The following remarks were made by Patricia Plummer, Chair of the MU Faculty Council, at the general faculty meeting on October 24, 1995.

As Dickens put it, "It was the best of times, it was the worse of times; it was the age of wisdom, it was the age of foolishness...." Considering the bad news first, if we believe what we read on every hand, the Academy is under attack on all sides. Even though we regard it as "foolishness," from the perspective of much of the public, tenure is solely a means to give lifetime job security to faculty who seldom see a student outside of the classroom and only see them in the classroom with several hundred others for six to nine hours a week. And the students who attend those classes graduate without being able to write or think critically. We are struggling to appear credible as to the "value added" to our "products," especially as the costs of higher education increases faster than any other sector of our economy with the possible exception of health care. We are asked to "prove" that we are a better value than instruction provided at community colleges or from a television classroom. The 1990's have seen increasing pressures to apply practices from business to the academy (downsizing, total quality management to name but a few). Faculty have been accused of being autocrats and self-indulgent, out of touch with reality.

If these represent the perception of our activities, how can these be "the best of times"? I contend that they can because they offer a tremendous opportunity to preserve the essential core of values and infrastructure to support the learning, scholarship, and public service components of our mission while shedding any "trappings" which have served only to hold us back. We are free to explore new ways to deliver education to an increasingly diverse group of learners. We are free to cross discipline boundaries, to join with others outside of this institution to expand both knowledge and access to that knowledge.

Starting with Chancellor Kiesler's arrival at MU and continuing through Governor Carnahan's appointment of the most recent additions to the Board of Curators and the hiring of a new head of the Coordinating Board for Higher Education, we are moving toward becoming "a University that is nationally competitive in the quality of its teaching and research." A major distinguishing feature of this period contrasted with those which immediately preceded it is the degree to which the faculty have implemented. The "we" and "they" mentality is rapidly disappearing. The Board is beginning to view the faculty as having something substantial to contribute to the planning process and as being willing to consider and institute change. The faculty is beginning to view the Board and the administration as willing to listen, consider, and even to alter course in response to reasoned arguments.

Some examples of the recent changes which have resulted from faculty initiatives, augmented by administrative and Board action, include an Executive Order to permit the Chancellor with the advice of faculty to delay tenure decisions, the elimination of a University of Missouri GPA and the freedom of each campus to set its own grading scale, and the adoption of a new faculty grievance procedure. The computers many of you received recently began with an ICP position paper stressing the need to provide for the faculty the "infrastructure for teaching and research." The ideas struck a responsive chord in the President, legislators and the Governor. The result was the special appropriations which provided the computers for faculty desktops and it is anticipated that future state budgets will provide ongoing support of technology.

Specifically at MU, the Faculty Council has adopted a proactive stance on improving the climate for teaching, research and public service. For 1995-96, we, through our Student Affairs committee, are working closely with Vice Chancellor Schroeder and the campus standing committees which advise on student affairs, to continue to improve the educational climate for all our students and to provide them with increasing opportunities to develop as ethical citizens of the world community. We are examining the structure and charges of the other standing committees and the administrative offices which they advise, to improve their effectiveness and to ensure that faculty input and expertise is provided on all issues. Faculty Council is working with the policy committees of the divisions to improve the usefulness and effectiveness of evaluations of chairs and administrators. Our Academic Affairs committee will be monitoring the impact of plus/minus grading and together with student groups and the Student Affairs committee, is examining a revision of our "stop day" policy. Academic Affairs is also working to implement a campus-wide curriculum committee and is cooperating with admissions and the divisions on developing enrollment management policies.

The changing environment and positive movement have been noted outside the Academy as well. This is reflected by the fact that our applications for admission were up in a year in which we had the lowest number of students graduating from high school in many years. The failure of Proposition 7 last fall
continue to adopt, evolve, and make the necessary changes to keep the university healthy in the present environment.

