

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

The Faculty Senate held its December session on Thursday, December 10, 2009, in PSU 313. Chair Margaret Weaver called the meeting to order at 3:31 p.m. Dr. Eric Shade served as parliamentarian.

Substitutes: Pauline Nugent for Joe Huges, FL.

Absences: Daniel Crafts, RA; Martha Finch, RE; Doug Gouzie, Grad Council Chair; Jack Knight, PH; David Lutz Acad Rel Chair; Kevin Pybas, CGEIP Chair; Jenifer Roberts, FI; Chuck Rovey, GG; Shujun Su, CH; and Miles Walz, MS

Guests: Martha Kirker, Assessment; John Catau, Office of the Provost; Mark Richter, CHM; S.J. ReFory, LIS; Neosha Mackey, LIS; Art Spisak, Office of the Provost; Brooke Blevin; Ozarks Studies/HI; Carol Shoptaugh, PSY/CASL; Tom Kane, PSY; Rob Hornberger, Office of the Registrar; Gary Ward, SMAT; Michelle Williams, PSY; Dana Botsford, MJF; Harms, SOC; Karl Kunkel, SAC; and Kelly Wood, COM.

APPROVAL OF THE MINUTES OF THE NOVEMBER 2009 SESSION

The minutes were amended to correct the meeting room for the last meeting (PSU 315) and were approved as amended.

ANNOUNCEMENTS

1. A gentle reminder from the Secretary: both senators and guests are requested to sign in and to return nameplates at the conclusion of the meeting.
2. CGEIP is still requesting course proposals for a basic required course under the heading of “Financial Responsibility—Personal and Public.” Guidelines for such proposals are available on the Faculty Senate website. Date of first consideration by CGEIP is January 11, 2010, but CGEIP will entertain other proposals as they arrive. Please contact Kevin Pybas, Chair of CGEIP, for further information.
3. As per Senate Resolution 4-09/10, a task force has been created to examine the issue of fringe benefits for non-married employees. Members of the taskforce include Jeremy Chesman (chair), Wil Hader, Saibal Mitra, John Satzinger, Jef Cornelius-White, Julia Watts-Belser, Joan McClennen, and John MacBride. The taskforce will bring forward its report to the Senate in April.
4. The Senate office has received the December 4, 2009 “Report on Disposition by President of Curricular Material.” Several items were not approved, included all of the Dance course and program changes and the new courses in Technology and Construction Management. The Dance program changes were not approved because a program review is pending, and the TCM changes were not approved because of some questions about funding, which have now been resolved.

5. Jennifer Cox, Assistant Director of Facilities and Operations, reminded faculty that colored paper is acceptable in the recycle bins on campus. The recycling contractor does take all paper. Also, Recyclemania will be happening January 17-March 27. This is a competition campus-wide in collaboration with Jeff Brown and David Vaughn. A letter will be forthcoming about the specifics.
6. The 2010 Public Affairs conference schedule will be available on the Public Affairs webpage next week. Please take a moment to browse for lectures that may be of particular interest to your students next semester. The schedule is continually being updated as speakers are secured. As of today, plenary speakers include Adam Forest Huttler, Fractured Atlas's founder and Executive Director; Winona LaDuke, internationally renowned activist and two-time vice-presidential candidate with Ralph Nader for the Green Party; Bob McTeer, Distinguished Fellow for the National Center for Policy Analysis; and Raj Patel, author of *Stuffed and Starved: Markets, Power, and the Hidden Battle for the World's Food System*.
7. The faculty nominees from each college who were recommended to the Board of Governors for the presidential search committee include COE – Candace Fisk and Jeffrey Cornelius-White; CHHS – Tom Kane and Julie Masterson; CHPA – Martha Finch and Dennis Hickey; CNAS – Eric Bosch and Kurt Killion; COAL – Kristene Sutliff and Gloria Galanes; and COBA – James Philpot and Charles Pettijohn. The exact number of faculty representatives who will be chosen from this list of nominees has yet to be determined by the Board. The Faculty Senate Executive Committee greatly appreciates all departmental faculty who were willing to be nominated in their colleges for this important search committee.
8. Please encourage your colleagues to complete the 2009 Faculty Concerns Committee Assessment of the President and the Provost by **DECEMBER 17**. All faculty should have received an email explaining how to access the assessment tool. If you need further assistance, please contact Judith Martin, Chair of the Faculty Concerns Committee.
9. The University Compensation Committee has revised the 2009-10 Evaluation/Compensation Calendar. All faculty are to submit their annual reports to departmental personnel committees by **February 12** (not January 8 as previously published).
10. Chair Weaver asked the Senate to join her in a moment of silence to remember four colleagues who have passed away since our last Senate meeting in November: Dr. Lloyd Young, retired Professor of Sociology and founder of the MSU Community and Social Issues Institute; Dr. Steve McDuffie, Professor of Accounting; Dr. Ivan Calton, Emeritus Professor of Business, and Dr. Jesse Rondo Pope, Emeritus Professor of Education and former Faculty Senate Chair.

