Staff Benefits

Four meetings have been arranged to allow staff, retirees and faculty to discuss with personnel from System Staff Benefits the proposed new package of staff benefits. The proposed changes are substantial and you should consider them carefully for they could make a great difference to you or your spouse's retirement and other benefits. The document itself is quite voluminous. Faculty Council has available a small number of copies that you can read or borrow on short loan. If you wish to see a copy please phone Becky Flanders at 882-7655.

PLEASE MARK THESE DATES ON YOUR CALENDAR

Monday 23 October:
3:40-5:30 Keller Auditorium
7:00-8:30 Keller Auditorium

Tuesday 24 October:
3:40-5:30 Keller Auditorium
7:00-8:30 Room 7, New Law Building

Please make every effort to attend at least one of these meetings and participate in the discussion.

Gordon Kimber

Minutes of the
Faculty Council Meeting
September 28, 1989

Attendance
The meeting was called to order by Chairman Kimber at 3:40 p.m. in S110 Memorial Union. Twenty-five members were present. Professor Rautman substituted for Professor Crown; Professors Schrader, Sievert, Twaddle, and York were absent.

Minutes
Minutes of the September 14, 1989 meeting were approved as distributed.

Report of Officers
Chairman Kimber announced that the Council would have a breakfast meeting with the Board of Curators on Friday, October 13, at 7:00 a.m.

A letter from Vice President Wallace was distributed that outlined the history of events that led to the present distribution of funds. Chairman Kimber was instructed to write Vice President Wallace another letter requesting an explanation of the rationale behind the distribution ratios.

A list of the members of the Task Force on Faculty Workloads was distributed, along with the charge to the task force. Professor Sentilles, Professor of Mathematics, will chair the fourteen member committee. As a part of the charge, the task force initially will determine if existing analysis of faculty time at the University of Missouri-Columbia are sufficient. If additional reporting about faculty work loads is found to be desirable, the committee should examine reporting procedures in other Carnegie 1 universities and recommend an approach that is in the best interests of the University of Missouri-Columbia faculty and campus.

A list of the members of the Market and Merit Task Force, together with a copy of the charge to the task force, was distributed. This task force, composed of six members, will be chaired by Professor Markie. Professor, Philosophy. This task force will evaluate the market and merit salary policy within the contemporary fiscal environment at this university.

Chairman Kimber announced that efforts to provide a video hookup on a forum on faculty rights and governance scheduled for October 11, 1989 has not been successful.

Chairman Kimber announced that the fall social for Council will be held on Thursday, October 26, 1989.

Action Items
In order to make committee work more equitable, Chairman Kimber presented a motion, for the Executive Committee, to change the name of the Committee on Academic and Faculty Affairs to the Committee on Academic Affairs, and to change the name of the Committee on Academic Freedom and Grievance to the Committee on Faculty Affairs. The motion was approved without dissent. The Committee on Faculty Affairs will continue to deal with matters of freedom and grievance.

Chairman Kimber, on behalf of the Executive Committee, presented the following motion concerning academic computing:

In the absence of precise data concerning the possible upgrade of the academic mainframe computer at MU, Faculty Council hereby established an ad hoc committee to:

1—Determine the technical configuration of the existing mainframe computers, both campus and system.

2—Determine the technical configurations proposed for the following situations:
   a—MU total ownership of an IBM 3090-180E.
   b—Shared ownership MU/MU of an IBM 3080-300E.
   c—Determine from IBM, with the participation of the cam-
campus administration if necessary, the exact purchase price of alternatives 2a and 2b.

4—Determine the technical details of the division of the IBM 3090-309E between MU and UM and the division of the purchase price between MU and UM.

5—Determine the net cost to MU of the alternatives 2a and 2b and report all of the above data to Faculty Council.

The committee is to consist of the Chairman of the Faculty Council Special Projects Committee, one faculty member from the Department of Computer Science, one staff member from Computing and Information Technology and one staff member from Campus Computing Services.

The chairman of this committee is to make progress reports to Faculty Council or its Executive Committee at least weekly. The final report is to be made with all practical haste.

In order to vote on this motion at this meeting, Professor Warder moved to suspend the rules. This motion was approved.