William Danforth in a recent editorial in Science says that the preservation of the research university will require individual faculty members to "take personal responsibility for the success of their institutions."

Thus, if you, as a member of the faculty, wish to have an impact in shaping the future of MU, insuring its success and that of higher education in Missouri as we move into the new millenium--this is indeed "the best of times."

To the new faculty I extend a most sincere welcome. You have arrived at a most opportune time and I urge you to bring your perspectives and expertise to our deliberations.

**Faculty Council Meeting Minutes, July 20, 1995**

*Attendance*—Present were: Edward Adelstein, Gary Allee, Joe Charlson, Jay Dix, Leonard Forte, Allen Hahn, Jean Hamilton, Edward Hunvald, Marc Limit for Charles Knowles, Marian Minor, Larry Penney, Glenn Pierce, Patricia Plummer, Michael Porter, Jan Colbert for Donald Ranley, Dennis Sentilles, Don Sievert, Mary Ellen Sievert, Fred Springsteel, Susan Taylor, Gilbert Youmans, and Bob Almony (Librarians). Absent were: Craig Anderson, Benedict Campbell, Jere Francis, Peter Hall, Richard Hatley, Loren Nikolai, Ron Plain, Michael Prewitt, Harry Tyree, Sara Walker, Roy Utz (Retirees), and Mabel Grimes (Black Faculty & Staff).

*Approval of Minutes*—Chairman Ed Hunvald brought the meeting to order in Room 110 of the Memorial Union at 3:40 p.m. After two minor corrections the minutes of the June 22, 1995 minutes were approved.

*Report of Officers*—Chairman Hunvald reminded Council that one of the issues of Council for this upcoming year will be the establishment of a Campus Curriculum Committee. He reported that the Executive Committee has met with Jo Behymer, Gil Porter and Warren Zahler for discussion on this topic. Gil Porter and Warren Zahler are part of the Committee on Undergraduate Education (CUE) and that group is more familiar with the current curriculum aspects than any other. Furthermore, he reported that it is clear that any campus curriculum committee will have to work closely with CUE and one topic of discussion was whether CUE or some subset of CUE should constitute such a committee.

The Chair noted that we are still in the very early stages and we need to meet and discuss matters with the Undergraduate Deans Group, the Graduate Faculty Senate and other groups to work on both the composition of such a committee and most importantly, its charge. The immediate task is to prepare a list of issues that need to be considered.

The Chair then reported that the Executive Committee has also met with Jo Behymer to discuss proposals on the structure for dealing with MU's international activities and the means of insuring faculty participation.

The Chair pointed out that the packet of information sent out to Faculty Council included information and statistics on applications and enrollments for the fall of 1995.

The Chair noted that the next Council meeting is set for

**Discussion Items**

*Request for Housing Volunteers*—Bob Almony noted for Council's attention that the National Hot Air Balloon Championships conflict with the opening of school in the fall, causing a housing problem for parents bringing students to campus during the opening weekend. Frankie Minor, Director of Residential Life, told us that, as of this date, approximately 70-75% of the hotel rooms in the Columbia area are currently reserved. Bob Almony asked if Faculty Council would consider passing a resolution that would endorse the idea of faculty and staff opening their homes for one evening during opening weekend for parents that wish to stay overnight. After some discussion, it was moved, seconded and passed to suspend the rules to allow for a motion. It was then moved, seconded and passed that Faculty Council supports the proposal of asking faculty and staff to help with the housing of interested parents during the weekend of August 18-20, 1995. Frankie Minor, Director of Residential Life, noted that the coordination of this would be handled by the Alumni Association.

*Multicultural Development Program Request*—After some discussion it was moved, seconded and passed to suspend the rules to allow for a motion. It was then moved, seconded and passed that Faculty Council endorses the proposal of bringing Tom Brown of St. Mary's College of California to campus. However, as noted after the passing of the resolution, the request for funding will be coming from another group.

