

***Presentation at the All-Faculty Luncheon, August 19, 2004, and
Report to the Board of Governors, August 20, 2004
Lois Shufeldt, Faculty Senate Chair***

Daring to Expound

- I. Prioritization of new positions
 - A. 621 ranked faculty positions in FA '93 to 624 FA '03 (.48% increase)
 - B. 33 lecturers in FA '93 to 101 in FA '03 (206% increase)
 - C. 174 per course in FA '93 to 269 in FA '03 (54.6%)--58 to 89.7 FTE)
 - D. 284 GAs in '93 to 472 in '03 (66.2% increase), smaller percentage involved in teaching now vs. '93
 - E. More faculty lines are essential for excellence in our academic program
 - F. Work with Academic Affairs in determining programs of greatest need
- II. Provost organizational model
 - A. The VPAA would also carry the title of Provost and would hopefully wield more influence in Administrative Council
 - B. Hope to strengthen academics by reversing the trend of the declining percent of the E & G Budget spent on academics
- III. Compensation
 - A. We are still far behind salary goals established in 1996
 - B. *Handbook Revision* process will grapple with this—
 - 1. Tie salary increases to increases in the E & G budget
 - 2. Provide the same comparison group for faculty salaries that is used for administrative salaries. Currently, CUPA institutions (in general) are used to make faculty salary comparisons, while comparable CUPA institutions (those with budgets in excess of \$85 M) are used to make administrative salary comparisons.

- C. Equity adjustments: half of academic deans and a VERY small percentage of faculty received them
- D. Golden parachute issue—working statewide for change
- IV. Revision of our nondiscrimination statement to include sexual orientation—make a final appeal to this administration and Board to make SMS worthy of the name change by making this institution more inclusive and welcoming
- V. Continue to monitor the grade inflation situation
- VI. Watch for the analysis of the Faculty Concerns Survey (also known as the faculty morale survey) that was administered last spring—the 44% response rate is very respectable
- VII. Revision of the Faculty Senate web-page
- VIII. Utilize the results of the Academic Administrative Assessment Survey to improve the administrative leadership at SMS