

BOARD OF GOVERNORS REPORT – 7/22/05  
Art L. Spisak, Faculty Senate Chair

1. Response to Increase in Health Care Plan Costs to Faculty
  - Increase in costs equal to a cut in pay for faculty
  - 4.9% cap on health care expenses established by the Board was meant to be a guideline and not as policy
  
2. Community Awareness of the Academic Side of the University
  - Faculty Senate Chair's reports to the Board in the near future will include a profile of representative faculty member
  - Dr. Mike Carlie, Sociology, Anthropology, and Criminology, showcasing himself
  
3. Faculty Senate Executive Committee's response to the Retreat package for Dr. Kathy Pulley (see attachment)

SOUTHWEST MISSOURI STATE UNIVERSITY

# FACULTY SENATE

## STATEMENT ON RETREAT PROPOSAL

Friday, July 22, 2005

At their June 2005 meeting, the Board of Governors was asked to approve a retreat proposal for Dr. Kathy Pulley, Associate Vice President for Academic Affairs, to return as a Full Professor to the Religious Studies Department. After deliberation the Board chose to postpone a decision until their July meeting. Dr. Nietzel took office as president on July 1, and has since had the opportunity to address this matter. After careful consideration, including discussions with Faculty Senate leadership, President Nietzel has presented an amended proposal to the Board. Although the new proposal is an improvement over the original, we, the Faculty Senate Executive Committee, still do not endorse it. It is not consistent with retreat guidelines proposed in the Academic Administrator's Handbook (1996) as formulated by the then Vice President of Academic Affairs. Furthermore, it creates a substantial inequity in compensation between Dr. Pulley and her peers in the Religious Studies Department.

To his credit, President Nietzel has recognized the need to establish a clear and consistent policy for the retreat of administrators back to faculty, and he has taken action by forming a committee that has as one of its charges the creation of a retreat policy. This committee will have adequate faculty representation, and we are confident that it will formulate an equitable policy on retreats.

In sum, although Faculty Senate leadership differs with President Nietzel on this particular case, it yet has confidence and high hopes in working with him to advance the University's teaching, research, and service missions. Finally, Faculty Senate leadership welcomes Dr. Pulley back to the faculty and wishes her all the best as she resumes her academic career as part of the Religious Studies Department.

SMSU Faculty Senate Executive Committee:

Art L. Spisak, Faculty Senate Chair  
Mark M. Richter, Faculty Senate Chair-Elect  
Rhonda R. Ridinger, Secretary to the Faculty  
Lois M. Shufeldt, Faculty Senate Past-Chair  
Eric D. Shade, Faculty Senate Parliamentarian