



Faculty Senate Courier

May 10, 2010

Volume 1, No. 3

Message from Faculty President

	<p>We congratulate Paul Steinmann (42 years) & Kathryn Bowers (24 years) on their retirement. Thanks to both of you for your outstanding service to Webster. We hope to see both of you from time to time.</p>	
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The 91st Annual Graduation was held at the Munny Opera. The bright blue sky provided a beautiful backdrop as the flag-bearers led the administration and faculty into the forum. I had the privilege of carrying the mace. At least I did not trip! Honorary degrees were bestowed on Patricia McKissack and Lt. Col. Gregory Gadson. Dr. Gadson gave a humorous and informative Commencement Address.

Our new William T. Kemper Awards for Excellence in Teaching were bestowed upon Bill Barrett, Electronic and Photographic Media; Michael Erickson, English; Patricia Belshe, Math and Computer Science; and Aaron DeWispelare, Information Management/Business Statistics. The Wilma and Roswell Messing Jr. Faculty Award went to Kate Parsons; Philosophy. All of us are proud of you and congratulate you!

Things To Do In The Community

If you are looking for something fun to do, consider visiting the Missouri Botanical Garden (Chinese Culture Days are May 15 & 16, 2010, the Annual Japanese Festival is September 4, 5, & 6, 2010). The Bonsai Society of Greater St Louis will be Saturday and Sunday, May 22 & 23; The Rose Society of Greater St. Louis is Saturday, May 29; the St Louis Carnivorous Plant Society show and sale is Saturday, June 5. The St. Louis Hosta Society show and sale is Saturday, June 19. The Metropolitan St Louis African Violet Council show and sale is Saturday and Sunday, June 19 & 20. The Henry Shaw Cactus Society (HSCS) Show and Sale is Saturday, August 7 through Sunday, August 15. I will have several exhibits at the HSCS. I hope to see you at these events.

Vatican Splendors will be the featured exhibit at the History Museum. *Vatican Splendors: A Journey through Faith and Art* will run from May 15, 2010 - September 12, 2010.

The Mourners: Tomb Sculptures from the Court of Burgundy will be featured at the St Louis Art Museum. It runs from June 20, 2010 - September 6, 2010.

The St Louis Zoo is celebrating its 100th anniversary. The Zootennial Exhibit Opens May 15, 2010. The following quote is from the St Louis Zoo web site, "Our new exhibit, developed in partnership with the Missouri History Museum, is a walk through time. The exhibit is located in Peabody Hall, a newly renovated exhibit gallery which was once the historic 1917 Elephant House next to the Bird House. Here you'll learn about a history you never knew and reconnect with a history you lived."

Attend a show at the Muny Opera, Fox Theatre or our own Opera Theatre!

Finally, catch a Cardinal baseball game. The team is looking good. I am usually in section 503, row 6, seats 1 and 2.

MINUTES/FACULTY SENATE MEETING

April 1, 2010

Attendance:

The Faculty Senate met on Thursday, April 1, 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, Jeffrey Carter, Mike Hulsizer, Kit Jenkins, Don Morse, Debbie Psihountas, Art Silverblatt, Keith Welsh

Committee Appointment:

The Senate approved Mary Bevel to work on the United Way Campaign.

Athletics: Tom Hart joined the Senate to discuss athletics at Webster (attached).

- Last year a consultant recommended that there be more faculty input.
- He has requested from Academic Affairs that Athletics be part of orientation.
- NCAA eligibility meetings are at the start of the school year.
- Larry Baden is the faculty rep.
- Student athletes graduate at a rate higher than the other students.
- Division III is a highly competitive athletic program.
- Athletes have to practice and play off campus for some sports.
- Needs to be a University Center Progress statement (last one was in 2002).
- Most "distance" games are played on the weekends.

Announcements

- The Senate will not meet on April 15. The rescheduled meeting will be on April 22 and will start at 1:45.
- Olliges oversees the Ed Glotzbach Scholarship Program in Educational Technology.

General Education: Bruce Umbaugh and Stephanie Schroeder joined the Senate for the discussion of the proposed Global Citizenship education program.

- Need widespread support and enthusiasm.
- Some faculty are resistant to change.
- Want the Faculty Assembly to vote on April 13 just for approval of a general sense of the Task Force's recommendations.
- Flexibility and advantage after approve assessment plan.
- Wants Senate approval on the attached document. After some discussion Umbaugh said he would decide later regarding the presentation to the Assembly.

Faculty Assembly Agenda:

- Salary & Fringe Benefits Committee's Proposal
- General Education Proposal

Spring institute:

Went well.

Receiving electronic records from breakout groups.

Fall Institute:

Need topic shortly.

E-mail Hulsizer ideas before the next Senate meeting.