Chairman Kimber reported that after the September 14, 1989 Council meeting, he contacted Chuck Shomper, Assistant Vice President for Computing and Information Technology, to attempt to set up a council meeting with both campus and system computer personnel in order to obtain data on the upgrading of computers by the campus and the system. Kimber was told that Council could submit questions and the system would reply to Deputy Chancellor Brouder. On September 25, 1989 the Executive Committee met with Chancellor Monroe and the Council of Deans to discuss upgrading campus computing. The meeting did not result in any resolution. As a result, the Executive Committee decided to propose forming an ad hoc fact finding committee. The motion to form this committee passed without dissent. Professor Logan, Chairman of Special Projects Committee, agreed to chair the ad hoc committee.

Discussion Items

Chairman Kimber reported that no progress had been made on establishing a Long Range Planning Committee consisting of both faculty and administrators. Council instructed the Executive Committee to submit a list of faculty members to serve on the committee at the next regular Council meeting.

Chairman Kimber announced that the Fall General Faculty Meeting would be held sometime after the Board of Curators meeting scheduled for October 12-13, 1989. He needs to have proposed agenda items when he meets with Chancellor Monroe to prepare the agenda. One item that has to be on the agenda is a report on the ethnic civility resolution passed at a faculty meeting last year. Professor Marshall suggested that an update on Mathematics Literacy and General Education requirements be an agenda item.

In a discussion of the September 20, 1989 meeting with Curator Raven on assessment, the Council decided it should discuss this matter in closed session at the end of this meeting.

Standing Committee Reports

Academic Affairs. Chairman Hahn reported the committee is considering the report of the Task Force on General Education. Professor Warder suggested the Committee obtain costs for implementing changes in general education curriculum.

The Academic Affairs Committee is also working on the 1991-92 academic calendar which will be essentially like the 1990-91 calendar.

Faculty Affairs. Chairman Fritzell reported the committee had met with Vice Provost Denhardt regarding the Coordinating board of Higher Education's request for a response to a required list of 31 institutional effectiveness indicators. Each state institution can also develop additional indicators of effectiveness. The committee offered comments about the list, including approximately 25 additional indicators for the campus. Fritzell reported that the committee felt like the administration wants to provide the best possible information to the coordinating board.

Special Projects. Professor Logan reported that the committee will consider the activities of the Library Committee.

Student Affairs. Professor Zguta reported that the committee has not heard any additional information from the system regarding admission requirements.

Closed Session and Adjournment

Council went into closed session at 4:36 p.m. and adjourned at 5:10 p.m.

Respectfully Submitted,
Billy Cumbie, Recorder

To The Editor:

Why don't we emulate professional sports in terms of hiring our professional administrators? A coach or an athlete is held to a contract for a specified period of time. Breaching it, by either party, results in substantial financial costs. One might argue that the sports analogy isn't appropriate. University administrators, it can be asserted, are tied to the institution for at least a reasonable amount of time by bonds of professional ethics or loyalty. Regardless of any generalizations that can be made on the basis of empirical data, rapid turnovers and near misses are costly. Positions from at least the Dean level up require a knowledge base which takes time before an individual can be fully effective. Intervals while search committees engage in their slow moving processes leave large leadership gaps.

What is proposed is to make the University of Missouri, or our campus, a leader in reconstituting contractual relations with administrators based on the professional sports model. Let's hire for four to five years with significant penalty clauses for breaking the contract. Why not put faculty into this basket? Well, it is worth a thought if the risk factor involved is balanced by salaries commensurate with those of administrators. Until then, i.e. when hell freezes over, this plan is proposed only for higher ranking administrators.

Sincerely yours,
Dr. Paul Wallace, Professor

Please share your ideas and opinions with other readers of Faculty Forum. Send them to: Susan Taylor, Editor, 220 Curtis Hall. You must include your name. Your response will be published anonymously if you so request.
Highlights of the October 12, 1989 Faculty Council Meeting

Professor Kimber introduced a motion on behalf of the Executive Committee, "That MU declare Martin Luther King's Birthday as an additional holiday for all students, staff and faculty." In a discussion of the motion it was pointed out that Staff Council had objected to an administrative proposal to require staff to use a personal day if this day was declared a holiday. Council learned that in the meeting of the Board of Curators on this day, President Magrath proposed a committee he formed to make recommendations on how the university will recognize the day. Professor Zgata pointed out that MU is attempting, in many ways, to diversify the student body and that forming another committee would make the university appear to be dragging our feet. He told the Council he believes it is time for the faculty to take the high moral ground and push for Martin Luther King's holiday. The motion will be voted on at the October 26, 1989 meeting.