*Board of Curators Report*—It was noted that the next meeting of the Board of Curators will be in Columbia this next weekend. One action item is the revision of the Faculty Grievance Procedures.

*Standing Committee Reports*—There were no reports at this time.

*Other Business*—It was reported that approximately one million dollars in computing requests were funded in the last "go-round" on the MU campus. A special request is in the legislature at this time for another round of funding.

*Closed Session for Election of Council Officers*—Faculty Council moved into closed session at 4:15 p.m., with Pat Plummer assuming the Chair at that time. The following officers of Council were elected: Recorder—Bob Almony; Observer to the Board of Curators—Gary Allee; Editor of Faculty Forum—Ed Hunvald; Chair of Academic Affairs—Michael Porter; Chair of Faculty Affairs—Jean Hamilton; Chair of Fiscal Affairs—Mary Ellen Sievert; Chair of Special Projects—Glenn Pierce; and Chair of Student Affairs—Dale Blevins. Faculty Council adjourned at 5:00 p.m.
Faculty Council Meeting Minutes, Aug. 31, 1995

Attendance—Present were: Craig Anders, Lloyd Barrow, Hardeep Bhullar, Joe Charlson, Leonard Forte, Jere Francis, Jean Hamilton, Edward Hunvald, Nancy Knipping, Charles Knowles, Marian Minor, Alex Pickard, Glenn Pierce, Ron Plain, Patricia Plummer, Michael Porter, Don Ranly, Ray Rotherneberger, Dennis Sentilles, Mary Ellen Sievert, Susan Taylor, Harry Tynder, Sara Walker, Bob Almony (Librarians), Roy Utz (Retirees) and Mabel Grimes (Black Faculty & Staff). Absent were: Edward Adelstein, Gary Allee, Benedict Campbell, Peter Hall and Gilbert Youmans.

Approval of Minutes—Chairperson Patricia Plummer brought the meeting to order in the Tiger Lounge at the Faurot Field Stadium at 3:40 p.m. The minutes of July 20, 1995 Faculty Council Meeting were approved as presented.

Report of Officers—Over the summer Pat Plummer met with several chairs of Faculty Council standing committees and many administrators on campus, including people such as Vice Chancellor Charles Schroeder, Vice Chancellor Kee Groshong, Vice Provost K. C. Morrison, and the Director of Admissions, Gary Smith. She talked with them about what is working and what is not working relative to the Faculty Standing Committees that interact with their areas of responsibility. During the next month Pat hopes to meet with the rest of the chairs of the standing committees. Pat stated that she hopes Faculty Council will have a proactive year and anticipates a good year in working with IFC and our sister campuses on items of mutual interest. She then encouraged all members of Faculty Council to obtain and begin using electronic mail as this is often the fastest means of communication among busy faculty members. The Board of Curators will meet in Columbia in September. On Friday, September 22, the MU Faculty Council will host a breakfast with the Board. Everyone is encouraged to attend. Pat told the members of Council that the Board of Curators is very interested in cooperation between the four campuses; for example, they will be looking into a student passport in the future which will allow students to obtain credit on campuses for classes taken on other campuses and which will allow them to transfer easily. Furthermore, the Board of Curators is interested in a review of the Curators’ Scholarship. One of the problems that we have is some of the campuses have so many good students who qualify for the Curators’ Scholarship that they cannot afford to hand all of these out. Next, Pat reported that the General Officers are working on updating technology plans for the campuses. The three main areas of concern for the fall of 1995 include: 1) a Student Information System, 2) a new Alumni Development System, and 3) a Facilities System. Finally, Pat mentioned that there will be a new family fee for the Recreation Center for this fall. Dennis Sentilles, Vice Chair, reminded us that there is a Health Care Oversight Committee on campus and that he would like any information you have or any comments that you have, sent to this committee or to Dennis to share with them.

Action Items—None.

