

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

The Faculty Senate held its regularly scheduled meeting on Thursday, December 9, 2004, in Plaster Student Union 313. Chair Lois Shufeldt called the session to order at 3:32 p.m. Dr. Ralph Smith served as parliamentarian.

**Substitutes:** Mike Hendrix for Mike Craig, BMS; Nancy Dion for Ralph Rice, PAS; and Barbara S. Robinson for Scott Wallentine, PTE.

**Absences:** Linda Azeez, LAB; Allison Crocker, Staff Senate Representative; Chris Curtis, SGA; Ed Matthews, CGEIP Chair; Janet Nazeri, PEC Chair; Martha Robinette, Instructor Representative; and Rod Williams, MIL.

**Guests:** Kishor Shah, MTH; Carol Anne Costabile-Heming, MCL; Pam Sailors, PHI; Shawn Strong, IDM; John Reposo, IDM; Rathel Smith, IDM; Neal Callahan, IDM; Cliff House, IDM; Steve McCrary, IDM; Kim Bell, Records & Registration; Kathy Pulley, Academic Affairs; and Bruno Schmidt, Academic Affairs.

***APPROVAL OF MINUTES***

Senator Drake moved and Senator Woodall seconded a motion to approve the minutes of the November Senate session, and they were approved as distributed.

***ANNOUNCEMENTS***

1. Chair Shufeldt referred to the article in this morning's *Springfield News-Leader* concerning a merger with Forest Institute of Professional Psychology. She said she had made her reservations known earlier and had asked that the Psychology Department be consulted in talks concerning this matter.
2. Last Tuesday, Chair Shufeldt traveled to the West Plains Campus and spoke to faculty at the SMSU-West Plains Faculty Senate meeting. She said faculty at the West Plains Campus would appreciate more interaction between the two bodies. They are currently working on streamlining the workings of their Senate and resolving questions concerning programs to be offered on the campus.
3. Chair Shufeldt announced a moment of silence would be observed in memory of Mr. Chuck Facer who passed away December 6th. His love of music inspired many; he also served on the Senate several years ago. Our thoughts are with his family as they cope with their loss.
4. After Chair Shufeldt's presentation at the last Board of Governors meeting, Ms. Phyllis Washington made a motion to add sexual orientation to the nondiscrimination statement. When there was a lack of a second, Ms. Washington indicated that several

Board members had given her their word that when the issue came up again, she had their support. After Ms. Washington gave a passionate plea, the motion died for a lack of a second; Chair Shufeldt was inspired by Ms. Washington's courage and vision.

5. The challenge period for the Senate Action regarding the provost model expires today, December 9. Tomorrow, Dr. Schmidt should be formally supporting or opposing the Action. An update will be provided at the January Senate meeting.
6. At the President's Cabinet meeting last Friday (December 3), Dr. Tom Kane made a polished and professional presentation regarding the administrative assessment. The report was well received, and he handled the questions very capably.
7. Chair Shufeldt announced she had had a number of questions about the Health Care Review Committee. Dr. Reed Olsen, a member of that Committee, agreed to give the Senate a brief synopsis of the Committee's progress and distributed a handout with excerpts from the Health Care Guiding Principles Committee minutes, October 22, 2004, and a table of "Projected Cost Shifting of Health Care Plan Costs from SMSU to Employees and Retirees" (see Attachment 1 to these minutes).

#### ***REPORT FROM ACADEMIC RELATIONS COMMITTEE***

Board of Governors member Tom Carlson was unable to attend today's meeting. Chair Shufeldt asked that Agenda Item P, the report from the Academic Relations Committee, be discussed first. The Committee's report contained recommendations on two of the Committee's charges: review the policy for variable content courses (Charge 9), and continue to monitor grade inflation (Charge 1). Currently variable content courses can only be taught twice with the same course content without having to go through the curricular process. However, Records and Registration does not have the resources to enforce this policy, and at present enforcement is complaint driven. The Academic Relations Committee recommended that the status quo be endorsed with respect to this charge.

Concerning Charge 1, tables providing information on grade inflation statistics were discussed (Attachment 10 to the Senate agenda). For anyone wishing to view them, the tables are available online at the following websites:

[http://courses.smsu.edu/rno174f/Senate/senate\\_report\\_fall\\_04.pdf](http://courses.smsu.edu/rno174f/Senate/senate_report_fall_04.pdf)

[http://courses.smsu.edu/rno174f/Senate/SMSU\\_average\\_grade.pdf](http://courses.smsu.edu/rno174f/Senate/SMSU_average_grade.pdf)

[http://courses.smsu.edu/rno174f/Senate/SMSU\\_percent\\_A\\_B.pdf](http://courses.smsu.edu/rno174f/Senate/SMSU_percent_A_B.pdf)

Although students are apprehensive that their gpa's may go down with implementation of the plus-minus system, Dr. Olsen thinks they will stay about the same. Senate members felt that many factors could affect grade inflation, such as raising of admission requirements at SMS during the past several years, individual colleges changing their admission requirements, the addition of more graduate programs which are known to usually give As and Bs in their courses, and drop procedures (included in the As and Bs but not in the gpa's). Dr. Olsen said the committee had considered these factors, and the sense of the committee was that it

should provide information on grade inflation to all academic units and make it known that there is a problem with it overall.