VOTE ON PROPOSED AMENDMENTS TO BYLAWS

Two proposed Amendments to the Bylaws were voted on by Senate by secret ballot.

Amendment 1 amends the Bylaws in four places [ART II, SEC 9(C); ART V, SEC 3; ART V, SEC 7(3); ART VI, SEC 3(3)] to keep them consistent with the new graduate course numbering scheme. **PASSED**

Amendment 2 amends the Bylaws [ART IV, SEC 5] by adding The Director of the Center for Assessment and Instructional Support as an *ex-officio* member, without vote, to CGEIP.
PASSED

Senators were reminded that Bylaws changes take effect immediately.

REPORT FROM HONORARY DOCTORATE COMMITTEE

Dr. Mark Richter, Chair of the Honorary Doctorate committee, presented two resolutions recommending the conferral of honorary doctorates at the Spring 2009 Commencement. The resolutions were moved individually and voted on as follows:

1. Resolution to Confer Honorary Doctorate upon Mr. Calvin Allen. Moved by Senator Rosenkoetter, seconded by Senator Berry. The motion passed unanimously. **Senate Resolution 5-09/10.**
2. Resolution to Confer Honorary Doctorate degree upon Mr. Gordon McCann. Moved by Senator Pauline Nugent (substituting for Joe Hughes), seconded by Senator Putman. The motion passed unanimously. **Senate Resolution 6-09/10.**

ACTION ON CURRICULAR PROPOSALS

New Program: Screenwriting for Television and Film (Graduate Certificate Program)
Moved by Senator Pardue, seconded by Senator Putman: APPROVED
Senate Action 6-09/10

New Program: Minor in Sports Medicine
Moved by Senator Hudson, Seconded by Senator Cornelius-White: APPROVED
Senate Action 7-09/10

New Course: OZK 150: Introduction to Ozarks Studies
Moved by Senator Baggett, seconded by Senator Shawver: APPROVED
Senate Action 8-09/10

New Course: OZK 300: Topics in Ozarks Studies
Moved by Senator Baggett, seconded by Senator Shawver: APPROVED
Senate Action 9-09/10

New Program: Ozarks Studies
Moved by Senator Baggett, seconded by Senator Shawver: APPROVED
Senate Action 10-09/10

New Course: GEP 310: Ethics and Integrity in Education. This course was withdrawn.

REPORT FROM FACULTY HANDBOOK REVISION COMMITTEE

Lynn Cline, past chair of the Faculty Handbook Committee, proposed changes to Section 4.7.4 of the Handbook.

The currently approved text of the section reads as follows:

4.7.4 College Personnel Committees

All colleges shall have a personnel committee. The College Personnel Committee (CPC) will be comprised of elected representatives from each department of the College. Each department will forward the names of two or three faculty members to the Dean. From these names the Dean will select one faculty member to serve as the representative of his/her department on the College Personnel Committee.

