



Faculty Senate Courier

March 4, 2010

Volume 1, No. 1

Message from Faculty President

I ran for the Faculty Senate Presidency with the intention of being transparent. One faculty member suggested that one way I might fulfill this promise is to create an electronic newsletter. What a great suggestion. Thank you Dottie! This is the first issue of a newsletter that I intend to distribute on a monthly basis. It is a bit longer than future issues will be, since it covers two months: January and February.

In this first issue, you will find the minutes from the January 14th, January 28th, February 4th, and February 18th Faculty Senate meetings as well as the minutes from the February 9th Faculty Assembly meeting. The last page contains a list of the current Faculty Senate membership. These are your representatives; please freely contact them with your concerns. I also welcome your input and suggestions. Thanks for your reading.



Spring Institute

It will be held in Sunnen Lounge from 3-5:30 pm. The topic is General Education. More information will follow soon.

Faculty & Student News

David Clewell is the new poet laureate for the state of Missouri. Congratulations David!

Gorloks are State Forensic and Debate Champs! Congratulations to the students and to their coaches Gina and Scott Jensen!

Congratulations to Roy Tamashiro, Bob Holden, and John Chappell on a fine program: "Mr. Truman Meets Hiroshima on the Future of Nuclear Weapons, 1945-2020". It aired on Monday, March 1, 2010. If you missed the program, it can be viewed on the web.

"The Journal of Health Politics, Policy and Law has named SBT Professor and SBT Chair of Management Jim Brasfield its new book review editor." Congratulations Jim on your new task!

“The Hunt Gallery at Webster University will mount an important exhibition of contemporary Indian Art with an opening reception on Friday, March 19, 2010 from 6—9 PM at 8342 Big Bend Blvd. *Bring Me A Lion*, the first exhibition in St. Louis to focus on contemporary Indian art, will remain on view through April 17, 2010.” Make time to see this wonderful exhibit!

The *Fantastiks* opens on March 17, 2010 and performances last through April 11, 2010. Or catch the students in action in *Cloud 9* on March 24-28, March 31- April 4, 2010.

Don't forget to catch one of the fine performances from the Music department.

Representing the faculty, I attended the meeting of Student Delegates on February 18th. The student leaders presented several issues and possible solutions to the following topics: (1) Tuition freezes upon enrollment, (2) UC expansion timeline, (3) Improved faculty advising, (4) Placing a student on the IPC, and (5) Creating a commuter lounge. The administration will give their reply on March 18, 2010.

On Friday night, February 26th, the Women Basketball played in the SLIAC Conference semi-finals. The Lady Gorlok's lost in a close game to Blackburn College, 62-54.



Things To Do In The Community

If you are looking for something fun to do, consider visiting the orchid show at the

Missouri Botanical Garden. The pictures in this newsletter come from this year's show which ends on Sunday, March 28, 2010. Phalaenopsis, paphiopedilums, dendrobiums, and



cattleyas are just some of the orchids one will see.

Don't forget to venture to the Linnean House. During this time of the year, the camellias are particularly spectacular!

For baseball buffs, the home opener is on Monday, April 12, 2010 at 3:15 pm!

MINUTES/FACULTY SENATE MEETING

JANUARY 14, 2010

Attendance

The Faculty Senate met on Thursday, January 14, 2010 at 1:30 p.m. in the Faculty House with Ralph Olliges, Faculty Senate President, presiding.

Present: John Aleshunas, Robin Assner, Glen Bauer, Mary Bevel, Cheryl Breig-Allen, Kathy Corley, Mike Hulsizer, Kit Jenkins, Monica Moore, Don Morse, Debbie Psihountas, Quinn Shao, Art Silverblatt, Keith Welsh

Leadership Academy

Benjamin Akande joined the Senate to discuss establishing a Webster University Leadership Academy (attached). This is the initiative of Beth Stroble who asked him to assess the need for a formal leadership development program. This would be an investment in human resources with the current employees of the University. This would not be a promotional program but would prepare the participants for in house promotions. The program would have approximately 20 students who would meet monthly for a year. Dr. Stroble established a similar successful program at her previous institution in Akron, Ohio. It was such a success that the state of Ohio asked her to do the same for the state schools. Dr. Akande's report is due February 1, 2010.