Council learned from Chairman Kimber that the assessment report presented to the Academic Affairs Committee of the Board of Curators by Professor Taylor was well received by the Board and that the presentation by Professor Taylor was an excellent summary of our efforts concerning assessment of general education. Following Professor Taylor's report, Curator Raven told the Board that MU faculty was performing in a logical responsible way. Professor Taylor's report will be published in the next issue of Faculty Forum.

In other action the Council learned that the ad hoc committee on computers will present its report to the Executive Committee by next week. In standing committee reports Professor Fritzell, Chair of the Faculty Affairs committee, reported that, in response to a letter from Professor Lane expressing concerns about review of degree programs by the Provost, the Faculty Affairs Committee has been making an effort to ensure that faculty involvement in the review process is substantive. The Provost was directed by Chancellor Monroe on April 11, 1984 to undertake the review on the basis of number of students graduated in a degree program in the past five years. Professor Lane, present at the Council meeting, urged Council members to be vigilant.

Ed Travis, President of the MU Alumni Association was a guest of Council and spoke of the efforts of the alumni group in behalf of the campus. He emphasized identity, autonomy, and equity for the campus.

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**General Faculty Meeting**

**Wednesday, November 8, 1989**

3:40 p.m., Jesse Auditorium

**Agenda:**

1. Chancellor's Report
2. Report from Faculty Council by Gordon Kimber
3. Ethnic Civility Resolution
4. Any Other Business
FACULTY COUNCIL—1989-1990

Banerji, Shankha
Civil Engineering
2037 Eng. Bldg.
882-3016  443-3027

Renfer, Robert A.
Anthropology
222a Switzer
882-9403  443-2150

Crow, Patricia
Art History/Archaeology
100 Pickard
882-9828  443-5578

Cumbie, Billy Glenn*
Biology Sciences
411 Tucker
882-2755  445-2231

Eckman, Lonnie
Practical Arts & Voc.
307 Hill
882-9705  445-6678

Farhangi, Mehdi
Medicine
MA 434 Med Sci
882-6153  445-6225

Fitzell, Erik*
Fisheries/Wildlife
112 Stephens
882-9424  449-7439

Goddard, Thomas
Curriculum & Inst.
111 E. Stewart Rd.
882-7888

Griggs, Douglas
Physiology
882-4957  445-2825

Hamilton, Jean
Textiles & Apparel
127 Stanley Hall
882-8316

Hartman, Joel
Rural Sociology
106 Sociology
882-7806  445-4199

James, Elizabeth
Child Health
N222 Medical Ctr.
882-7919  442-1890

Kemper, Gordon*
Agronomy
220 Curtis Hall
882-7017  442-3844

Lawless, Elaine
English
107 Tate
882-8866

Logan, Robert A.
213 Walter Williams
882-4744  445-1095

Marshall, Robert
Food Sci./Nut.
112 Eckles
882-7355  442-8750

Neely, Alfred S.*
School of Law
210 Law School
882-7630  442-3580

Powell, Ronald
Information Sci.
106c Stewart
882-9545

Prewitt, Michael
Respiratory Therapy
203 Clark
882-8423  443-2628

Sanders, Darryl
Entomology
147 AG
882-7181

Schrader, Keith
Mathematics
301 Math Sciences Bldg.
882-4504  443-6330

Sievert, Don
Philosophy
432 GCB
882-3381

Slusher, E. Allen*
Management
227 Middlebush
882-1472  449-2852

Taylor, Susan*
Nursing
S425 Nursing
882-4261  449-7684

Twaddle, Andrew
Sociology
109 Sociology
882-7031  449-4407

Warder, Richard*
Mechanical/Aerospace
1066 Engr.
882-8345  445-1229

York, Don
Physiology
MA 415 Med Sci.
882-7169  471-5041

Zguta, Russell*
History
107 Read
882-9467  443-5898

Flanders, Becky
Faculty Council Office
205 Curtis
882-7655

*executive committee member

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220 Curtis
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