

## MINUTES/FACULTY SENATE MEETING

July 16, 2012

The Senate met on Monday, July 16, 2012 at the Alumni House

Ralph Olliges, Faculty Senate President, Presiding

**Members Present:** John Aleshunas, Glen Bauer, Mary Bevel, Carla Colletti, Scott Jensen, Don Conway-Long, Victoria McMullen, J.P. Palmer-Schuyler, Stephanie Schroeder, Marty Smith, Roy Tamashiro, Gwyneth Williams

### Approval of Minutes

A motion was made and seconded to approve the June 28th Faculty Senate meeting minutes. All were in favor; motion carried.

### Announcements

The next Faculty Senate meeting is scheduled for August 30th.

In moving forward with electronic elections, next Monday, July 23rd, IT will come and demo a couple of software packages. The tentative meeting time with IT is 11 a.m. Senate members are invited to attend.

Ralph reported on the July 10<sup>th</sup> Administrative Council meeting. The topic was enrollment. In terms of first-time freshman, the administration had budgeted for 450 first-time freshmen. As of July 10th they had enrolled 337. This time last year, 391 first-time freshmen had been enrolled. A Senator announced that the number of first-time freshman could be as high as 380 based on the on-going enrollment of freshmen by academic advising. It was reported that the retention rate for last year's first-time freshman was 95%, which is an increase from previous years. The number of incoming transfer students currently is about the same. The number of flat fee undergraduate students is currently at 1895. This reflects a retention rate of about 87% from the previous year (2178). The four year average retention rate for returning flat fee undergraduate students is 88%.

Paul Carney, Vice President for Enrollment Management and Student Affairs, announced that all schools across the country are seeing a downturn in enrollments. He also announced that class quality, class size, and discount rate are competing entities that are desired when recruiting students. It was also announced at the Administrative Council that the objective was not to lay people off. The administration would like to manage travel, office supplies, a slowing down of replacement positions, and equipment purchases to make budget.

It was announced that Paul Carney will be attending the Council of Chairs meeting in September to answer questions of enrollment and financial aid issues. Ralph also announced that he invited Greg Gunderson, Vice President and Chief Financial Officer, to attend a Senate meeting. No date has been set yet.

It was also announced that Nancy Hellerud, Associate Provost, is now part of the Administrative council as of June 1, 2012.

Glen Bauer announced that 95 percent of the programs have been submitted to the program review committee. This was announced by Nancy Hellerud.

The Fall Institute Committee will meet on August 17<sup>th</sup> at 10 a.m. in the Senate meeting room.

### Appointed Committees

No appointments

### **Endowed Chairs**

Glen circulated proposed draft handbook language regarding Endowed Faculty Positions. Glen indicated the language was based on research conducted from handbooks from other universities. Currently, there is no language in the Webster University handbook regarding Endowed Chairs.

A discussion ensued regarding the terms a donor may place on the endowed position and how these terms may not alter the rules, regulations, policies, or procedures for faculty.

A friendly amendment was accepted to modify the draft.

A motion was made by Glen for the Senate to accept/approve the proposed handbook language. The motion was approved by a unanimous vote of the Senate.

Ralph asked how the Senate would like to proceed with this handbook change. Ralph agreed to forward the language to Julian via email.

### **Integrative Studies Committee**

Scott Jensen provided an update for the Integrative Studies Committee. Keith Welsh and Scott met with Provost Schuster regarding the ISC. Provost Schuster wanted to wait until the Keystone Seminar director is chosen. Julian is in support of the Committee. The proposal is being hashed out with input from the GCP Chair and Director.

### **Other Business**

A question was asked about the status of the complicated language concerning delayed leaves. The Assembly did not vote on the leave issue. Dan Hellinger was working on the language and then he and Ralph were to meet and go over the language. Ralph will follow up with Dan Hellinger.

Mike Hulsizer and Art Silverblatt were working on the adjunct faculty report. They were talking with Julian, but have not yet come back to the Senate to give a report.

