

***Minutes of the March Session
of the Faculty Senate
Southwest Missouri State University***

The Faculty Senate held its regularly scheduled meeting on Thursday, March 10, 2005, in Plaster Student Union 313. Chair Lois Shufeldt called the session to order at 3:31 p.m. Dr. Ralph Smith served as parliamentarian.

Substitutes: Bob Miller for Holly Baggett, HST; Tim Knapp for Margaret Buckner, S&A; Rob Owens for Carol Miller, FGB; Lynda Plymate for Janet Nazeri, PEC; Edward DeLong for Ken Rutherford, Asst. Professor representative; Patty Cahoj for Scott Wallentine, PTE; and Weston Walker for Jon Wiggins, AGR.

Absences: Allison Crocker, Staff Senate representative; Chris Curtis, SGA; Norm Griffith, Staff Senate representative; Stephen Jones, Faculty Concerns chair; Laszlo Kovacs, FRS; Ed Matthews, CGEIP chair; Reed Olsen, Academic Relations chair; Robert Watson, EAD; and Rod Williams, MIL.

Guests: Paul Langston, Institutional Research; David Murphy, Institutional Research; Betty Thomas, Collegiate Reading and Learning; Kim Bell, Records & Registration; Mark Richter, CHM; Myril Stewart, Staff Senate; Karen Horny, LIS; Marilyn McCroskey, LIS; Bruno Schmidt, Academic Affairs; Kathy Pulley, Academic Affairs; Skip Phelps, Academic Affairs; Kelly McNeilis, COAL; Lynn Cline, LIS; Neosha Mackey, LIS; Helen Reid, CHHS; Cindy Pemberton, CHHS; Keith Ernce, HPE; and Tom Strong, guest speaker.

APPROVAL OF MINUTES

The minutes of the February Senate session were approved as distributed.

ANNOUNCEMENTS

1. After a 19 year battle, the name change bill was approved both in the House and the Senate. Southwest Missouri State University will become Missouri State University effective August 28.
2. Dr. Michael Nietzel has been named as the 9th president of SMSU. He will begin his duties at SMS effective July 1.
3. Chair Shufeldt asked for two volunteers, one a smoker and one a non-smoker, to serve on a committee being formed by Greg Burris. Senator Rice volunteered to serve as the non-smoker member. No smoker volunteered to serve.

ADDRESS BY MR. TOM STRONG

Mr. Tom Strong, former SMS Board of Governors member and a strong university supporter, provided Senate members with an interesting history of the name change bill,

which recently passed with a final vote of 121-35 in the House. Mr. Strong felt SMS gave up only as many concessions to MU as had to be given. Mr. Strong said he enjoyed his service on the Presidential Search Committee and thought it was a great experience.

SENATE RESOLUTION WELCOMING NEW PRESIDENT AND COMMENDING THE PRESIDENTIAL SEARCH COMMITTEE

Senator McCallister moved and Senator Byrd seconded a resolution welcoming the new president and commending the Presidential Search Committee. By voice vote, the motion passed unanimously. It will go forward as **Senate Resolution 8-04/05**.

REPORT FROM SENATE NOMINATING COMMITTEE

Chair Shufeldt reported that four faculty members have put forward their names for the Senate chair-elect position: Drs. Reed Olsen, ECO; Mark Richter, CHM; Kishor Shah, MTH, and Tom Wyrick, ECO. Three faculty members have put forward their names for the Secretary of the Faculty position: Margaret Buckner, S&A; Rhonda Ridinger, HPE; and John Satzinger, CIS.

Senator Bourhis nominated Ed DeLong for the Secretary of the Faculty position (seconded by Senator Coombs). His name will be added to the list of candidates.

Chair Shufeldt asked the Chair-elect and Secretary of the Faculty candidates to send a "Statement of Purpose" to the Senate office on or before April 3. The statements will be sent electronically to Senate members on April 4. At the April 14 Senate meeting, a candidate forum will be held, with voting by secret ballot to immediately follow. At least two Senate meetings will be held in April and possibly three.

