



**HARRIS-STOWE STATE UNIVERSITY
FACULTY SENATE**

AGENDA, AUGUST 30, 2013

2:30PM – 4:00PM

I. FACULTY SENATE.....PRESIDENT KERR

- A. CALL TO ORDER.
- B. AGENDA: ITEMS I. - IX.
- C. APPROVAL OF THE APRIL 12, 2013 MINUTES.
- D. NEXT MEETING.
- E. CONGRATULATIONS TO SENATOR GREG CARR FOR AN EXCELLENT FALL FACULTY SENATE INSTITUTE!
- F. WELCOME NEWEST SENATORS FROM APRIL ELECTIONS.

II. SIX KEY INITIATIVES & MILESTONES (ATTACHMENTS).....PRESIDENT KERR

**A. INITIATIVE ONE: FACULTY SENATE FINANCE COMMITTEE;
PRESIDENT KERR AND VICE-PRESIDENT WEATHERFORD-
JACOBS, CHAIR OF FINANCE COMMITTEE.
(SEE ITEM III.)**

**B. INITIATIVE TWO: IMPROVED SHARED GOVERNANCE (SEE
ATTACHMENT A, ITEM “2”)**

C. INITIATIVE THREE: FACULTY SURVEY (SEE ITEM V.)

D. INITIATIVE FOUR: WEBSITE (SEE ITEM IV.)

**E. INITIATIVE FIVE: MISSOURI ASSOCIATION OF FACULTY
SENATES**

1) FALL CONFERENCE IN OCTOBER 2013, JEFFERSON CITY

**F. INITIATIVE SIX: UNIVERSITY FUNDING FOR FACULTY SENATE
ACTIVITIES (PROPOSAL STATUS: PENDING)**

(1) STATUS OF BUDGET PROPOSAL: SECRETARY PIER AND SENATOR BOWMAN

III. SENATE FINANCE COMMITTEE.....PRESIDENT KERR AND VICE-PRESIDENT WEATHERFORD-JACOB, CHAIR OF THE COMMITTEE

- A.** COMMITTEE PROCEEDINGS AND SEPTEMBER/OCTOBER TIMEFRAME TO MEET WITH BOARD OF REGENT’S CHAIRPERSON THELMA COOK AND INTERIM PRESIDENT CONSTANCE GULLY.
- B.** FIVE PILLARS OF MARKET AND STRATEGIC GROWTH.
- C.** UNIVERSITY BUDGET COMMITTEE (BUDGET TRANSPARENCY), APPOINTMENT OF SENATOR.
- D.** SCHEDULING APPEARANCES OF INTERIM PRESIDENT CONSTANCE GULLY’S CABINET ADMINISTRATORS FOR SENATE Q/A.

IV. TECHNOLOGY SUBCOMMITTEE REPORT.....SECRETARY PIER AND SENATOR GREG CARR

- A.** WEBSITE LAUNCHED AND STANDING COMMITTEE LINKS AND FORM(S) UNDER CONSIDERATION: JAMES FOGT, EXECUTIVE DIRECTOR OF IT SERVICES AND MEMBER OF INTERIM PRESIDENT GULLY’S CABINET.
- B.** CUSTOMER-BASED APPROACH: FACULTY WANT TRANSPARENCY VIA THE WEBSITE REGARDING MINUTES, AGENDAS, LINKS, ETC.

IV. UNIVERSITY STANDING COMMITTEES.....CO-CHAIRS

- A.** CHAIR REPORTS AND SCHEDULING OF APPEARANCES BEFORE THE FACULTY SENATE; PROPOSAL PROCEDURES; MEMBERSHIP ISSUES AND RE-ENGAGEMENT.
- B.** FACULTY SENATE HYPERLINKS FOR EACH STANDING SUBCOMMITTEE AND REALIGNMENT OF CHARGES, OBJECTIVES, AND MEMBERSHIP.

