



HARRIS-STOWE STATE UNIVERSITY

FACULTY SENATE

MINUTES, OCTOBER 18, 2013

2:30PM

The meeting was called to order at 2:30. A quorum was present. President Gully had been invited to address the Faculty Senate at the meeting. Senator Carr volunteered to time the answers to the questions to move the process along.

President Gully was welcomed by Vice President Weatherford-Jacobs. Secretary Pier asked the questions.

- ***What will be the protocol for the search for Harris-Stowe's next President? Will faculty from each College be participating in the interviewing and selection process?***

President Gully answered that she has no role in the search process for a new President. She only knows what she read on the press release about Michael Holmes, President of Rx Outreach taking charge of the process. She understands that administrators, faculty and students and alumna will have included on the selection committee.

Q & A: Why aren't you part of the process? President Gully's answer was that she was not included for obvious reasons. Senator Carr asked what the obvious reasons were and she responded, "I may want to throw my hat into the ring."

- ***What measures have you and your Cabinet taken or will take to ensure full transparency of administrative and executive decisions that may directly or indirectly affect faculty?***

President Gully answered that the Executive leadership team has participated at two sessions with the faculty so far this year. She added that the Standing Committees are given the job of putting forward changes and hopefully they will keep the Senate informed since faculty serve on those committees.

Q&A: What about the Missouri Completion Academy ideas that Dr. Smith described at our last meeting? Is this approach already decided as a change in curriculum for HSSU?

President Gully responded that the Academy is a state-wide opportunity spearheaded by MDHE. HSSU submitted a proposal to participate and was selected along with five community colleges

and three other Bachelor conferring institutions. National experts met and provided expert advice about retention strategies to the nine institutions. James Fogt, President Gully, LaShonda Boone, Meaghan Effan, Ann Grice, Fatemah Zakery and Dwayne Smith were on the HSSU team. Facilitators were provided to each team which had the opportunity to engage with experts that had successfully implemented impact-producing strategies on their campuses. Each team selected game changers to implement on their campus. Then the changes will be implemented through the deans, department chairs and faculty, staff and administration on each campus.

- ***What was the purpose of the most recent change of administrative titles for Ms. McCall, Ms. Boone, Mr. Fogt? In hindsight, do you think that it was reasonable and prudent to make these changes without faculty input?***

President Gully responded that these changes were made by the Board of Regents. The only change in title was for Ms. McCall who is now Associate Vice President for University Relations. The Board thought that the new title described her position better. For James Fogt, Vice President for Strategic Planning and IT Services, and LaShanda Boone, Vice President for Student Affairs and Enrollment Management, the promotions were because of their expertise and effective leadership in certain areas and proven ability to bring changes and apply solutions. President Gully sees the change as monumental. James Fogt was already involved in assessment. He is assuring that our decisions are data driven.

Ms Boone has exhibited her strength in Student Affairs leadership, and she has given leadership in other campus areas. The recent sexual assault of a student has shown how Ms Boone was able to meet with the student and her family and she was able to handle the situation in a professional manner. When there were fights on campus she has moved to purchase wands to handle the Student Affairs, Residence Life and Public Safety. She instituted a policy to handle events with better safety procedures and improved reporting and other procedures to comply with the Cleary Act.

Q & A: Is Ms Boone also in charge of Enrollment management? Yes she also is an enrollment management professional.

Q&A: What has Ms Boone done in the area of enrollment management?

President Gully answered that in recent years HSSU had instituted a strategic enrollment procedure which decreased student enrollment but improved student levels of preparedness. Although it is still an open enrollment institution, retention is also a problem. HSSU had been bleeding from the top and losing students, but more recently it is also showing problems with freshmen retention. Finish Line is a program that the University is looking to as a remedy by encouraging faculty and staff to maximize appropriate use of making and responding to alerts.

The University has expanded the territories of outreach to Chicago and Memphis using billboards and recruitment fairs. Other challenges for enrollment are decreasing high school graduates across the country.

Q&A: May we have a list of the professional activities and training for the 2013-14 new administrators?

President Gully asked that the Senate get those activities from VP Boone when she gives information to the Faculty Senate in a later meeting.

- ***May we have a copy of the Harris-Stowe State University Organizational Flow Chart that indicates where the Faculty Senate, in light of shared governance, fits on the chart? Also how do the administrative changes affect the organizational chart?***

President Gully replied that the recent changes do not change the organization as far as faculty is concerned. Faculty continues to report through the Deans and Academic Affairs. In other organizational chart changes, Ms Boone picked up CRSS and Student Affairs.

Q&A: What about the Faculty Senate?

President Gully responded that there is no budget for Faculty Senate. The Senate reports through Academic Affairs. Other changes would be communicated through the Committee structure and the Deans at the Administrative Cabinet level.

Q&A: Will the organizational chart be published?

President Gully referred to the HLC book to see the flow. There is no target date for the publishing of the chart and other policy changes, but eventually they will be put on the website.

