

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

The Faculty Senate held its regularly scheduled meeting on Thursday, November 13, 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.

Substitutes: Carol Anne Costabile-Heming for Pauline Nugent, MCL; Danae Hudson for Michelle Visio, PSY; Susan Hinck for Sue Yarbrough, NUR; and Kishor Shah for Paula Kemp, MTH (during latter part of meeting).

Absences: William Corcoran, CGEIP Chair; Nancy Dion, PAS; Clay Franklin, CSD; Richard Johnson, CIS; Steve Mills, Staff Senate Representative; Myril Stewart, Staff Senate Representative; Dale Walton, DSS; and Rod Williams, MIL.

Guests: John Prescott, MUS; Mark Biggs, MJF; Kathy Pulley, Academic Affairs; Bruno Schmidt, Academic Affairs; Cindy Pemberton, CHHS; and President Keiser.

APPROVAL OF MINUTES

The minutes of the October 9 Senate meeting were approved as distributed.

ANNOUNCEMENTS

1. The Faculty Concerns Administrative Survey was sent to 736 faculty members and 312 responded. That is a 42 percent return rate. This far exceeds the percentage of return from the previous survey about two years ago. On behalf of the Faculty Concerns Committee and the Faculty Senate Executive Committee, Chair Giglio wishes to thank all of you who made a special effort to encourage colleagues to respond. A special thanks are also in order to the Faculty Concerns Committee, especially professors Tom Kane, Dan Crafts, and Stephen Jones. Professor Kane will provide an executive summary of the results at the December Senate meeting.
2. By now you should have received the first issue of the Faculty Senate *Voice*. Several issues will appear during the academic year. The executive summary of the Faculty Concerns administrative survey will be featured in the next issue. The intent of the *Voice* is to inform faculty on issues of interest pertaining to the Faculty Senate.
3. The Faculty Handbook Revision Committee has begun the grueling mandatory seven-year review of the Faculty Handbook, which will probably not be completed until the next academic year. The committee will first focus on the tenure and promotion sections. If you have any changes that you wish to propose or have concerns on any aspect of the revision process, please do not hesitate to contact Professor Rhonda Ridinger, chairperson of the Faculty Handbook Revision Committee.
4. The Administration is preparing for a possible 5 percent, 10 percent, or 15 percent cut by the State from the current budget for FY05. The president asked each vice president to identify possible cuts in their respective sections that tentatively would result in across-the-board cuts in academic and non-academic programs, a 2 percent increase in faculty and staff salaries, and an increase in student fees to compensate for 50 percent of the proposed cuts. Given the anticipated shortfall of

between \$400 million and \$1 billion there is a distinct possibility of cuts in FY05, the extent of which will depend on state tax revenues and the economy. Since this is an open process, the Administration invites input from the Faculty Senate.

5. Chair Giglio announced that only voting members of the Senate can make or second motions. Anyone needing clarification of this should check with the parliamentarian.

GOVERNOR SHEID'S PRESENTATION

Chair Giglio announced that due to a family emergency Governor Sheid was unable to come to today's Senate meeting. Chair Giglio hopes to have her address the Senate at the December 11 meeting.

PRESIDENT KEISER'S ADDRESS AND RESPONSE TO QUESTIONS

President Keiser talked at length concerning the budget situation for FY05. Three budget models have been prepared showing a reduction of 5 percent, 10 percent, and 15 percent. Copies of these models can be found in each of the dean's offices and in the Faculty Senate office. A 5 percent reduction would present a funding challenge of \$7.9 million; a 10 percent or 15 percent reduction would require substantial programmatic changes and institutional restructuring. A 15 percent reduction would be a financial emergency. If a 25 percent reduction were required, some institutions might have to be shut down. Each of the vice presidents has been requested to respond by December 5. After the Governor's State of the State address in early January, representatives of the Faculty Senate, Staff Senate, and SGA will meet with Administrative Council every third week to develop a budget recommendation.

Senator Miller commented that for the second year in a row her department had advertised a position vacancy and then had it frozen which ends up wasting a lot of time. When questioned as to whether SMSU should be in pre-exigency, President Keiser said he needed to see college-by-college figures first before trying to decide how to take care of things. He indicated that everyone should be involved in the conversation concerning the budget cuts.

Dr. Lynda Plymate said a 15 percent cut would trickle down to the department level and that one possibility to avoid this would be a decision to cut non-academics instead of academics. President Keiser said with a 15 percent reduction, academics would have to be cut.

With attendance at last Saturday's football game at only 2,900, Chair Giglio suggested it might be a good time to talk about scaling down the football program, possibly going to independent status or Division III. Chair-elect Shufeldt said that Bob Diamond had told her during his recent visit to SMS that everything can be considered equally important and cut across-the-board once or twice when an institution has 5, 10, or 15 percent cuts, but after that it shouldn't be done that way. President Keiser said the deans were all for these models, and he encouraged her to talk with them.