Discussion Items—Intercollegiate Athletics—Joe Castiglione, MU Athletic Director, met with Faculty Council and welcomed us to the MU campus. For example, he mentioned that he is pleased with the progress that has been made in the “Total Person Program” and the success of our student athletes over the last year. For example, 112 of 430 student athletes were on the Dean’s List this last year. The average GPA for the student athletes last year was a 2.7 overall. However, he also noted that while he is pleased with current progress he would like to see increases in the numbers of student athletes who make the Dean’s List, and he would like to increase the average GPA of the student athletes. Next, he mentioned that we currently have an 86% retention rate for student athletes and a 58% graduation rate (using NCAA formulas for a six year period). He pointed out that student athletes often leave the campus for reasons other than academic failure. He spend some time addressing two specific issues: 1) student athlete absences from classes, and 2) the disciplining of student athletes for infractions of the law. He finished up his presentation with a question and answer period.

Board of Curators Report—A summary of the report of the Board of Curators’ actions, for their meeting on July 27, 1995, as recorded by Ed Hunvald, was handed out at the meeting. Additional copies of this report are available from Becky Flanders in the Faculty Council Office in Jesse Hall.

Standing Committee Reports—There were no standing committee reports at this time. The standing committees will have a chance to meet for the first time during the workshop of Faculty Council in the afternoon and evening of September 5, 1995.

Fall Convocation—Mike Porter, the new Chair of the Student Affairs Committee for the 1995/96 year, represented the Faculty Council at the Fall Convocation on the MU campus. Mike reported that the new students were very receptive to this Fall Convocation and their new tradition of passing through the columns. Mike reported to Faculty Council that he did encourage all new students to take some time to actually go to faculty offices and meet their faculty instructors.

Closed Session for Election of Council Officers and Committee Appointments—Faculty Council moved into closed session at 5:02 p.m. [NOTE: With the resignation of Dale Blevins from Council, changes were made in the chairs of the standing committees]. The following individuals were approved as chairs for the Standing Committees of Faculty Council for the 1995/96 year. Academic Affairs: Glenn Pierce [replacing Mike Porter]. Faculty Affairs: Jean Hamilton [no change]. Fiscal Affairs: Mary Ellen Sievert [no change]. Special Projects: Sue Taylor [replacing Glenn Pierce]. Student Affairs: Mike Porter [replacing Dale Blevins].

Next, Charles Slivinsky was appointed to the Honorary Degrees Committee and Pat Okker, of English, was appointed to the Admissions Review Committee.

Faculty Council adjourned at 5:20 p.m.

Respectfully submitted,
Robert Almony, Recorder

Faculty Council Meeting Minutes, Sept. 14, 1995

Attendance—Present were: Gary Allee, Craig Anderson, Lloyd Barrow, Joe Charlson, Jere Francis, Allen Habn, Peter Hall, Joe Castiglione, and others.

Action Items—None.

Discussion Items—Intercollegiate Athletics—Joe Castiglione, MU Athletic Director, met with Faculty Council and welcomed us to the MU campus. For example, he mentioned that he is pleased with the progress that has been made in the “Total Person Program” and the success of our student athletes over the last year. For example, 112 of 430 student athletes were on the Dean’s List this last year. The average GPA for the student athletes last year was a 2.7 overall. However, he also noted that while he is pleased with current progress he would like to see increases in the numbers of student athletes who make the Dean’s List, and he would like to increase the average GPA of the student athletes. Next, he mentioned that we currently have an 86% retention rate for student athletes and a 58% graduation rate (using NCAA formulas for a six year period). He pointed out that student athletes often leave the campus for reasons other than academic failure. He spend some time addressing two specific issues: 1) student athlete absences from classes, and 2) the disciplining of student athletes for infractions of the law. He finished up his presentation with a question and answer period.

