

Report to the Board of Governors: February 18, 2005

Lois Shufeldt, Faculty Senate Chair

- I. Announcements**
 - A. Commend BOG Regarding Search Committee**
 - B. Senate Initiatives & Presidential Finalists**
 - C. MAFS meeting in Jeff City, 2/7-8/05**
 - a. Representatives of MO's 13 Four-year Institutions**
 - b. Joint Resolution Proposed**
 - c. CBHE Commissioner's Report**

- II. Curricular Actions**
 - A. New B.S. in Socio-Political Communication (Comprehensive)**
 - B. New B.S. in Public Relations (Non-comprehensive)**
 - C. Deletion of B.S. in Communication (Comprehensive)/Public Relations and Socio-Political Communication Options**
 - D. New Accelerated Masters in Biology**
 - E. Doctor of Physical Therapy**

- III. Amendment to General Education Program**

- IV. Report on Public Affairs Minor**

- V. Report from Academic Relations Committee**
 - A. American Humanics**
 - B. Faculty Personnel Management Committee**

- VI. Proposed Actions Regarding Fees and Salary Increases**

Attachments:

Senate Agenda (2-17-05)

AAUP Resolution

Senate Action 5-04/05

Proposed Senate Actions, Fees and Salary Increases

Faculty Senate

Campus Memorandum

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10 February 2005

FACULTY SENATE MEMBERS (For Action)
ALL FACULTY MEMBERS (For Information)

Agenda for the February Session of the Faculty Senate

The Faculty Senate will meet on **Thursday, February 17, at 3:30 p.m. in Plaster Student Union, Room 313.** The agenda is as follows:

- A. Approval of the minutes of the December session of the Faculty Senate
- B. Announcements
- C. Update on presidential search process—Dr. Jim Giglio, Presidential Search Committee member
- D. Action on curricular proposals

1. New B.S. in Socio-Political Communication (Comprehensive)—Senator Bourhis
2. New B.S. in Public Relations (Non-comprehensive)—Senator Bourhis
3. Deletion of B.S. in Communication (Comprehensive)/Public Relations and Socio-Political Communication options—Senator Bourhis
4. New accelerated masters in Biology—Senator Moll
5. Doctor of Physical Therapy— Ms. Jeanne Cook

E. Amendment to General Education Program—Dr. Ed Matthews, CGEIP Chair

F. Report on Public Affairs minor—Chris Curtis, SGA President

G. Report from Academic Relations Committee—Dr. Reed Olsen, Chair

H. Unfinished business

I. New business

J. Adjournment

Meetings of the SMSU Faculty Senate are open to members of the Board of Governors, the administration, the faculty, the staff, the student body, and other interested persons.

Lois M. Shufeldt
Chair

Resolution

**Missouri Conference
American Association of University Professors
Annual Meeting
Jefferson City, Missouri
March 5, 2005**

Appropriations for Public Higher Education in Missouri

The Missouri Conference of the American Association of University Professors (AAUP) is disturbed by the current state of public higher education in the state. Consider the following educational indicators:

- Missouri has the lowest per capita funding support for higher education among its surrounding states: MO=\$321, KS=\$496, AR=\$449, OK=\$477, IA=\$507, IL=\$411.
- Appropriations for Missouri's public institutions of higher education were cut \$140 million in FY2003 and FY 2004.
- Higher education cuts have resulted in a \$1,700 average tuition increase for MO's public 4 year institutions, affecting 80,000 Missouri students.
- Missouri ranks second in the nation in tuition hikes in the last two years.
- Between 1991 and 2003, Full Time Equivalent (FTE) student enrollment in Missouri's public colleges and universities declined by more than 3%, while the national trend was an increase of 18.7%. MO is one of only three states to have an FTE decline in this period.
- Missouri's state support for public higher education has declined as a percentage of the overall state budget from 8.3% in FY1980 to 6.8% in FY2000 to 5.8% in FY2003.

These indicators reveal that public higher education in Missouri is not funded adequately to achieve its mission. Accordingly, **the Missouri Conference of the American Association of University Professors urges the Legislature to develop an adequate and equitable funding formula that is tied to a consistent and reliable revenue source.**

Senate Action 5-04/05

Adopted by Senate on November 11, 2004

Right of Challenge Expires December 9, 2004

Senate Action on Adopting a Provost Governance Model

Whereas, Southwest Missouri State University is an institution of higher education whose primary purpose is to develop educated persons; and

Whereas, SMSU's academic program directly generates or is indirectly responsible for nearly all of the State appropriations and student fee revenues that flow into University accounts every year; and

Whereas, Many other universities coordinate the provision of academics and related support services under a chief operating officer known as Provost, while SMSU lacks a comparable administrator whose responsibility is to coordinate such activities, not excepting the University President, whose executive and off-campus duties prevent him/her from serving in that capacity on a continuous basis; therefore, be it

Resolved, That beginning July 1, 2005, SMSU's Vice President of Academic Affairs shall hereafter carry the title *University Provost*, and that in addition to his/her VPAA responsibilities this officer shall coordinate and supervise all other University functions directly or closely associated with operating and financing SMSU's academic program, chair the University Budget and Priorities Committee, and exercise the duties and powers of the President during the President's absence or incapacitation.

