

# **Minutes of the March Session of the Faculty Senate Missouri State University**

The Faculty Senate held its regularly scheduled meeting on Thursday, March 12, 2009, in Plaster Student Union, Room 313. Chair Pauline Nugent called the session to order at 3:30 p.m. Dr. Eric Shade served as parliamentarian.

**Substitutes:** Chris Herr for Stan Leasure, Rules Chair; and Tom Kane for Carol Shoptaugh, PY.

**Absences:** Matthew Calihman, EN; Andrew Cline, MJ; Ben Goss, MG; Norm Griffith, Staff Delegate; Shyang Huang, PA; James Lampe, AC; Dale Moore, Staff Delegate; Libby Rozell, Grad Council Chair; Greg Skibinski, SW; Xingping Sun, MA; and Miles Walz, MS.

**Guests:** Art Spisak, MCL, Honors College; Rhonda Ridinger, HPER; Nicole Rovig, Registrar; Mark Richter, CHM; John Catau, Office of the Provost; Edward DeLong, LIS; Kathryn Wall, The Standard; Susan Craig, FGB; Diane Strickland, MUS; Helen Reid, CHHS; Jon Bourhis, COM; and Neil DiSarno, CSD.

## **APPROVAL OF MINUTES**

The minutes were approved as distributed.

## **ANNOUNCEMENTS**

1. Professor Mark Richter addressed the Senate and encouraged faculty to participate in *Logos*, the undergraduate research journal for the university. He stressed that co-authorship of papers by faculty and students is welcome and that authors retain copyright.
2. There will be a 12-hour power outage on March 21, and a 24-hour power outage on May 16 to facilitate the renovation of Siceluff Hall. Faculty who need access to a computer to record final grades during the May outage will have access to the computer lab in Glass Hall. Final grades need to be submitted by 10:00 on Monday, May 18.
3. All faculty, staff, and students who are interested in carpooling or vanpooling are encouraged to visit [www.OzarksCommute.com](http://www.OzarksCommute.com) for information about an available ride share program.
4. If you visit the Faculty Senate website and click the left link "Policies, Forms, and Resources," you will find an Excel document entitled "2008-09 Curricular Proposal/Senate Action Tracking Log." It details each curricular proposal and Senate Action, beginning in January 2009, and gives the approval or rejection status of each item, along with any special notations. Each sheet is identified with

the date it goes for administrative approval. The document will be consistently updated by the Faculty Senate Office and the Office of the Provost every Monday. The 2008-09 Tracking Log will remain on the Faculty Senate website, and a new document for the 2009-10 academic year will be started in September. Please share this information with your department secretaries, college councils and faculty who originate any curricular proposal items. The Faculty Senate Executive Committee greatly appreciates the effort Sandy Johnson has devoted to making this information more readily accessible for the university community.

5. Reminder: The application deadline for Foundation Awards for Excellence in Teaching, Research, and Service is April 14. The deadline for nominations is March 31.
6. In compliance with SB389, students will be asked to evaluate faculty members using the five questions agreed-upon by Faculty Senate and SGA. These five questions will be distributed in written form this semester.
7. The University Compensation Committee is currently reviewing options for how to handle the carry forward of this year's merit composite score during subsequent reviews when there is a sufficient budget to fund the merit process. While the original compensation plan had provisions for salary pools at or below 2%, there were not provisions for years when there was no money at all. Because the approach selected will have significant implications for both faculty and staff, the committee is carefully gathering input and learning more about which options could be supported by the administration. If you have thoughts about various options that you would like to share, please contact Chris Craig and/or any of the members of the Compensation Committee. The list of members can be found on the Provost website.
8. The Faculty Concerns Committee report that was distributed with the Senate agenda does not include the data tables from the Faculty Concerns Survey. To view these tables, please see the appendices of the report posted on the Senate website.
9. The recent proposal to change all instances of "chairperson" to "chair" in the Constitution passed by a vote of the faculty. Over 300 faculty members voted on the measure. The Senate Executive Committee would like to thank all of you for your time and your participation in the process. Several faculty commented on the inefficiency and expense of a paper ballot; we understand the concerns and the Faculty Senate Chair-elect will appoint an ad-hoc committee to investigate options for electronic voting next term.
10. The Rules Committee has completed the last two of its nine charges. One recent charge was to amend the Bylaws to reflect the new graduate course-numbering scheme. Rules agreed that amendments are necessary, but recommended that they be deferred until the Fall to be sure that all changes involved in the conversion to Banner are finalized. The final charge was to consider merging the Constitution and Bylaws, which would simplify the documents by eliminating duplication, would provide an opportunity to clarify the procedures for amendment, and is recommended by Robert's Rules. After long and careful deliberation, Rules recommended NOT to merge the Constitution and Bylaws, but did identify several technicalities related to constitutional amendments that need clarification, and recommended that their clarification be charged to next year's committee (the

deadline for proposing amendments to the Senate is the March session). Thanks to Stan Leasure and the rest of the Rules Committee for their fine work this year.