### **WSA Board**

Jennifer Holtmann joined the Senate to discuss the possibility of the WSA and Faculty Senate working together on particular issues. Discussion followed on the recent WSA forum and Bethany was commended for handling the situation with calm professionalism. The question was asked if the administration would address all of the questions that were presented for the WSA forum, since they have now had the questions for more than two weeks? The answer was given that the administration will address one question a month in written form on the website. The Provost has been meeting with all departments and asking/answering questions regarding budget.

It is felt that neither a representative from WSA or Faculty Senate would attend every meeting, but would attend meetings on issues that affect both groups. If there is collaboration between the two groups, it will be helpful to know who is working on what part of a certain issue.

Ralph mentioned that the Faculty Senate meeting minutes are posted on the website and everyone has access to them.

Jennifer was thanked for attending the meeting and it was stated that a date in the Fall will be decided when both Jennifer and Tammy can attend another Senate meeting.

### **Faculty at Other Sites**

Keith Welsh joined the Senate to report on his findings from concerns raised by faculty at the Vienna campus. He spoke to Grant Chapman as well as individuals at Vienna and received a wide range of perspectives. Faculty want more input and feel that their concerns are not being addressed. At the same time, most of the faculty are adjunct and feel that there would be reprisals such as contracts not being renewed, if they speak up.

Dr. Maria- Regina Kecht, new Academic Director at Vienna was awarded a title of nobility for her intellectual achievement. Webster is now accredited in Austria as well as in the United States and Vienna holds to higher accreditation standards.

The faculty titles in Vienna are Senior Research Faculty and Junior Research Faculty. Senior Research Faculty is in line with what is considered tenure on the Webster St. Louis campus. Faculty are expected to produce so much quantifiable work each year. A Junior Research faculty member in the Art Department who did not produce enough quantifiable work was placed on probation. When the faculty member did produce work, he/she was told that the work was making up for the deficit. Also, there has been an instance where administration took part in a peer review. That should not be taking place.

An Austrian Works Council has been formed which grants full-time faculty more protection, but does not extend to adjunct faculty. The long term adjunct faculty are probably most concerned about protection. Information was sent to Peter Sunley in Austria about the Faculty Senate in St. Louis. They have met and agreed to form some type of faculty senate. As there is concern of reprisal, they would like to conduct the election by secret ballot.

It was mentioned that Regina is the reason that the Austrian accreditation went through. The rules are very different for Austria and Regina has very high standards. She has been pursuing having the full-time faculty have some type of governance. The adjuncts feel at risk because they are not assured of their positions.

In Austria, there is a relatively small population of full-time faculty. They are not status in Webster, they are status in Austria. There are roughly 10 full-time faculty members and most are associated with business and psychology programs. The Arts program seems to feel the most vulnerable.

It was stated that other negative things have been circulated with regard to Austria that have nothing to do with the Art Department. The issues have dealt with international relations and whether faculty are able to rebut things written in evaluations.

The other big issue with Austria has been changing the terms of courses within the catalog which is not a personnel issue, but impacts the faculty in St. Louis as we are supposed to be in charge of those programs. Academic directors cannot change the curriculum at will.

There had traditionally been a faculty development group in Austria. Faculty used to have more involvement than what there is currently. Clearly structural things are occurring. It is more independent than most site campuses because of its need to live up to Austrian standards.

The statement was made that the grievance process should be shared with the faculty in Austria. Webster University's Grievance Policy covers faculty, staff, etc. This was addressed when the draft of the University Handbook language was done three years ago. It covers everyone who has an association with Webster. Question was raised if that is U.S. law? That is the University's policy and the entity that is Webster University; that is their policy. As long as local civil law does not say it is illegal, it covers our people. This policy is on the Webster University website.

There was a discussion about faculty titles in regard to adjunct faculty. Adjunct faculty automatically receive titles by years of service, but it is not on letters of appointment.

The status of SIM will be discussed with David Wilson next week.

With no further business, the meeting adjourned at 11:51 a.m.