ELECTION OF FACULTY-STUDENT JUDICIAL COMMISSION REPRESENTATIVES

Senators were instructed to vote by secret ballot for three faculty members from a slate of twelve nominees for the Faculty-Student Judicial Commission. Faculty members elected for two-year terms to the Commission were Joel Persky, Media, Journalism & Film; Rebecca Freeman, Greenwood Lab School; and Dan Kaufman, Philosophy.

REPORT ON VETERANS DAY COMMITTEE '05

Mr. Myril Stewart reported on activities for this year's Veterans Day.

REPORT FROM FACULTY HANDBOOK REVISION COMMITTEE

Senator Rhonda Ridinger, chair of the Faculty Handbook Revision Committee, reported that the FHRC was beginning to review the work of the five subcommittees. As suggested revisions are reviewed they will be posted to the Faculty Handbook website. It is anticipated that preliminary drafts of all revisions and additions will be posted by the end of the semester. Faculty members are encouraged to read and consider the revisions through the summer. Forums for discussion and input on handbook revisions will be held in the early

Fall. Following these, the Handbook revisions will be considered line by line in the Senate. It is possible that the septennial review and revised Handbook will be completed and ready for Board approval by late January or early February.

APPROVAL OF THE 210 WRITING II: WRITING FOR THEATRE COURSE

Senator Balcos moved and Senator Kemp seconded approval of the new Writing II course from the Theatre & Dance Department, and it passed unanimously by voice vote. It will go forward as **Senate Action 21-04/05**.

SENATE ACTION ON SALARY INCREASES FOR 2005-2006

Senator Wyrick moved for approval of the Senate action on salary increases for 2005-2006 (Attachment 2 to the March Senate agenda) but with the last “Whereas” paragraph on the first page struck. Senator Satzinger offered a friendly amendment (accepted) to change the percent on the last paragraph from 4 percent to 3.3 percent (inflation rate).

Senator Reed moved to strike the 4th “Whereas” paragraph (seconded by Senator Byrd), but the motion failed by voice vote. Senator Yarbrough moved to amend the 4th “Whereas” paragraph to read, “Whereas the Faculty Senate’s most recent ‘morale survey’ found that a relatively large share of faculty is dissatisfied with the salary situation at this University and the dim prospects for salary increases in the years ahead...” By voice vote, the motion was approved.

Senator Bourhis moved to amend the last paragraph to read, “Therefore, be it resolved that SMSU should increase salaries for full- and part-time faculty and staff and stipends for graduate assistants by at least 3.3% in the FY06 budget.” His motion was seconded by Senator Kyle, and by voice vote, the amendment passed.

Senator Bourhis moved to strike all eight “Whereas” statements as he felt they were sometimes aggressive in tone (seconded by Senator Byrd). VPAA Schmidt said he thought the last “Whereas” should be removed (accepted as a friendly amendment by Senator Wyrick). The motion to remove the now seven “Whereas” statements failed by voice vote.

Senator Satzinger moved the previous question. By a show of hands, the main motion was approved (one “no” vote). It will go forward as **Senate Action 22-04/05**.

SENATE ACTION ON INCREASE IN STUDENT FEES

Senator Wyrick moved for adoption of the Senate action on increase in student fees (Attachment 3 to the March Senate agenda). Senator Nugent seconded the motion. After discussion, Senator Wyrick agreed to change the \$11 figure in paragraph 5 of the Senate action to \$10. In #3 under “Notes,” the same figure will be changed, and the \$18 will be changed to \$17. Senator Bourhis spoke against adoption of the Senate action, and Chair-elect Spisak said although he agreed with the spirit of the action, he felt the Senate needed to get student input on this issue before approving it. Senator Wyrick said the action had been distributed more than a month ago and that he had already talked with Kelli Wolf about it.

Chair Shufeldt remarked that the Board of Governors is already anticipating the Senate to bring something to this month's meeting.

Senator Shade expressed concern that Notes 1 and 2 should not be sent forward because they might be misinterpreted by the students. Chair Shufeldt agreed to talk with SGA President Chris Curtis about the situation. Chair-elect Spisak wondered whether the action should be tabled until Senate leaders are able to talk with the students, but Chair Shufeldt said there wasn't time to table the action as it needs to go to the Board this month when student fee increases are considered. Senator McCallister moved the previous question, and by a show of hands, the motion passed 28-15.

