

Minutes of the May Session of the Faculty Senate

The Faculty Senate held its May session on Thursday, May 5, 2011, in PSU 313. Chair Terrel Gallaway called the session to order at 3:30 p.m. Dr. Eric Shade served as parliamentarian.

Substitutes: Jamaine Abidogin for Dan Hellman, PEC Chair; and Jack Knight for Daniel Kaufman, PH.

Absences: Andrew Cline, MJ; Vicki Dunlop, GL; Jim Kaatz, PS; James Lampe, AC; Joan McClennen, SW; Sean Newton, PT; Christina Simmers, MK; and Kerry Slattery, IM.

Guests: Beth Hurst, RFT; Rhonda Ridinger, HPER; Reed Olsen, Econ; Rebecca Woodard, HPER/Past Chair; John Catau, Office of the Provost; Katherine Shellenberg, SGA; Judith Martin, MCL; Art Spisak, Office of the Provost; Emily Bernet, SGA; Justin Mellish, SGA; Joshua Lambert, Library; Rob Hornberger, Registrar; Cindy MacGregor, CLSE; Zach Darban, SGA; and Jef Cornelius-White, CLSE.

ROLL CALL BY THE SECRETARY OF THE FACULTY

Dr. Cindy Hail read the names of the Faculty Senate Members for 2011-12.

APPROVAL OF MINUTES

The April 2011 minutes were approved as distributed.

ANNOUNCEMENTS

- 1- Provost: In a response to a question from Senator Richter, in last month's Senate meeting, the Provost provided information about recent pay raises in her office. She provided this information to College Deans and to the Faculty Senate Executive Committee. The table she provided showed salary information for 19 people between FY'09 and FY'11. By my [Chair Gallaway] count, six of those no longer work in her office, ten received pay raises (including one who left). These increases range from .5 to over 21%. Typically these raises were tied to changes in job duties. One was described as not actually a raise but an artifact of an incorrect, low salary budgeted for FY'10 thereby giving the appearance of a raise in FY'11. Finally, three administrators received cellphone allowances of \$1128. The Provost has asked that her cellphone allowance be discontinued.
- 2- SGA: The Student Government Association recently passed a resolution calling for the expansion of the Bookstore's textbook rental program, and hopes that Faculty cooperation will help make that program successful.
The SGA also passed a resolution suggesting the creation of a course relating to Social Entrepreneurship and Social Change Efforts, and asked that such a course be considered by the General Education Task Force.
- 3- Jefferson City: There is good news out of Jefferson City. It looks like the cut in appropriations will be closer to 5.7%, giving MSU \$1 million more than anticipated. Also, the \$2 million in new money for the UMKC-Missouri State Pharmacy Doctorate program is in the final budget. There is potentially other good news, but the final legislation has not yet been passed.
- 4- Springfield Cardinals: Once again, there will be an MSU Faculty and Staff night at the Ballpark to watch the Springfield Cardinals at Hammons Field on July 7 at 7:07 p.m. Tickets are \$6. It will be \$1 Brat night. Purchase tickets by emailing Dixiewilliams@missouristate.edu or calling 6-4315, or by stopping by CARR 204.

ELECTION OF MISSOURI ASSOCIATION OF FACULTY SENATES DESIGNATED VOTER AND ALTERNATE
Chair Gallaway reminded the Senate that the Senate Chair and Chair-elect are traditionally selected as designated voter and alternate voter and attend the Missouri Association of Faculty Senates (MAFS) meetings twice a year in Jefferson City. The motion was made by Senator Kane, the Senate elected by acclamation Chair Gallaway as the designated voter and selected Chair-elect Herr as the alternate voter to MAFS.

RESOLUTION FOR 2010/2011 SENATE CHAIR, DR. REBECCA WOODARD

Senator Pearman moved the resolution to the floor. Dr. Rhonda Ridinger read the resolution honoring outgoing Faculty Senate Chair Rebecca Woodard and moved that the Senate adopt the resolution. The motion passed unanimously.

Senate Resolution 1-11/12

RESOLUTION FOR 2010/2011 SECRETARY OF THE FACULTY, DR. CINDY HAIL

Senator Pearman moved the resolution to the floor. Dr. Beth Hurst read the resolution honoring outgoing Secretary of the Faculty Cindy Hail and moved that the Senate adopt the resolution. The motion passed unanimously.

