

Minutes of the September Session of the Faculty Senate

The Faculty Senate held its September session on Thursday, September 8, 2011, in PSU 313. Chair Terrel Gallaway called the session to order at 3:30 p.m. Edward De Long served as parliamentarian.

Substitutes: Rebecca Woodard for John Downing, HR; Gabriel Ondohi for Jim Kaatz, PS; and David Mitchell for Sharmistha Self, EC.

Absences: James Lampe, AC; Joan McClennen, SW; John Satzinger, CI; Beth Walker, AG; and W. Jenny Zhang, FG.

Guests: Annette Gordon, CH; Kathy Nordyke, CASL & FYE; Jef Cornelius-White, CLSE; Mark Hobbs, SGA; Pauline Nugent, MCL; Cindy MacGregor, CLSE; Zach Duham, SGA; Rob Hornberger, Registrar; Frank Einhellig, Office of the Provost; John Catau, Office of the Provost; Rhea Faye Felicilda, NUR; Judith Martin, B&

APPROVAL OF MINUTES

The July 2011 minutes were approved as distributed.

ANNOUNCEMENTS

- **Special meeting:** A special meeting of the Faculty Senate may be called for September 29 to deal with Handbook Revisions regarding the 2% or less across-the-board raises.
- **Periodicity & expedited changes:** To improve the accuracy and usefulness of the catalog, it is likely that there will be some sort of expedited process for departments to update the catalog descriptions of their courses' periodicity. More information will be forthcoming later in the semester.
- **Wifi:** Wifi network access for all full-time and part-time faculty members has been made available by the Provost's office.
- **Governor's Summit on Higher Education:** Focus this year will be performance-based funding. The plan is that when the state has new money to allocate to universities, this money will be linked to performance-based indicators.
- **Ad hoc committee on post-administrative assignments:** The Committee consisting of Sue George (chair), Tom Kane, Janice Greene, Rich Biagioni, Kent Ragan, and Terrel Gallaway has been meeting weekly.
- **Ad hoc Senate Committees:** Ad hoc committees will be formed to look at: (1) Chair Model for Departments, (2) Study Away, (3) Inclusive Excellence, and (4) Trends in Higher Education including course transformation and outsourcing. More information on all of these will be forthcoming and contact Chair Gallaway with questions and suggestions.
- **Salary target:** Discussions have begun with the administration about the need, not just for short term pay raises, but for long-term salary targets and for concrete plans and budgeting practices to meet those goals. FSEC will charge appropriate work related to faculty salaries.
- **Faculty Handbook:** Two changes approved by the BOG are now in effect: Maximum yearly teaching loads for per course faculty (Section 3.6.8), and new language regarding years of service needed for eligibility for Tenure and Promotion (Sections 3.4.1 and 3.4.2).
- **Public Affairs Week:** Kathy Nordyke, the Community Engagement Chair for the Public Affairs Week Committee, discussed a variety of activities available for PA Week.

REPORT ON DISAPPROVED SENATE ACTIONS—CHAIR GALLAWAY

Chair Gallaway reported on the 2010-2011 Senate Action Summary. Nineteen Senate Actions were passed by the Faculty Senate, and three of those were disapproved by administration. Seven Senate Resolutions were approved by Senate. Resolutions do not require administrative approval.

The following Actions were disapproved by the administration last year:

SA 15-10/11	Disapproved	Faculty Senate Action on Full Professor Incentive Review Program
SA 16-10/11	Disapproved	Faculty Senate Action on Increasing Employee Credit Course Fee Waiver to 30 Credit Hours
SA 19-10/11	Disapproved	More Open Communication on President and Provost WebPages

REPORT ON CITIZENSHIP AND SERVICE LEARNING—DR. ANNE GORDON

The CASL oversight committee report to the Senate and annual report was handed out. Dr. Gordon presented report highlights. The CASL Director is now Shellie Jones.

UNFINISHED BUSINESS

None.

NEW BUSINESS

SENATE RESOLUTION ON REORGANIZATION OF BUDGETARY PRIORITIES

Senator Richter moved the resolution to the floor. Dr. Cornelius-White provided background for the resolution. Discussion.

Resolution passed.

SR 7-11/12

SENATE RESOLUTION ON PRESIDENTIAL SEARCHES AND BOARD OF GOVERNORS COMPOSITION

Senator Kane moved the resolution to the floor. Discussion.

Senator Kane made a motion to amend the first “whereas” in the resolution, adding the word “university” in front of “President.”

It would now read:

Whereas MSU has established a group of benchmark institutions which “possesses characteristics and accomplishes outcomes that we aspire to achieve” (<http://www.missouristate.edu/president/benchmark.htm>), and 100% have one or more faculty or people with faculty experience as their **university** President or as members of their Boards of Governors (Regents, Trustees, etc.), 90% have a president who has been a full-time faculty member, 40% have a faculty member or person with faculty experience on their Boards of Governors, and 20% have two or more faculty members or persons with faculty experience on their Boards of Governors; and

The motion to amend passed.

