

## Minutes of the September Session of the Faculty Senate

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The Faculty Senate held the September session on Thursday, September 10, 2020, via Zoom online. Chair Cameron Wickham called the session to order at 3:30 p.m. Mike Hudson served as parliamentarian.

Substitutes: None.

Absences: Scott Zimmerman, Assoc Prof rep; Richard Johnson, IT; Ashlea Cardin, OT; Melissa Fallone, PSY; Sung-Wan Kang, SW; and Robert Joseph, DSS.

Guests: Frank Einhellig, Provost; David Hall, Director of Safety; Chris Craig, Office of the Provost; Katrina Chavez, Office of the Registrar; and Reed Olsen, Committee on Faculty Benefits.

### **SPECIAL RULES FOR ELECTRONIC MEETINGS**

The Special Rules were sent out to senators via email. Chair Wickham reviewed the rules. With no objections these rules were approved for the September session.

### **APPROVAL OF MINUTES**

The May minutes were approved as posted.

### **ANNOUNCEMENTS**

- 1-If necessary, a carry-over meeting will be held on Tuesday, September 12<sup>th</sup> at 3:30 p.m. via ZOOM.
- 2-For the remainder of the semester, Senate meetings will be held virtually. They are generally scheduled to conclude at 5:00 p.m. However, sometimes we have lengthy agendas and we cannot guarantee that business will conclude by 5 p.m. If it appears that our business will require substantial time past 5 p.m., then we will adjourn and continue during the scheduled carry-over meeting. If we finish the business of the day we will not require the carryover meeting, although one is always on the schedule, just in case.
- 3-Please enter the meeting a few minutes early. If you must be significantly late, or need to leave early, then please send a substitute who can attend the full meeting. If you cannot attend a senate meeting, then please send a substitute. The business of Senate is important labor and requires the consistent representation of all faculty to be effective.
- 4-MSU faculty have been invited to participate in a web-based online survey on the information discovery process of MSU faculty. This survey is part of a research project conducted by faculty and staff at the Missouri State University Libraries. Some of the results may be subsequently utilized to enhance library collections, services and settings. It should take 15 minutes to complete. If you have any questions about the study, you may contact Andrea Miller by email at [AndreaMiller@missouristate.edu](mailto:AndreaMiller@missouristate.edu) or by telephone at (417) 836-7695.
- 5-The Bear Pantry addresses food insecurity on our campus by supplying food and hygiene items to faculty, staff and students. The Bear Pantry is located in the University Hall basement, open Monday through Friday, 10 a.m. to 2 p.m. So far this semester (Fall 2020) the Bear Pantry is serving 70 unique users. The Bear Pantry is as discrete as possible - members can make one-on-one appointments with us, fill out an online order form and pick up their goods, come to the pantry in person to "shop," or participate in curbside delivery. Alex Johnson oversees Bear Pantry along with a GA in Dietetics. They have received much support through the Foundation and donations from Delta Dental, Boomba socks, Chartwell's, and more. There is a virtual Boomer Run 5k coming up that benefits the Bear Pantry as well. Please share the word to students and colleagues. For more information, visit <https://www.missouristate.edu/cce/bear-pantry.htm>. Or call Alex Johnson or Keri Franklin.
- 6-Paws to the Polls is a student-driven, nonpartisan campus initiative with a goal to change the culture at MSU to a voting and voting-literate one. Barriers to student voting include intimidation by the processes of voter registration and actually voting, lack of information about issues and candidates, and feeling disengaged from the community. Their main objectives are to facilitate students' understanding of how voting relates to their lives, familiarize them with the entire voting process, and demonstrate how to find objective, nonpartisan sources of political information. They have contributed voter education curriculum to GEP classes, produced two short films, and strategically planned a range of innovative forms of delivering information and motivating student involvement in civic engagement at Missouri State

University. This campus initiative emphasizes peer-to-peer interactions and conveying of information, including class visits for information and voter registration sessions. For more information, contact Dr. Suzanne Walker-Pacheco. 7-Flu vaccinations will start Monday morning, September 14, at Magers. Please note, to reduce crowds during Covid, the flu vaccination will be by reservation only. Reservations can be made at the MyHealth portal site on the Magers web page, under the appointments tab. If an employee with the MSU health plan takes the flu vaccination, this fully meets the Wellness \$30/month premium reduction requirement for Insurance Year 2021. For those who cannot or will not take a flu vaccination, the Wellness \$30/month premium reduction requirement can also be met by having the biometrics lab drawn.