Chair Shufeldt adjourned the meeting at 5:15 p.m. The March session will be continued next Thursday, March 22, in Karls 101 at 3:30 p.m.

Rhonda R. Ridinger
Secretary of the Faculty

***Minutes of the March Session
of the Faculty Senate
Southwest Missouri State University***

The Faculty Senate held the second meeting of its March session on Tuesday, March 22, in Karls 101. Dr. Ralph Smith served as parliamentarian.

Substitutes: Frank Kauffman for Mary Ann Jennings, SWK; Lynda Plymate for Janet Nazeri, PEC; and Edward DeLong for Ken Rutherford, Asst. Professor representative.

Absences: Linda Azeez, LAB; Bob Miller, HST; Paul Blisard, COU; Dwaine Crigger, A&D; Allison Crocker, Staff Senate representative; Chris Curtis, SGA; Clay Franklin, CSD; Mark Given, REL; Tracey Glaessgen, GSC representative; Norm Griffith, Staff Senate representative; Bert Helm, PHI; Stephen Jones, Faculty Concerns chair; Jim Kaatz, PLS; John Kent, MKT; Laszlo Kovacs, FRS; Jerri Lynn Kyle, Lecturer representative; Cindy MacGregor, Graduate Council representative; Judith Martin, MCL; Ed Matthews, CGEIP chair; Marvel Maunder, CFS; Kevin Mickus, GGP; Don Moll, BIO; Reed Olsen, Academic Relations chair; Joel Persky, MJF; Mike Reed, P&A; Ralph Rice, PAS; John Satzinger, CIS; Michelle Visio, PSY; Dale Walton, DSS; Weston Walker, AGR; Rod Williams, MIL; and Sue Yarbrough, NUR.

Guests: Betty Thomas, Collegiate Reading & Learning; Kishor Shah, MTH; Ed Proctor; Meyer Library; Karen Horny, Meyer Library; Kelly McNeilis, COAL; and Neosha Mackey, Meyer Library.

While awaiting a quorum to conduct business, Chair Shufeldt made the following announcements.

ANNOUNCEMENTS

1. Chair Shufeldt announced that Mike Hendrix had volunteered to serve on committee being formed by Greg Burris (in lieu of a smoker, since no smokers volunteered to be on the committee).
2. At the Board of Governors meeting last Friday, it was agreed that Early Childhood and Family Development will become a department.
3. SGA President Chris Curtis had asked Chair Shufeldt for the names of two faculty members to serve on a search committee to select the next Student Governor. Senators Bourhis and Nugent both agreed to serve on the committee.
4. Chair Shufeldt said she had talked with Dr. Michael Nietzel, and he told her he would like to meet with Senate leadership when he is in town. He is wanting to know what issues he will be confronting when he takes over as President on July 1.
5. The faculty and staff will be receiving a 2 percent salary raise, which, although better than nothing, still is less than the increase in the cost of living. At the Board of

Governors meeting on Friday, President Keiser spoke and the Board acted on the fees increase before the faculty, staff, and students leaders had a chance to voice their opinions.

6. Some of the Board of Governors members are interested in learning more about the head versus chair model. Chair Shufeldt remarked that if faculty were empowered to have more say in selecting their leaders, as with the chair model, it would be appropriate for them to also have the power to vote in Senate elections.

After the quorum requirement was met (27 voting members), Chair Lois Shufeldt called the session to order at 3:45 p.m.

SENATE RESOLUTION IN SUPPORT OF NON-TENURE ELIGIBLE FACULTY

Senator Bourhis moved and Senator Nugent seconded a resolution in support of non-tenure eligible faculty. Senator Bourhis referred to an Academic Relations Committee report which contained language suggesting that non-tenured faculty were detrimental to the University. He felt the Faculty Senate needed to be more sensitive to 400 of their colleagues. By voice vote, the motion passed unanimously. It will go forward as **Senate Resolution 9-04/05**.