Senate Resolution 2-11/12

RESOLUTION FOR 2010/2011 SENATE PARLIAMENTARIAN, DR. ERIC SHADE

Senator Richter moved the resolution to the floor. Senator Richter read the resolution honoring outgoing Faculty Senate Parliamentarian Dr. Eric Shade and moved that the Senate adopt the resolution. The motion passed unanimously.

Senate Resolution 3-11/12

ACTION ON CURRICULAR PROPOSALS

New Program: Ed.S Counseling and Assessment

Moved by Senator John Hail: APPROVED

Senate Action 1-11/12

REPORT FROM BUDGET & PRIORITIES COMMITTEE

Committee Chair, Dr. Judith Martin, commended the members of the committee for their dedication in completing this large task. She also thanked Dr.'s Joshua Lambert and Reed Olsen for putting together the charts and tables. She presented the FTE and Salary Budget Study report. The Senate discussed the report.

UNFINISHED BUSINESS

None

NEW BUSINESS

Senator Giedd moved a resolution to the floor: Resolution to Commend Frank Einhellig's Service. The motion passed unanimously.

Senate Resolution 4-11/12

Senator Richter moved a resolution to the floor: Senate Action on Pay Raises within the Provost's Office. The Senate discussed the data and concerns on recent pay increases for administrators and staff in the Office of the Provost.

The motion passed.

SR 5-11/12

Senator Kane moved a resolution to the floor: Fair pay for GEP 101 and UHC 110 Courses.

The motion passed.

SR 6-11/12

ADJOURNMENT

The meeting was adjourned at 4:49 p.m. The next regularly scheduled meeting of the Faculty Senate is Thursday, September 8, at 3:30 p.m. in PSU 313.

Cindy Hail

Secretary of the Faculty

**Resolution in Honor of Dr. Rebecca Woodard
2010-2011 Faculty Senate Chair**

Whereas, Dr. Rebecca Woodard has provided outstanding leadership to the University, to the community, and especially to the faculty while serving as Chair of the Faculty Senate of Missouri State University for the 2010-2011 academic year; and

Whereas, Dr. Woodard has faithfully, tirelessly, compassionately, and effectively served Faculty Senate, always with great concern for the welfare of the university, the faculty and the students; and

Whereas, She has consistently provided a forum for full and open discussion and debate of issues and proposals of great importance to the faculty and students, ensuring that discussions and debates were respectful of all viewpoints; and

Whereas, She has, in extremely challenging times for Missouri State University, been diligent in ensuring that faculty have a clear understanding of and ample opportunity to respond to complex and controversial initiatives; and

Whereas, She has never hesitated to raise and address issues of concern to the faculty when representing the faculty to the administration and the Board of Governors; and

Whereas, She has enhanced the stature and credibility of the entire faculty of Missouri State University through her collegiality, professionalism, diplomacy, inclusiveness, and leadership; therefore, be it

RESOLVED, That the Faculty Senate of Missouri State University expresses its profound and heartfelt gratitude to Dr. Woodard and commends her for her exceptional service as Chair of the Faculty Senate.

**Resolution in Honor of Dr. Cindy Hail
2010-2011 Secretary of the Faculty**

Whereas, Dr. Cindy Hail's service as Secretary of Faculty during the 2010-2011 academic year has been exemplary; and

Whereas, she has excelled in a consistent pattern of leadership and professionalism as the Secretary of Faculty and as a member or chair of various standing and ad-hoc Senate committees; and

Whereas, she has been organized, thorough, thoughtful, insightful, and always willing to lend a helping hand or an understanding ear;

Whereas, she has served the best interests of both the University and its faculty by unselfishly providing her knowledge, historical perspective, experience, and expertise to the Executive Committee of the Faculty Senate;

THEREFORE BE IT RESOLVED, that the Faculty Senate of Missouri State University commends Dr. Hail for her commitment to faculty governance and for a job well done as Secretary of Faculty.