If a college committee has been granted the authority by the college Dean to make personnel recommendations, the departmental personnel committee and Department Head's recommendations will be forwarded to the college committee for its evaluation and recommendation.

If a college committee serves in an advisory capacity only, it generally should not be required to supply a written recommendation.

A subcommittee of the College Personnel Committee will serve as the College Compensation Committee. (Section 5.3)

Changes proposed to Section 4.7.4 were recommended by FHRC and are scheduled to go before the Board of Governors in December 2009. The FHRC's recommended new text of the section reads as follows (the Senate proposed other revisions, listed in the May 2009 minutes, which also will be presented to the BOG in December 2009):

4.7.4 College Personnel Committees

All colleges shall have a personnel committee. The College Personnel Committee (CPC) will be comprised of tenured representatives from each department of the College. Each department will forward the names of two or three faculty members to the Dean. From these names the Dean will select one faculty member to serve as the representative of his/her department on the College Personnel Committee.

If a department has no tenured faculty, the department may be represented on the College Personnel Committee for purposes of discussing compensation issues. The department will forward the names of two or three faculty members to the Dean. From these names the Dean will select one faculty member to serve as a representative of that department for the discussion of compensation.

If a college committee serves in an advisory capacity only on matters of tenure, promotion, and continuation of appointment, it generally should not be required to supply a written recommendation.

For the role of the College Personnel Committee in compensation, see section 5.3.

The new proposed changes to the section from FHRC:

4.7.4 College Personnel Committees

All colleges shall have a personnel committee. The College Personnel Committee (CPC) will be comprised of tenured representatives from each department of the College. Each department will forward the names of two or three faculty members to the Dean. From these names the Dean will select one faculty member to serve as the representative of his/her department on the College Personnel Committee.

If a department has no tenured faculty, the department may be represented on the College Personnel Committee for purposes of discussing compensation issues. The department will forward the names of two or three faculty members to the Dean. From these names the Dean will select one faculty member to serve as a representative of that department for the discussion of compensation.

If the **college dean requests that the** a college committee serves in an advisory capacity only on matters of tenure, promotion, and continuation of appointment, it ~~generally~~ should ~~not~~ be required to supply a written ~~recommendation~~ **report**.

For the role of the College Personnel Committee in compensation, see section 5.3.

Senator Nugent moved to adopt the FHRC's report, seconded by Senator Chesman. The motion passed.

AMENDMENT TO SENATE ACTION 5-09/10 ON SERVICE LEARNING

Senator Vollmar moved to amend Senate Action 5-09/10 (passed in the November 2009 Session) to restore the allowable limit of no more than two hours of service learning component course credit in all disciplines. Seconded by Senator Jones.

Senator Vollmar moved to amend his original motion, to replace the last sentence of Senate Action 5-2009/10 ("Departments may limit the number of service learning component hours a student may receive credit for within their major or minor.") with the following: "No more than two hours of service learning component course credit (in all disciplines combined) may be counted toward graduation." Seconded by Senator Ashley. The motion to amend the amendment passed.

Senator Vollmar's motion to amend Senate Action 5-09/10 failed.

REPORT FROM AD HOC COMMITTEE ON PAPER SAVING

Senator Herr presented the report from the Senate Ad Hoc Committee on Paper Saving and moved the committee's resolution on Reduction of Paper Use. Seconded by Senator Jones. The motion passed. **Senate Resolution 7-09/10**

Senator Herr moved the committee's Internal Senate Action that the Senate "conduct as much business as possible electronically." Seconded by Senator Jones. **Internal Senate Action 1-09/10**. The chair stated that the Faculty Senate Executive Committee will begin implementation of this Action as soon as possible, and noted that a full implementation will take significant time and effort and will require changes to the Constitution and Bylaws.

RESOLUTION ON MERIT PAY PROCESS

Senator Gallaway moved a resolution to suspend the current merit pay system until a three percent general pay increase for faculty is likely. Seconded by Senator Wilson-Hail.

