Report from Faculty Council-1988/1989

Gordon Kimber, Chairman

At the outset, and not as an after-thought, I would like to thank all my colleagues on the Executive Committee, the Faculty Council, the faculty, the staff, students and alumni for their support, advice and the generous gift of many hours of their valuable time during this academic year. Without your efforts this campus would not be the outstanding, academic institution it is.

It could be said that Faculty Council has had a relatively quiet year. I do believe we have made substantial progress in many areas. That we have been proactive rather than reactive and that we will continue to be so despite the fiscal and leadership problems we all face.

I would like to recapitulate some of the more conspicuous events of the past months and then mention some of the challenges and opportunities facing us in the coming year.

Faculty Council voted censure of the President. The grounds cited for this expression of dissatisfaction were: leadership; salaries; deterioration of libraries, laboratories and computer facilities; underfunding of the base while continuing expansion in selected areas; lack of concern for the quality of teaching and research; and the inability to obtain substantially greater funds from the legislature. To state the obvious I must, with considerable regret, report to you there has been very little progress in many of these areas.

Faculty Council appointed several Task Forces to aid it in developing reasoned, logical and consensus based positions on various issues. I thank all who have given so generously of their time in the general good. The broader faculty participation has allowed us to present proactive leadership positions on various subjects.

The Task Force on Assessment produced a sound academic document that provides a constructive basis for assessment on our campus. The recommendations were approved by 92% of the general faculty who voted. There is academic gain to be made from assessment of major fields and this should be an ongoing activity. Its cost will not be in substantial. However, large scale general education testing, particularly by the currently available testing instruments, is academically indefensible for a student body as diverse as ours. It is discriminatory, inaccurate, unreliable and prohibitively expensive. It would be unprofessional for us to undertake such an activity until an adequate test is devised.

Equally compelling was the report of a group of faculty who considered the chimeric document produced by the University Planning Council, commonly known as the Agenda for Action. The task force provided a wonderfully concise response, clearly positioning this campus as the major public research institution and also delineating a departmentally based planning process. I am sure that we all subscribe to that fact and activity.

A Task Force was established and, at the Provost's urging, it collaborated with a subcommittee of the Council of Deans, a couple of years ago to develop a report on the review of administrators. We are still exerting substantial efforts trying to get it implemented.

The Academic Affairs Committee of Faculty Council worked with many others to develop new admission standards for UNC. They were approved at the April 13 meeting.

Clear demonstration that Faculty Council is showing communal leadership this year was the establishment of two Task Forces, the first a combined staff/faculty group to study staff benefits and the second, just established, to look at the market and merit philosophy of salary administration. In both cases system wide committees were established following our actions.

The General Education Task Force has just transmitted its report to Faculty Council and to our surprise this unapproved report is being used as part of the basis of the FY1990 budget request. We will be working with others to revise the Faculty Handbook.

In this Sesquicentennial year Faculty Council decided it would be appropriate to recognize at Commencement some of our distinguished Professors Emeriti. We appointed an ad hoc committee who wrote to all departments requesting nominations. Thirty were received. These distinguished faculty had a total association of over 1200 years with this campus and over 900 years of active service. Ten were selected for recognition this year. We anticipate that this will become an annual event.

The system administration, in concert with Missourians for Higher Education, is working to obtain a substantial increase in state funding. Efforts to obtain the legislation needed to get a proposition before the voters seem to have failed.

Wishing to conclude my report on a positive and upbeat note I would publicly reaffirm that MU is not only the most comprehensive public university in the state but that it is the best. The faculty and staff are devoted to our university, if that were not the case we would not be here. If we speak out clearly, it is because we wish it to be even better. Despite what others may say, we are appreciated, our efforts are understood, the value of our work is comprehended, and above all we are providing an outstanding education for the next generation. The faculty, and its many allies, must continue working for the good of this institution, higher education and for the students. I am sure that Faculty Council will maintain in its efforts to these ends. Your support this academic year has been wonderful. Please continue to help us all to make this a better place.
The News on Faculty Salaries

The April 26, 1989 *Chronicle of Higher Education* reports that nationally faculty salaries in 1988-89 rose 5.8%, according to the annual survey conducted by the American Association of University Professors. This is the eighth consecutive year in which salaries have outpaced inflation.

At the same time *The New York Times* (April 9, 1989) reported on education in China. *Chinese Love of Education Has Fallen on Hard Times.* "The director of a research institute here [Beijing] made a novel proposal the other day: he suggested that full professors receive the same salary as waitresses at the nearby Shangri-La Hotel!" *The Times* reports that a professor in China averages $39.50 a month, "a bit less than the average for employees in Chinese business enterprises, and much less than taxi drivers or waitresses at international hotels." Mr. Deng, the senior Chinese leader is quoted as saying "our biggest mistake in the last 10 years has been that education has not been developed sufficiently."