11. The Springfield Public Schools named the newest elementary school in southwest Springfield in honor of David Harrison, a recent recipient of an Honorary Doctorate from MSU.
12. Chair Nugent asked the Senate to observe a moment of silence to remember two dear colleagues who have passed away this month: Dr. Chuck Stufflebeam, Emeritus Professor of Animal Science and Past Chair of Faculty Senate, and Dr. Bill Burling, Professor of English since 1989.
13. President Nietzel will address both the Faculty and Staff Senates at the April 16<sup>th</sup> session of the Faculty Senate. As such, this meeting will be scheduled in the PSU Theatre. Please make a note of this change in location.

## ***NOMINATIONS***

Chair-Elect Weaver thanked the members of the Nominations Committee: Rhonda Ridinger, Carol Shoptaugh, and Marx Paxton. She then presented the nominees from the Committee for the offices of Chair-Elect and Secretary of the Faculty for 2009-10.

The Committee nominated Rebecca Woodard for Chair-Elect of the Senate for 2009-10. Chair Nugent asked for nominations from the floor; none were offered.

The committee nominated Christopher Herr for Secretary of the Faculty for 2009-10. Chair Nugent asked for nominations from the floor; none were offered.

Senators were reminded that nominations may also be submitted in writing (with the appropriate second) to the Senate office by April 1. All nominees need to submit a written statement (not to exceed 300 words) to the Senate office by April 3. These written statements will be distributed with the April Senate agenda.

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

1. Minor in Music Composition  
Moved by Senator L. Cline (seconded by Senator Wilson-Hail):  
**APPROVED (Senate Action 26-08/09)**
2. Accelerated Master of Science in CSD, Deaf and Hard of Hearing Program  
Moved by Senator Newton (seconded by Senator Proctor):  
**APPROVED (Senate Action 27-08/09)**

## ***RESOLUTION ON AD-HOC FACULTY SENATE COMMITTEE FOR ONLINE ISSUES***

Moved by Senator Kane, substituting for Senator Shoptaugh (seconded by Senator Callahan)  
**APPROVED (Senate Resolution 9-08/09)**

## **REPORT FROM FACULTY HANDBOOK COMMITTEE ON PROPOSED REVISIONS**

Lynn Cline, Chair of the Faculty Handbook Committee, presented proposed changes to three parts of the Handbook from FHRC:

Proposed Changes to Sections 3.2, 3.6.1 and 3.6.2: to add rank of instructor to list of ranks that are promotion-eligible and clarify eligibility for promotion to Senior Instructor.

Senator Buckner moved to amend section 3.6.2 as follows: delete the phrase “as a Senior Instructor” from the fourth sentence of Section 3.6.2 and add the sentence “A Senior Instructor who is re-appointed will be reappointed at that rank” after the fourth sentence (seconded by Senator Cornelius-White). The motion was adopted by unanimous consent.

Senator Berry moved to amend section 3.6.2 to include the phrase “salary compensation and benefits” in the last sentence (Seconded by Senator Hughes). The new sentence reads as follows: “Senior Instructors on 9-month appointments will receive salary compensation and benefits for 12-months.” The motion was adopted by unanimous consent.

Senator Kane moved to amend section 3.6.1 to insert the parenthetical phrase “(not necessarily consecutive)” as part of the new fourth sentence of the section (seconded by Senator Hughes). The new fourth sentence of section 3.6.1 reads as follows: “An Instructor who has demonstrated excellence in teaching and service at Missouri State University for at least five years (not necessarily consecutive) may be appointed as a senior Instructor.” The motion was adopted by unanimous consent.

Senator Barari moved to amend section 3.6.2 to insert the parenthetical phrase “(not necessarily consecutive)” as part of the first sentence of the section (seconded by Senator Hughes). The new first sentence of section 3.6.2 reads as follows: “An Instructor who has demonstrated excellence in teaching and service at Missouri State University for at least five years (not necessarily consecutive) may be appointed as a senior Instructor.” The motion was adopted by unanimous consent.

Proposed Changes to Section 3.12: to update the course numbers to be taught by graduate faculty only to keep them in line with the new Banner course numbering and to clarify that there may be faculty hired for their applied expertise who teach in clinical or graduate areas but are not strictly clinical faculty.

