In accordance with the Faculty Council resolution of November 4, 1993, there will be an

INFORMATIONAL PUBLIC FORUM

on the benefit and feasibility of

FACULTY UNION REPRESENTATION

Jesse Wrench Auditorium, Memorial Union
Tuesday, February 8, 1994
3:00 - 5:00 p.m.

Speakers will include representatives from the American Association of University Professors the American Federation of Teachers and the National Education Association

Discussion will also include possible changes in state law to allow collective bargaining.

The session will be moderated by Prof. Allen Hahn, former chair of Faculty Council.

PLEASE PLAN TO BE THERE WITH YOUR QUESTIONS AND CONCERNS
General Faculty Meeting Minutes, November 9, 1993

Attendance

Chancellor Kiesler called the meeting to order in Jesse Auditorium at 3:44 p.m., by welcoming approximately 60 faculty, staff, and visitors to the "world's largest seminar room".

Chancellor's Remarks

He said that he had overcome the most serious challenge of his administration so far, namely that he had survived his first year in office. He thanked the faculty for its cooperation, with special reference to the Faculty Council and its chair. He spoke of cordial relations with the Executive Committee of Faculty Council.

He spoke then of the major issues faced by the campus, and mentioned the lack of credibility with the public which schools around the nation are facing. He aspired to develop model responses to this problem, which, if tough times ever improved, would leave the university even better poised for development. He stated that the quality of outcomes was more important than speed, and emphasized the role played by Pat Morton. There should be a movement towards sharper focus within units, something which he found better than the inherited process.

The Chancellor then turned to student affairs, and praised the work so far done on retention, advisement, and monitoring of students, with particular mention of Professor John Foley. He spoke of expanding research opportunities for students. He spoke of the student-as-customer concept, and the continuity of learning and living environments, emphasized by Vice Chancellor Schroeder.

He then spoke of efforts to develop credibility with the Curators and with the Legislature. The Curators had given him leeway. He met after every Board meeting with the local legislative delegation. This year's budget increase had been a mere 1.84 percent increase over the previous year's. This represented a $50,000,000 erosion to inflation since 1980. Next year's budget as passed by the CBHE was the best in a long time. He had also been working on federal relations, and had recently held a breakfast in Washington for the Missouri Congressional Delegation. Efforts were being made to track federal granting agencies. He had also traveled extensively on development, concentrating particularly on large gifts. Finally, he stressed the need for us all to become more entrepreneurial.

The Chancellor stated that his first priority was faculty salaries. Two raises ago the salaries were over 23 percent below the AAU median for full professors' salaries. Now the gap had closed to less than 14 percent. Teaching assistant stipends also had to be brought to nationally competitive levels. Market conditions had been used for staff as well and staff commanding market value had been singled out for raises averaging 11.5 percent. As an example, the campus police force was added, and attention was drawn to the difficulty of its tasks.

On the subject of assessment, the Chancellor reminded us that the Curators had given the campuses free choice of nationally normed tests for general education. We do well in the classroom but need constantly to do better.

On the subject of "sizing," the Chancellor stated that the Curators were no longer so concerned with "rightsizing or downsizing." We might even increase the student body by 2,000 to the point that it was at a few years ago, however this was not a major concern. More important were concerns about financial aid, freshmen/sophomore teaching, retention, and the like. He noted that applications for admission were up 15 percent from this time last year.

On other topics such as capital budgets, plans for new buildings or renovations would be allowed simply to drift to the top of the list. More rationality was being introduced. Renovations were important, and one had to consider the academic implications of capital requests. The Chancellor stated that he would proceed with the naming of the committee called for at the previous faculty meeting to monitor the operation of the new health care plan. He spoke of the claims upon his time, and the resultant decision to appoint a Chief of Staff. The appointee is Professor Brady Deaton of Agricultural Economics. With this new appointment the Chancellor said he could interact better with faculty. The Chancellor then turned the floor over to Ed Hunvald, Chairman of Faculty Council.

Faculty Council Chairman's Remarks

Professor Hunvald stated that the report of the Steering Committee on Plus/Minus Grading had been adopted by the Faculty Council and that adoption by the entire faculty was recommended. (See minutes of the November 4 Faculty Council Meeting.) The adoption would have to be by mail vote of the entire faculty. He then turned the floor over to Professor Michael Prewitt. Professor Prewitt spoke of the fact that another forum would be held in the next few weeks, and drew particular attention to sections two and three of the report, and how they worked in with existing regulations.