Senator Wyrick said some grade inflation is caused by factors such as some faculty wanting to gain popularity with the students or wanting to receive good student evaluations and also by colleges or departments wishing to increase the number of their majors. He suggested that Academic Affairs should take a role and establish some guidelines, as the issue is not something that can be solved by individual faculty members. Senator Rutherford suggested moving the drop deadline to mid-semester and asked why the students earning As and Bs should be penalized because some students with lower grades opted to drop the course.

In response to a question about implementation of the plus-minus grading, Chair-elect Spisak said he had spoken to Jeff Morrissey who told him it was next on the list and was now being put into motion;. However, there was no time line yet.

#### ***REPORT FROM AD HOC HONORARY DOCTORATE COMMITTEE***

Senator Kemp, chair of the *ad hoc* Honorary Doctorate Committee, presented the Committee's report. Other members of the this year's committee are Sam Brown, Joel Chaston, Ed DeLong, Melanie Grand, Dominic Capeci, Frank Einhellig, and Kathy Pulley. Senator Kemp moved and Senator Nugent seconded a resolution recommending that Mr. David Harrison be conferred the honorary doctorate degree of Doctor of Letters (Litt.D.) at the commencement ceremony in May 2005. By voice vote, the motion passed unanimously. It will go forward as **Senate Resolution 6-04/05**.

#### ***REPORT FROM BUDGET & PRIORITIES COMMITTEE***

Dr. John Hoftzyer, chair of the Budget & Priorities Committee, moved a Senate action adopting a differential program fees structure (seconded by Senator Byrd). He said it was a fairness issue—if the fee structure is not changed, students in lower cost programs end up subsidizing the ones who are in the higher cost programs. Some differential fees are already in place, such as for on-line courses and for differences in fees between undergraduate and graduate courses. Dr. Hoftzyer commented that President Keiser had indicated to him that he supports differential fees.

Dr. Sue Robinson remarked that all expensive programs should be considered across the board—not just the new programs. Program costs should be studied very carefully and enhancement money considered. She felt the Budget & Priorities Committee should discuss these factors with department heads and come up with a plan.

After further discussion, the motion passed by a show of hands 24-15 with two abstentions. It will go forward as **Senate Action 6-04/05**.

Dr. Hoftzyer indicated that the Budget & Priorities Committee had earlier discussed all the new programs and program deletions listed on today's Senate agenda and had agreed to endorse all of them (no appreciable costs seen by the Committee).

***NEW MINOR IN GEOLOGY***

Senator Mickus moved and Senator Buckner seconded a motion to approve a new minor in Geology. A friendly amendment was offered and accepted to change the wording under "Courses Required in Department" to read "GLG 314(4); **4 hours of GLG 412(4) or GLG 360 (1-3)**; plus 3 additional hours of GLG courses." By voice vote, motion passed. It will go forward as **Senate Action 7-04/05**.

***NEW MINOR IN LINGUISTICS***

Senator Buckner moved and Senator Woodall seconded a motion to approve a new minor in Linguistics, and the motion passed by voice vote. It will go forward as **Senate Action 8-04/05**.

***REPORT ON UNIVERSITY MATTERS DISCUSSION GROUP (UMDIG)***

Dr. Kishor Shah reported that the Math Department had started an e-mail discussion group among its tenured faculty members which had recently discussed a number of interesting topics. Dr. Shah thought it would be a good idea for the Senate members to form such a group. Several Senate members expressed the concern that their mailbox capacity was not large enough to handle the amount of e-mail this would entail, nor did they wish to get a large volume of mail for a topic in which they might not be interested. Dr. MacGregor suggested the discussion group be set up instead as a Blackboard course. Chair Shufeldt said the feasibility of using the Blackboard format will be looked into further, and she will have a status report on this at the January Senate meeting.

***NEW MAJOR (CONSTRUCTION MANAGEMENT) AND OPTIONS AND OPTION DELETIONS FOR INDUSTRIAL MANAGEMENT DEPARTMENT***

Senator Drake moved for approval of Agenda Items I, J, K, and L as a group, as they all concerned a rearrangement in the way the Industrial Management Department presents its material. The motion was seconded by Senator Byrd and then approved by voice vote. The motion will go forward as **Senate Actions 9-04/05 thru 12-04/05**.

***NEW MAJOR IN LOGISTICS & TRANSPORTATION AND DELETION OF EMPHASIS AREA IN THE MARKETING DEPARTMENT***

Senator Kent moved for approval of Agenda Items M and N, new major in Logistics & Transportation and deletion of emphasis area in the Marketing Department, as a group (seconded by Senator Byrd). By voice vote, the motion was approved. It will go forward as **Senate Action 13-04/05 and Senate Action 14-04/05**.