President Gully discussed changes from an enrollment management perspective. She said we need involvement and support of the faculty, the students, the staff, the support staff, the administration and the public. The entire Harris-Stowe family has a responsibility to take charge of recruiting students. She talked about the need to change the narrative about the university. Meaghan Sprung, Director of Enrollment Management, is very active and open in welcoming activities in high schools and the community college level.

President Gully said that prospective changes from the Faculty Senate could come through a request to be on the agenda at a Cabinet meeting; however, the appropriate flow is through Academic Affairs. If communication was flowing as it should, a cabinet presentation would not be necessary. If information is not getting to the Administration as it should, requests to present at a Cabinet meeting are welcomed. She also named the members of the University Executive Leadership team: James Fogt, LaShanda Boone,

Dwayne Smith, Charles Gooden, Heather Bostic and Courtney McCall. The Administrative Cabinet is an extension of the same body in addition to Academic Deans Zakery, Adelani and Interim Dean Martin, the Comptroller Brian Higgins and the Director of Human Resources.

- ***The Faculty Senate will extend invitations to members of your Cabinet to appear before this body and report on key initiatives. Are you open to having a faculty senator attend Cabinet meetings, according to the staggered dean's schedule?***

President Gully said that Senate members and regular faculty members may request to present at the Cabinet meetings. They would not become members of the Cabinet. She said that the faculty has the freedom and the possibility to appear on the agenda of the Executive Committee and meet directly with the committee to propose new initiatives and improve old structures. For instance, Beverly Brennan appeared recently to discuss bringing the St. Louis Black Rep to our campus.

Q&A: Senator Ogar suggested that any faculty who goes to the Cabinet meeting should report back to the Faculty Senate.

Q&A: Is the Black Rep move to our campus more money for HSSU?

President Gully responded that it will not be a cash negative. Some in-kind services are also part of the good will and cultural addition.

- ***The Faculty Senate's Finance Committee is preparing to meet with you soon to review internal financial statement books. Are you open to having a faculty senator sit on the University Budget Committee?***

President Gully said there is and always been a faculty member of the University Budget Committee. At present that is Robert Kamkwala and he represents the faculty well.

Q& A: The Faculty Senate agreed that Robert Kamkwala should report to the Senate to bring transparency to the Budget Committee's discussions and actions.

- ***Why was a binding arbitration clause placed in faculty and staff contracts for this academic year?***

President Gully answered that this was a statement of Best Practices put in place to protect both the faculty and the institution. The Board was advised to adopt it.

Q&A: Ms Brennan asked about the fact that when an individual puts the complaint forward and is found to be valid, the price of the binding arbitration still has to be shared by both parties. The employee and the organization will pay less than a law suit, but an individual may find the cost prohibitive.

Senator Ogar said that the clause did not appear with any consultation with the faculty. It was an administrative decision.

President Gully answered that it was an action by the Board of Regents.

- ***How are searches for new faculty advertised? Why can't we have negotiable salary offerings for critical scholarly expertise especially in STEM and business?***

President Gully responded that it was a long time before the parity structure was approved by the Board, but she said, "For now we must stay in line with the Board approved parity agreement. It would be nice if we could make changes but it is not on the horizon." She added, "It would be nice to have industry involvement to endow some positions. We have only one endowed position and that is Dr. Johnson's position which is partially funded by an endowment through Ralston-Purina."

- ***Are there plans in place to make use of the dorm rooms that are currently empty?***

President Gully said that we are working through a challenge on that matter. She said that the changing guidelines for receiving Parent-Plus loans have resulted in many parents not receiving loans to include their college bound children enough money to live in the dorm. In the first year we had a waiting list for the dorm. Now it is not as full. The University has responded by doing the credit checks themselves for the parents hoping for loans and encouraging them to reapply if they were turned down. She added that we are now also talking with Goldfarb School of Nursing and the Community College for use of the dorm and enhancing the use of outside agencies for summer residence in the dormitories.

- ***What actions are being taken by Enrollment Management to increase the student population?***

President Gully reiterated the idea of expanded territories for recruitment in Chicago and Memphis. Also, on Oct. 23rd the university is hosting a counselor's luncheon in the academic side of the Early Childhood Center. Ninety counselors from local schools including the community colleges and SWIC have been invited to show them what great things are going at Harris-Stowe.

- ***Senator Bowman asked what about the coverage of HSSU in the College Scorecard and the National Council on Teacher Quality.***

President Gully replied that we can not control the data. But we can face the facts and apply strategies to improve the data. She said that is where the "Missouri Completion Academy", degree audit, and "Fifteen to Finish" strategies will come into play. She said we can change the narrative, but we also have to change the data. This is why James Fogt is building platforms so that we can assess data and make changes to improve outcomes.

Q&A: Senator Tiamiyu asked about how we usually only have one admission staff. We also notice that there is a high turnover in admissions. When students call they are not getting a quick response.