Announcements

- The Senate will have a luncheon meeting on Tuesday, January 19, from 12:30 – 2:00 with Beth Stroble and the 2 consultants hired to help with the search for the new Provost and Senior Vice President position. The consultants have already met with the Administrative Council and will make a presentation at the Faculty Assembly meeting on Tuesday, January 19, at 3:00.
- Senators and their colleagues should make known their preferences for the use of the newly purchased Eden property.
- Robin Assner is resigning from the Senate commencing May 31. Her position will be listed as a 1 year term on the Faculty Senate At-Large election ballot.
- There will be a special Senate meeting on January 28.

Committee Appointments

- Curriculum Committee – Tom Cornell replaces Maxine Bauermeister for Spring semester
- Graduate Council – Herman Krueger replaces Linda Holtzman for Spring semester

President Beth Stroble

Dr. Stroble joined the Senate to discuss the new Provost and Senior Vice President position. She explained that the title "Provost and Senior Vice President" is more academic than "Executive

Vice President” which is more corporate. Strobe researched several consultant firms and chose the one she thought best suited for this search. Kate Haley-Will and Jon Derek Croteau of Witt-Kieffer have done previous Provost searches and she was impressed with their credentials. The search committee consists of 8 faculty members recommended by Olliges, 4 staff, 1 administrator, 2 Deans, 1 Extended Campus Director, 1 International Director, 1 undergraduate student and 1 graduate student. Strobe urged the Senate to think about the Provost’s duties and asked them to encourage their colleagues to attend Tuesday’s Faculty Assembly meeting.

Freshman Seminars

Olliges asked the Senate what incentive there needs to be to encourage full-time faculty to teach Freshman Seminars. Seminars begin a week prior to the start of classes. At the present faculty receive \$500 to teach a course for the first time. He asked if a \$200 increase would encourage more participation. Senators listed some reasons why they cannot teach a Seminar:

- Graduate classes start a week before undergraduate classes.
- Committed to overloads in department.
- Not enough full-time faculty to run programs.
- Lack of commitment to program by University.
- Some faculty don’t believe in the program.
- It is harder to teach than a regular class.

It was suggested that this would be a good incentive for newer faculty.

Another suggestion was to wait until the General Education Program is complete to see if the Seminars are still necessary. The Senate unanimously endorsed the recommended \$700 stipend.

Spring Institute

Mike Hulsizer said that the topic for the Spring Institute is the General Education Program. He is waiting for a response from the invited speaker.



MINUTES/FACULTY SENATE MEETING

JANUARY 28, 2010

Attendance

The Faculty Senate met on Thursday, January 28, 2010 at 1:30 p.m. in the Faculty House with Ralph Olliges, Faculty Senate President, presiding.

Present: John Aleshunas, Robin Assner, Glen Bauer, Mary Bevel, Juraj Bohus, Cheryl Breig-Allen, Kathy Corley, Mike Hulsizer, Kit Jenkins, Monica Moore, Don Morse, Quinn Shao, Art Silverblatt, Keith Welsh

Committee Appointments

The following committee appointments were approved by voice vote:

- Eric Goedereis – University Center Board
- Robin Assner – Global Citizen Project Task Force

Announcements

Ralph Olliges reminded the Senate about the reception at Beth Stroble's house Friday, January 29. He will e-mail the directions to the Senators.

A shuttle bus will transport them to the President's house as parking is not allowed on her street.

Global Citizenship Task Force

Bruce Umbaugh and Stephanie Schroeder joined the Senate to discuss the Global Citizenship Task Force's ongoing work (attached). They attended a Senate meeting in November and had agreed to keep the Senate updated periodically.