#### **REPORT FROM THE OFFICE OF THE PROVOST**

Provost Frank Einhellig presented the report to the Senate.

#### **REPORT ON COVID-19 POLICIES**

David Hall, Director of University Safety, presented the report. Mr. Hall answered questions from the Senate.

#### **REPORT ON 2019-20 SENATE ACTION SUMMARY**

Chair Wickham presented the report. Seventy-seven Senate Actions were considered by Senate and all received administrative approval.

#### **REPORT ON THE FACULTY SENATE EXECUTIVE COMMITTEE SURVEY OF FACULTY**

Chair Wickham presented the report.

#### **HANDOUT FROM FACULTY SENATE EXECUTIVE COMMITTEE**

Mike Hudson, Parliamentarian, presented the handout.

#### **ACTION ON CURRICULAR PROPOSALS**

##### **New Program: Health Sciences Certificate**

Moved by Senator Josh Smith

Chair Wickham included a correction and it was approved by the Senate with no objections.

**APPROVED**

**SA 8-20/21**

##### **CGEIP Course Change: BMS 100 Concepts and Issues in Life Sciences**

Moved by Senator Josh Smith

**APPROVED**

**SA 9-20/21**

##### **CGEIP Course Change: BMS 101 Concepts and Laboratory in Life Sciences**

Moved by Senator Josh Smith

**APPROVED**

**SA 10-20/21**

##### **CGEIP Course Change: BMS 110 Introduction to the Biomedical Sciences**

Moved by Senator Josh Smith

**APPROVED**

**SA 11-20/21**

##### **CGEIP Course Change: BMS 111 Introduction Laboratory in the Biomedical Sciences**

Moved by Senator Josh Smith

**APPROVED**

**SA 12-20/21**

##### **Delete Program: Recording Arts**

Moved by Senator Scott Cameron

**APPROVED**

**SA 13-20/21**

**UNFINISHED BUSINESS**

**Report from the Committee on Benefits – Reed Olsen, Committee Chair**

Reed Olsen read the Faculty Senate Action on Salary and Equity Adjustments.

Discussion.

**The motion passed.**

**SA 14-20/21**

Reed Olsen read the Faculty Senate Resolution on Changes to the Charges of the Committee on Faculty Benefits.

**The motion passed.**

**SR 4-20/21**

Reed read the Senate Action on Dental Benefits.

Senator Smith made a motion to amend the Action and strike "out-of-pocket" in the Be It Resolved sentence.

The motion to amend passed.

**The motion passed.**

**SA 15-20/21**

**NEW BUSINESS**

None.

**ADJOURNMENT**

Chair Wickham adjourned the meeting at 5:16 p.m.

Lanya Lamouria

Secretary of the Faculty

**Senate Action 8-20/21**

**Adopted by Senate on September 10, 2020**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**New Program: Health Sciences Certificate**

**Senate Action 9-20/21**

**Adopted by Senate on September 10, 2020**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**CGEIP Course Change: BMS 100 Concepts and Issues in Life Sciences**

**Senate Action 10-20/21**

**Adopted by Senate on September 10, 2020**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**CGEIP Course Change: BMS 101 Concepts and Laboratory in Life Sciences**

**Senate Action 11-20/21**

**Adopted by Senate on September 10, 2020**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**CGEIP Course Change: BMS 110 Introduction to the Biomedical Sciences**

**Senate Action 12-20/21**

**Adopted by Senate on September 10, 2020**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**CGEIP Course Change: BMS 111 Introduction Laboratory in the Biomedical Sciences**

