

## Minutes of the May Session of the Faculty Senate

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The Faculty Senate held the first meeting of the May session on Thursday, May 11, 2017, in PSU 313. Chair Cynthia MacGregor called the session to order at 3:32 p.m.

Substitutes: Traci Garrison for Tara Boehne, OT; Melissa Dallas for Dan Crafts, RA; Keith Ekstam for Catherine Jolivette, AR; and Christina Bowles for Ryan Wilson, Staff Sen Rep.

Absences: Jamaine Abidogun, HI; Louise Bigley, NR; Andrew Homburg, EPPC Chair; Joe Hughes, FL; Richard Johnson, CI; Daniel Kaufman, PH; Glenn Pace, MG; Tim Pfeil, GL; James Philpot, FG; Ridwan Sakidja, PA; and Yang Wang, CS.

Guests: Nathan Hoff; Office of the Registrar; Tona Hetzler, SMAT; and Tracy Stout, Library

### ROLL CALL BY THE SECRETARY OF THE FACULTY

Secretary Beth Hurst called the 2017-18 Faculty Senate roll.

### APPROVAL OF MINUTES

The April 2017 minutes were approved as posted.

### ANNOUNCEMENTS

1. If necessary, a carry-over meeting will be held on Tuesday, May 16<sup>th</sup> at 3:30 p.m. in PSU 313.
2. Chair MacGregor addressed the Senate: "Thank you for allowing me to be your Senate chair. My primary platform for this year is to **clarify the voice of faculty in university decision making**. You will be hearing more about this in future meetings and speeches."
3. Senate meetings are generally scheduled to conclude at 5 pm unless there is a lengthy agenda. If it appears that business will require substantial time past 5 p.m., then the Senate will adjourn and continue during the scheduled carry-over meeting.
4. Please arrive early and sign in upon arrival. If you must be significantly late, or need to leave early, then please send a substitute who can attend the full meeting. If you cannot attend a Senate meeting, then please send a substitute. The business of Senate is important labor and requires the consistent representation of all parts of the university to be effective.
5. Commencement Ceremonies will be held on Friday, May 19<sup>th</sup>. It is important for faculty to support our graduates by participating in commencement.
6. This fall, the Showcase on Teaching and Learning will be on August 16<sup>th</sup>. This is a valuable time of professional development and collegial networking.
7. The New Student Convocation will be Sunday, August 20<sup>th</sup> at 2 p.m.
8. Chair MacGregor introduced and thanked the members of the Faculty Senate Executive Committee: Dr. Beth Hurst, Secretary of the Faculty, serving for a second year, Dr. Mike Hudson, serving as Parliamentarian for his second year, Dr. Tom Dicke, Chair-Elect of Faculty, and Mike Foster, Past Chair. She thanked them for their continued commitment to serving the faculty and supporting her in her role as Chair.
9. Chair MacGregor introduced and thanked Sandy Johnson in her support role for Faculty Senate Executive Committee and Senate.
10. At the beginning of the Fall semester Chair MacGregor will seek members to convene three ad hoc committees.

**Ad hoc committee regarding 120-hour graduation requirement.** This committee will work to determine if the graduation requirement can be appropriately lowered to 120 hours, and, if it is, to bring forward catalog language to the Senate for consideration.

**Ad hoc committee on Policy Review.** This committee will mirror the one proposed in the Resolution from the ad hoc Committee on the Policy Library. Please see their report for the composition of this committee. This ad hoc committee will be in place for the

duration of the next academic year and will, hopefully, be replaced by a standing committee of the Faculty Senate.

**Ad hoc committee on Personnel Hiring Trends.** President Smart has requested that faculty work with his office to develop a report by December 2017. This report will be used to inform strategic budget decisions related to personnel needs across the university. Given the trends identified in the most recent Budget & Priorities Reports, Chair MacGregor strongly supports the need for a report developed collaboratively with university administration.

Please forward this information to your colleagues, and if you or they are interested in serving on one or more of these committees, then please contact Chair MacGregor.

#### **ACTION ON CURRICULAR PROPOSAL**

New Program: **Master of Athletic Training**

Moved by Senator Liggett

**APPROVED**

**SA 1-17/18**

#### **RESOLUTION FOR THE 2016-2017 SENATE CHAIR, MR. MICHEAL FOSTER**

Senator Bourhis moved the Resolution for Mr. Foster. Senator Bourhis read the Resolution.

**Resolution passed unanimously**

**SR 1-17/18**

#### **RESOLUTION FOR THE 2016-2017 SECRETARY OF THE FACULTY, DR. BETH HURST**

Senator Cornelius-White moved the Resolution for Dr. Hurst. Senator Cornelius-White read the Resolution.

