Faculty Senate Report  
4 December 2007, 3-5pm  
Plaza Room, Administrative Center

1. Welcome

2. Additions or modifications to the agenda – Ebersole

3. Information items – Ebersole
   b. Board of Curators meeting last week at UMKC.
      i. UM-Columbia’s name change proposal was on agenda. Moved to discussion part of agenda, not consent items part. Compromise to call themselves University of Missouri-Columbia on anything legal and official; correspondence to alumni can use University of Missouri (which they do already).
      ii. Three good presentations at Faculty Senate breakfast: Amanda Demming for Carole McArthur, Jacob Wagner, William Everett. Received positively.
      iii. Senators discuss possible implications of president appointed for UM system who does not have an academic background (e.g., Gary Forsee interviewed).
      iv. Discussion ensued regarding Board of Curators perspectives regarding leadership and expectations for UM graduates.
   c. Faculty Senate meeting will be held on 12/18 only if urgent business occurs.
   d. Senate Financial Report—Green

   e. Approval of 27 November 2007 minutes
      i. Stein moved, Potts seconded. Approved unanimously.
   f. Approval of 5 November 2007 minutes (will need to wait until next meeting, sorry!)

4. Interim Provost Betty Drees – 4pm
   a. Market pool – getting formal response back to faculty. She’s glad the question was asked and had the opportunity to reexamine the distribution. Hopes we never have to deal with a pool like this again because of the complexity.
      i. Pool included direct salary as well as benefits
      ii. All academic units did submit a plan for distribution according to the guidelines, reviewed by Provost and HR
      iii. As far as Provost knows, salary letters did not state what percentages or amounts came from market, pool, etc.
      iv. Funded every request for market received from academic units. There are some reasons why the whole $1.44 million was not distributed.
      v. Each unit is supposed to submit market report for its faculty broken down by rank. A lot of variability where gaps occur with market – can be within discipline, ranks, etc.
      vi. Asked HR to do formal salary survey for staff, staff salaries will need to be examined going forward. Look not only at position, but the bands of the salary ranges – keep those competitive.
b. Ebersole asked Drees if she is willing to stay in the interim position until the new provost begins. Drees is willing and thinks it would be disruptive otherwise. Ebersole thanked Drees on behalf of the faculty for her good work.

c. Drees has enjoyed being able to meet and get to know more faculty across both campuses in a way she might not have been able to do otherwise. The hard part has been working out of two offices! Drees appreciates Faculty Senate’s help in working on the budget model.

d. Drees will be working on a transition plan so work can continue as the new provost is acclimated. Two important issues Drees identified: developing an undergraduate council and a way to address the undergraduate curriculum; get some definition around what our urban engagement is.

e. A senator asked if Drees can work with the new Provost to have a standardized salary letter with more information for all faculty and staff going forward, particularly if funds come from different pools of money in the future.

f. A senator asked about looking at faculty market data. Drees noted that data is available from different sources – from the OU study, Urban 21, as well as salary surveys for professional organizations. The senator noted that it might be helpful for Faculty Senate to have that list of resources. Drees wants to use the best data available for comparisons.

g. A senator called for a standardized approach to assessing the faculty salary gaps! Another senator notes the need to examine workloads as well in part of the faculty salary evaluation and recommendation process.

h. Governor Blunt will be at Hospital Hill, Health Sciences Building on 12/5/2007 for a press conference regarding supplemental budget.

5. Chancellor Guy Bailey

a. Ebersole requested a report on the status of the sexual harassment investigation. Bailey said the report is with UM system legal counsel and has been before Thanksgiving. Results of actions will eventually be made public. 70+ people interviewed. Bailey expects to hear from UM legal counsel shortly.


c. Budget Committee is moving forward with new budget model. Consultant is working with committee to develop implementation plans. Bailey notes a couple of units will need to be subsidized; budget committee has known this all along in the process. Bailey notes normal growth (650 FTE students) will even out the allocation needs. Bailey sees model as providing incentives to grow schools and programs and give deans/units control over resources. Bailey will meet with each dean and vet implementation plan. Bailey also notes growth should happen in part as a result of new student housing.

6. Mike Strait, Director, Academic Assessment

a. How do we operationalize goals of assessing student learning outcomes across different disciplines, diverse student body?

b. University assessment committee – has not met yet this year, co-chaired with Linda Breytspraak.

c. Part of program evaluation committee work will be developing expected undergraduate learning outcomes.
d. Wants to work with faculty on assessment issues and learning outcomes. Prefer assessment built in as part of courses and coursework.

e. Also interested in research having to do with student learning and assessment.

f. Strait willing to work with units or specific programs and specific faculty. Has been working with Nursing faculty as well as Computer Science and Electrical Engineering faculty.

g. Question from a faculty—how do you address the situation where a faculty member thinks s/he teaches well and her/his assessment is enough. Strait says that under the rubric of accountability, we have to continually work on and improve assessment.

h. Another faculty member asked what Strait’s preference is regarding teaching methods (lecture vs. interactive or active learning). Strait doesn’t see any one as being superior; anything can be effective depending on the environment.

i. Strait is presenting a FACET session on 12/11 at the lunch hour.

j. Another senator asked about the state of the higher education system in the US. Strait has been looking more at the international context in the past four years; the US is not leading in the same way it was before, even 30 years ago.

k. Question from a senator regarding what countries might be leading? Response from Strait was Finland, Australia, even in places like Hong Kong and Singapore.

l. Another senator noted there are three different types of goals/objectives for her program. How can some of these be assessed? Strait notes these can be considered tiers of knowledge and some of these categories apply to various disciplines. Technology has a place in better teaching and learning in particular categories as well.

m. Another senator asked about the existence of evidence demonstrating success of various teaching/learning/assessment methods.

n. Further discussion regarding various aspects and methodologies.

o. Question from a senator if Strait is the point person for the North Central Accreditation (NCA) process? Strait says he is not, but yes, assessment is a big part of the NCA.

p. Another senator asked what protocols are required to contact Strait? Strait responded that any faculty member may contact him.

q. A senator asked if having this conversation with the Board of Curators would be useful. She has had experiences in other countries and foreign cities (e.g. Australia, Singapore) where education is seen as an export. Strait noted that this is an excellent idea!

7. Discussion: Faculty issues to be addressed Winter 2008 semester

8. Committee reports
   a. Academic Issues
   b. Administrative Issues—Stein
      i. Senators, be prepared to give feedback at next Senate meeting.
   c. Budget Committee – Luppino
      i. Distributed handouts
         1. Design and implementation issues
         2. Memorandum regarding timeline for input on weighting factors
         3. COPHE weights are based in part on faculty salaries and on departmental operating expense information
4. Discussion regarding faculty salaries and how they skew distributions in various disciplines (e.g., finance vs. French). Bailey notes this is market driven.

5. State appropriation is supposed to be around $84 million in FY08/09. There will be off the top allocations for special obligations in specific schools. These allocations will be clearly notated, rest of allocation will be divided using weighting factors.

d. COSCO—Mardikes

e. Faculty Welfare

Attending: Ebersole, Driever, Green, Stancel, Holsinger, Price, Honigberg, Hopkins, Durig, Krause, Potts, Knopp, Beard, Fieldman, Stein, Rice, Whitt, Butner, George, Carbone, Luppino, Mullaly-Quijas, Johnson, Yang, Foxworth, Gutheil, Schubert.

Excused: Stanley, Ward-Smith, Marken

Absent: Crossland, Arora, Mardikes

Guests: Derek Simons, UNews; Michael Strait