REPORT FROM RULES COMMITTEE

Senator Wyrick, chair of the Rules Committee, told Senate members Charge 1 came to the Rules Committee from the PEC. He moved that the two proposals be adopted (seconded by Senator DeLong). Lynda Plymate, past-chair of the PEC, explained the proposals. The first proposal is to correct an inconsistency, and the second proposal adds the word “unit” to allow programs/oversight committees who initiate and oversee programs but who do not have departmental status to be represented on the PEC.

Senator Wyrick moved to adopt Charge 2a (seconded by Senator Woodall). This would add the sentence, “Those who hold administrative appointments at or above head/chair/director level of department/school are not eligible to nominate or vote” to Article I, Section 2A, of the Faculty *Bylaws*. Chair Shufeldt provided some background to the issue. When Senator Stehle from the Library resigned and was replaced by Senator Coombs, the chair of the Senate was informed that the Dean and Associate Dean of the Library had participated in the election. Not wanting to interpret the *Bylaws* herself, she sent the issue to the Faculty Senate’s Judicial Review Committee, which felt very strongly that only faculty should vote in Senate elections. The Senate is now seeking to clarify its *Bylaws* so there will be no question as to what the *Bylaws* actually say.

Much discussion ensued both for and against the *Bylaws* change. Senator Nugent relayed that some of her associate professors were very concerned about the added wording broadening the chasm between faculty and administrators. However, when questioned about the results of the associate professor survey which was conducted by e-mail, she said the results indicated the numbers were there to support the change.

Associate Dean Neosha Mackey and Dean Karen Horny from Meyer Library both spoke strongly against the change as did several other Faculty Senate members. Neosha Mackey

stated that the only certainty with her position at SMS is that she is a tenured Professor and that the attempt to disenfranchise 70 faculty is not in the spirit of shared governance. Karen Horny said it was “a sad day for all faculty when some try to take away the rights of any of their own faculty colleagues.”

Chair Shufeldt read a statement from SMSU AAUP President John Harms, who was unable to be at the Senate meeting. Dr. Harms felt that administrators, students, and staff have their own channels for expressing their perspectives and so shouldn't have double input. Several Faculty Senate members also expressed their agreement with the proposed amendment.

In answer to a question, Chair Shufeldt said if the University moved to a chair model, there would be no reason why department heads couldn't vote, since they would be in an elected position instead of one appointed by administration. She also pointed out that in the spirit of inclusion, a further proposed amendment to the *Bylaws* in Charge 6 to the Rules Committee added “one administrative delegate from the academic administrators assembly who hold administrative appointments at or above head/chair/director level of department/school” as a non-voting member to the Faculty Senate. As Chair of the Faculty Senate, Chair Shufeldt attends Academic Council, AA-PEU, and Academic Administrators Assembly meetings in a non-voting capacity.

Senator Bourhis questioned whether the meeting had lost its quorum, and the meeting was adjourned at 4:49 p.m. Upon the request of several Senate members who wished to continue discussing the amendment, the March Senate session will be continued on Tuesday, April 5, in Karls 101 at 3:30 p.m.

Rhonda R. Ridinger
Secretary of the Faculty

***Minutes of the March Session
of the Faculty Senate
Southwest Missouri State University***

The Faculty Senate held the third meeting of its March session on Tuesday, April 5, in Karls 101. Chair Lois Shufeldt called the session to order at 3:32 p.m. Dr. Ralph Smith served as parliamentarian.

Substitutes: Bob Miller for Holly Baggett, HST; Reed Olsen for Terrel Gallaway, ECO; and Edward DeLong for Ken Rutherford, Asst. Professor representative.

Absences: E. E. Balcos, T&D; David Byrd, ACC; Dwaine Crigger, A&D; Allison Crocker, Staff Senate representative; Chris Curtis, SGA; Clay Franklin, CSD; Tracey Glaessgen, GSC representative; Norm Griffith, Staff Senate representative; John Hoftyzer, Budget & Priorities Committee chair; Mary Ann Jennings, SWK; Stephen Jones, Faculty Concerns Committee chair; Jim Kaatz, PLS; John Kent, MKT; Laszlo Kovacs, FRS; Cindy MacGregor, Graduate Council chair; Ed Matthews, CGEIP chair; Janet Nazeri, PEC chair; Joel Perksy, MJF; Ralph Rice, PAS; Martha Robinette, Instructor representative; Dale Walton, DSS; Gary Ward, SMAT; Robert Watson, EAD; Weston Walker, AGR; Rod Williams, MIL; and Sue Yarbrough, NUR.

