

***MINUTES OF THE MAY SESSION
OF THE FACULTY SENATE
SOUTHWEST MISSOURI STATE UNIVERSITY***

The Faculty Senate held its organizational meeting on Thursday, May 8, 2003, in Plaster Student Union 313. Chair Jim Giglio called the session to order at 3:31 p.m. Dr. Ralph Smith served as parliamentarian. Secretary of the Faculty, Dr. Robert Thurman, called the roll of the 2003/04 Senate members.

Substitutes: Linda Garrison-Kane for Beth Hurst, STE; and Rob Owens for Carol Miller, FGB.

Absences: William Corcoran, CGEIP Chair; Dan Crafts, FCC Chair; Dwaine Crigger, A&D; Nancy Dion, PAS; Sam Dyer, COM; Charles Facer, LAB; Clay Franklin, CSD; Travis Grigg, MIL; Joseph Hulgus, COU; Don Moll, BIO; Ulrike Schumacher, DSS; Rafael Warfield, SGA; James Woodland, T&D; and Sue Yarbrough, NUR.

Guests: Linda Johnson, Records & Registration; Kim Bell, Records & Registration; Melanie Grand, CFS; Pam Sailors, PHY; David Murphy, Institutional Research; Dalen Duitsman, HPE; Kathy Pulley, Academic Affairs; Skip Phelps, Academic Affairs; and Bruno Schmidt, Academic Affairs.

APPROVAL OF MINUTES

The minutes of the April Session (meetings of April 10, 15, and 22) were approved as distributed.

ANNOUNCEMENTS

1. Two weeks ago Chair Giglio sent an announcement to *all* faculty members asking for an expression of concerns, suggestions, and issues that the Faculty Senate might address. Thus far the response has been significant, but more of you need to respond. Chair Giglio needs to know what you are thinking so that he can speak with a stronger voice.
2. Chair Giglio has asked Rhonda Ridinger to serve on the Executive Committee. The *Bylaws* require a committee of five.
3. The Missouri Senate recently added \$1.9 million to next year's fiscal budget; this is now being deliberated by the House-Senate Conference Committee. Its passage means that SMSU's cut would be \$7.5 million instead of \$10.8 million.
4. Congratulations to the recently elected rank representatives, Pauline Nugent (Associate Professor) and Martha Robinette (Instructor), and to Heidi Harris, the new Lecturer representative.
5. The legislature has confirmed the appointment of three new members to the Board of Governors. They are: Mr. Tom Carlson from Springfield, Ms. Phyllis Washington from Kansas City, and Mr. Mike Dugan from St. Louis.
6. The School of Teacher Education has responded to the Economics Department's Appeal to the Senate regarding ELE 428. The Senate office has not received a response yet from the Economics Department. The matter will need to be addressed this fall.

7. A handout of the "Statement of Revenues and Expenditures" for Intercollegiate Athletics, showing both absolute figures and percentages for years ended June 30, 1999, 2000, 2001, and 2002, was distributed to Senate members.

SPEECH BY VPAA BRUNO SCHMIDT

VPAA Bruno Schmidt reported on the number of sabbatical leaves, research grants, promotions, and tenure decisions. Twenty-two of 23 applications for sabbatical were recommended by the committee to be supported. Of 40 applications for research grants, 27 proposals were recommended by the committee to be funded. Thirty-four summer faculty grants were received by the committee, and 25 were recommended to be funded. No tenure decision was made counter from what was received from the deans. Forty applications for promotion were considered by Academic Affairs, and 39 of the 40 were approved. Two faculty were promoted from Instructor to Assistant Professor; 18 were promoted from Assistant Professor to Associate Professor; and 19 were promoted from Associate Professor to Professor. There were two applications for promotions that were not recommended by the department head or by the dean; one was promoted, and one was not.

Dr. Schmidt reminded Senate members of the open meeting for all faculty to be held tomorrow (Friday, May 9) in the Plaster Student Union theater. The state budget situation and its impact on faculty salaries will be discussed in the meeting.