A point of order was raised by Senator Weaver.

Senator Kane proposed an amendment to the first “Be it resolved” paragraph which would be amended as follows:

Be it resolved, that for future recruitment and hiring of MSU Presidents, **the Faculty Senate respectfully requests that** a policy ~~will~~ be adopted by the Board of Governors to include at least one faculty member elected from each college and one representative of the Faculty Senate to serve on Presidential Search Committees; and

The motion to amend passed.

Senator Davies proposed an amendment to add the word “campus” to the second “Be it further resolved” paragraph. The amendment was discussed.

Senator Kane called the question and the motion to call the question passed.

The motion to amend failed.

Senator Richter moved to strike the following text after the second “Be it further resolved” paragraph:

Be it further resolved, that the full search committee will meet to discuss finalists after interviews with candidates are completed ~~and final community input has been given; and~~

The amendment was discussed.

Senator Kaufman called the question and the motion to call the question passed.

The motion to amend passed.

Senator Kane moved to postpone the resolution for further revisions until the October session.

The motion to postpone was discussed.

Senator Hail moved to call the question and the **motion passed.**

Motion to postpone failed.

Senator Kane moved to amend the resolution and submitted a third “whereas” statement:

Whereas, a principle of quality decision-making in organizations and the interest of building campus commitment to the new university president is furthered by full faculty participation in the selection process; therefore,

The amendment was discussed.

A hand count vote was taken. **The motion to amend passed.**

After further discussion of the resolution, Senator Richter called the question **and the motion passed.**

Resolution passed as amended.

SR 8-11/12

ADJOURNMENT

The meeting was adjourned at 5:10 p.m. The next regularly scheduled meeting of the Faculty Senate will be on Thursday, October 20, at 3:30 p.m. in PSU 313.

Cindy Hail
Secretary of the Faculty

Senate Resolution on Reorganization of Budgetary Priorities

Whereas, the Budget and Priorities Report (BPR) from May 2011 showed that between 1993 and 2010 there was a decrease in the proportion of Missouri State University's budget that went to instruction, from 62% to 49%, and that all other 13 areas of the budget showed maintenance or increases; and

Whereas, the BPR showed that ranked faculty declined as a proportion of the University's total job family from 40% to 26% with 1) a corresponding increase in unranked faculty from 5% to 10%, 2) professional staff increased from 14% to 26%, and 3) there were 35 additional administrators yet only 3 additional ranked faculty added to the university total, a ratio of nearly 12:1; and

Whereas, analysis by college showed that every college was affected by at least two of these three declining factors; and

Whereas, the BPR showed that among the 374 additional professional staff in the University, only 56 (15%) were for academic support; and

Whereas, nearly 10 times as many athletic professionals (29) were hired than ranked faculty (3) and the addition of these 29 professional staff in athletics accounts for a \$2 million budget increase to athletic professionals, which is equivalent to a 2% across-the-board pay increase for all full-time faculty or a new assistant professor for most departments; and

Whereas, the student population and number of academic programs has grown substantially during the time period in which instruction as a budgetary priority and ranked faculty as a proportion of employees declined; and

Whereas, a report from the Economics Senator obtained with information from the Missouri Coordinating Board for Higher Education (MCBHE) at the May 2011 Senate session showed that compared to the average of four other comparable comprehensive, four-year universities in the state (COMP4 Institutions) on a per student basis for FY09 and FY10, MSU spent less than 90% per student on instruction, had 247-291% academic administrator and personnel development support, had fewer ranked faculty, and had total faculty payrolls approximately 3-9% smaller per faculty capita; and

Whereas, the National Education Association's national 2011 study on the salary levels of nearly all public institutions of higher education showed that MSU has the lowest paid faculty members of the doctoral institutions in which it is classed, between \$8600 and \$26300 less on average, with Full Professors showing the most disparity underpaid \$17100 to \$35700 less; and

Whereas, the NEA survey shows that MSU instructors (e.g., the unranked faculty who have doubled as a job family and moved from 12% to 27% of full time faculty) are among the lowest paid in the state, ranking near 30/33 of the state institutions, and the public scorecard does not include instructors or unranked faculty in its faculty salary comparisons with CUPA; and

Whereas, University studies show substantial underpayment of faculty at all levels compared to CUPA data; and

Whereas, the University has had stagnant or declining state appropriated funding in recent years, tuition increases are regulated to not outpace inflation, and community and alumni donations are near record highs, suggesting limitations available in revenues; and

Whereas, there have been substantial equity adjustments, recent administrative changes, proposed salary increases to the lowest paid staff, discussions of both across-the-board and meritorious pay raises for faculty and staff, moratoriums on cell phone and car allowances and a joint ad-hoc committee on post-administrative appointments; and

Whereas, within the context of diminished resources that support the academic mission of the university, the Missouri State Faculty, administrators, and the Board of Governors are committed toward providing the highest quality education possible to students at Missouri State; therefore,

Be it resolved, that specific goals and target dates be set to raise the proportion of the university budget dedicated to instruction and the proportion of full-time ranked faculty to other job families;

Be it further resolved, that a committee comprised of the CFO, administrators, and faculty chosen by the Senate Executive committee be formed to recommend such goals and create plans for goal attainment University-wide, concerning academic and non-academic units alike;

Be it further resolved, that this initiative receive priority in the current Missouri State University five-year strategic plan and a report be made by this ad-hoc instructional prioritization committee to the Faculty Senate by December 8, 2011.