C. INTRANET FOR SENATE: SHARED GOVERNANCE DOCUMENTS AND INTERNAL DIALOGUE FORUM.

V. FACULTY MANUAL.....PRESIDENT KERR AND SECRETARY MARY PIER

A. DRAFTING PHASE AND FACULTY INVOLVMENT; SEPTEMBER TIMEFRAME; OCTOBER TIMEFRAME; NOVEMBER TIMEFRAME.

B. REWRITE OF SHARED GOVERNANCE AND APPLICABLE PROVISIONS AS TO RANK AND TENURE; FACULTY HIRING PRACTICES; CONTRACTUAL PROVISIONS, TERMS AND CONDITIONS OF EMPLOYMENT.

V. FACULTY SURVEY IN SPRING.....PRESIDENT KERR

A. CHAIR APPOINTMENT AND MEETING(S) WITH JAMES FOGT AND STAFF.

B. INVOLVEMENT OF FACULTY WITH STATISTICAL AND ASSESSMENT EXPERTISE; DR. ROY STUART.

VI. AAUP AND NEA.....PRESIDENT KERR

A. AAUP REDBOOK AND LINK ON SENATE WEBSITE.

D. MEETINGS WITH DR. MARK ABBOTT (COLLECTIVE BARGAINING CAMPAIGN AND SIMILAR INITIATIVES).

E. BELOW-VALUE-MARKET SALARY STRUCTURES AND RECENT \$500 RAISE SLATED FOR JANUARY 2013.

VII. OTHER SUBCOMMITTEES

A. EXTERNAL FUNDING STANDING COMMITTEE; RECRUITMENT AND RETENTION STANDING COMMITTEE (OR KEY INITIATIVE FOR ALL STANDING COMMITTEES).

B. FACULTY SENATE-ACADEMIC AFFAIRS PIPELINE (THE "PIPELINE"): FACULTY SENATE PROPOSALS WILL BE SUBMITTED

TO THE OFFICE OF THE VICE PRESIDENT OF ACADEMIC AFFAIRS FOR FINAL CONSIDERATION AND A TWO-WEEK TURNAROUND TIMEFRAME. SENATE EXECUTIVE BOARD WILL SUBMIT PASSED RESOLUTIONS TO THE OFFICE OF ACADEMIC AFFAIRS WITHIN ONE WEEK OF SCHEDULED MEETING.

VIII. RESOLUTIONS

- A. MOTIONS: SECRETARY PIER WILL NOTICE ANY MOTIONS AND PROVIDE E-MAIL AND ATTACHMENTS, AS NECESSARY, IN SUPPORT OF SAID MOTIONS.
- B. STANDING COMMITTEES' REGULAR BUSINESS HAS BEEN TRANSITIONED TO FACULTY SENATE REGULAR BUSINESS.

IX. ADJOURNMENT

ATTACHMENT A

- 1) Propose a revised set of bylaws (and constitution) to the full faculty for public comment and, upon a formal vote by the faculty senate, present a recommendation to the Chief Academic Officer and University President that a

final recommendation for formal vote and adoption be presented to the Board of Regents;

- 2) Involve all faculty and academic units in an improved shared governance relationship with other governance entities by including faculty in the following institutional aspects:
 - a) Academic and curricular recommendations;
 - b) The planning and drafting process regarding the faculty policy and procedures manual and other institutional governance measures;
 - c) The study and incorporation of some of the recommendations and findings on faculty governance issues by accreditation bodies such as the Higher Learning Commission and by national entities, such as the Association of Governing Boards of Universities and Colleges; (ATTACHMENT B)
 - d) A university-wide dialogue on what further measures can be taken to improve the educational experience of HSSU students, including retention and recruitment measures;
 - e) A process of realigning and consolidating, when feasible, the standing committees to reflect a greater shared governance environment in support of HSSU's mission and strategic plan; (ATTACHMENT C)
- 3) Conduct a faculty survey to profile and study faculty concerns and ideas to empower faculty, to address morale, and to foster improved lines of communication between the administration and faculty by setting up accountability measures for incremental change;
- 4) Provide a transparent, best-of-breed website that openly advocates for shared governance and that provides links to including, but not limited to, news and Missouri governance issues, resolution forms, meeting minutes and agendas, webcasts of monthly meetings, and governance-related hyperlinks;
- 5) Build a working relationship with other Missouri Association of Faculty Senate university members;
- 6) Find university funding for the faculty senate in support of its needs to study and incorporate best practices by attending conferences and building partnerships with other universities.