One last glimpse of the Faculty Senate House:



Photo taken April 11, 2010

MINUTES/FACULTY ASSEMBLY

April 13, 2010

Attendance

The Faculty Assembly met on Tuesday, April 13, 2010 at 3:00 p.m. in the Library Conference Room with Ralph Olliges, Faculty Senate President, presiding.

Announcements

- There will be a faculty social on Friday, April 23.
- A reception sponsored by the Faculty Senate and the Administrative Council honoring David Clewell will be held on Monday, April 26 from 11-1 at the Alumni House.
- Senator Bond will be on campus to promote his new book on April 16 from 3-4 in SVER 101.
- There will be a special Faculty Assembly meeting next Tuesday, April 20, from 3-4 in the Library Conference Room to discuss and vote on the Salary and Fringe Benefits Committee's proposal.
- There will be an additional Faculty Assembly meeting Tuesday, April 27, from 3-4:30 to continue the discussion on the General Education Program.
- Ideas for a topic for the Fall Institute should be sent to Mike Hulsizer.
- The deadline has been extended until Friday for the Final Ballots for the Committee Elections.

General Education Proposal

Bruce Umbaugh presented the attached proposal to the Faculty Assembly.

The Task Force is seeking approval for the general program structure with details to follow at a later date.

Recommendation 1: The Faculty Assembly encourages the Task Force (a) to continue developing the Global Citizenship Program in the directions it has indicated so far, (b) to work collaboratively with academic departments to insure that no undergraduate major be compromised or disadvantaged by the change in general education programs, and (c) to work collaboratively with other parts of the University to prepare for eventual implementation.

Bruce Umbaugh moved to accept Recommendation 1 and Keith Welsh seconded the motion.

Discussion followed:

- Examples of students' work would be captured the 1st year for assessment purposes.
- There would be 1 set of guidelines for the entire university.
- Students would not have to take more credits.
- Transfer students would still be tapped for Global Citizenship.
- There is enough flexibility for Webster.
- (b) and (c) create balance.
- When Task Force is dissolved there will be a standing committee.
- Task Force has worked collaboratively with others.
- Work together so students aren't compromised.

- Interact with students better.

Vote:

carried overwhelmingly

16 - no

2 – abstentions

Recommendation 2: The Faculty Assembly endorses in principle the idea of a more purposeful program structure such as the Task Force has presented in Appendix 2.

Umbaugh moved to accept Recommendation 2 which was seconded.

Vote:

Carried overwhelmingly with 11 abstentions and 13 opposed.

Recommendation 3: The Faculty Senate shall create a Global Citizenship Program Review Committee with authority to oversee coding of courses and other experiences for implementation of the Global Citizenship Program, subject to approval of clear implementation guidelines by the Faculty Assembly. All five schools/colleges shall be represented on the membership of the Committee.

Umbaugh moved to accept Recommendation 3 which was seconded.

Vote:

54 – yes

37 – no

4 – abstentions

Keith Welsh moved to table till next week discussion of Recommendations 4 & 5 and Mike Hulsizer seconded the motion.

Vote:

passed overwhelmingly

3 - opposed

MINUTES/FACULTY ASSEMBLY MEETING APRIL 20, 2010

The Faculty Assembly met on Tuesday, April 20, 2010 at 3:00 p.m. in the Library Conference Room with Ralph Olliges, Faculty Senate President, presiding.

Announcements

- The final social of the academic year will be held this Friday from 3:30-5:30.
- There was a motion passed unanimously to postpone the General Education discussion until next week.

President Stroble

President Stroble distributed A Defining Moment for Webster University – Leadership Goals to Achieve Webster’s Vision and Mission (attached). She will send an electronic form next week.

- Expressed appreciation to students, faculty and staff for her warm welcome to the university.
- Some of the defining moments for Webster are:
 - o General Education reform
 - o Renovation of front of Webster Hall
 - o Eden Seminary agreement
 - o Partnerships with many others
- Some of the challenges we face are:
 - o To create a community
 - o To dissolve the mistrust for the administration
 - o To create an internal leadership program
- Comments on the Salary and Fringe Benefits Committee’s Proposal:
 - o The trustees are hiring a consultant to do an extensive study of all employees’ salaries and positions.
 - o A sub-committee will be formed by the board to examine this issue.
 - o All members of the Salary and Fringe Benefits Committee and 1 representative from each school and college will serve on the sub-committee o Dr. Stroble has recommended to the Board that neither the President nor the Vice Presidents should receive additional compensation (raises and bonuses) until the benchmarking is complete. The Board accepted the President’s recommendation.

Salary and Fringe Benefits Committee's Proposal

Debbie Psihountas, Chair of the Salary and Fringe Benefits Committee, presented the committee's proposal (attached). She thanked the members of the committee: Scott Jensen, Allan MacNeill and Carole Tucker.

