

Faculty Assembly

February 14, 2012

Library Conference Room

Ralph Olliges, Faculty Senate President, called the meeting to order.

Announcements

- 1) The Faculty Development Center will hold the 2012 Webster University Teaching Festival, February 20 – 23, 2012. All were encouraged to attend and support their colleagues.
- 2) Faculty social this Friday, February 17, 2012 from 3:30 – 5:30 p.m. in the Alumni House, 2nd Floor.
- 3) An additional Faculty Assembly meeting will be held on Tuesday, March 20, 2012 from 3-4 p.m. This is a conversation between the faculty and President Stroble and Provost Schuster. There is no formal agenda.
- 4) Sasaki and Associates, the University's master planning firm, will make a presentation to the internal Webster community on February 22nd at 10 a.m. in the Moore Auditorium. Sasaki will present two concept designs for the Webster Groves campus and time will be allotted for comments and questions. In addition, a session for the University faculty only will be held on February 21st from 4 - 5:30 p.m. in the Library Conference Room.

Electronic Elections

Ralph stated that Amanda Rosen had inquired last year about the possibility of electronic elections rather than using paper ballots. Over the summer and fall, Ralph has worked with Ryan Sullivan and Shifen Qiang in IT to put together an electronic ballot for the senate and committee elections only. He shared a PowerPoint that explained how the process will work. Only valid ballots may be submitted. An audit trail is possible. Should anyone contest an election, the ballots could be printed and counted manually. The electronic process will be exactly the same as the paper ballot process in that calls for submission will be sent out via e-mail, then a tentative list will be sent, and lastly, the electronic ballot will be sent for voting.

It was suggested that there should be additional communication so people will know to send submissions, vote, etc. A suggestion was also made to add a username and password to the electronic voting in addition to the user's date of birth and CARS ID.

A motion was made to adopt the electronic voting system, with the provision that all identifying information and their vote should be encrypted during transmission. All in favor, one opposed; motion passed.

GCP Overview

Stephanie Schroeder gave an overview of GCP – It has been 2.5 years of work to get GCP implemented and ready to begin in Fall of 2012. Since last May, the committee has been working to fill the middle 8 courses for breadth and skill areas. As of last Friday, 85 proposals have been submitted with 72 being reviewed and 50 approved for existing courses that did not have to go to Curriculum Committee for approval. There are 22 proposals that are contingent upon changes being made and the committee is working with the various departments to see that those changes are made. The courses that were sent to the Curriculum Committee for approval are now coming through the GCP Committee.

Stephanie stated that the committee would like to see more course proposals for the Physical & Natural World area as not many have been submitted. The next step for the committee will be to work with admissions/advising for Fall 2012 for international campuses, online courses, and transfer

credit for incoming freshman. Also, the committee will be soliciting nominations for the Director of the Global Keystone Seminar position and submit recommendations to Provost Schuster for approval.

The GCP website is: <http://www.webster.edu/globalcitizenship/>. They are working on making it current with minutes as well as approved courses. Any questions should be submitted to Stephanie Schroeder.

A question was asked why there were not more Physical & Natural World courses. Stephanie explained that most of the courses in that area contain both a lecture and lab component and neither could stand on their own and would need some modifications to meet the course needs.

The PowerPoint that was shown today will be sent out via e-mail later today. The Excel file listing all submitted courses will be e-mailed to department chairs as well.

Webster Website Update

Patrick Powers, Interactive Media Manager for Digital Marketing & Communications, was present to give an update on the Webster University website. The website is used to serve our students and the current website is not working very well as it is difficult to update and hard to maintain so it was decided to relaunch the Webster website. A company by the name of OmniUpdate, will provide the content management system (CMS) OUCampus. The software is used to update the website and is dictated by levels and systems of access, depending on your needs, to make changes quickly. A design and implementation firm, mStoner, will be responsible for the design portion (colors, etc.). mStoner has spoken to several constituencies and will also be surveying online and military students for their ideas as well. The process is not yet complete and mStoner would like obtain input from faculty. There will be a meeting with mStoner on February 22nd from 10:30 – 11:30 a.m. in Sunnen Lounge to hear what we want to accomplish with the website and the first impression we want to provide about Webster University. The meeting will also be streamed live at www.webster.edu/live, if you cannot attend. This meeting will help dictate how we move forward. mStoner will return to give the final report of all the information they have gathered and that report will also include a timeline of how the process will work. If you cannot attend the February 22nd meeting, please call or e-mail Patrick Powers with your thoughts.

It was reported that there are currently social media guidelines in place for those that may tweet or use Facebook on behalf of the University to communicate the best way to do that.

The question was asked why an outside company was hired to design the website when we have faculty experts on campus that were never contacted. Barbara O'Malley said that the administration generally has a lot of big projects that need to move very quickly to completion and that is the reason outside companies are hired.

Another question asked was whether or not there will be any focus on mobile website or mobile apps to go along with the website and the answer given was yes, that is a very big part of the process.

Media Interaction Policy

Barbara O'Malley, Associate Vice President and Chief Communications Officer, explained that some concerns were raised and she and Provost Schuster met with the Faculty Senate on February 7th. She stated that she has been putting some changes into place, within the four administrative offices that she is responsible for, to streamline things in order for those offices to become more efficient and consistent in how they communicate with the media. The media policy is for her offices only and for those that speak on behalf of the University. The Public Relations Office is available to handle media requests for those that do not wish to speak to the media and to make sure that information given to the media is accurate.

It was stated that there has been confusion and some of the student journalists have been turned away when asked for a statement. Barbara stated that the student journalists will be treated as professional journalists and, if they would like an official statement on an issue, they can contact Public Relations.

Mercer

Ralph spoke on the Mercer handout – there is no Mercer 3; only Mercer 1 and 2. Mercer 1 should have brought those individuals below the minimum salary to the minimum for their proper salary and rank. This was completed as of August 1, 2012. Mercer 2 will be implemented over a three-year period starting February 29, 2012. It is meant to bring faculty to the midpoint of their proper salary and rank based upon years of service.

A Senator had a conversation with Betsy Schmutz and explained to the assembly her understanding of Mercer based on that conversation. It is felt that there has been confusion about the whole Mercer process.

Joe Stimpfl stated that market analysis is ongoing at the University and that peer groups are used individually to determine how midpoint would change through the years. Part of the whole process is bringing Provost Schuster up to speed on past practices and determining if we continue this process.

Faculty Overloads

Joe Stimpfl, Chair of Salary and Fringe Benefits Committee, corrected a misperception that Provost Schuster had on faculty overloads. The overload policy is not in the University Handbook. In the Fall of 2008, there were several initiatives that the Faculty Senate brought forward and one of those initiatives was overloads. Jim Staley contacted the Faculty Senate and said that there were abuses in overloads, he was trying to do something about the problem, and asked for the support of the Faculty Senate and faculty. There was a great deal of support and the Faculty Senate approved it and the Faculty Assembly voted on the issue, but it did not go into the University Handbook. As far as the University and administration are concerned, the total maximum credits taught for the academic year is 30 credits.

Miscellaneous

Joe Stimpfl, according to Julian Schuster, reported that concerning job performance, a satisfactory rating is sufficient to be meritorious and does not include adding more work onto your contractual obligations. Do not confuse satisfactory for average.

The question was asked what is satisfactory? Reply given was that satisfactory is defined by the different constituencies.

The Faculty Assembly adjourned at 4:25 p.m.