**Resolution passed unanimously**

**SR 2-17/18**

#### **RESOLUTION FOR THE 2016-2017 PARLIAMENTARIAN, DR. MICHAEL HUDSON**

Senator Liggett moved the Resolution for Dr. Hudson. Senator Liggett read the Resolution.

**Resolution passed unanimously**

**SR 3-17/18**

#### **REPORT FROM COMMITTEE ON FACULTY BENEFITS**

Reed Olsen, Chair, presented the report.

Resolution on MOSERS

Senator Olsen moved the Resolution. Discussion.

**The motion passed.**

**SR 4-17/18**

Resolution on Internal Senate Action on Merit Pay System

Senator Jones moved the Resolution.

**The motion passed.**

**SR 5-17/18**

#### **ADJOURNMENT**

Chair MacGregor adjourned the meeting at 4:54 p.m. due to a Tornado warning.

Beth Hurst

Secretary of the Faculty

The Faculty Senate held the second meeting of the May session on Tuesday, May 16, 2017, in PSU 313. Chair Cynthia MacGregor called the session to order at 3:30 p.m.

Substitutes: Jack Knight for Daniel Kaufman, PH; and Reed Olsen for Mahua Mitra, EC.

Absences: Jamaine Abidogun, HI; Char Berquist, Prof Rep; Louise Bigley, NR; Tara Boehne, OT; Dan Crafts, RA; Melanie Dreyer-Lude, TD; Alex Hamwi, MK; Darryl Haslam, SW; Andrew Homburg, EPPC Chair; Joe Hughes, FL; Glenn Pace, MG; James Philpot, FG; Xiaomin Qiu, GG; Nate Quinn, Instruc Rep; Ridwan Sakidja, PA; Jason Shaw, PT; Josh Smith, BS; Cathy Starr, FI; Yang Wang, CS; and Ryan Wilson, Staff Sen Rep.

Guests: None.

Resolution on Internal Senate Action on Extended Sick Leave or Family Leave  
Senator Olsen moved the Resolution.

**The motion passed.**

**SR 6-17/18**

Faculty Senate Action on Tuition Waiver  
Senator Olsen moved the Action. Discussion.

Senator Cornelius-White made a motion to change the Action to a Resolution. Discussion.  
Senator Richter made a motion to call the question. The motion failed.  
The motion to amend to a Resolution passed.

The Senate considered including the MAFS original proposal. Discussion.

Senator Bourhis made a motion to postpone the debate on the Resolution until the Faculty Senate September session. Discussion. The motion to postpone passed.

Senate Action on Tuition Waiver Step Approach  
Senator Sub Olsen moved the Action.  
Discussion.

**The motion passed.**

**SA 2-17/18**

#### **UNFINISHED BUSINESS**

None.

#### **NEW BUSINESS**

None.

#### **ADJOURNMENT**

Chair MacGregor adjourned the meeting at 4 p.m.

Beth Hurst  
Secretary of the Faculty

**Senate Action 1-17/18**

**Adopted by Senate on May 11, 2017**

**Right of Challenge Expires: June 8, 2017**

**New Program: Master of Athletic Training**

This curricular proposal can be viewed in the Curricular Action Workflow system.

**Resolution in Honor of Michael Foster  
2016-2017 Faculty Senate Chair**

**Whereas**, Michael Foster served as the leader of the Missouri State University Faculty Senate for 2016-2017;

**Whereas**, He was approachable, honest, humorous, patient and diplomatic as a leader;

**Whereas**, He fostered a culture of cooperation, transparency, civility and inclusiveness in his management of Faculty Senate meetings;

**Whereas**, He manifested the highest ideals of ethical leadership, sound decision making and civility in his interactions with administrators, faculty and staff;

**Whereas**, He served as an effective and vigorous advocate for the interests of the faculty during a period of growing financial uncertainty;

**Be it resolved**, that the Faculty Senate of Missouri State University expresses its deepest appreciation for the tireless service of Michael Foster provided as Chair of the Faculty Senate.

**Resolution in Honor of Dr. Beth Hurst  
Secretary of the Faculty, 2016-2017**

**Whereas,** The services of Dr. Beth Hurst as Secretary of the Faculty during the 2016-2017 academic year have been exemplary; and

**Whereas,** She has provided thoughtful, conscientious service to the Faculty Senate during all the Faculty Senate meetings and respectfully handled all official voting of this august body; and

**Whereas,** She has willingly served her department, college, and university on the Executive Committee, the Rules Committee, and as Professor of Reading with expertise in literacy, among other varied duties; and

**Whereas,** She has, as Secretary of the Faculty, served with forthrightness, diligence, and an enthusiastic collegiality and supportiveness rarely observed in any work context; and

**Whereas,** She has always held the welfare of the faculty and of the University as the highest priority; therefore,

**Be It Resolved,** That the Faculty Senate of Missouri State University commend Dr. Beth Hurst and express its sincere gratitude for her tireless commitment to the faculty of Missouri State University and for the excellence and dedication with which she has carried out the duties of Secretary of the Faculty.