President Gully replied that they are entry level staff positions so the turnover is not surprising. The admission staff recruits new people who need to tell a story about the institution in a way that will bring in people. We have to improve on Professional Development. The department is data driven and does a good job recruiting freshmen and transfer students which is their charge.

Q&A Senator Ogar asked what happened to the brochures for all the disciplines in the School of Business? What is the problem? Why did they disappear?

President Gully answered to check with the Dean. It comes out of the individual college/school's efforts by collaborating with University Relations.

Q&A Vice-President Weatherford-Jacobs asked about customer service and how it needs to be addressed. We need to welcome new students better. She also asked for directories in each lower level entrance that list offices. That is important and it needs to be addressed.

President Gully answered that the customer service is being addressed and we are following complaints. It is an effective culture change.

- ***May the Senate, as well as the full staff and faculty have a copy of the safety policies and procedures in the event of emergencies? We have not seen any lockdown procedures that had been promised.***
- President Gully answered: The safety policies are written and they will be distributed in a digital format so that it can be easily updated. Some information will not be published externally. She promised that it will be done by the end of the semester. The emergency procedures are being updated, but the current ones have been posted to the website.
- ***Ms Brennan asked about pay for Dr. Walker.***

President Gully answered that he is still being paid a severance package which was resolved by the board. His pay extends until early in the spring semester, but not the entire academic year. That was resolved between Dr. Walker and the Board.

President Gully left; the meeting continued.

Standing Committee Reports by Secretary Pier

Standing Committees should be encouraged to use the report recorder which responds in a link to the website or some format which would identify action programs that designate a person in charge and a due date.

James Fogt and Meaghan Effan reported about the Assessment Learning Committee: The assessment model will be digital. The Committee has begun with Arts & Sciences and has already got a good idea of changes. It begins with classes. Then it can be expanded to electronic portfolios. If the Faculty Senate will promote the program it will be a good roll-out.

VP Fogt gave amendment edits as follows:

He shared with the Faculty Senate the list of over 80 surveys that his office has conducted to get feedback on activities throughout the University: scholastic, student affairs, faculty concerns, community perception and administrative activities. It is a widespread data driven process. The Faculty Senate will certainly make efforts to support his efforts in feeling the pulse of the University.

Q&A: Senator Bowman asked about exit competencies.

Mr. Fogt answered that we are looking at the MO state competencies to show we are compliant. He assured the Senate that his committee is monitoring issues through web data. He recalled the customer service issue that the survey showed clearly. He also mentioned the survey on the Town Hall Meeting. He is willing to share the data with the Faculty Senate.

Ms Brennan asked about evaluations of the administration by faculty. She proposed that the faculty could evaluate all the way up to and including the Board of Regents. She added that Mr. Fogt can use performance evaluations which are standard on other campuses.

Ms Podleski questioned the evaluations because the surveys get filled out by people who are very happy or very angry.

Mr. Fogt answered that the surveys have some value even if not everyone fills it out. He is looking at the across the institution. Open questions get some interesting answers.

Mr. Bowman asked about evaluating the students for pre-requisites.

Mr. Fogt showed the Senate the new web page. He is also even surveying the web page.

The acceptance of minutes was deferred to the next meeting.

A request has been made for a “good faith policy directive” which is being worked on by Dr. Abbott and President Kerr.

In response to the resolution that Senator Carr presented, the Faculty Senate formed a committee to discuss the issue of collegiality for a report. Senator Ogar and Senator Tiamiyu agreed to form the committee, to address the resolution, and to report back at the next meeting.

Senator Carr expressed distress that the meetings are taken up by reports. He proposed that we get an agenda, and manage the meetings well. He said that we are not getting enough business done.

Vice-President Weatherford-Jacobs and Senator Ogar agreed and mentioned that we could have two meetings a month.

Senator Tiamiyu said that perhaps we should limit the time more rather than have extra meeting. Senator Carr says we need to set time limits.

Vice-President Weatherford-Jacobs: We utilized the time we had and we did an excellent job. She mentioned that we have learned something. And we will have issues that may take more time than we thought. She noted that she was glad that President Gully spoke and listened and we asked questions.

Senator Bowman mentioned the college score card that he brought. He also would like the agenda to reflect what could actually be covered in the meeting.

The meeting was adjourned at 4:32.

Respectfully submitted,

Mary Pier, Faculty Senate Secretary

ATTENDANCE LIST, SEPTEMBER 27, 2013

SENATORS

KENNETH BOWMAN

GREG CARR

PETER NDOMA-OGAR

MARY PIER

OWOLABI TIAMIYU

BETTY PORTER WALLS

ODESA WEATHERFORD-JACOBS

FACULTY, STAFF AND ADMINISTRATORS

BEVERLY BRENNAN

MARCY BUSEKRUS

MEAGHAN EFFAN

JAMES FOGT

CONSTANCE GULLY

ANN PODLESKI

ABSENT

REYNALDO ANDERSON

JOHNDAVID KERR