**Resolution in Honor of Dr. Eric Shade
2010-2011 Faculty Senate Parliamentarian**

Whereas, Dr. Eric Shade has been the Senate Parliamentarian since the May session of 2005;

Whereas, he has fulfilled the duties of parliamentarian diligently, with an excruciating eye for detail and with almost painful neutrality in all situations;

Whereas, he has taken on this laborious task of his own free will;

Whereas, he has directed the Faculty Senate and the Faculty Senate Executive Committee through its business (e.g., policy-making, *Faculty Handbook* revision, program proposals, etc.) with his extraordinary knowledge and understanding of the Senate *Constitution and Bylaws*, *Robert's Rules*, and parliamentary procedure;
Therefore,

BE IT RESOLVED, that the Faculty Senate expresses its sincere admiration and gratitude to Dr. Eric Shade for his service as parliamentarian, his commitment to shared governance and for his extraordinary diligence in carrying out the duties of Senate Parliamentarian.

Senate Action 1-11/12

Adopted by Senate on May 5, 2011

Right of Challenge Expires May 31, 2011

New Program: Ed.S. Counseling and Assessment

A complete copy of the above is on file in the Faculty Senate Office.

**Resolution to Commend Frank Einhellig's Service
as an Academic Administrator**

Whereas, Dr. Einhellig has served as an effective Graduate Dean for nearly 19 years,

Whereas, the current administration has reassigned him outside of Academic Affairs to prioritize both research and graduate education by separating the two functions under two separate administrators,

Whereas, Dr. Einhellig presided over a 300% increase in the number of graduate programs, including Masters, Specialist, Doctoral and Certificate programs, over a 150% increase in graduate credit hour production, over 650% increase in international graduate student enrollment, over 200% increase in minority graduate student enrollment, and over 200% larger number of graduate degrees awarded and theses completed per year,

Whereas, he was instrumental in advocating, managing, and increasing support for faculty research through summer fellowships, research grants, and other initiatives,

Whereas he served dutifully as Missouri State University's Interim Vice President for Academic Affairs in 2005-2006 and as an Associate Provost thereafter,

Whereas, Dr. Einhellig was essential to advocating for graduate assistants, such as succeeding in raising the minimum stipend level for graduate assistants,

Whereas, he has been consistently respected as a leader by administrators and faculty as evidenced in formal and informal evaluations,

Whereas, Dr. Einhellig contributed to a climate of cooperation and transparency in faculty and administrator relations through his direct, respectful management style,

Whereas, Dr. Einhellig represented the epitome of ethical leadership within Missouri State University,

BE IT RESOLVED, that Faculty commends Dr. Einhellig for his contributions in Academic Affairs as an ethical and effective leader.

Faculty Senate Resolution Concerning Pay Raises within the Provost's Office

Whereas, during the past several years, the Missouri State University (MSU) administration has announced a time of financial crisis, which has resulted in severe cuts to academic budgets, the freezing or elimination of faculty lines, and flat salaries for faculty and staff;

Whereas, since May of 2007, seven of the eleven members of the Provost's office (Provost, Deputy Provost, two of the three Associate Provosts, and three of the six staff members) or 64% have received increases to their base salary;

Whereas, the Provost was asked about the salary increases during the April session of the Faculty Senate and deferred, asking for time to research the issue. More specifically, the Provost was asked "How does giving 64% of the Provost's office pay raises in a time when few if any pay raises were given on campus affect the morale of the hard working faculty and staff who have received no pay increases?";

Whereas, the Deputy Provost was subsequently provided with evidence of the pay increases of Provost Office personnel as published in the Board of Governors Agendas, and the MSU Fiscal Year (FY) '10 and FY '11 budgets (see Attachment 1);

Whereas, a table of salaries was subsequently provided by the Provost's office to the Academic Leadership Committee and the Executive Committee of the Faculty Senate for FY '09 – FY '11 that did not address the specific question asked in Faculty Senate;

Whereas, an email request was made by Senator Richter on Monday, May 02, 2011 again clarifying the questions and requesting a response from the Provost. Provost McCarthy responded on May 05, 2011 but again did not directly answer the questions;

Whereas, ethical leadership is one of the pillars of the MSU public affairs mission, and a common perspective of ethical leadership is that leaders sacrifice as much or more than those who they supervise (i.e., the faculty, staff and students of MSU), that they model the values that they espouse to others, and that they treat all employees fairly and equitably. Therefore,