Senator Ragan moved to amend the final paragraph of the resolution to change "faculty should use Digital Measures, and other appropriate means, to track their meritorious activities" to "faculty should use Digital Measures, **or** other appropriate means, to track their meritorious activities." Seconded by Senator Walstrand. The motion to amend passed by unanimous consent.

Senator Gallaway moved to amend by removing the fourth “whereas” clause of the resolution. Seconded by Senator Berry. The motion to amend passed.

Senator Pardue moved to amend the last “whereas” clause to read “Whereas a majority of Department Heads who responded to a separate survey also voted to temporarily suspend the merit system.” Seconded by Senator Johnson. The motion to amend passed.

Senator Vollmar moved to strike the third “whereas” clause. Seconded by Senator Jones. The motion to strike the clause passed.

Senator Knight moved to call the question. Seconded by Senator Hurst. The motion to call the question passed.

Senator Gallaway’s resolution passed as amended. **Senate Resolution 8-09/10.**

NEW BUSINESS

Senator Jones requested that the curricular proposals from Technology and Construction Management recently disapproved by the President be placed on the Senate agenda for the January session. There was no objection to the request.

ADJOURNMENT

The meeting was adjourned by Chair Weaver at 5:36 p.m.

Faculty Senate Resolution Conferring Honorary Doctorate Degree

Upon Mr. Calvin Allen

Whereas, Mr. Calvin Allen has distinguished himself by his extraordinary contributions in the area of Public Affairs; and

Whereas, he has been the Executive Director of the Springfield Community Center for over 35 years, where he has directed youth programs impacting thousands of children in educational, citizenship, sports and literacy activities; and,

Whereas, he has been actively involved in volunteer work in the Springfield Community for over two decades, most notably with organizations dealing with difficult social issues; including his being a Founding Board Member of both the Big Brothers and Big Sisters of the Ozarks, and the Family Achievement Academy; Past-President and Advisory Board Member for the Urban Neighborhood District Alliance; Board member of the Lighthouse Child & Family Development Center, Missouri Literacy Festival, Ozarks Food Harvest, Community Foundation of the Ozarks, Family Literacy Centers, and Springfield Park Board; and member of the Citizens Advisory Committee for Community Development and the Missouri Advisory Council on Alcohol and Drug Abuse; and,

Whereas, he was instrumental in forming a joint program with the College of Education at Missouri State University to provide literacy programs for members of the Springfield community, and to provide teaching opportunities for Missouri State University Education students; and,

Whereas, he was named the Springfield Humanitarian of the Year in 1992; and,

Whereas, “he is dedicated to bettering Springfield and the State of Missouri as places to live, learn and work in a healthy, supportive and safe environment” (nomination letter quote);

Therefore, Be It Resolved that the Faculty Senate of Missouri State University, meeting on this tenth day of December in the year two thousand nine, recommends to the Board of Governors of Missouri State University and President Nietzel that the honorary doctorate degree, Doctor of Public Affairs (A. P. D.), be conferred upon Mr. Calvin Allen at the Commencement Ceremony in May two thousand ten in recognition of his extraordinary achievements in the area of Public Affairs.

Faculty Senate Resolution Conferring Honorary Doctorate Degree

Upon Mr. Gordon McCann

Whereas, Mr. Gordon McCann has distinguished himself by his extraordinary contributions in the area of Letters; and

Whereas, he is a well-known and respected community member, business owner, and cultural preservationist; and,

Whereas, he has a profound commitment to studying and documenting the culture of the Ozarks region; and,

Whereas, he has spent over thirty years researching and recording the traditional music of the Ozarks, including documenting and recording over sixty five thousand fiddle tunes, co-producing eight CDs of Ozarks fiddling in the North American Tradition Series, and co-authoring a book documenting Ozarks fiddle music and the history behind the music; and,

Whereas, he generously shares his time, talents and materials with others in a desire to promote an understanding and appreciation of the cultural treasures of the Ozarks; and,