- A Retirement Committee is being formed in Fall 2010.
- Faculty research and laptop computer replacement funds remain unchanged.
- There will be a \$100 increase for faculty professional development.
- Adjuncts will receive a 1% increase with their years of service factored in.
- There will be a substantial increase for the Assistant Professors raising the starting minimum to \$50,000. An adjustment will be made for continuing Assistant Professors with 1-4 years of service. Also, all Associate Professors' will be above the adjusted Assistant Professor minimums.

It was suggested that the compensation sub-committee also include a representative from the Women's Studies Committee.

Faculty expressed their concern over the pay discrepancies between the different levels of professors.

Donna Campbell's motion: The recommendations of the Faculty Compensation Study will be presented to the Faculty Assembly for approval prior to implementation by the Salary and Fringe Benefits Committee.

Keith Welsh seconded the move. Jim Staley stated that Ralph Olliges and President Stroble have to amend the proposal. Olliges will meet with the President to discuss the issue.

Vote on proposal with friendly amendment:

46 - yes

7 - abstain

32 - no

Motion Passed

Karla Armbruster's motion: The salary is demoralizing, insulting and unfair. Graciela Corvalan seconded the move.

Motion Passed

Donna Campbell's Salary Motion

Donna Campbell's Salary Motion will be discussed at next week's Assembly meeting.

MINUTES/FACULTY SENATE MEETING

April 22, 2010

Attendance

The Faculty Senate met on Thursday, March 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, Juraj Bohus, Cheryl Breig-Allen, Jeffrey Carter, Kathy Corley, Mike Hulsizer, Kit Jenkins, Don Morse, Quinn Shao, Art Silverblatt, Keith Welsh

Announcements- The University is developing red flag policies for improved web security such as securing student records from data or identity theft in order to bring us into compliance with Higher Education Law.

Fall Institute

Mike Hulsizer distributed a memo regarding a topic (Staying Alive: Leading a Balanced Life in Academia) for the Fall Institute (attached).

- Some other suggestions were:
 - o Showcase new faculty
 - o Scholarship of teaching and training
 - o Best practices (include online teaching, interdisciplinary teaching and different disciplines)
 - o How to handle crisis
- The Senate requested that Hulsizer look into Best Practices as a topic which should be chosen by the next Senate meeting.
- It was suggested that How to Handle Crises would be a good topic for the Spring Institute.

Task Force on Diversity

Mike Hulsizer, Chair of the Multicultural Studies Committee, was asked by President Stroble to ask the Senate about pursuing better methods for hiring diverse employees.

- How to define diversity?
- Standardize meaning of diversity.
- Obtain a cost assessment of the cleaning staff being brought on as Webster employees.
- Senate endorsed President's initiative and asked to be kept updated.
- Mention that resources might be involved.

Space Issue

- More faculty input needed on Institutional Planning Committee.
- Committee has been ad-hoc for 2 years.

Keith Welsh's Proposed Resolutions

Keith Welsh presented 2 resolutions regarding over-enrollment in classes (attached).

Discussion:

- What classes work well on-line?
- Create committee to look at issue.

After discussion, the Senate voted on the following edited 2 resolutions:

(1) Resolution:

We, the Faculty Senate, formally request that Academic Affairs prohibit advisors from forcing over-enrollments in any on-line course without prior permission from relevant department. Advisors are encouraged to seek other appropriate courses for students, and to petition the instructor for an over-enrollment only under conditions of academic exigency. Otherwise, advisors are requested to help the student find other courses.

Vote:

Passed with 1 abstention.

(2) Resolution:

We, the Faculty Senate, actively discourage instructors, department chairs, and deans from allowing an over-enrollment in any class without serious reflection. We ask Academic Affairs to disseminate this policy to Deans and Department Chairs and publish it in the relevant handbooks.

Vote:

Passed with 2 abstentions.

Provost Update:

A statement from Dottie Marshall Englis, Co-Chair of the Provost Search Committee, was read:

- 5 candidates will visit campus.
- Meetings will take place 1 each day next week.
- All meetings for the Senate will be from 1-1:45 in the 4th floor Conference Room in Loretto Hall.
- Senators were urged to attend at least 1 of these.
- Alternative meetings are from 10-10:45 in the Winnie Moore for all faculty.
- There was a total of 55 candidates.

- President Stroble will make the final choice.

New Business

Robin Assner said that there were over 100 undergraduate letters to incoming students that went out late. Therefore, some of the prospective students may have gone to another school.

Announcements:

- Agenda for May 6 meeting
- President Stroble
- Kate Parsons
- Fall institute
- FDC
- Senate lunch for current and new Senators on May 14 at Schafly's Bottleworks on Southwest.