Professor Fred Springsteel (Computer Science) seemed to be under the impression that a C- meant something lower than a C, rather than a low C. Thus, a C- might be a 67 percent performance, and this was in his estimation too low a grade to move on to a follow-up course. It was also too low for a graduate student. Professor Springsteel was assured that individual departments could work out their own policies next semester, if the system was voted in this fall to be implemented next fall. He was also assured that the ballot language had not yet been set. Discussion would occur through IFC (Intercampus Faculty Council) as to whether or not to include the A+.

Professor Don Granberg (Sociology) spoke of the fact that student complaints might increase with the new system, as had happened elsewhere. He received the reply that reception of the
plus/minus system elsewhere was a mixed bag. Grade appeals did increase, at least initially. Professor Prewitt had heard of only one institution that had reversed the change.

There were no further questions and Chancellor Kiesler adjourned the meeting at 4:29 p.m.

Respectfully submitted,
Eugene N. Lane, Recorder

Faculty Council Meeting Minutes, November 18, 1993

Attendance
Present were: John Bauer, Hardeep Bhullar, Robert Birkenholz, Dale Blevins, Irv Cockriel, Vicki Conn, Jay Dix, Jean Hamilton, Edward Hunvald, Brent Jones, Eugene Lane, John Miles, Kerby Miller, Deborah Pearsall, Larry Penney, Glenn Pierce, Patricia Plummer, Kit Salter, Dennis Sentilles, Don Sievert, Mary Ellen Sievert, Harry Tyrer, Warren Zahler, Dean Schmidt (Library), Roy Utz (Retirees), and Birgit Wassmuth substituted for Betty Winfield. Absent were: Gary Allee, Loren Nikolai, Michael Prewitt, Don York, and Mabel Grimes (Black Faculty and Staff).

Approval of Minutes
Chairman Hunvald called the meeting to order at 3:40 p.m. in room 5110 Memorial Union. The minutes of the November 3, 1993 General Faculty Meeting were approved as submitted. The minutes of the November 4, 1993 Faculty Council Meeting were approved with minor changes.

Report of Officers
Chairman Hunvald reported that two open meetings would be held on the 19th concerning plus/minus grading. The President's executive order on the subject had been received and it stipulated that it be applied only to undergraduate grades. The election date would be determined by the Executive Committee. Chairman Hunvald also reported that the Executive Committee had met with Brady Deaton, the Chief of Staff designate.

Professor Kerby Miller reported that he was in the last stages of putting together an advisory committee concerning the forum on unions. The report of this committee would come back to Executive Committee and to Faculty Council. Professor Lane was serving as liaison between the ad hoc committee and the Executive Committee.

Action Items
Midterm Grades. (See Appendix II of the November 4, 1993 Faculty Council Minutes for the proposal on Early Term Feedback and Midterm Grading.) Professor Fred Springsteel asked to address Council in opposition to the proposal and asked whether these grades would be a part of the student’s permanent record. The Provost replied that they would not. Professor Mary Ellen Sievert, on behalf of the Academic Affairs Committee, moved adoption of the proposal. There was considerable discussion as to the merits of the proposal. Professors Salter, Hamilton, and others found the proposal unnecessary, and perhaps a way of accommodating irresponsible students. Professor Plummer defended the proposal.

The Provost reported that midterm grades had been given in the past, and Professor Salter wanted to know whether such action had been helpful. Professor Pierce was of the opinion that discussion was needed on earlier practice. Professor Bauer moved that the motion be tabled, and Professor Salter seconded. The motion was tabled with one dissenting vote.

Discussion Items
Representation on Council Report. Chairman Hunvald reported that no changes were needed regarding representation of the various divisions on Faculty Council.

Task Force Reports on Retention and Advisement. Professor Bauer was assured that an 85% retention rate was achievable.