Whereas, he has earned a national reputation as an expert in Ozarks folklife and fiddle music and is unsurpassed in his contributions made to maintain the rich culture of Ozarks music for future generations;

Whereas, he has contributed his entire collection of Ozarks music, history and culture to Missouri State University, thereby guaranteeing that this priceless collection will continue to educate citizens locally, regionally and nationally; and,

Whereas, he continues to foster, encourage and develop young talent, helping them with their musicianship and appreciation of their regional heritage;

Therefore, Be It Resolved that the Faculty Senate of Missouri State University, meeting on this tenth day of December in the year two thousand nine, recommends to the Board of Governors of Missouri State University and President Nietzel that the honorary doctorate degree, Doctor of Letters (Litt.D.), be conferred upon Mr. Gordon McCann at the Commencement Ceremony in May two thousand ten in recognition of his extraordinary achievements in the area of Letters.

Senate Action 6-09/10

Adopted by Senate on December 10, 2009

Right of Challenge Expires January 16, 2010

New Program – Screenwriting for Television

A complete copy of the above curricular proposal can be viewed in the Faculty Senate office.

Senate Action 7-09/10

Adopted by Senate on December 10, 2009

Right of Challenge Expires January 16, 2010

New Program – Minor in Sports Medicine

A complete copy of the above curricular proposal can be viewed in the Faculty Senate office.

Senate Action 8-09/10

Adopted by Senate on December 10, 2009

Right of Challenge Expires January 16, 2010

New Course – OZK 150: Introduction to Ozarks Studies

A complete copy of the above curricular proposal can be viewed in the Faculty Senate office.

Senate Action 9-09/10

Adopted by Senate on December 10, 2009

Right of Challenge Expires January 16, 2010

New Course – OZK 300: Topics in Ozarks Studies

A complete copy of the above curricular proposal can be viewed in the Faculty Senate office.

Senate Action 10-09/10

Adopted by Senate on December 10, 2009

Right of Challenge Expires January 16, 2010

New Program – Ozarks Studies

A complete copy of the above curricular proposal can be viewed in the Faculty Senate office.

Faculty Senate Resolution on Reduction of Paper Use

Whereas, the university's commitment to a more sustainable environment should be mirrored in the activities and business of the Senate whenever possible, and

Whereas, the university's commitment to a more sustainable environment should be mirrored in the activities and business of all university and college councils, the bookstore, colleges and departments, and the offices of the President, Provost, Registrar, and Graduate College;

Be it resolved that the university be encouraged to conduct other business electronically, including electronic submission of internal grant proposals, submission of merit reports, submission of book orders, and distribution of general information flyers.

The Faculty Senate will conduct as much business as possible electronically.

Faculty Senate Resolution on Merit Pay Process

Whereas there is currently no expectation of significant pay increases at Missouri State University over the next two years; and

Whereas the process of creating and evaluating merit-pay documentation is a very time-consuming process at the individual, departmental and college levels; and

Whereas it has been announced that the MSU administration will change sometime during the next 13 months, and the current administration cannot commit a future administration either to the merit pay system generally or to honoring past merit accomplishments, in particular; and

Whereas Digital Measures/Activity Insight is just one of many alternative tools for providing “rigorous annual evaluations,” promoting “public accountability” and providing “well-informed peer reviews”; and

Whereas President Nietzel has recognized the need to reduce faculty time commitments to superfluous committee work in order to make more time for teaching and research responsibilities, and promised to institute changes consistent with that goal; and

Whereas 70-percent of faculty who participated in a recent (October 2009) survey supported temporarily suspending the merit system; and

Whereas a majority of Department Heads who responded to a separate survey also voted to temporarily suspend the merit system;

Therefore, be it resolved that Missouri State University suspend the current merit pay system until such time that it seems likely that increases in state appropriations and tuition revenues will support a three-percent general pay increase for the faculty, excluding promotion raises; and

Be it further resolved that in the intervening period, faculty should use Digital Measures, or other appropriate means, to track their meritorious activities so that these activities can be duly considered upon the reinstatement of the merit pay system.