Senator Baggett brought up the fact that the University of Missouri had recently voted to include sexual orientation in their non-discrimination policy and that she was going to introduce a resolution today to add it to SMS' policy. President Keiser said he was sure the Board would consider it as they had four times in the past. He felt the grievance process at SMS works (distributed statistics). Senator Baggett said people are not coming forward with complaints because they are afraid. Senator Burns asked President Keiser if, in light of the fact that he is retiring in 2005, he could take a mellower stance with the Board on the subject.

In answer to a question from Senator Burns, President Keiser said he is retiring effective June 30, 2005. Barbara Burns, president of the Board, and Michael Franks, vice president of the Board, have been looking through governing board materials in preparation of conducting a search for his position.

REPORT FROM RULES COMMITTEE

Senator Cameron, chair of the Rules Committee, presented two *Bylaws* amendments. The first amendment broadens the pool of faculty members who are eligible to be elected to the position of chairperson-elect and Secretary of the Faculty. Last year there were only two candidates for chairperson-elect, and the year before that there was only one. Senator Burns moved to amend the amendment (seconded by Senator Drake) so ART I, Section 3A would read:

Tenured faculty are eligible for the position of Chairperson-elect, or Secretary of the Faculty, if by the time they assume office they will have completed at least one year of service in the Faculty Senate during the previous six academic years. Heads/Chairs/Directors of departments/schools are not eligible candidates for the positions of chairperson-elect and the Secretary of the Faculty.

By voice vote, the motion to amend passed. Senator Wyrick spoke against the amendment, saying one year of service didn't seem enough. After discussion, Senator Shade moved to end debate (seconded by Senator Hendrix). The motion to end debate passed by voice vote.

The second amendment changes the purpose of the University Budget & Priorities Committee under ART I, Section 8, B, (4). The Faculty Senate will be voting only on the bold and struck out language. The amendment is a revised version of SA 32-01/02 and SA 23-02/03, both of which passed the Faculty Senate earlier but were rejected by Administration. Dr. Rhonda Ridinger, chair of the Budget & Priorities Committee, spoke in support of the above amendment. As required by the *Bylaws*, the Senate will vote on both of the amendments at the next regularly scheduled Senate meeting, which will be on December 11.

MULTIMEDIA STUDIES OPTION, ELECTRONIC ARTS (NON-COMPREHENSIVE), B.S.

Senator Persky moved for approval of the above option (seconded by Senator Buckner) and deferred questions to Dr. Mark Biggs from the Media, Journalism & Film Department. Senator Buckner suggested a friendly amendment (accepted) to change the second sentence under "Revised Catalog Description" and "Complete New Catalog Information" to read "classes" instead of "class." The motion passed by voice vote. It will go forward as **Senate Action 7-03/04**.

OLD BUSINESS

There was no old business.

NEW BUSINESS

Senator Baggett moved for approval a resolution to add sexual orientation to the non-discrimination policy (seconded by Senator Garrison-Kane). By voice vote, the motion passed unanimously. It will go forward as **Senate Resolution 7-03/04**.

ADJOURNMENT

Senator Drake moved for adjournment at 5:06 p.m. The next regularly scheduled Faculty Senate meeting will be held on Thursday, December 11, at 3:30 p.m. in Plaster Student Union 313.

Robert E. Thurman
Secretary of the Faculty

Senate Action 7-03/04

Adopted by Senate on November 13, 2003

Right of Challenge Expires December 12, 2003

***MULTIMEDIA STUDIES OPTION, ELECTRONIC ARTS
(NON-COMPREHENSIVE), BACHELOR OF SCIENCE***

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

***RESOLUTION ON ADDING SEXUAL ORIENTATION
TO THE NON-DISCRIMINATION POLICY***

Whereas, Southwest Missouri State University “is a community of people with respect for diversity” and “emphasizes the dignity and equality common to all persons,” and

Whereas, the Faculty Senate, Staff Senate, and Student Government Association have all voted to include sexual orientation in the SMSU non-discrimination policy, and

Whereas, the words “sexual orientation” are not included in the current non-discrimination policy of SMSU, and

Whereas, the University of Missouri Board of Curators has unanimously passed the inclusion of sexual orientation in the system’s non-discrimination policy, and

Whereas, other Missouri institutions of higher learning, St. Louis University, Central Missouri State University, Truman State University, Washington University, and Drury University have included sexual orientation in their non-discrimination policies, and

Whereas, all but 14 of the 88 Public Carnegie Doctoral/Research Extensive universities and all but 4 of the 48 Private, Not for Profit, Carnegie/Doctoral Research Extensive universities have sexual orientation in their non-discrimination policies, and

Whereas, all but 3 of the Big 12 universities have sexual orientation in their non-discrimination policies, and

Whereas, all Association of American Universities members have sexual orientation in their policies,

Resolved, Southwest Missouri State University, the “Public Affairs University for the 21st Century,” should add sexual orientation to the non-discrimination policy.