SENATE ACTION

Salary increases for 2005-2006

WHEREAS the SMSU administration's most recent FY2006 budget includes an anticipated 2% salary increase for faculty; and

WHEREAS the Consumer Price Index rose by 3.3% between December 2003 and December 2004 compared to the currently proposed 2% salary increase, while over the previous three years SMSU granted general salary increases of 0% on two occasions and 2% on the other, during which time the CPI rose by 1.6%, 2.4%, and 1.9%, or 5.9% altogether; and

WHEREAS SMSU faculty salaries at professor, associate professor, and assistant professor ranks were fourth-highest among Missouri's five regional state universities in Fall 2003, the most recent year for which data are available, at least 10% below the CUPA salary targets endorsed by the administration in 1996, and at least 15% below average salaries paid at "metropolitan universities," which the administration has referred to in recent years as peer institutions; and

WHEREAS the Faculty Senate's most recent "morale survey" found that a relatively large share of faculty hope to leave SMSU because of the unfavorable salary situation at this University and dim prospects for salary increases in the years ahead; and

WHEREAS the administration's proposed cuts in health care benefits in future years will lower the faculty's compensation, independent of any salary change; and

WHEREAS all three of SMSU's presidential finalists believe that faculty salaries are currently too low and would place a high priority on increasing them, if selected; and

WHEREAS President Keiser and Board members regularly state that raising faculty and staff salaries is among their top priorities (and frequently their number one priority); and

WHEREAS SMSU spends approximately one-third more (on a per-student basis) for academic administration than Missouri's other regional state universities, pays top administrators about 10% more than faculty (compared to national averages),

awarded “equity” pay increases to several deans in the current fiscal year (while providing equity increases to very few faculty), and awarded a lucrative “golden parachute” payment to President Keiser following his retirement; and

WHEREAS the administration currently plans to increase student fees by only about 6% and to provide more space to KOZK by shifting other units from Strong Hall to the downtown Alumni Center, into space that could otherwise be leased to private tenants;

THEREFORE, be it resolved that SMSU should increase faculty and staff salaries by at least 4% in the FY06 budget.

Salaries at Missouri Regional State Universities, Fall 2000-Fall 2003

Year & University	<u>Salaries (thousands)</u>				<u>Rank (1=high, 5=low)</u>			
	<u>Prof.</u>	<u>Asoc.</u>	<u>Asst.</u>	<u>Inst.</u>	<u>Prof.</u>	<u>Aso</u>	<u>Asst.</u>	<u>Inst.</u>

2003-2004

Central	\$65.6	\$54.6	\$46.1	\$33.9	3	2	1	5
Northwest	\$69.5	\$56.2	\$45.8	\$36.9	1	1	2	3
Southeast	\$67.1	\$53.6	\$45.8	\$37.0	2	3	2	2
Southwest	\$64.7	\$51.9	\$45.6	\$42.1	4	4	4	1
Truman/NE	\$64.1	\$51.6	\$40.4	\$36.1	5	5	5	4

2002-2003

Central	\$63.1	\$53.5	\$45.1	\$33.5	5	1	2	5
Northwest	\$65.4	\$51.7	\$42.5	\$34.7	2	5	4	4
Southeast	\$64.0	\$52.6	\$44.3	\$36.0	4	3	3	2
Southwest	\$65.5	\$52.0	\$45.5	\$43.3	1	4	1	1
Truman/NE	\$64.6	\$52.7	\$40.4	\$35.0	3	2	5	3

2001-2002

Central	\$63.6	\$54.2	\$44.8	\$32.9	5	1	1	5
Northwest	\$65.4	\$51.4	\$43.6	\$34.7	1	5	3	4
Southeast	\$64.4	\$52.7	\$43.1	\$36.3	4	3	4	2
Southwest	\$64.5	\$51.5	\$44.5	\$41.1	3	4	2	1
Truman/NE	\$65.2	\$53.3	\$40.7	\$35.9	2	2	5	3

2000-2001

Central	\$61.9	\$52.2	\$42.8	\$32.0	5	2	2	5
Northwest	\$65.0	\$51.5	\$42.6	\$33.8	2	5	3	3
Southeast	\$63.9	\$52.2	\$42.1	\$35.7	4	2	4	2
Southwest	\$65.1	\$52.1	\$43.6	\$40.2	1	4	1	1
Truman/NE	\$64.4	\$52.5	\$40.2	\$33.6	3	1	5	4