***REPORT FROM FACULTY CONCERNS COMMITTEE ON FACULTY CONCERNS  
(MORALE) SURVEY***

Dr. Stephen Jones, chair of the Faculty Concerns Committee, distributed and presented a report on the 2004 Faculty Concerns (Morale) Survey administered last spring, a copy of which can be viewed on the Faculty Senate's web page at <http://www.smsu.edu/acadaff/fsenate>. Almost 50 percent of the full-time faculty responded to the survey. Dr. Jones said faculty responding to the survey expressed strong dissatisfaction with pay and benefits issues. Items rated moderately satisfied included assignment of classes and the two Computer Services items. Faculty were satisfied with congeniality of colleagues and their general quality, the Taylor Health & Wellness Center, and ITMS items.

Chair Shufeldt said the results of the Faculty Concerns survey would be discussed in Academic Council and Administrative Council and would also be reported to the Board of Governors.

***UNFINISHED BUSINESS***

There was no unfinished business.

***NEW BUSINESS***

There was no new business.

***ADJOURNMENT***

Senator Nugent moved to adjourn the meeting at 5:20 p.m. The next regularly scheduled Faculty Senate meeting will be on Thursday, January 13, in Plaster Student Union 313.

Rhonda R. Ridinger  
Secretary of the Faculty

Right of Challenge Expires January 14, 2005

*Senate Action on Adopting a Differential Program Fees Structure*

**WHEREAS**, Prospects for additional revenues in the near future from the state to support existing and new academic programs are low; and

**WHEREAS**, The addition of new programs, particularly those with higher delivery costs, reduces funding to support existing programs; and

**WHEREAS**, The reduction of funding for academic programs places the quality of such programs at risk; and

**WHEREAS**, The addition of new programs, particularly those with higher delivery costs, creates pressure to reduce to increase tuition for all students; and

**WHEREAS**, The delivery cost for academic programs is often highly correlated with the earning power of graduates from such programs; and

**WHEREAS**, Many universities utilize differential fees in recognition of the disparity in both program delivery cost and return on investment (i.e., earning power) for students;

**THEREFORE, BE IT RESOLVED**, That the Faculty Senate of Southwest Missouri State University endorses the concept of assessing differential (higher) fees for the purpose of:

- 1) More equitably distributing delivery costs vis-à-vis tuition to students;
- 2) Insuring that funding for and quality of existing academic programs is not compromised to support new programs; and
- 3) Insuring that new programs are adequately funded.

**Senate Action 7-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***New Minor in Geology***

See 2004/05 curricular proposals in Senate office.

**Senate Action 8-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***New Minor in Linguistics***

See 2004/05 curricular proposals in Senate office.

**Senate Action 9-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***New Comprehensive Major in Construction Management***

See 2004/05 curricular proposals in Senate office.

**Senate Action 10-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***Deletion of Construction Management Technology Option  
in Industrial Management Department***

See 2004/05 curricular proposals in Senate office.

**Senate Action 11-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***New Options in Industrial Management***

See 2004/05 curricular proposals in Senate office.

**Senate Action 12-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***Deletion of Two Options in Industrial Management***

See 2004/05 curricular proposals in Senate office.

**Senate Action 13-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***New Comprehensive Major in Logistics & Transportation***

See 2004/05 curricular proposals in Senate office.

**Senate Action 14-04/05**

**Adopted by Senate on December 9, 2004**

**Right of Challenge Expires January 14, 2005**

***Deletion of Logistics & Transportation Emphasis Area  
Within the Comprehensive Marketing Major***

See 2004/05 curricular proposals in Senate office.

***Resolution Conferring Honorary Doctorate Upon Mr. David Harrison***

***WHEREAS***, Mr. David Harrison has distinguished himself by his extraordinary contributions to the area of literacy; and

***WHEREAS***, His exceptional efforts in supporting literacy in Springfield and the surrounding areas have been recognized by the Springfield Council of the International Reading Association, by the Missouri Council of the International Reading Association, and by the Missouri Association of School Librarians; and

***WHEREAS***, He has devoted many years to improving early literacy in children, encouraging children in their academic skills and their creativity, and writing more than 30 children's books; and

***WHEREAS***, He has taken an active role in public education by initiating and developing programs like KIDS-U-CATION, Reading Roundup, and Sky High on Reading, and by leading the annual community-wide Teacher Appreciation Banquet; and

***WHEREAS***, He has assisted foster children through CASA (Court Appointed Special Advocates);

***THEREFORE, BE IT RESOLVED***, That the Faculty Senate of Southwest Missouri State University, meeting on this ninth day of December in the year two thousand four, recommend to the Board of Governors of Southwest Missouri State University that the degree Doctor of Letters (Litt.D.) be conferred upon Mr. David Harrison at the Commencement Ceremony in May two thousand five in recognition of his extraordinary achievements in the area of literacy.