RESOLUTION FOR OUTGOING CHAIR, DR. LOIS SHUFELDT

Senator Thurman moved for approval and read a resolution honoring Dr. Lois Shufeldt, outgoing Faculty Senate Chair (seconded by Senator Drake). By voice vote, the resolution was unanimously approved, and Chair Giglio presented Dr. Shufeldt with an engraved plaque. Dr. Shufeldt acknowledged the all the help and hard work the Senate office had received this year from Kim Bell, Linda Johnson, and Virginia Nelson. The above resolution will go forward as **Senate Resolution 1-03/04**.

RESOLUTION FOR OUTGOING SECRETARY OF THE FACULTY, DR. PAM SAILORS

Senator Knapp moved for approval and read a resolution honoring Dr. Pam Sailors, outgoing Secretary of the Faculty. By voice vote, the resolution was unanimously approved, and Chair Giglio presented Dr. Sailors with an engraved plaque. The above resolution will go forward as **Senate Resolution 2-03/04**.

NEW CONCENTRATION IN EPIDEMIOLOGY

Senator McCallister moved for approval of the new concentration in Epidemiology (seconded by Senator Burns) and deferred questions to Dr. Dalen Duitsman. Senator Wyrick suggested some friendly amendments (accepted) to (1) add the word "Sciences" to the course title in the "Revised Catalog Description" under the "Epidemiology Concentration Classes" section so the PSY 527 title would read, "Multivariate Statistical Methods for the Behavioral Sciences" and (2) add an asterisk after the "Gerontology" heading on the second page of the "Complete New Catalog Information." Senator Wyrick questioned how many hours were required in field experience (should be 1-6 hours). Senator Buckner questioned whether the description was out of order. Dr. Duitsman said he would provide the Senate office with the editorial corrections. After discussion, the new concentration in Epidemiology was approved by voice vote. It will go forward as **Senate Action 1-03/04**.

REPORT FROM ACADEMIC RELATIONS COMMITTEE

Dr. Reed Olsen, chair of the Academic Relations Committee, presented the Committee's *Grade Inflation Report, 2002-2003*, a copy of which was distributed to all Senate members separate from the agenda before the meeting. The Committee found that SMSU's grade inflation was comparable with other regional and national institutions and further felt that something should be done to attempt curb grade inflation. Dr. Olsen made a few minor changes to the report (change "principal" to "principles," third line on page 7; change the B+ designation to read "near excellent work" and take out "was" in the "D+ " designation on page 8). The Committee would like to open up a dialogue on campus concerning the issue of grade inflation by providing data for faculty to look at and consider.

In answer to a question from Senator Hendrix, Dr. Olsen said the report shows only the percent of students who completed the course and were given a grade. It does not include drops, incompletes, audits, or pass/not pass. Also grades that were changed later were not taken into account. Senator Hendrix commented that it is typical for between 40-50 percent of students to drop in some of his classes with 20-30 percent of the class then earning A's and B's, which can significantly distort the grades. Senator Ashley questioned how the Committee had dealt with the forgiveness policy.

Dr. Olsen moved for approval Recommendation 1 of the report as a Senate resolution. After discussion, Senator Burns moved the previous question, and the motion passed by voice vote. It will go forward as **Senate Resolution 3-03/04** and reads as follows:

Whereas, Systematic differences may exist between academic units that are not reflected in the SMSU Grade Inflation Report and

Whereas, The SMSU Faculty Senate is dedicated to the principles of faculty governance and academic freedom; therefore be it

Resolved, That the faculty of each academic unit on campus will hold meetings and discussions, creating committees, where appropriate, on the issue of grade inflation within their academic unit. As part of this process, individual faculty members should reevaluate their individual grading practices and results. Academic units are encouraged to develop additional data specific to their academic unit to address the issue of grade inflation on campus.

