

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

The Faculty Senate held its October session on Thursday, October 8, 2009, in PSU 313. Chair Margaret Weaver called the meeting to order at 3:31 p.m. Dr. Eric Shade served as parliamentarian.

Substitutes: Marilyn McCroskey for Lynn Cline, Prof Rep; Dan Kaufman for Jack Knight, AC;

Absences: David Byers, SO; Robert Canales, PN; Martha Finch, RE; Doug Gouzie, Grad Council Chair; Shyang Huang, PA; Stan Leasure, Rules Chair; David Lutz, Acad. Rel. Chair; Ron Netsell, CD; and Miles Walz, MS.

Guests: Paula Kemp, FID; John Catau, Office of the Provost; Art Spisak, Office of the Provost; Belinda McCarthy, Office of the Provost; Stephanie Norander, COM; Pauline Nugent, MCL; Martha Kirker, Assessment; John Satzinger, CIS; Carey Adams, COAL; Roger Stoner, COAL; and Jen West, Grad Stud Council.

APPROVAL OF THE MINUTES OF THE SEPTEMBER 2009 SESSION

The minutes were amended to remove the following paragraph (page 3) regarding the Budget and Priorities report on JQH Arena: “The Committee report contends that revenues and fees over expenses resulted in a net surplus for the fiscal year ending June 30, 2009. The minority report contends there was a net loss.” The paragraph was removed because summaries of reports are not required and because both reports were distributed to the faculty. Senators and faculty are urged to read both reports carefully.

The minutes were approved as amended.

ANNOUNCEMENTS

1. The Service-Learning Faculty Fellows and CASL Research Stipend applications deadline is October 20.
2. Chair Weaver and Chair-elect Woodard just returned from the Missouri Association of Faculty Senates meeting. They reported that there are several issues facing faculty across the state, including concealed weapons permits for campuses, online course ownership, F+1 health insurance, and the state’s financial challenges.
3. A town hall meeting is scheduled for next Wednesday, October 14 at 3:00 in PSU Theater. The discussion will focus on various personnel-related issues that were identified as possible responses to the budget challenges faced by the university, particularly a voluntary incentivized retirement program and redistribution of staff.
4. Carly Scott, a member of the Executive Board for Up ’til Dawn, encouraged faculty to participate in an important letter writing campaign for St. Jude’s Children’s Hospital.
5. Dr. Art Spisak, Associate Provost for Faculty, shared the recommendations of the Compensation Committee on the process to follow during years when there is no available salary raise pool. A handout of these recommendations was available at the sign-in desk today. In essence, the recommendation is that merit scores will be generated for all years, including those where there is no salary pool. The scores will be averaged together for the first year a salary pool becomes available. The recommendations will be posted on the Provost’s web page.

INTRODUCTION OF THE DIRECTOR OF ATHLETICS

Mr. Kyle Moats, Director of Athletics, addressed the Senate. He invited Senators and all faculty to become more involved in the athletics programs.

STATE OF THE UNIVERSITY QUESTION AND ANSWER DISCUSSION

President Michael Nietzel addressed the Senate about the financial picture of the university and then took questions from Senators and guests.

REPORT FROM COMMITTEE ON GENERAL AND INTERCOLLEGIATE PROGRAMS

Kevin Pybas, Chair of CGEIP, presented a report on the committee's progress towards a revision of the Basic Required Courses in the General Education Program. Chair Weaver reminded the Senate that this report stems from a charge given to CGEIP last February. This CGEIP report is for information purposes only, and formal curricular proposals will come forward in a future Senate meeting.

Senator Hughes moved to endorse the report as the "sense of the Senate," seconded by Senator Goodwin.

The motion passed.

NEW BUSINESS

Senator Chesman moved a resolution to form a task force to examine the issue of fringe benefits for non-married employees and report back to the Senate in April 2010. Seconded by Senator Gallaway. The motion passed. It will go forward as Senate Resolution 4-09/10.

ADJOURNMENT

The meeting was adjourned at 5:23 pm. The next regularly scheduled meeting of the Faculty Senate is Thursday, November 12 at 3:30 in PSU 315.

Fringe Benefits for Households of Non-Married Employees

Whereas, Missouri State University provides fringe benefits to the households of married employees of the University, while at the same time denying those benefits to households of non-married employees; and

Whereas, 300 universities have some form of household member policy, including several MSU benchmark institutions; and

Whereas, the MSU Work/Life Committee Report presented to President Nietzel in December, 2008, recommended benefits to members of non-married households; and

Whereas, the Student Government Association passed a resolution in Spring, 2009, that “encourages the University to begin researching plans for offering such benefit packages” for members of non-married households; and

Whereas, the recruitment and retention of the best faculty was a theme (Recruiting and Hiring the Next Generation of Faculty) of the 2007-2008 Provost Priorities; and

Whereas, the AAUP policy endorses and litigates in favor of university benefits for members of non-married households; and

Whereas, not offering equal benefits to all members of the MSU community is a violation of the University’s non-discrimination policy;

THEREFORE, BE IT RESOLVED, that the Faculty Senate will form a task force, whose membership shall be in consultation with the Faculty Senate’s Executive Committee, to examine the issue of providing household member benefits to employees of Missouri State University and report their findings back to the Faculty Senate in April of 2010; and

BE IT FURTHER RESOLVED that a copy of this resolution shall be transmitted to the Board of Governors, President Nietzel, Provost McCarthy, the Student Government Association, the Staff Senate, the Office of Human Resources, the Office of Equity and Diversity, and the President’s Commission for Diversity.