Guests: Mark Richter, CHM; and Kishor Shah, MTH.

ANNOUNCEMENTS

1. Chair Shufeldt announced that the Public Affairs Conference will be held on campus April 13-15. Because of the conference, the Faculty Senate will meet in Karls 102 for its April 14 meeting.
2. Those faculty members elected to next year's Faculty-Student Judicial Commission are Joel Persky, Media, Journalism & Film; Rebecca Freeman, Greenwood Lab; and Dan Kaufman, Philosophy.
3. Chair Shufeldt said she had been in contact with Dr. Nietzel, and he had agreed to meet with Senate leaders to discuss issues important to the Faculty Senate probably sometime this month or the first of next month. Senators may send their input on issues they would like to be discussed with Dr. Nietzel to Chair Shufeldt by e-mail.
4. Feedback from Dr. Schmidt and President Keiser on Senate Action 6-04/05 was read by Chair Shufeldt. The action concerned adoption of a differential fees structure, and both Dr. Schmidt and President Keiser disapproved the action.
5. Chair Shufeldt said the Senate office had received "Statements of Purpose" from four Chair-elect and four Secretary of the Faculty candidates. Since one of the statements was over the 300 word limit (as stated in Chair Shufeldt's e-mail message to the candidates), she said in an attempt to be fair any of the other candidates who wish to resubmit their statement may do so, and it will be distributed by e-mail to Senate members.

6. The April 14 Senate meeting will be confined to the candidate forum and election. On Tuesday, April 19, the Senate will continue with the rest of the April agenda (Karls 101). A room has also been reserved for Thursday, April 21, in case the April session has to be continued to a third meeting (PLSU 313).

REPORT FROM RULES COMMITTEE (Cont'd.)

Discussion resumed on Charge 2 (Eligibility for Voting). Senator Wyrick had moved previously for adoption of Charge 2a, but the discussion which ensued actually covered Charges 2a through 2d. Senator Wyrick moved for adoption of Charges 2a through 2d (seconded by Senator Woodall). Senator Bourhis moved an amendment that would repeat itself throughout the sections to insert “full-time” before director wherever the word appears (seconded by Senator Garrison-Kane). Chair Shufeldt assured Senator Bourhis that the same terminology was used in the *Constitution* and was not meant to refer to program directors within the departments. The terminology “head/chair/director” was added throughout both the *Constitution* and *Bylaws* when schools such as the School of Social Work and School of Accountancy were added, and the term “director” refers to school directors only. After Chair Shufeldt’s explanation, Senator Bourhis withdrew his amendment.

Senator Spisak was concerned with the timing of the elections. He felt Senators do not have enough time to discuss how they should vote with their constituents. Chair Shufeldt said the Senate hoped to increase the attendance at the candidate forum this year by including it with the Senate meeting.

Discussion moved on to Charge 3 (Election of Officers - Faculty Senate). Senator Wyrick moved for adoption of Items D, E, and F (seconded by Senator Kemp). Senator Olsen felt Item F should be more explicit in its wording as to when the voting would occur. He moved to add “by the end of the April session of the Faculty Senate” after the word “concluded” (seconded by Senator Spisak). The purpose of his amendment was to add some time between the forum and when faculty actually voted. Senator Martin questioned whether there would be as many faculty present to vote if the election were held during a second or third April Senate meeting, and Chair Shufeldt added that was one of her reasons to have it immediately following the forum. After discussion, the above amendment failed by voice vote.

Senator Bourhis questioned whether there shouldn’t be a penalty if one of the candidates were not present at the forum since such a penalty was spelled out in case the statement of purpose was not submitted by April 3. Senator Wyrick said he could see an exception for missing the forums—such as if a candidate were sick or in the hospital.

Senator Wyrick moved and Senator DeLong seconded a motion to adopt Charge 4. Senator Bourhis felt the section implied conspiracy. Senator Wyrick said a large number of Senate leaders have gone into administration, and it makes faculty wonder if their leader’s loyalties are divided if they have accepted an offer to be an administrator while serving as Senate chair.