While here at home, we wait and wonder what our fate will be. Let's hope that the Governor and Legislators have the wisdom to provide the needed support for higher education. If the state fails to pay for the education the students receive, the students will end up getting the education they are paying for.

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Minutes of the Faculty Council Meeting
April 27, 1989

Attendance

Chairman Kimber called the meeting to order at 3:40 p.m. in 5110 Memorial Union. Twenty-six members were present. Professor Grouse substituted for Professor Good and Professor Unklesbay substituted for Professor Marshall. B. Crown, E. James, and D. York were absent.

Approval of Minutes

Minutes of the April 11 General Faculty meeting and April 13 Faculty Council meeting were approved as distributed.

Report of Officers

A schedule of summer Council meetings was distributed. The schedule includes a meeting on June 15 in N208 Memorial Union and a meeting of both old and new Council members on August 3 in Brady 234/235.

Chairman Kimber suggested that the Fall Workshop be scheduled for August 29 or September 5, 1989.

Chairman Kimber announced the election of the following new Council members: Ronald Powell, School of Library and Informational Sciences; Jean Hamilton, College of Human Environmental Sciences; and Darryl Sanders, College of Agriculture. The School of Health Related Professions, School of Medicine, and College of Arts and Sciences have not yet announced individuals elected to Council.

Chairman Kimber distributed a copy of a memo from Provost DeFleur sent to Deans, Directors, and Department Chairs concerning courses listed in the catalogs. There are about 850 courses out of some 5,000 that will be removed from the catalog, but will not be dropped as approved courses. These include undergraduate courses (0-399) not taught in the past three years and graduate courses (400+) not taught in the past four years. A copy of a memo from Provost DeFleur to the Dean's Council was also distributed which deals with degree programs and class size.

Chairman Kimber noted the proposal to form a committee to study higher education in Missouri. Yesterday the Senate passed a bill calling for a panel composed of ten legislators and ten individuals from business to study higher education.

Committee Reports

Professor Schrader, Chair of Fiscal Affairs Committee, reported that the ad hoc committee on staff benefits will soon submit a report to President MacGrath. The recommendations of the committee focus on improvements in basic benefits for employees. The committee hopes to get some items included in next year's budget.

Professor Twaddle, Chair of Special Projects Committee, reported that he has not yet obtained a legal opinion on some aspects of the proposed amendment on the review of administrators and hopes to have this by the June meeting.

Professor Hahn, Chair of Academic Affairs Committee, reported that the report of the General Education Task Force will soon be distributed to members of the Academic Affairs Committee and will be considered in the fall. He also reported that Vice-Provost Denhardt has been obtaining information from other universities concerning spousal accommodation policies and wants to work with the Academic Affairs Committee during the summer.

Professor Fritzell, Chair of Academic Freedom and Grievance Committee reported they would update the Faculty Handbook during the summer.

Professor Zguta, Chair of Student Affairs Committee, reported he had received a letter from Chancellor Monroe expressing gratitude to the Student Affairs Committee for their efforts in revising the admission requirements.

Chairman's Report on Council Activities

Chairman Kimber announced that a report on the efforts of the Council, presented at the April 11, 1989 General Faculty Meeting, will be summarized in the next Faculty Forum.

Recognition of Retiring Members

Plaques were presented to the following Council members who had completed their term of office:

- Gerald Browning
- Jay Dix
- Francis J. Flood
- Alvin S. Lackey
- Peter Markie
- Edward J. Metzen
- Keith Schroder
- Trygve Veum

Election of Chair and Vice-Chair

Council went into closed session at 4:07 p.m. to conduct the election of Chair and Vice-Chair for 1989-90. Professor Kimber was reelected Chair and Professor Warder was reelected Vice-Chair.

Professor Hahn introduced a motion that Council go on record as being extraordinarily grateful for the services of
Professor Kimber and Warder and the outstanding leadership they provided during this academic year. The motion was approved unanimously.

Adjournment:
The meeting adjourned at 4:30 p.m.
RESPECTFULLY SUBMITTED,
Billy Cumbie, Recorder

Acknowledgements

As this is the final issue of Faculty Forum for this academic year, I would like to acknowledge those persons who were most instrumental in its publication. Special thanks go to Becky Flanders, the Faculty Council Secretary, and Billy Cumbie, Recorder for their efforts in providing the minutes and highlights to Gordon Kimber, Chairman, for his inspiration and assistance; Tom Taylor, my personal copy boy and editor. A special acknowledgement is due Mr. Harold Nichols, Witt Printing Services, for the excellent quality and appearance of the Forum.

The Forum has served well as an information dissemination medium. Perhaps next year we can better realize the goal of information sharing. There were times when I wondered if anyone was reading the Forum. For all the erudite and controversial material presented, the greatest response and exchange was prompted by the "Mug Mottos". I thank you all for reading and responding.

S. Taylor, Editor.

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