**Senate Action 13-20/21**

**Adopted by Senate on September 10, 2020**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**Delete Program: Recording Arts**

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**Faculty Senate Action on Salary and Equity Adjustments**

**Whereas**, data indicates that administrators are both more likely to receive equity adjustments and also receive larger adjustments and

**Whereas**, the process by which equity adjustments are given rely solely upon the discretion of Deans (see Faculty Handbook section 5.2), and

**Whereas**, faculty members have expressed concern about both the inequitable outcomes of equity adjustments between faculty and administrators and the process by which equity adjustments are awarded and

**Whereas**, MSU has also failed to make adequate progress in meeting its goal of “raising salaries such that average salaries by rank will equal or exceed averages published in the CUPA-C National Faculty Survey of public – master’s level universities” and

**Whereas**, MSU administrators generally have salaries that exceed published averages as compared to similar CUPA averages for administrators, therefore

**Be it Resolved** that salary and equity adjustments for faculty and administrators will no longer be drawn from the same pool of money available for raises. Rather, the total money allocated for raises and especially equity adjustments will be split into separate pools for faculty and administrators based upon their proportion of the total salary budget at MSU or at the appropriate cost center.

This would imply, for example, that if \$1 million dollars were allocated for salary and equity adjustments and faculty salaries represented 55 percent of the salary budget while administrators’ salaries represented 8 percent of the salary budget in a cost center. The total money available for faculty raises and equity adjustments would equal \$550,000 while the total money available for administrator raises and equity adjustments would equal \$80,000.

**Be it Further Resolved** that College Deans will no longer have sole decision-making ability as to the allocation of equity adjustments within their college. Rather, the College personnel committee will weigh in with recommendations of all equity adjustments including for both faculty and administrators.

**Faculty Senate Resolution on Changes to the Charges of the Committee on Faculty Benefits**

**Whereas**, the Faculty Senate Committee on Benefits has now presented 4 annual reports to the Faculty Senate and

**Whereas**, this time period is sufficient to gather information about how well the process is working and

**Whereas**, one of the main charges of the Committee on Benefits is to gather information on benefits at other universities for comparison to MSU benefits and

**Whereas**, after 4 years it has become apparent that benefits at universities tend to change slowly over time and

**Whereas**, another of the main charges of the Committee on Benefits is to present evidence from the Faculty Morale Survey related to salaries and benefits and

**Whereas**, the Faculty Morale Survey is only conducted every other year, therefore

**Be it Resolved** that the Faculty Senate Executive Committee charge the Rules Committee to make appropriate changes to the charges of the Committee on Benefits, especially in reducing how often the Committee on Benefits is charged to present a report on comparative benefits at other universities and on results from the Faculty Morale Survey.

Faculty Senate Chair Must Be Notified of Intent to Challenge By: September 21, 2020  
Right of Challenge Expires October 4, 2020

**Faculty Senate Action on Dental Benefits**

**Whereas**, dental benefits at MSU have not changed since dental benefits were first offered in September of 1988 and

**Whereas**, faculty have expressed concerns to the Committee on Benefits regarding this eroding value of the dental benefits especially as it relates to the \$1,000 maximum payment of dental benefits and

**Whereas**, the CPI-U has increased by approximately 113 percent since 1988 and

**Whereas**, dental prices have increased by approximately 265 percent since 1988 and

**Whereas**, most of the universities dental plans presented in the appendix have significantly better dental benefits especially as it relates to the \$1,000 maximum annual payments of dental benefits as well as the coverage of orthodontia and

**Whereas**, faculty have also expressed concern about both the lack of full coverage of preventative dental services and the lack of any coverage of orthodontia and dental implants, therefore

**Be it Resolved** that MSU will increase the annual maximum coverage from \$1,000 to \$3,000 and

**Be it Further Resolved** that MSU will cover preventative services at 100% with no deductible and

**Be it Further Resolved** that MSU will cover both orthodontia and dental implants at 50 percent with a \$50 deductible.