MU Committee on the Implementation of the Health Insurance Plan. Discussion centered on the value or lack thereof in having physicians serving on the committee, and if so, by whom they should be appointed. Chairman Hunvald asked for the sentiment of Council on two points: a) whether there should be a prescribed number of physicians on the committee; and, b) whether anyone objected to the entire committee being appointed solely by Faculty and Staff Councils. Sentiments were negative in both cases. Professor Don Sievert was charged with drawing up a memorandum to the Chancellor concerning the composition and method of selection of the committee. There was also discussion of the vague charge to the committee and the possibility of large bureaucratic problems ensuing. Professor Hunvald promised further discussion with the Chancellor.

Changes to the Academic Grievance Procedures. On behalf of the Faculty Affairs Committee, Professor Hamilton presented the list of proposed changes. She recapitulated the history of the report and minority report presented two years ago by the task force chaired by Gordon Kimber. Their report had been forwarded to other campuses and to IFC (Intercampus Faculty Council) and then "fallen into a black hole"; in the meantime problems remained. The Academic Affairs Committee had consulted with Vice Provost Behymer as to needed improvements. The present committee had tried to deal with the time frame of grievances as a matter of particular concern. It tried to use wording that was adaptable to all campuses. It also dealt with inappropriate efforts to influence grievance committee members. Professor Hamilton thanked Jo Behymer for her cooperation and in turn Jo Behymer stated that the proposed changes would be helpful, but urged further stipulation of time limits.

Professor Miller asked when the vote on the proposal would take place, and he was assured that it would not be at the next Council meeting. Professor Plummer was concerned that the selection procedure might not result in demographically balanced groups.
committees. Professor Hamilton thought this unlikely, however admitted the possibility. Professor Miller similarly was concerned that the selection procedure might result in biased committees. Professor Birkenholz was concerned about deliberate attempts to bias the committee as a means to delay action especially if it might result in the re-initiation of the entire procedure. Chairman Hunvald thanked Professor Hamilton and told Council to send suggestions to her.

IFC Report

Chairman Hunvald reported that Curators Collins and McHugh had been present and that there had been discussion of a public relations campaign to stress the value of a research university in the state. There had been further discussion of university insurance coverage of persons charged with violation of federal regulations, differences in procedure whether it was a civil or a criminal charge, possible reimbursement to persons acquitted of criminal charges, etc. Bob Ross had proposed a change in the Board Regulations to deal with this matter, and will consult with Professor Hunvald in framing it. The tenure clock stopping proposal was still before President Russell, who had some objections to the proposal as made. Professor Bauer expressed frustration that the proposal had originally been made a year ago and was only now being considered by the President. There had also been IFC discussion of a new kind of faculty workload report, designed for external consumption. The Provost reported that this new reporting effort was being selectively piloted across campus.

Standing Committee Reports

Academic Affairs (Hildegarde Heymann)

In the absence of Hildegarde Heymann, Chairman Hunvald reported that the committee had received a proposal on the treatment of extension and correspondence courses on transcripts. Professor Bauer stated that “prodding” was needed on the matter of the Task Force Report on Promotion and Tenure.

Faculty Affairs (Jean Hamilton)

The committee is working on the matter of emeritus status.

Fiscal Affairs (John Miles)

No report.

Special Projects (Dean Schmidt)

No report. Chairman Hunvald referred the matter of proposed changes in commencement ceremonies to the committee.

Student Affairs (Brent Jones)

Professor Jones reported that his committee was working on the matter of tuition rates for faculty dependents. The Committee on Residence for Tuition Purposes did not want to see itself disbanded although it has had little work to do. The Student Affairs Committee intended to work with Vice Chancellor Schroeder regarding the Student Conduct Committee. The Traffic Appeals Committee was going forward with a recommendation that students who did not show up for appeals be charged extra. The Campus Recreation committee felt that it needed additional student representation. The membership on the Committee on Residential Life has increased. Student Affairs is also investigating the possibility of varsity soccer.

General Education

Professor Glenn Pierce stated that there had been a “very general, nice discussion” of clusters and capstone courses in the Committee on Undergraduate Education.

Closed Session for Personnel Items and Adjournment

Various names were proposed for membership on the Committee on Implementation of the Health Insurance Plan, however, since both the method of appointment on that committee and the charge to it were still fluid, no definite action was taken.

The meeting was adjourned at 5:20 p.m.

Respectfully submitted,
Eugene N. Lane, Recorder

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