**Resolution in Honor of Dr. Michael Hudson  
2016-17 Faculty Senate Parliamentarian**

**Whereas**, Dr. Michael Hudson's service as Parliamentarian of the Faculty Senate in 2016-17 has been exemplary; and

**Whereas**, He has served the Senate with a high level of commitment and honesty as an ex officio member of the Faculty Senate Executive Committee through his guidance to the executive officers of the Senate; and

**Whereas**, He has pursued improvement of the Constitution and Bylaws of the Faculty through his continued service on the Faculty Senate Committee on Rules as an ex officio member; and

**Whereas**, His dedication to the faculty and the Faculty Senate are evidenced by his service as Parliamentarian and his service in other areas of University leadership; therefore be it

**Resolved**, That the Faculty Senate of Missouri State University commends and sincerely thanks Dr. Michael Hudson for his strong commitment to shared governance at Missouri State University, and for his outstanding service as Parliamentarian of the Faculty Senate.

**Faculty Senate Resolution on MOSERS**

Whereas, the data presented in the Committee on Faculty Benefits report on salaries and benefits indicates that the university's defined contribution plan (CURP) is insufficient to support retirement and

Whereas, the comparative data presented in the same report indicate that defined contribution plans similar to CURP provided by MSU's peer institutions are substantially more generous and

Whereas, the level of funding for CURP is controlled by the state of Missouri and not directly by MSU and

Whereas, MSU has the ability to lobby for higher funding for CURP from MOSERS

Therefore, be it resolved that the MSU administration should take action to encourage MOSERS to offer a more competitive defined contribution retirement plan.



**Faculty Senate Resolution Internal Senate Action on Merit Pay System**

Whereas, the recent Committee on Faculty Concerns report on the Faculty Morale Survey identifies many salary issues of concern to faculty and

Whereas, one of the salary issues of especial concern to faculty is the working of the merit pay system at MSU and

Whereas, the MSU Faculty Handbook requires that merit based salary increases be suspended during years when the salary pool is 2 percent or less (FH section 5.2) and

Whereas, the MSU merit pay system has not actually been funded for a number of years and

Whereas, the faculty have consistently been dissatisfied with and, in fact, often don't understand the merit pay system or its value,

Therefore, be it resolved that the Faculty Senate will refer this resolution to the Faculty Handbook Revision Committee for its consideration to consider ways to change the faculty handbook's discussion of the performance based (merit) salary system.

**Faculty Senate Resolution Internal Senate Action on Extended Sick Leave or Family Leave**

Whereas, the Committee on Faculty Benefits report identifies inconsistent policies on campus regarding the tenure clock of probationary faculty who are granted an extended sick leave or a family leave and

Whereas, the Faculty Handbook does not clearly identify the policy to be followed for probationary tenure track faculty who are granted an extended sick leave or a family leave and

Whereas, MSU policies on the tenure clock timing, both the extension of the tenure clock and whether such an extension requires a declaration of early tenure, for probationary tenure track faculty who are granted such leaves,

Therefore, be it resolved that the Faculty Senate will refer this resolution to the Faculty Handbook Revision Committee for its consideration in ways to change the Faculty Handbook to create consistent policy regarding how to treat tenure track probationary faculty granted either extended sick leave or family leave.

**Right of Challenge Expires: June 8, 2017**

**Faculty Senate Action on Tuition Waiver Step Approach**

Whereas, employees of Missouri State University are currently entitled to assign 15-credit hours of tuition waiver per year to their dependent children, and

Whereas, in time of decreased revenue and growth, the additional faculty benefit of tuition waivers for dependents would be an incentive for new employees, and

Whereas, in a time of limited salary incentives, faculty benefit of tuition waivers for dependents would serve as an incentive for continued employment at Missouri State University, and

Whereas, the data presented in the Faculty Senate Benefits report indicates dissatisfaction by faculty with MSU's tuition waiver benefit, and

Therefore, be it resolved that Missouri State University consider the review and revision of the current tuition waiver plan to include a "step approach," with added hours of tuition waiver above and beyond the basic 15-credit hours per year, based upon faculty years of service and employment at Missouri State University.