Webster Hall:



Photo taken April 11, 2010

MINUTES/FACULTY ASSEMBLY MEETING APRIL 27, 2010

The Faculty Assembly met on Tuesday, April 27, 2010 at 3:00 p.m. in the Library Conference Room with Ralph Olliges, Faculty Senate President, presiding.

Salary and Fringe Benefits Discussion

Mike Hulsizer presented some insight into the Salary and Fringe Benefits Committee's proposal:

- Focus on raising assistant professors' salaries
- Not met benchmarks for years
- Next step – Board compensation study
- Faculty as much input as possible
- Hope next year ease some of compression
- Fairly unique opportunity to have this type of input
- Send thoughts to him or Ralph Olliges.
- Board has provided \$500,000 for this study and results.
- President has allocated \$350,000 for new faculty and staff positions.
- President's priority with budget is students first, then other employees.
- No faculty will be below the new minimum starting salary.

Donna Campbell's motion from the last Assembly meeting regarding having the Assembly approve the Salary Compensation Study prior to implementation cannot be enforced. The Assembly cannot "approve" the Board's doings. However, the Assembly will "review" the document prior to implementation. The amended document is attached.

Hulsizer related that there are 11 faculty members on the sub-committee.

Faculty Salary Motion

Donna Campbell presented her motion (attached).

Motion:

In support and acknowledgement of President Stroble's stated goal of increasing transparency and inclusiveness throughout the University community, and by her example of the public announcement of her salary/compensation package, which we believe was made in an effort to re-build a sense of trust within the Webster University community,

The Faculty Assembly requests the annual publication (on or about October 1) of name, department, rank or position title, years of service to the University, type of annual contract (9, 11, or 12 month) or course load, and corresponding current annual salary and compensation for each full-time University faculty member and Administrator, beginning in the academic year

2010-2011. The Assembly also calls for the publication of the basic table of compensation for staff positions in the University. The Webster University Salary and Compensation Directory of Faculty, Administrators, & Staff shall be filed with the Faculty Senate and the Webster University Human Resources Office, and made available only to members of the University Faculty, Staff and Administration following a signed, written request.

Discussion followed:

- Nothing illegal about proposal.
- HR Office is opposed to it and cannot release info without President's approval.
- Administrators' salaries appear on the 990 form.
- Staff's salaries are available upon request.
- Nothing to be gained from revealing private information.
- Do names have to appear with the data?

Campbell accepted the friendly amendment allowing no names to be published.

Vote:

Motion defeated by majority vote.

Global Citizenship Project Task Force Motions

Bruce Umbaugh said that the Assembly had passed the Global Citizenship Project Task Force Motions 1, 2, and 3 previously.

Keith Welsh made a motion to take off the table discussion of Motions 4 and 5 which was seconded and passed with 1 opposed.

Umbaugh stated that the Task Force wanted to do more work on Motions 4 and 5.

After much discussion, Bill Lynch, Director of the London Campus, told the Assembly that the European Directors and Academic Directors endorsed all five motions (attached). He made a motion that the Task Force report back later which was seconded.

Vote:

Motion passed unanimously.

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) Jeffrey Carter (Music) Quinn Shao (Math & Computer Science) Robin Assner (Art) Art Silverblatt (Communication & Journalism) Gwyneth Williams (HPIR)
College of Arts & Sciences:	Keith Welsh (Religious Studies) Don Morse (Philosophy)
Leigh Gerding College of Fine Arts:	Carol Hodson (Art) replaces Gary Passanise for Spring Glen Bauer (Music)
George Herbert Walker 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)

Thanks to all of you for a fine job!

A Reminder of Faculty Senate Membership 2010-2011

These are your representatives:

President of the Faculty Senate:	Ralph Olliges (Multidisciplinary Studies)
Vice-President of the Faculty Senate:	TBD
At-large Faculty Senators:	Dan Hellinger (HIPR) J.P. Palmer (Management) Art Silverblatt (Communication & Journalism) Marty Smith (Math & Computer Science) Roy Tamashiro (Multidisciplinary Studies) Gwyneth Williams (HIPR)
College of Arts & Sciences:	Keith Welsh (Religious Studies) Don Morse (Philosophy)
Leigh Gerding College of Fine Arts:	Glen Bauer (Music) Jef Awada (Theatre)
George Herbert Walker School of Business and Technology:	John Orr (Management) John Aleshunas (Math & Computer Science)
School of Communications:	Kathy Corley (Electronic & Photographic Media) Eileen Solomon (Communication & Journalism)
School of Education:	Maxine Bauermeister (Teacher Education) Mary Bevel (Multidisciplinary Studies)

Enjoy the Summer!