- Will start to build content by the end of the year.
- Tremendous attendance at sessions.
- A group will depart shortly to attend a General Education and Assessment conference.
- Recommendations will be presented to the Senate before the Spring break.
- Want to have in place prior to the Provost's arrival.
- Will return to the Senate March 18.

Spring Institute

Mike Hulsizer reported that there is not a speaker available for the Spring Institute. The Global Citizenship Task Force will present their document at the Institute.

Task Force on Hiring New Internal Faculty Candidates

Mike Hulsizer said that the Multicultural Studies Committee reported that potential internal candidates being considered for different positions were not being given equal treatment. He stated that a courtesy interview should be mandatory. The Deans are determining this in different ways. Hulsizer suggested that a Task Force be formed to solve the problem with Betsy Schmutz as a non-voting member and 4 or 5 faculty with a spread of disciplines. Kit Jenkins moved to accept the proposal. Mary Bevel seconded the motion which passed with 1 abstention.

Salary and Fringe Benefits Applied to New Hires

Mike Hulsizer told the Senate that 2 new faculty, Heather Mitchell and Eric Goedereis, were not given the \$1,000 salary adjustment increase to cover the increased medical insurance cost. He distributed the stipulation stating that it is effective with FY 2009-10 contracts and is a permanent adjustment in base compensation which includes all full-time faculty. Betsy Schmutz did not succeed in trying to solve the problem. Hulsizer moved that these 2 new faculty plus all new faculty should receive the \$1,000 retroactive to August 2009. Juraj Bohus seconded the move which passed unanimously. Ralph Olliges will talk to the administration regarding this and also will encourage the Salary & Fringe Benefits Committee to look at this for the future to include new hires in current negotiations.

Old Business

- Robin Assner distributed some material on Freshman Seminars.
- Art Silverblatt will present some more information on the Mentorship Program at the February 4 meeting.
- Kit Jenkins announced that the Legal Studies proposal for a new department will come to the Senate next week.

New Business

Kathy Corley noted that she is a member of the Inauguration Committee for the new President. She said that it was suggested that it be held on Alumni Weekend with a wide variety of events.

The Senate suggested that this seems to be expensive and excessive. Ralph Olliges will convey the Senate's concerns and try to obtain more information.

Monica Moore reported that there is a rumor that there is a move in 1 school to convert 12 month contracts to 9 month contracts. This means there would be raises for 1 school if the faculty teach in the summer.

John Aleshunas said that the rumor is true. Summer courses will be paid at the adjunct rate. This new policy would mean that this school would pay 30% more than the other schools. Mike Hulsizer mentioned that this did not go through other avenues. Ralph Olliges told the Senators to inform their constituents of this problem.



MINUTES/FACULTY SENATE MEETING

FEBRUARY 4, 2010

Attendance

The Faculty Senate met on Thursday, February 4, 2010 at 1:30 p.m. in the Faculty House with Ralph Olliges, Faculty Senate President, presiding.

Present: John Aleshunas, Robin Assner, Glen Bauer, Mary Bevel, Juraj Bohus, Cheryl Breig-Allen, Kathy Corley, Mike Hulsizer, Kit Jenkins, Monica Moore, Don Morse, Debbie Psihountas, Art Silverblatt, Keith Welsh

Committee Appointments

Apparently, there was a lack of communication when Ionela Bock was appointed to replace Michael Erickson for 1 year on the Pub Board. It should have been for the Fall term. Bock has been recommended to replace Meg Sempreora for the Spring term. Erickson will be Chair for the Spring term. The Senate approved this by voice vote.

Announcements

Olliges asked the Senators to inform him of old or new business prior to the meeting if possible. This would enable him to better schedule the agenda.