Senator Michalczyk moved to amend section 3.12 by replacing the phrase “in the performing arts” with “in the visual and performing arts” and to replace the phrase “an established record of performance” with the phrase “an established record of exhibition or performance” in the fourth sentence of the section (seconded by Senator Finch). The motion passed.

Senator Chesman moved to amend section 3.12 by replacing the phrase “an established record of exhibition or performance” in the fourth sentence of section 3.12 with the phrase “an established record of research” (seconded by Senator Michalczyk). The motion failed.

Senator Michalczyk moved to amend section 3.12 by replacing the phrase “research, clinical, applied, and performance areas” in the fifth sentence of section 3.12 with the

phrase “research, clinical, applied, and exhibition/performance areas” (seconded by Senator Cornelius-White).

Senator Kaufman moved to call the question on the pending motion (seconded by Senator Cornelius-White). The motion to call the question passed.

Senator Michalczyk’s motion to amend the fifth sentence of Section 3.12 failed.

Proposed Changes to Section 7.2.1 and 7.2.2: to clarify that ranked faculty serving in an administrative capacity are not eligible for professional or sabbatical leave.

The Senate approved the proposed changes to these sections without amendment.

NOTE: Both the Faculty Handbook Review Committee’s proposed Handbook amendments and the Senate’s revision of those amendments will be forwarded to the administration and the Board of Governors.

### ***REPORT FROM FACULTY CONCERNS COMMITTEE***

Jef Cornelius-White, Chair of the Faculty Concerns Committee, delivered a report about the Faculty Concerns Survey. The report and links to other documents will be posted on the Faculty Senate website.

### ***REPORT FROM ACADEMIC RELATIONS COMMITTEE***

Reed Olson, Chair of Academic Relations Committee, delivered a report that focused on three items:

1. A report on grade inflation. The committee reported strong evidence that grade inflation exists at Missouri State. Information and tables broken down by college and department will be available on the Faculty Senate website. Also, Dr. Olson reported that faculty can access raw data about grades assigned by faculty through the Registrar’s website.
2. Recommendations from the committee regarding appeals of merit pay decisions. Senator Wilson-Hail moved a resolution regarding the recommendations (seconded by Senator Hickey). The motion passed (**Senate Resolution 10-08/09**).
3. Recommendations for departments regarding teaching evaluation best practices. Among the recommendations, the committee suggests that each college adopt some common evaluation items and common Likert scales to make comparison among departments easier.

### ***REPORT FROM FACULTY SENATE COMMITTEE ON PUBLIC AFFAIRS***

Senator Hughes moved Recommendation 1 of the Committee as a Senate Action (seconded by Senator Hurst).

Senator Buckner moved to amend Recommendation 1 by deleting the phrase “articulate their value systems” from the Ethical Leadership goal (seconded by Senator Piston). The motion failed.

Senator Rovey moved to add a second Goal under the Community Engagement heading: “Students will recognize the importance of scientific principles in the generation of sound public policy” (seconded by Senator Cornelius-White). The motion passed.

Senator Hughes’ motion passed as amended (**Senate Action 28-08/09**).

Senator Hughes moved to refer Recommendation 2 of the Committee to CGEIP (seconded by Senator Kane, substituting for Senator Shoptaugh).

Senator Piston moved to amend the recommendation by deleting section C (seconded by Senator Hughes). The motion to amend passed.

Senator Hughes’ motion to refer passed as amended.

Senator Kane moved Recommendation 3 of the Committee as a Senate Action (seconded by Senator Owens).

Senator Piston moved to amend the recommendation by deleting section C (seconded by Senator Buckner). The motion to amend passed.

Senator Kane’s motion passed as amended (**Senate Action 29-08/09**).

Senator Cornelius-White moved to refer Recommendation 4 of the Committee to CGEIP (seconded by Senator Hurst).

Senator Piston moved to amend the recommendation by replacing all occurrences of the word “minor” with the word “certificate” in the recommendation (seconded by Senator Buckner). The motion to amend passed.

Senator Cornelius-White’s motion to refer passed as amended.

Senator Buckner moved Recommendation 6 of the Committee as a Senate Action (seconded by Senator Hughes). The motion passed (**Senate Action 30-08/09**).

Senator Buckner moved to refer Recommendation 7 of the Committee to CGEIP (seconded by Senator Hurst). The motion passed.

**UNFINISHED BUSINESS:** None

**NEW BUSINESS:** None

The meeting was adjourned by Chair Pauline Nugent at 5:51 pm.