Source: Chronicle of Higher Education (<http://chronicle.com/stats/aaup/>)

SENATE ACTION

WHEREAS student fees at SMSU are fourth-highest of five among Missouri's regional state universities (CMSU, NWMSU, SEMO, SMSU, TSU); and **Whereas** hourly fees at SMSU have risen by an average of 5.7% less than hourly fees at Missouri's four other regional state universities since fall 2002, a shortfall of \$9.98 per credit hour or approximately \$3.3 million per year; and

WHEREAS the SMSU administration has pledged that its fee increases "will not exceed five percent per year" even if state appropriations are not increased (*Springfield News-Leader*, Dec. 18, 2004); and

WHEREAS the Missouri State Legislature and Governor Blunt have proposed legislation that would limit the ability of Missouri's public universities to increase student fees, that policy would henceforth lock SMSU into the relatively low fee structure it now charges; and

WHEREAS State's precarious budget conditions make it unlikely that SMSU's appropriation will be significantly increased in the latter half of this decade, the administration's low-fee policy means that SMSU will have to reduce faculty and staff salaries relative to salaries elsewhere or reduce personnel, making it more difficult (if not impossible) for SMSU to add graduate programs, fulfill other elements of its mission, or rebuild its reserves to safeguard the institution's financial viability;

THEREFORE, be it resolved that SMSU should increase student fees by an average of \$10 per credit hour to make up for the shortfall that developed during the past two years plus the \$11 per credit hour currently proposed by the administration; to address the possibility that higher fees at SMSU will cause some students to take more 100-level courses at other institutions, fee increases for such courses should be only about half of the proposed \$21, while fee increases for 400, 500, and 600-level courses should be approximately \$25.

Notes

1. Student fee increases of \$25 for 400, 500, and 600-level courses are unlikely to cause a significant number of SMSU students to attend other universities instead, since viable alternatives are not available locally and students are unlikely to move to another city to avoid fee increases of \$14 per credit hour over those currently proposed by the administration.
2. In the event SMSU enrollment declines somewhat following the fee increases proposed here, SMSU's per-student State appropriation would increase. This would help address the problem the administration has pointed out—namely, SMSU's inadequate appropriation. To take a hypothetical example, if enrollment were to decline by 1,000 students and SMSU's student/faculty ratio equals 20 (in 400, 500, and 600-level classes), SMSU could operate with 50 fewer faculty without increasing the student/faculty ratio. If salaries and fringe benefits average \$50,000 apiece for those 50 positions (a conservative estimate), this would be equivalent to receiving a \$2.5 million appropriations increase.
3. In December 2004, the Faculty Senate endorsed the use of differential fees to reflect differences in the costs of offering various programs and courses. Currently, SMSU charges higher fees for a few courses and programs than others. President Keiser voiced approval of the Senate's December recommendation and indicated that it should be applied throughout the curriculum instead of being limited to new programs. The current proposal to increase fees by \$11/hr. for 100-level courses, \$21/hr. for 200 and 300-level courses, and \$25/hr. for 400, 500, and 600-level courses is broadly consistent with the Senate's proposal, as well as with President Keiser's recommendation.
4. The following table shows the trend of student fees at Missouri's regional state universities since 2000. Student fees at SMSU rose by 6.1% less than fees at the other four regionals since fall 2000, or about \$10.65 per credit hour. This lowers SMSU's fee revenue by about \$3.5 million each year, or \$7 million since the gap first appeared in 2003.

Tuition & Required Fees at Missouri Public Universities, 2000-2004

	<i>Fall</i>	<i>Fall</i>	<i>Fall</i>	<i>Fall</i>	<i>Fall</i>	<i>% change</i>
	2000	2001	2002	2003	2004	2000-2004
University						
Central	\$3,100 (5)	\$4,110 (3)	\$4,980 (1)	\$5,340 (2)		66.4% (1)
Northwest	\$3,600 (4)	\$4,110 (3)	\$4,809 (2)	\$5,325 (3)		59.9% (2)
Southeast	\$3,900 (4)	\$4,035 (5)	\$4,755 (4)	\$4,815 (5)		42.0% (5)
Southwest	\$3,640 (2)	\$4,274 (2)	\$4,636 (5)	\$5,248 (4)		47.3% (4)
Truman	\$3,800 (1)	\$4,300 (1)	\$4,806 (3)	\$5,812 (1)		56.6% (3)
Average						
All 5	\$3,816	\$4,166	\$4,797	\$5,284		54.4%
Average						
Other 4	\$3,817	\$4,139	\$4,838	\$5,323		56.2%

Source: 2000, 2001, and 2002 from CBHE; 2003 and 2004 from individual university websites.