Department of Theatre and Dance Proposal

Dottie Englis and Beckah Voigt joined the Senate to present their amended proposal to establish 2 separate Departments, the Department of Dance, and the Department of Theatre (attached). They would like the proposal to be presented at the February 9 Faculty Assembly meeting. Keith Welsh moved to accept the proposal, Kathy Corley seconded the motion which passed unanimously and was supported by acclamation. The proposal will be sent to the faculty prior to the Assembly meeting.

Legal Studies Proposal

Dian Davitt joined the Senate to discuss the Proposal for a Legal Studies Department (attached). Davitt and Glen Bauer were Co-Chairs of a Task Force to help the Legal Studies Department develop a proposal. The proposal states that the department would be under the Provost/Senior Vice President for 12-18 months until a permanent home is determined.

Keith Welsh asked stated that the proposal was dense and that they present an executive summary using the Overview for the Theatre and Dance Proposal. Tena Hart and Anne Geraghty-Rathert then joined the Senate to participate in the discussion.

- Aid in ABA approval.
- Always operated as separate department.
- Personal autonomy good for the students.
- Need clarity of who report to in all areas.
- New Task Force to determine reporting lines.

Olliges showed Hart and Geraghty-Rathert the Overview for the Theatre and Dance Proposal and asked that they provide more clarity in a summary. The proposal will then be sent to the faculty. The Task Force recommended that Jim Staley and Dave Garafola meet with the department to discuss finances for Professional Development, etc. Mike Hulsizer moved to endorse the proposal; John Aleshunas seconded the move which passed unanimously.

Salary Discussion

Dan Hellinger, Kelly-Kate Pease and Karla Armbruster joined the Senate.

Olliges said he wants an active role in the present salary situation which has one department having a different set of rules from the rest of the university. He said that the entire faculty should be aware of the situation. Olliges would like to form several small Task Forces to examine various issues connected with this problem in order to have a transparent government. Discussion followed:

- Do faculty in one school get paid more?
- Do faculty in same department get paid differently a/c different position?
- Should research issues be made more formal?
- Change from a teaching institution – different track faculty?
- How are decisions made without faculty involvement?
- Want equality.
- Wants to see Benjamin Akande's policy.
- How does the administration earn their bonuses?
- Faculty's purview is academics.
- 9 and 10 month contracts proposal went to the Assembly.
- Some new faculty are disillusioned.
- There are tax laws regarding research.
- Should the faculty unionize?

- This back door stuff pits faculty against each other.
- The Assembly has to approve changes.
- Salary & Fringe Benefits Committee needs to be involved.

Jim Staley will attend the next Senate meeting to discuss this issue.

Olliges will ask Dr. Stroble if she wishes to meet with the entire Senate or just a few Senators regarding this problem. If the President wishes to meet with just a few of the Senators they will be: Mary Bevel, Art Silverblatt, Mike Hulsizer, Cheryl Breig-Allen and Keith Welsh.

Faculty Assembly Agenda

The Faculty Assembly Agenda will include:

- Legal Studies Proposal
- Department of Theatre and Dance Proposal
- Salary Issues

Old Business

Mike Hulsizer distributed two resolutions for the Senate to look over.

One resolution concerns the \$1,000 salary adjustment for new faculty hires. The other resolution moves to create a task force to examine the current full-time faculty salary structure at Webster University.

Hulsizer asked the Senate to e-mail him any suggested changes to the documents.



FACULTY ASSEMBLY MINUTES

FEBRUARY 9, 2010

Announcements

There will be a faculty social on Friday, February 12 at the Faculty House from 3:30 – 5:30. The theme will be Mardi Gras.

Department of Dance Proposal

Dottie Englis and Beckah Voigt presented a proposal to establish a Department of Dance as a self-standing unit within the Leigh Gerdinge College of Fine Arts effective June 2010 (attached). They told the Assembly that:

- They have operated separately for five years.
- Formalize what have been doing for many years.
- They will still cooperate on space and productions.
- The Department of Theatre and Dance voted for separation on November 10,2009.
- The Conservatory operates differently.
- Dance students assumed they were part of the Conservatory.
- Good for students and alumni.

