for a new CFO, the committee has conducted all interviews and have made recommendations to John Pyle. There may be more interviews with Finance office staff input. The committee will meet again to decide on one of the three internal candidates.
- d. Concerning the search for a new Dean of Students, the committee is still working on this. If they cannot decide on a candidate, there must be commitment to open a search outside of Webster if there is no viable internal candidate.
- e. B. Lynch told President Schuster that the Senate will be working on a comprehensive reconstruction of the Webster University Policy Handbook this spring and fall to make sure that the Handbook is current with Human Resources policies as well. President Schuster stated that he may want to involve attorneys, but he is committed to overhauling the Handbook.

B. Lynch said that next week he will have a meeting with Jeanelle Wiley to look at the titles of administration and their job descriptions as they must be redone due to the restructuring of the administration last fall. They will also be looking at the Table of Contents. He will update the Senate at the next meeting concerning his meeting with Ms. Wiley.

- f. B. Lynch had a meeting with Cheryl Fritz, Interim Chief Human Resources Officer this morning. He stated that he was mainly trying to help her understand the faculty's role and influence in shared governance and how they are central to making sure policies are correct and enforced. He stated that there are policies on the books that were never put into practice and that there is a difference between a policy and a practice.

B. Lynch stated that Cheryl Fritz is willing to come to a Senate meeting to provide an overview of Webster's policies, but that President Schuster will probably want to attend. B. Lynch said he would like her to discuss policies on retirement and Medicare choices and other human resource policies.

- g. The Senate agreed that B. Lynch would meet with Nancy Hellerud to discuss the compensation for extra work issue. The Senate would like to know **IS THERE A POLICY? IF SO, IS IT BEING ENFORCED?** It seems that there is great inconsistency regarding payment for extra hours worked and it is inequitable among the schools/colleges.

IV. Spring Institute Update – KK Pease

KK Pease stated that everything is ready to go on Friday, March 20, 2020. We will circulate a document stating the differences between what happened in the College of Arts and Sciences and what the Senate is trying to accomplish.

B. Lynch stated that it would be nice to have an event on campus that everyone could attend after the Institute if they so wished to remind ourselves that Webster University does great things. T. Reilly suggested Tom Lang's exhibition in the Hunt Gallery. This was added to the invitation.

V. Handbook Reform – B. Lynch

B. Lynch stated that we need to include more University information so that attorneys could not call it a 'faculty' handbook. He believes that the section of the University Policy Handbook concerning Departments and their modification needs to be redrafted to be more coherent and cohesive.

B. Lynch will look at the existing language, redraft it and bring it back to the Senate for discussion.

B. Lynch believes that it is time to take a hard look at the Senate committees as far as necessity and structure. He asked the Senate to look at the Committee language in the Webster University Policy Handbook and engage colleagues in conversation concerning the committees.

The Senate unanimously approved a motion by J. Lassetter, seconded by D. MacCartney, to adjourn at 3:50 PM.