ATTACHMENT B

1. Faculty Personnel, Policies and Procedures Manual.
2. AAUP's "Red Book" (Johns Hopkins Press, 2011).
3. Five-Year Strategic Plan & Supporting Documents.
4. Accreditation reports and findings: shared governance.
5. Engagement model with Board of Regents, President, Vice President of Academic Affairs, deans, and departmental chairs, and the HSSU Faculty Senate three-year model plan.
6. Strategic Goals and Key Initiatives: Key Performance Indicators.
7. Benchmark Missouri, regional and national universities and shared governance practices and strategy plans.
8. State Governance Action Report, Association of Governing Boards of Universities and Colleges, September 2011.
9. Gov. Jay Nixon's annual higher education summit and report(s), August 2011.
10. Missouri Association of Faculty Senates (MAFS).
11. Executive Summary of HSSU faculty governance activity since 2007: failed and passed resolutions, Board of Regents meetings and attendant documentation, engagement and evidence-based practices of shared governance awareness and execution; surveys or documented evidence of outside, third-party interaction on shared governance matters, etc.

ATTACHMENT C

B. Standing Committees

1. Educational Policy, New Programs and Curriculum Committee
2. General Education Committee
3. Rank and Tenure/Sabbatical Leaves and Fellowship Committee
4. University Calendar Committee
5. Assessment of Student Learning Committee
6. Education and Technology Committee
7. Teacher Education Council
8. Business Administration Council
9. Urban Specializations Council

ATTACHMENT D



HARRIS-STOWE STATE UNIVERSITY FACULTY SENATE

August 30, 2013

A Message from President Johndavid Kerr:

The Harris-Stowe State University Faculty Senate and University Assembly are part of the shared governance environment at Harris-Stowe and we are pleased to announce that the faculty senate is now in its second year of operation. HSSU's nine senators represent the College of Education, College of Arts and Sciences, and the Anheuser-Busch School of Business. Working for the betterment of governance for faculty, professional staff, and students, the senate is committed to bringing results-oriented outcomes through collaborating with the Board of Regents, interim President Constance Gully, and the administration.

This website is a testament to the work of the senate and I hope that the site's features and links provide transparency regarding our agenda, meetings, resolutions, and involvement with Missouri's shared governance system, such as the Missouri Association of Faculty Senates and member universities.

Under our Six Key Initiatives, I have set forth a course of action for the senate to increase faculty governance at Harris-Stowe through, including but not limited to, the following initiatives:

- **Senate Finance Committee:** this committee will work with the Board of Regents to bring ideas and creative solutions from the faculty to address institution-wide goals and objectives and to bring transparency to the university budget process;
- **Improved Shared Governance and Communication:** the senate has established a two-week pipeline with the Office of Academic Affairs to process senate resolutions for presentment to the president and Board of Regents or for reconsideration by the senate;
- **University Standing Committees:** the senate will oversee the realignment of standing committees and will consider improved policies and procedures to ensure these committees add value to the institution's academic and curricular goals;
- **Faculty Manual:** the senate is involving faculty in revising the faculty manual for final completion of this two-year project;

- Faculty Survey: the senate will create a shared governance survey that will be given in the spring to all regular, full-time faculty to produce data for the continued improvement of shared governance.

I have briefly mentioned some of the key initiatives and activities envisioned for the next twelve months, and I encourage you to check this site often as we will provide updated messages, documents, and links in an ongoing effort to provide both internal and external stakeholders with information about our senate activities and progress.

Thank you, again, for visiting the HSSU faculty senate website and do not hesitate to contact me or any of the senators with questions, ideas, and suggestions. We are here to help move the needle on supporting and advancing our institution's mission and purpose by complementing the shared governance environment in the best interests of everyone.

Best Regards,

Dr. Johndavid Kerr
Faculty Senate President

3026 LACLEDE AVE • ST. LOUIS, MISSOURI 63103 • (314) 340-3300 • FAX: (314) 340-3699