Dr. Olsen moved for approval of Recommendation 2 of the report as a Senate resolution. After discussion, the motion passed by voice vote. It will go forward as **Senate Resolution 4-03/04** and reads as follows:

Whereas, The available data indicates that systematic pressure may exist, whether originating from students, administrators, or faculty to increase grades without an increase in student achievement; therefore be it

Resolved, That the Faculty Concerns Committee be charged with developing and adding appropriate questions to the Faculty Morale Survey to address the issue of the existence and source of such grade inflation pressures.

Dr. Olsen moved for approval of Recommendation 3 of the report as a Senate resolution. Senator Wyrick questioned whether the resolution should bind future Senates to do this. Senator Buckner suggested softening language to say, "it is suggested," but Dr. Olsen said he would not take the suggestion as a friendly amendment. Dr. Lynda Plymate, PEC chair, said since it looks like SMSU's

grade inflation is not significantly higher than at any other institution, she didn't see the need to force a continual look at it, but rather just let the departments decide whether they want to look at it or not. She said all the issues weren't being looked at, and there was not enough data to support the causations. Senator Shade asked whether the reexamination of the issue next time would have the scope that it did this year. Past-Chair Shufeldt answered that the *ad hoc* committee could be structured next year to try to get information to answer the questions presented at today's meeting. By voice vote, the above motion passed. It will go forward as **Senate Resolution 5-03/04** and reads as follows:

Whereas, The available data indicates that significant grade inflation exists at SMSU and has for the past decade and a half; therefore be it

Resolved, That the issue of grade inflation be reexamined at the minimum every three years by the Faculty Senate. The Faculty Senate Executive Committee will be responsible for ensuring that the re-examination takes place via a charge to either the Academic Relations Committee or to an *ad hoc* committee to be formed by the Executive Committee.

Dr. Olsen moved for approval of Recommendation 4 of the report as a Senate action. Senator Burns asked about the expense involved in adding plus and minus grades to the grading system. Since the cost was not known, he said he felt it was premature to bring it to a vote. Kim Bell said it would be January of 2005 before changing the grading system could be talked about and then would be several more years before it could be implemented.

In response to a question from Senator Harris, Dr. Olsen said the plus-minus grading impact is that there is a slight decrease in grades especially in the upper levels but that the impact on grade inflation is slight. Grading is more accurate, and a large number of universities have gone to the plus-minus grading system because of grade inflation. After much discussion, Senator Drake moved the previous question. By voice vote, the above motion passed. It will go forward as **Senate Action 2-03/04** and reads as follows:

Whereas, The available data indicates that significant grade inflation exists at SMSU; and

Whereas, Much of the grade inflation is caused by an increased percentage of A and B grades assigned; and

Whereas, Confusion may exist over definitions of grades at SMSU; therefore be it

Resolved, That SMSU will add plus and minus grades to their grading system within the next three years.

Dr. Olsen then moved to include the wording for "Grading and the Credit Point System" (pages 7-9 of the report) as part of the above Senate action. Senator Kemp moved to amend to add an A+ category (seconded by Senator Maunder). After discussion, the motion to amend failed. Senator Burns moved the previous question, and by voice vote, the motion passed. The "Grading and the Credit Point System" section will be added to the above Senate Action.

Dr. Olsen moved for Senate endorsement of the entire *Grade Inflation Report, 2002-2003*. After more discussion, the motion passed by voice vote.

ELECTION OF MISSOURI ASSOCIATION OF FACULTY SENATES (MAFS) DESIGNATED VOTER AND ALTERNATE

Chair Giglio relinquished the chair to Chair-elect Shufeldt. Senator Baggett moved that Dr. Jim Giglio be elected as the designated voter to the Missouri Association of Faculty Senates (seconded by Senator Nugent). By voice vote, Dr. Giglio was elected as the MAFS designated voter.

After the above election, Chair Giglio resumed his role as Senate Chair. Senator Nugent moved that Dr. Lois Shufeldt be elected as the alternate voter to the Missouri Association of Faculty Senates (seconded by Senator Shade). By voice vote, Dr. Shufeldt was elected as the MAFS alternate voter.