Englis made a motion to establish a Department of Dance as a self-standing unit within the Leigh Gerdinge College of Fine Arts. The motion was seconded and passed.

Legal Studies Department Proposal

Tena Hart, Anne Geraghty-Rathert and Robin Higgins presented the Legal Studies Department Proposal (attached). Their reasoning to move is that the BSS Department is an extremely large department and cannot accommodate their needs. They have operated as their own department for some time and want to make sure they meet their students' needs. At the present they have 135-160 students and hope to grow that figure. They are no longer on probation and have ABA approval for many years. Higgins made a motion for formation of a department which was seconded. She said that where they would be housed would be a separate motion. The motion to form a Legal Studies Department under the College of Arts & Sciences was passed.

Higgins made a motion that the Department of Legal Studies would be housed under the Provost/Senior Vice President for a period of no more than 18 months. Higgins' motion was seconded and discussion followed:

- Department would be free-flowing with no supervision.
- It violates the Handbook to have a department outside of a school/college.
- It sets a dangerous precedent to be free of structure.
- The department has been a separate entity for a long time.

- Willing to assume risk being out of structure.
- Task Force could determine where to place the department.
- The administration could place them somewhere.
- It is not the job of the Assembly to form a Task Force. The Senate should do it.

The motion for the Department of Legal Studies to be placed under the Provost/Senior Vice President failed.

Salary Issue

Ralph Olliges informed the Assembly that there seems to be a discrepancy among departments regarding salaries. He said there are questions on hiring, research versus teaching and 12 versus 9 month contracts. He asked that the faculty e-mail him their input regarding this or other issues related to that subject. Olliges stated that he would like the Senate to create a task force to investigate the situation with a group of smaller task forces to look into the individual situations. There is also the question of how the Salary and Fringe Benefits Committee is involved in this. Discussion followed:

- Not everyone is brought in at the same level.
- Creates salary equity issues. This could undo some of the work of three previous task forces.
- Gender of people in the BT school are mostly male versus other schools with mostly females with 12 month contracts.
- New BT faculty are paid less than at other universities.
- Other faculty are hired in at less pay.
- Secrecy is unhealthy.
- This affects everyone.
- Push for more salaries.
- Fairness important if meet criteria.

Dr. Beth Stroble said she became aware of the issue two weeks ago and it was not through a formal source in hearing this she went to Jim Staley. She said she doesn't want to undo the prior work of the task forces for equality.

A faculty member thanked Dr. Stroble for her input stating that she had not known of the situation.

Jim Staley will attend the Senate meeting in two weeks. Faculty will be informed of the outcome of that meeting.

Brenda Fyfe wanted to share with the faculty that her school has 9+2 contracts for the summer. This was approved by the Faculty Assembly in 1994.

FACULTY ASSEMBLY MINUTES

FEBRUARY 18, 2010

Attendance

The Faculty Senate met on Thursday, February 18, 2010 at 1:30 p.m. in the Faculty House with Ralph Olliges, Faculty Senate President, presiding.

Present: John Aleshunas, Glen Bauer, Mary Bevel, Cheryl Breig-Allen, Kathy Corley, Mike Hulsizer, Kit Jenkins, Monica Moore, Don Morse, Debbie Psihountas, Quinn Shao, Art Silverblatt, Keith Welsh

Salary Issues/Jim Staley

Jim Staley was invited to join the Senate to discuss salary issues. He told the Senate that some departments in the SBT was having difficulty recruiting new faculty due to some issues. Staley said they are now offering traditional salary packages with success. Gender and diversity in hiring recent graduates are priorities. The department has recently hired 2 women and 1 African American. The new faculty have 9 month contracts with a 6 course load and some responsibilities. He said all discussion should be concerned with the market.

Discussion followed:

One of the main reasons faculty are so upset is that this hiring procedure has been discussed for one and a half years with the SBT Dean and Chairs but without the knowledge of the faculty in other departments.