Senator Wyrick moved and Senator McCallister seconded a motion to adopt Charge 5, which would require the chairperson to convey all Senate actions and Senate resolutions to the Board of Governors. Senator Spisak said he had a concern with that because sometimes Senate

actions and Senate resolutions approved by the Senate may not be worth spending time on in the Board of Governors meeting while another could be very important. Chair Shufeldt felt it was important to present all Senate actions and resolutions to the Board, including curricular Senate actions. She added that it is also important for the Board to know that certain new programs or program modifications/deletions are supported by the Senate. Senator Drake thought it was important to convey the sentiments of the Senate to the Board of Governors.

Senator Wyrick moved and Senator Olsen seconded a motion to adopt Charge 6, which would add “one administrative delegate from the academic administrators assembly who hold administrative appointments at or above head/chair/director level of department/school” to the membership of the Faculty Senate. It was felt this would encourage greater cooperation among constituencies and add to the opportunity to occasionally collaborate on issues.

Senator Spisak moved an amendment to 6a to give all non-voting delegates to the Senate the power to vote (except committee chairs). His motion was seconded by Senator Zimmerman. Parliamentarian Smith said the amendment went beyond the original intent of the motion and advised Chair Shufeldt to rule the amend out of order, which Chair Shufeldt did.

Senator Wyrick moved and Senator Woodall seconded a motion to adopt Charge 7 (Removal of an Officer). Senator Wyrick moved to amend the percent submitting a petition for removal of a Chair, Chair-elect, or Secretary of the Faculty to 25 percent (seconded by Senator Shade). By voice vote, the motion passed unanimously. A friendly amendment was offered by Senator Shade (accepted by Senator Wyrick) to change “50% + 1” to read, “a majority.”

As stipulated in the *Constitution and Bylaws of the Faculty*, the above *Bylaws* amendments discussed in this Senate session will be voted on by secret ballot and without discussion in the April Senate meeting.

UNFINISHED BUSINESS - There was no unfinished business.

NEW BUSINESS - There was no new business.

ADJOURNMENT

Chair Shufeldt declared the meeting adjourned at 4:27 p.m. The next regularly scheduled Faculty Senate meeting will be on Tuesday, April 19, in Karls 101.

Rhonda R. Ridinger
Secretary of the Faculty

Senate Action 21-04/05

Adopted by Senate on March 10, 2005

Right of Challenge Expires April 30, 2005

THE 210 Writing II: Writing for Theatre

See 2004/05 curricular proposal in the Senate office.

Right of Challenge Expires April 30, 2005

Senate Action on 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 is dissatisfied with the salary situation at this University and the 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);

Therefore, be it resolved, that SMSU should increase salaries for full- and part-time faculty and staff and stipends for graduate assistants by at least 3.3% in the FY06 budget.

Right of Challenge Expires April 30, 2005

Senate Action on Increase in Student Fees

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 4.8% less than hourly fees at Missouri's four other regional state universities since fall 2002, a shortfall averaging \$8.66 per credit hour that lowered SMSU fee revenue by approximately \$1.5 million per year and \$3.1 million over two years; 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 \$7 per credit hour to make up for the shortfall that developed during the past two years plus the \$10 per credit hour currently proposed by the administration; because costs are lower in 100-level courses and 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 rise by only \$10 per credit hour, while fee increases for 400, 500 and 600-level courses should be approximately \$25 per credit hour.

***Resolution Commending the Presidential Search Committee
and Welcoming President Michael Nietzel***

Be it resolved, that the Faculty Senate of Southwest Missouri State University expresses its sincere appreciation to the Presidential Search Committee and commends it for its efforts in bringing three outstanding Presidential candidates to campus, and

Be it further resolved, that the Faculty Senate of Southwest Missouri State University extends a warm welcome to President Michael Nietzel and his family.

Resolution Expressing Support for Non-tenure Eligible Faculty at SMSU

Be it resolved, that the Faculty Senate recognizes and appreciates the significant contributions that per course faculty and lecturers make to the students at Southwest Missouri State University.