OLD BUSINESS - There was no old business.

NEW BUSINESS

Senator Ashley moved a Senate resolution in support of our veterans (seconded by Senator Byrd) recently passed by the Staff Senate. A couple of friendly amendments were accepted to add apostrophes in the resolution as needed. Senator Buckner did not agree with the language of the first “whereas” and moved to take out all wording after “Harm’s Way” (seconded by Senator Drake). By a show of hands, the motion to amend passed. Senator Wyrick commented that there was nothing on the resolution to indicate it pertained to 2003.

ADJOURNMENT

Senator Miljkovic brought to the Chair’s attention the fact that there was no longer a quorum present, and Chair Giglio adjourned the meeting at 5:27 p.m. The next regularly scheduled Faculty Senate meeting will be held on Thursday, September 11, at 3:30 p.m. in Plaster Student Union 313.

Robert E. Thurman
Secretary of the Faculty

Senate Action 1-03/04

Adopted by Senate on May 8, 2003

Right of Challenge Expires June 5, 2003

***CONCENTRATION IN EPIDEMIOLOGY,
MASTER OF PUBLIC HEALTH***

See numerical listing of Senate actions for a copy of the curricular proposal.

Right of Challenge Expires June 5, 2003

IMPLEMENTATION OF PLUS-MINUS GRADING SYSTEM

Whereas, The available data indicates that significant grade inflation exists at SMSU; and

Whereas, Much of the grade inflation is caused by an increased percentage of A and B grades assigned; and

Whereas, Confusion may exist over definitions of grades at SMSU; therefore be it

Resolved, That SMSU will add plus and minus grades to their grading system within the next three years.

Be It Further Resolved, That the definitions of grades within SMSU catalogs be revised as follows (new wording underlined, old wording struck out):

- A (4.0) = Excellent ~~Outstanding~~ work. Outstanding achievement relative to the level necessary to meet course requirements. Performance was of the highest level. Excellence while meeting course objectives was sustained throughout the course. Not only was student's performance clearly and significantly above satisfactory, it was also of an independent and creative nature.
- A- (3.7) = Excellent work. Excellent achievement relative to the level necessary to meet course requirements. Performance was clearly and significantly above satisfactory, and was creative and independent.
- B+ (3.3) = Near excellent work. Achievement was significantly above the level necessary to meet course requirements. Performance was clearly above satisfactory, although not necessarily of an independent and creative nature.
- B (3.0) = ~~Superior work.~~ Very good work. Achievement significantly above the level necessary to meet course requirements. Performance was very good, although not of the highest level. Performance was clearly and significantly above satisfactory fulfillment of course requirements. (For undergraduates: B = meritorious. For graduates: B = adequate.)
- B- (2.7) = Good work. Achievement at a level just above that necessary to meet course requirements. Performance was notable.
- C+ (2.3) = Slightly above satisfactory work. Achievement that meets the course requirements. Performance was slightly more than adequate.

- C (2.0) = Satisfactory work. Achievement that meets the course requirements. Performance was adequate, although marginal in quality. (For undergraduates: C = adequate. For graduates: C = inadequate.)
- C- (1.7) = Below average work. Achievement that barely meets the course requirements. Performance has been below average and marginal in quality.
- D+ (1.3) = Unsatisfactory but passing work. Achievement below average in meeting course requirements. Student demonstrated unsatisfactory achievement in meeting course objectives, yet fulfilled a sufficient enough proportion of the course objectives that repeating the course is not necessary unless required by the academic unit.
- D (1.0) = ~~Minimum passing work.~~ Unsatisfactory but passing work. Worthy of credit even though work fails to meet fully the course requirements. Student demonstrated unsatisfactory achievement in meeting course objectives, yet fulfilled a sufficient enough proportion of the course objectives that repeating the course is not necessary unless required by the academic unit.
- D- (0.7) = Minimum passing work. Achievement barely worthy of credit. Student demonstrated unsatisfactory achievement in meeting course objectives, yet has fulfilled a sufficient enough proportion of the course objectives that repeating the course is not necessary unless required by the academic unit.
- F (0.0) = Failed - no credit. A failure to meet course requirements. The work or course objectives were either: (1) completed but not at a level of achievement that is worthy of credit, or (2) have not been completed and there was no agreement between the instructor and the student that the student would be awarded an "I" (incomplete).