Be it further resolved, that all College Budget Committees be charged to review the Budget & Priorities report and the extent to which ranked faculty have declined as a proportion of the total job family, including the extent to which administrators, professional staff, and unranked faculty have been hired disproportionately to ranked faculty;

Be it further resolved, that the College Budget Committees create specific goals and target dates to raise the proportion of ranked faculty to other job families and report these goals and target dates to the Budget & Priorities Committee and the ad-hoc instructional prioritization committee by March 2, 2012.

Be it further resolved, that the Budget and Priorities Committee prepare a report to measure the same or similar variables as reported in May 2011 and present them to the Faculty Senate by May 3, 2012;

Be it further resolved, that the Rules Committee consider changing the bylaws so that the Budget & Priorities committee might have a periodic (e.g., biannual) monitoring function on these issues.

Be it further resolved, that the CUPA ratios for unranked faculty be tracked on the public scorecard even as assistant, associate and full professor salaries are tracked.

Senate Resolution on Presidential Searches and Board of Governors Composition

Whereas MSU has established a group of benchmark institutions which “possesses characteristics and accomplishes outcomes that we aspire to achieve” (<http://www.missouristate.edu/president/benchmark.htm>), and 100% have one or more faculty or people with faculty experience as their university President or as members of their Boards of Governors (Regents, Trustees, etc.), 90% have a president who has been a full-time faculty member, 40% have a faculty member or person with faculty experience on their Boards of Governors, and 20% have two or more faculty members or persons with faculty experience on their Boards of Governors; and

Whereas, Faculty representatives will contribute to the context-specific expertise of the search committee, efficiently and effectively channel the opinions and perspectives of more than 700 full time faculty members in the selection process, and ensure a diversity of perspectives across academic disciplines—all of which should add to a thorough, transparent, and effective search process; therefore

Whereas, a principle of quality decision-making in organizations and the interest of building campus commitment to the new university president is furthered by full faculty participation in the selection process; therefore,

Be it resolved, that for future recruitment and hiring of MSU Presidents, the Faculty respectfully requests that a policy be adopted by the Board of Governors to include at least one faculty member elected from each college and one representative of the Faculty Senate to serve on Presidential Search Committees; and

Be it further resolved, that the full search committee will meet to discuss finalists after interviews with candidates are completed.

Be it further resolved, that that the Faculty Senate of MSU supports the inclusion of a member of the Board of Governors of MSU with faculty experience to add to the quality of Board deliberations pertinent to MSU initiatives, policies, and decisions. In that including context-specific expertise in the composition of a university governing board makes good common sense, the Faculty Senate respectfully requests that the President and the current Board of Governors support this request in writing to the State Governor.

**Appendix to Resolution on
Presidential and Provost Searches and Board of Governors Consultation**

Excerpt from the policies governing Towson University, a benchmark institution
(<http://www.usmd.edu/regents/bylaws/SectionII/>)

I-2.00-CONSTITUTION OF THE COUNCIL OF UNIVERSITY SYSTEM FACULTY

(Approved by the Board of Regents, February 1, 1989; Amended June 11, 1993; Amended July 10, 2002)

“Basic to the effective operation of any system of higher education is the acceptance of the concept of shared governance. It is the faculty, whose careers are dedicated to the advancement of learning, who provide the thrust and direction of any academic institution. Therefore, the faculty shall have wide powers in determining professional and academic matters, an informed advisory role in areas of administrative responsibility, and a voice in basic decisions which affect the welfare of the system as a whole.”

Benchmark Comparison Chart on Next Page

Representatives of Students, Former Teachers, or Faculty or Former Faculty per Benchmark

Benchmark Institution	Total Academics (Student, Faculty or Teacher) on Board	Academic President (Former Full-Time Faculty)	Persons with Faculty Experience on Board	Persons with Faculty Experience on Board or as President
Ball State	1	YES 0	YES	
Grand Valley State	0	YES 0	YES	
Illinois State	3	YES 1	YES	
James Madison	2	NO 1	YES	
Louisiana Tech	1	No info found	0	YES
Towson- U of Maryland	4	YES 2	YES	
University MT-Missoula	2	YES 0	YES	
University of NC-Charlotte	No info found	YES	No info found	YES
University of Northern Iowa	2	YES 0	YES	
University of Texas-Arlington	1	YES 0	YES	
Wichita State	3	YES	1 (Board CEO)	YES
Missouri State	2 (1 term ends 2011)	NO 0		NO