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Robert Almony, Recorder
Knowles, Marian Minor, Alex Pickard, Glenn Pierce, Patricia Plummer, Michael Porter, Don Ranly, Ray Rothenberger, Dennis Sentilles, Susan Taylor, Harry Tymr, Sara Walker, Gilbert Youmans, Bob Almony (Librarians), and Roy Utz (Retirees). Absent were: Edward Adelstein, Hardeep Bhullar, Benedict Campbell, Leonard Forte, Ron Plain, Mary Ellen Sievert, and Mabel Grimes (Black Faculty & Staff).

Approval of Minutes—Chairperson Patricia Plummer brought the meeting to order in Room S 110 of the Memorial Union at 3:40 p.m. The minutes of the August 31, 1995 meeting were approved.

Report of Officers—Pat announced that the United Way “Day of Caring” will be on September 30, 1995.

Pat announced that she had written a letter to John McCormick, Associate Vice Provost and Dean of the Graduate School, about remission of graduate student fees. Pat has received a response indicating that John McCormick is seeking the widest possible input before any major changes in policies are made.

Pat reported that on Wednesday she had attended the Resource Planning Committee of the Board of Curators, and following that, she attended the Academic Planning Committee along with Provost Ed Sheridan.

Three items of discussion from the Academic Planning Committee included: 1) this campus may not be able to continue to fund all Curator’s Scholarships at 100% given the current number of students that qualify; 2) during a discussion of computer literacy it was decided that courses may not serve this purpose as the students are gaining this in some other fashion once they arrive on campus; and 3) Pat reported that there is a new push on cooperative programs among the campuses from both this committee and the Board of Curators and a resolution to that effect will be presented to the full Board next week.

Pat also attended the Task Force on Student Fees just prior to coming to Faculty Council. She reported that the Chancellors have told the Task Force that they cannot plan if they do not know what the fees will be; and the Task Force says they don’t want to set fees unless they know what the plans are going to be. Pat reported that at this time, all fees are up for discussion.

Pat reminded Faculty Council that the Board of Curators meets here in Columbia on September 21-22, and that the next meeting is not set until mid-December, at this time. There may be a meeting called in late October, if a need arises. Pat read an extensive list of discussion items for the various BOC committees.

This list is available from the Faculty Council Office.

Pat announced that the Student Recreation Facility fees have initiated a family plan, of $150 dollars annually, that can be deducted from one’s paycheck.

There were no reports from other officers.

Action Items—There were no action items.

Discussion Items—Faculty Council Workshop at Haden House—Pat Plummer reminded those present that the Faculty Council Workshop at the Haden House, and dinner, were paid for by the Faculty Council budget. New members of Council reported favorably on the Workshop and the discussions with the Chancellor and the Provost that were held on September 5, 1995.

Breakfast for the Board of Curators—Faculty Council members are encouraged to attend the Board of Curators breakfast on September 22, 7:00-8:30 a.m. and to spread themselves out among the tables with the members of the Board of Curators. It should be noted that the chairs of IFC from other campuses will be there as our guests. A short vita of Board members will be distributed prior to the breakfast.

Graduate Faculty Senate—The Graduate Faculty Senate needs to take a lead in the discussion of the Graduate Student Fee Remission question, and to ask for our support if necessary.

Standing Committee Reports—The full list of topics for the various standing committees of Faculty Council are available from Becky Flanders in the Faculty Council Office in Jesse Hall. Any member of the faculty should feel free to request this list of topics for each standing committee from the Faculty Council Office.

There was some discussion regarding Stop Day. The students are in favor of moving Stop Day back so that they have more time to begin studying for their finals; however, as pointed out by some faculty, this does not teach students to stay current on their studies during the semester and actually encourages them to wait until just before finals’ week to begin studying for finals.

There was no specific report from any of the standing committees at this time.

Special Item—Vice President McGill and/or Ken Hutchinson will be invited to talk about health care at a Faculty Council Meeting in the near future.

Closed Session for Committee Assignments—Faculty Council moved into closed session at 4:40 p.m. to make committee appointments. Faculty Council adjourned at 5:15 p.m.

Respectfully submitted,
Robert Almony, Recorder

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