RESOLUTION IN HONOR OF DR. LOIS M. SHUFELDT

Whereas, Dr. Lois Shufeldt has tirelessly and cheerfully served the faculty, the student body, and the state of Missouri during the 2002-2003 academic year through her exemplary leadership as Chairperson of the Faculty Senate of Southwest Missouri State University; and

Whereas, Dr. Shufeldt has conducted meetings of the Senate in a fair and even-handed manner, making every effort to ensure that all faculty members desiring to do so have had the opportunity to present their views on business before the Senate; and

Whereas, Dr. Shufeldt has arranged numerous opportunities for the Faculty Senate to hear and question individuals who by nature of their position are capable of influencing policies, priorities, and funding which affect the academic prospects and well-being of Southwest Missouri State University; and

Whereas, Dr. Shufeldt has been a strong and courageous advocate of shared governance, increased priority for academics, and improved faculty salaries at Southwest Missouri State University; and

Whereas, Dr. Shufeldt has aggressively represented faculty interests and concerns to the University Board of Governors, Missouri Association of Faculty Senates, the Missouri Coordinating Board of Higher Education, and Missouri state government; therefore, be it

Resolved, That the Faculty Senate of Southwest Missouri State University expresses its profound and heartfelt gratitude to Dr. Shufeldt and commends her for her exceptional service as Chairperson of the Faculty Senate.

RESOLUTION IN HONOR OF DR. PAMELA R. SAILORS

Whereas, Dr. Pamela R. Sailors has provided service at the highest standard as Secretary of the Faculty during the past academic year of 2002-2003; and

Whereas, She has been well organized, attentive to detail and has served thoughtfully, with graciousness and good humor; and

Whereas, She has served with the best interests of the faculty and University foremost in mind and has actively contributed her experience and expertise to the Executive Committee of the Faculty Senate;

Therefore Be It Resolved, That the Faculty Senate of Southwest Missouri State University expresses its deep appreciation and commends Dr. Sailors for her outstanding service as Secretary of the Faculty.

***ACADEMIC UNITS TO HOLD MEETINGS
TO DISCUSS GRADE INFLATION***

Whereas, Systematic differences may exist between academic units that are not reflected in the SMSU Grade Inflation Report; and

Whereas, The SMSU Faculty Senate is dedicated to the principles of faculty governance and academic freedom; therefore be it

Resolved, That the faculty of each academic unit on campus will hold meetings and discussions, creating committees where appropriate, on the issue of grade inflation within their academic unit. As part of this process, individual faculty members should reevaluate their individual grading practices and results. Academic units are encouraged to develop additional data specific to their academic unit to address the issue of grade inflation on campus.

***GRADE INFLATION QUESTIONS TO BE ADDED
TO FACULTY MORALE SURVEY***

Whereas, The available data indicates that systematic pressure may exist, whether originating from students, administrators, or faculty to increase grades without an increase in student achievement; therefore be it

Resolved, That the Faculty Concerns Committee be charged with developing and adding appropriate questions to the Faculty Morale Survey to address the issue of the existence and source of such grade inflation pressures.

***ISSUE OF GRADE INFLATION TO BE
REEXAMINED EVERY THREE YEARS***

Whereas, The available data indicates that significant grade inflation exists at SMSU and has for the past decade and a half; therefore be it

Resolved, That the issue of grade inflation be reexamined at the minimum every three years by the Faculty Senate. The Faculty Senate Executive Committee will be responsible for ensuring that the re-examination takes place via a charge to either the Academic Relations Committee or to an *ad hoc* committee to be formed by the Executive Committee.