

Missouri State University Faculty Senate Report to MSU Board of Governors

May 17, 2018

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Leadership Platform of Current Chair: Clarify faculty voice in university decision making.

2017-18 Ad Hoc Committees of the Faculty Senate

1. **Ad Hoc Committee on Personnel Hiring Trends**

An extended report on the hiring trends at MSU was presented at the April session of Faculty Senate. The original report (January) and the extended report are available at <https://www.missouristate.edu/FacultySenate/Budget-Committee.htm>. The work of this committee also resulted in a Senate Resolution with an Internal Senate Action (C) to change the composition and work of the Faculty Senate Committee on University Budget & Priorities.

2. **Ad hoc Committee on Policy Review**

As described in the previous report, this committee plays an important role in the review of existing policy and review of new policy. The Committee on Rules' recommendation to Faculty Senate to make a standing committee of Faculty Senate was approved at the February session. In the fall, the Committee on Policy Review will be reviewing the hiring guidelines for department heads in response to a Senate Resolution with an Internal Senate Action (D).

3. **Ad hoc Committee on 120-Hour Graduation Requirement**

As described in the previous report, this committee examined the change in graduation hours from 125 to 120. The change was recommended to the Faculty Senate and approved by university leadership and the Board of Governors. The change was implemented for spring 2017.

4. **Ad hoc Advisory Committee of Senate Chairs**

This gathering of past senate chairs who are still faculty at Missouri State University investigated the need for consistent guidelines for hiring department heads. The Resolution (D) referenced above is the outcome of their work, along with a draft set of guidelines as a starting point for policy. This advisory group, initiated by Chair MacGregor, will likely become a standing committee of Faculty Senate as per a Resolution to the May session (not included here).

Other Faculty Senate Activity Since Last Report

Curricular Work Group. A large work group continues to resolve various issues with the online curricular workflow system, that was initiated two years ago. The group is working to best utilize the staffing change in the Registrar's office (Thank you, Frank Einhellig!) so that faculty can have the expertise they need when putting together curricular proposals. This work group, assembled by Chair MacGregor, will continue to function as an extension of Faculty Senate leadership for future chairs.

Leadership Lunches. The leadership of faculty, staff, and students continues to meet monthly for lunch. This group includes the chair and chair-elect of Faculty Senate, the chair and chair-elect of Staff Senate, and the president and vice-president of the Student Government Association. Tom Dicke, Chair of Faculty Senate for the coming year, plans to continue these lunch meetings.

SB997, Core Transfer Curriculum. The Council on General Education and Interdisciplinary Programs (CGEIP), a council of Faculty Senate, proposed modified catalog language to better support the changes prompted by “Core 42.” These changes were approved at the April session of the Faculty Senate.

Carpet. Thanks to the support of President Smart, the Faculty Senate office and adjacent Provost Conference room in Carrington Hall will be re-carpeted soon, including the removal of asbestos found beneath the carpet.

Future Efforts. Chair MacGregor and President Smart have been discussing the following future efforts, which will be a collaborative effort between Faculty Senate and university leadership:

- Leadership Evaluation and Professional Development for University Administrators
- Fiscal Models for Academic Colleges to better support innovation and improve revenue.
- Mission Alignment of Athletics

Faculty Senate Resolutions

A. Faculty Senate Resolution on Professor Salary Incentive Program (PSIP)

[Adopted at the April session of the Faculty Senate; Recommended by Committee on Faculty Benefits]

Be it Resolved that the PSIP program will follow the guidelines for faculty input without undue Dean influence, and

Be it further Resolved that once faculty have applied for the PSIP and have been found to be qualified but are then turned down for the award that said faculty will be automatically included in the applications for the following years until they receive the award. Faculty are allowed both to update their applications in subsequent years and to withdraw their name from consideration, and

Be it further Resolved that the administration will provide more data to all faculty *ex post* regarding the results of the PSIP in any given year. Such data will include such things as those who won the award (already provided), total number of faculty who applied including number turned down, number ranked as qualified and unqualified by committees, and number who were ranked as maybes by the committee, and

Be it further Resolved that the administration will provide data *ex ante* before the deadline for applications regarding the approximate number of awards to be given in the current year so that faculty can make informed decisions about their applications.

B. Faculty Senate Resolution on Tuition Benefits

[Adopted at the April session of the Faculty Senate; Recommended by Committee on Faculty Benefits]

Be it Resolved that the policy regarding the age at which the tuition reimbursement benefit expires for children will be increased from the current 23 year old cutoff and increased to allow a normal student to complete both a bachelor's and a master's degree, and

Be it further Resolved that said children of faculty and staff are eligible to receive the tuition reimbursement benefit regardless of dependent status, and

Be it further Resolved that dependents of faculty and staff who are not their children (e.g. grandchildren, etc.) will be qualified for the tuition reimbursement benefit, and

Be it further Resolved that children of deceased faculty and staff who meet the other regular requirements (i.e., age restrictions) will be qualified for the tuition reimbursement program, and

Be it further Resolved that either of the following two options will be implemented: (1) the tuition reimbursement may be banked by faculty and staff in years that the full 15 credit hours is not utilized by the faculty/staff member or (2) MSU will offer full tuition waivers to faculty and staff, their spouses/partners and their children or eligible dependents.

C. Faculty Senate Resolution with an Internal Senate Action Regarding Faculty Senate Committee on University Budget and Priorities

[Adopted at the April session of the Faculty Senate; Recommended by Ad Hoc Committee on Personnel Hiring Trends]

Be it Resolved, that the Committee on Rules review the Bylaws of the Faculty to propose changes to the purpose and membership of the Committee on University Budget & Priorities. While the changes are being formalized, Steve Foucart and Megan Schiller are to be invited as ex officio members, the personnel data set is to be used by the B&P committee, and the reporting described in the proposed Bylaws changes is to be utilized. Thus, the 2018-2019 academic year will be a transition year for the B&P committee and their experience utilized to inform formal changes to the Bylaws as proposed by the Committee on Rules.

D. Faculty Senate Resolution with an Internal Senate Action on Department Head Hiring

[Adopted at the April session of the Faculty Senate; Recommended by Ad Hoc Advisory Committee of Senate Chairs]

Be it resolved, the Faculty Senate Committee on Policy Review place a high priority on developing guidelines for hiring department heads, using the guidelines developed by the Ad Hoc Advisory Committee of Senate Chairs as a place to begin. The Committee on Policy Review will present proposed guidelines to the Faculty Senate for additional refinement. Such guidelines will then be reviewed and refined by Academic Leadership Council before proceeding to Administrative Council. The Committee on Policy Review will remain engaged in the refinement of the guidelines as they route through the official policy-making channels.