BE IT RESOLVED, that the Faculty Senate expresses its disappointment in the Provost's avoidance of an issue that affects the morale and trust of those she leads, the lack of transparency and follow through on this issue, the apparent favoritism shown to select individuals who directly report to her, and the appearance of unethical leadership;

BE IT FURTHER RESOLVED, that the Faculty Senate expresses its hope that future actions of the Provost will re-instill confidence that the system of roles and rewards on this campus is fair, and transparent;

(Senate Resolution 5-11/12 con't)

BE IT FURTHER RESOLVED, that in a time of budgetary cuts, decreased proportions of ranked faculty, decreases in the proportion of the University Budget allocated directly to instruction (see Budget & Priorities committee May 2011 report), pay freezes for faculty and staff, increased class sizes and advisee assignments, and decreased funding for faculty development and travel to professional conferences; that the Provost's Office will engage in actions that model the fiscal sacrifices requested of others.

Attachment 1 to Senate Resolution 5-11/12

Table Provided by the Provost to the Academic Leadership Committee (ALC) and the Senate Executive Committee

(Names of Staff deleted)

MISSOURI STATE UNIVERSITY						
OFFICE OF THE PROVOST						
Selected Budgeted Administrative Salaries						
	Salary FY 09	Salary FY 10		% Increase / Decrease	Salary FY 11	% Increase / Decrease
McCarthy, Belinda	\$ 213,611	\$ 213,611		0.0%	\$ 214,739	a 0.5%
Catau, John	114,825	114,825		0.0%	115,953	b 1.0%
Craig, Christopher	122,170			-100.0%		
Spisak, Art	-	55,595	c		96,000	d 72.7%
Einhellig, Frank	127,013	127,013		0.0%	127,013	
Replace Pemberton, Cindy	125,000	-		-100.0%		
Darabi, Rachelle	-	116,128			116,128	
	33,433	33,933		1.5%	40,630	e 19.7%
	36,724			-100.0%		
		33,500			36,500	f 9.0%
	22,500			-100.0%		
		23,393			28,500	g 21.8%
					23,655	
	50,745	50,745		0.0%	50,745	
	37,087	37,087		0.0%	37,087	
		42,514			42,514	
	43,930	43,930		0.0%		h -100.0%
	50,587	50,953		0.7%		-100.0%
	61,975	72,975	i	17.7%	74,103	j 1.5%
	<u>\$ 1,039,600</u>	<u>\$ 1,016,202</u>		-2.3%	<u>\$ 1,003,567</u>	-1.2%

- a. Cell phone allowance. Allowance removed at recipient's request.
- b. Cell phone allowance. Note, received \$10,000 for extra duties including PEU head in FY 11.
- c. Although \$55,595 is the amount listed in the budget book, he actually received \$96,000 as an Associate Provost. (The change took place too late to appear in the budget book.) Does not include Young Professorship.
- d. Does not include Young Professorship.
- e. Reclassified and took on Executive to the Provost position in FY11.
- f. Replaced Mason as Exec. Asst. III; after Heavin retirement with office re-organization
- g. After Heavin retired applied for and received Exec. Asst III position. Retitled per HR. CPS Certification.
- h. Retired March 2010
- i. Promotion to Director of Institutional Research
- j. Cell phone allowance.

Fair Pay for GEP 101 and UHC 110 Courses

Whereas, in the 2009-10 Faculty Senate passed a prior action requesting the Provost to update pay for GEP 101 and UHC 110, which were denied by the President and Provost;

Whereas, the compensation rate per credit hour of instruction for GEP 101 has remains at the rate of \$1000 per credit hour established in 1996;

Whereas, no university plan has been communicated to faculty with regard to updating current or future compensation per credit hour of instruction of freshmen orientation courses for 15 years;

Whereas, almost all faculty members who are recruited to instruct GEP 101 and UHC 110 are asked to instruct these courses as an overload;

Whereas, University Workload Policy contains the rate of 2 ½ % per credit hour of instruction of base faculty pay is appropriate compensation for overload instruction;

BE IT RESOLVED, that the Senate Executive Committee request, from the Provost, her plans with respect to fairly compensating faculty for introduction to university life courses;

BE IT FURTHER RESOLVED, that the Senate Executive Committee report to the Senate, at the September 2011 meeting, the Provost's response to this request.