Senator - Cannot hire qualified faculty because salaries are too low.

Staley - All schools/colleges will be able to do this at a later date.

Need to have discussion regarding the long term. President wants to move beyond AAUP's generalities.

Senator – The Senate and Assembly voted years ago on 12 and 11 month contracts (9+2 for Education and Arts & Sciences). Salary procedures from the past have not been followed.

Staley – There is an inequitable situation in Education for summer (separate contract). Faculty in other departments get paid adjunct pay in summer. The continuing faculty in SBT will retain their 12 month contracts. They will continue to do research and determine their load which has to be authorized by Staley.

Senator – All faculty have to do research.

Senator – Some individuals will move from 8 to 6 classes for the same amount of money.

Welsh – I raised the concern that this would negatively impact Arts and Sciences and Fine Arts.

Staley – Full-time faculty are underpaid. The President wants to raise the faculty’s salaries. The salaries will be equitable and fair but they won’t be equal. The salary system will include the market equity. The Handbook should be updated regarding faculty load. No contracts are being changed. There is some difference in pay outside of the SBT.

Debbie Psihountas, Chair of the Salary and Fringe Benefits Committee, said the committee is looking at new databases. They are conferring with previous SFBC chairs to be as fair as possible. Information can be obtained by googling CUPAHR.

Olliges – Too involved to implement this year. There are compression issues. Need something in place for longevity.

Staley – He will do all he can to promote the Senate’s voice regarding the salary issues. He would be pleased to return to the Senate and encouraged them to take possession of the broader issues and understand the load issue. He departed from the meeting.

Discussion followed after Staley’s departure:

Senator – Some members of the College of Arts and Sciences think the Senate should take the initiative.

Senator – Have Staley give clear articulation on the agreement and the process by which it was agreed upon.

Senator – Need to take the ethical path and make each faculty member feel valued.

Senator – Nothing is documented on loads in the Handbook.

Committee Structure Changes

The Multicultural Studies Committee and the Women’s Studies Advisory Committee have requested structure committee changes (attached). Monica Moore made a motion to approve the changes, Art Silverblatt seconded the move and the proposals passed with 2 nays.

Senate Election/Adjuncts

Mike Mahon, an adjunct faculty member (BASS) who is also a member of the Faculty Assembly, wants to represent his school in the Faculty Senate election. Monica Moore made a motion that adjuncts on the Assembly can only serve in the at-large capacity on the Senate. Mike Hulsizer seconded the move which passed with 2 nays.

Inauguration Events Update

Kathy Corley reported that the President's Inauguration will take place in Powell Hall at 11:00 on September 25. The Senate requested that she ask for the budget for the event and also ask if they are seeking external funds.



A Reminder of Faculty Senate Membership 2009-2010

These are your representatives:

President of the Faculty Senate:	Ralph Olliges (Multidisciplinary Studies)
Vice-President of the Faculty Senate:	Michael Hulsizer (BASS) replaces Gwyneth Williams for Spring 2010
At-large Faculty Senators:	Kit Jenkins (Communication & Journalism) Monica Moore (BASS) Quinn Shao (Math & Computer Science) Robin Assner (Art) Art Silverblatt (Communication & Journalism) Gwyneth Williams (HPIR)
College of Arts & Sciences:	Keith Welsh (Interdisciplinary Studies) Don Morse (Philosophy)
Leigh Gerding College of Fine Arts:	Carol Hodson (Art) replaces Gary Passanise for Spring Glen Bauer (Music)
School of Business and Technology:	Debbie Psihountas (Business) John Aleshunas (Math & Computer Science)
School of Communications:	Juraj Bohus (Electronic & Photographic Media) Kathy Corley (Electronic & Photographic Media)
School of Education:	Cheryl Brieg-Allen (CARE) Mary Bevel (Multidisciplinary Studies) replaces Ralph Olliges (for academic year)

Spring Institute - March 26, 2010