

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

The Faculty Senate held its regularly scheduled meeting on Thursday, October 14, 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:** Roger Tipling for Linda Garrison-Kane, STE; Lynda Plymate for Janet Nazeri, PEC; and Mona Casady for Karen Woodall, MGT.

**Absences:** Chris Curtis, SGA; Laszlo Kovacs, FRS; Ed Matthews, CGEIP; Kevin Mickus, GGP; Dale Walton, DSS; and James Zimmerman, CHM.

**Guests:** John Harms, AAUP; Steve Thomas, AAUP; Kim Bell, Records & Registration; Kathy Pulley, Academic Affairs; Bruno Schmidt, Academic Affairs; Skip Phelps, Academic Affairs; and Nila Hayes, Financial Services.

***APPROVAL OF MINUTES***

Senator Byrd moved for approval of the minutes of the September Senate session (seconded by Senator Nugent), and they were approved as distributed.

***ANNOUNCEMENTS***

1. Chair Shufeldt attended the fall meeting of the Missouri Association of Faculty Senates (MAFS) in Jefferson City earlier this week. She said one of the benefits of interacting with representatives from the 13 four-year institutions of higher learning is the sharing of information—degree of shared governance, institutional priorities, and the like. The healthcare consortium was dissolved this year; the participating schools did competitive bidding for healthcare. Blue Cross Blue Shield was the plan selected by all schools reporting at MAFS; costs at those institutions are generally lower than ours. Salary raises at SMS were on the low side compared to those at member schools. Efforts are being made at two schools to raise salary according to AAUP median salaries by discipline.

MAFS will be working on sharing data related to credit hours taught by tenure track faculty versus that taught by non-tenure track faculty. MAFS members also discussed golden parachutes; all voting participants disagreed with offering golden parachutes to exiting presidents.

Chair Shufeldt was elected Secretary-Treasurer of MAFS for the coming year; she will serve as President-Elect the following year, then President thereafter.

2. Drs. John Hoftzyer and Art Spisak, along with Chair Shufeldt, are serving on the University Planning and Advisory Council (UPAC). Task forces made preliminary reports at the last meeting (Monday). A faculty salary contingent of the Human Resources Task Force is to be named by Dr. Bruno Schmidt this week.
3. After Chair Shufeldt learned that the Dean and Associate Dean of the Library voted in the elections for the departmental representative to replace Doug Stehle, she requested that the Judicial Review Committee render a decision as to whether administrators may vote in such elections. The Judicial Review Committee unanimously ruled that the spirit of our *Bylaws* excludes administrators (department heads and above) from voting. Clarification of that section of the *Bylaws* will be one of the charges of the Rules Committee.
4. Chair Shufeldt will be attending a mini-retreat next Monday, October 18, with Academic Council.
5. Dr. Jim Giglio will provide an update on the Presidential Search Committee next month.
6. The Budget and Priorities Committee is busy examining the Doctor of Physical Therapy (DPT) degree. This is very costly per credit hour; Chair Shufeldt anticipates that the committee will be recommending that SMS charge more per credit hour for this program. The issue will be brought before the Senate next month.

#### ***REPORT ON INTERCOLLEGIATE ATHLETICS COSTS***

Ms. Nila Hayes, Financial Services Controller, presented a comparison of revenues and expenditures for intercollegiate athletics for years ending June 30 from 1999 through 2003. She explained that a few parts of the report had been reformatted due to the NCAA varying their format which resulted in a few lines being left partially blank.

#### ***REPORT FROM VPAA BRUNO SCHMIDT***

VPAA Schmidt spoke briefly to the Faculty Senate and answered questions from Senate members. He said the five-year plan being developed will have six theme areas, with human dimension being added as the sixth theme. The new plan will be posted to the web shortly for faculty to view. This year the CBHE is recommending a 6.25 percent increase in appropriations to all the four-year public institutions in Missouri. Over the next several weeks new programs will be considered. The concept of faculty vacancies being put in a common pool with a determination to later be made as to the best use of the positions on a campus-wide basis is also being discussed. Dr. Schmidt said probably 90 percent of the vacancies would revert to the department from where they came, but there may be a small percentage that could be used in other departments where there are significant needs.

#### ***REPORT FROM FACULTY CONCERNS COMMITTEE***

Dr. Stephen Jones, chair of the Faculty Concerns Committee, distributed and presented preliminary results of the 2004 Faculty Concerns Survey, a copy of which is attached to these minutes. Almost 50 percent of the full-time faculty filled out the survey, a higher than normal

response rate. According to the results, the areas of greatest satisfaction seem to lie in three areas: (1) general work environment, (2) faculty peers, and (3) immediate supervisors. The two areas of greatest dissatisfaction were in (1) compensation and (2) supervision. Dr. Jones indicated that the results of this year's Faculty Concerns survey were similar to previous morale surveys. An analysis of all 73 items will be presented at a later date.

There were questions as to how the survey should be distributed, whether the Board of Governors would get a copy, and whether the report should be broken down to show with what department heads and deans faculty were satisfied or dissatisfied. In response to a question, Dr. Jones said tabulation of the data into an aggregate score of items by department and by college could be done easily. However, it was agreed that any such breakdown needed to be done with careful attention that anonymity is maintained.

### ***REPORT FROM AAUP***

Dr. Steven Thomas presented an AAUP *FTE and Salary Budget Study* report covering years 1993-2004 (see Attachment 2 to Senate agenda). According to the report, during this past decade, the budget growth has shifted away from instruction to other areas such as administrative, professional, and technical positions. The overall increase in total University FTEs was more than 33 percent, while the growth of ranked faculty positions in instructional areas was approximately 5.5 percent.

### ***UNFINISHED BUSINESS***

There was no unfinished business.

### ***NEW BUSINESS***

Senator Rutherford, representative for the assistant professor rank, reported that his constituents had reported to him concerns about lack of support for research, technology breakdowns (wireless breakdowns, Blackboard crashing, etc.), and having more equitable burden sharing of insurance costs by retirees.

Chair-elect Spisak moved and Senator Nugent seconded a resolution received from the Veterans' Day Committee asking that SMS participate in a campus-wide moment of silence at 11 a.m. on Veterans' Day (November 11). By voice vote, the motion was approved. It will go forward as **Senate Resolution 3-04/05**.

### ***ADJOURNMENT***

Senator Byrd moved to adjourn at 5:00 p.m. The next regularly scheduled Faculty Senate meeting will be on Thursday, November 11, in Plaster Student Union 313.

Rhonda R. Ridinger  
Secretary of the Faculty

*Resolution on Veterans' Day Moment of Silence*

**Whereas,** An unknown World War I American soldier was buried in Arlington National Cemetery at 11:00 a.m. on the 11<sup>th</sup> day of the 11<sup>th</sup> month of 1921; and that date became known as Armistice Day and on June 1<sup>st</sup>, 1954, was changed to Veterans' Day to honor all U.S. Veterans; and

**Whereas,** The SMSU Faculty Senate wishes to observe a special moment of recognition for the contributions of all our U.S. Veterans;

**Therefore Be It Herein Resolved,** That the SMSU Faculty Senate endorses participation in a campus-wide moment of silence at 11:00 a.m. on Veterans' Day.