Christopher J. Herr  
Secretary of the Faculty

**Senate Action 26-08/09**

**Adopted by Senate on March 12, 2009**

**Right of Challenge Expires April 6, 2009**

***Minor in Music Composition***

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

**Senate Action 27-08/09**

**Adopted by Senate on March 12, 2009**

**Right of Challenge Expires April 6, 2009**

***Accelerated Master of Science in CSD, Deaf and Hard of Hearing Program***

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



Senate Action 28-08/09

Adopted by Senate on March 12, 2009

Right of Challenge Expires April 6, 2009

***The Faculty Senate forwards Recommendation 1 from the Faculty Senate Committee on Public Affairs report to the Office of the Provost.***

Resolved, that the University adopt the following major goals for each theme of Public Affairs:

**Ethical Leadership:**

**GOAL:** Students will articulate their value systems, act ethically within the context of a democratic society, and demonstrate engaged and principled leadership.

**Cultural Competence:**

**GOAL:** Students will recognize and respect multiple perspectives and cultures.

**Community Engagement:**

**GOAL:** Students will recognize the importance of contributing their knowledge and experiences to their own community and the broader society.

**GOAL:** Students will recognize the importance of scientific principles in the generation of sound public policy

**Senate Action 29-08/09**

**Adopted by Senate on March 12, 2009**

**Right of Challenge Expires April 6, 2009**

***The Faculty Senate forwards Recommendation 3 from the Faculty Senate Committee on Public Affairs report to the Office of the Provost.***

Resolved, that the University encourage programs/departments to:

- a. Include Public Affairs content taught in department courses in their catalog course descriptions.
- b. Where appropriate, include relevant Public Affairs objectives and measurable outcomes for those objectives in their course syllabi.

**Senate Action 30-08/09**

**Adopted by Senate on March 12, 2009**

**Right of Challenge Expires April 6, 2009**

***The Faculty Senate forwards Recommendation 6 from the Faculty Senate Committee on Public Affairs report to the Office of the Provost.***

Resolved, that the University systematically evaluate the success of the Public Affairs mission.

- a. Programs, Departments, and Colleges should highlight Public Affairs activities in their annual reviews and evaluate their programs in relationship to the stated goals for the Public Affairs Mission.
- b. Track National Survey of Student Engagement (NSSE) for longitudinal data related to Public Affairs.

***Faculty Senate Resolution on Considerations by Administration for Rescinding Incentives Associated with On-line Instruction.***

Whereas, the MSU administration is actively considering changing the policy that pays faculty \$55 dollars per student as an incentive to teach and recruit for on-line classes;

Whereas, many faculty who teach on-line courses acknowledge the time-intensive investment necessary to teach on-line courses well—especially for large class sizes;

Whereas, such policy change potentially affects the supply of faculty willing to instruct on-line courses and their willingness to recruit;

Whereas, consideration of the aforementioned policy has been presented in the absence of other concrete recommendations such as altering the tuition of on-line courses, alternative incentives to faculty for developing and instructing on-line courses, or how the savings earned by the incentives offered to faculty will be used;

Whereas, formal analyses of the policy consideration have not been presented to the Faculty Senate for consideration or review;

Whereas, no statement describing the problem(s) that will be resolved by rescinding the aforementioned policy has been presented to the Faculty Senate;

Be it RESOLVED, that the Senate Executive Committee:

- 1) Appoint members to an ad hoc committee responsible for evaluating on-line policy decisions that are formulated, considered, or espoused by MSU administration
- 2) Lobby for the presence of a faculty senate representative from that committee on (formal or informal) University committees that formulate, review, and propose changes to on-line policies
- 3) Convene the ad hoc committee until it is determined by the Executive Committee and/or Faculty Senate whether such a committee should become permanent by the end of the next academic year (April Senate meeting 2010).

Be it further RESOLVED, that should such a committee be convened that it be comprised of at least 4 faculty members who are actively involved in on-line instruction or the coordination of on-line programs, a faculty member who can assess and comment on the economic ramifications associated with proposed policy changes, a representative appointed by the Director of Online Education, and any other representatives perceived as relevant by the Senate Executive Committee or Provost Office.

***Faculty Senate Resolution Regarding Recommendations by Academic Relations Committee Concerning Appeals of Merit Pay Decisions.***

Be it resolved that the following recommendations be remanded to the University Compensation Committee.

- (1) In a practice analogous to the existing practice of reporting on tenure applications, the Office of Provost shall inform the Faculty Senate each year of the numbers and results of appeals of merit pay decisions in each college and in the Office of the Provost.
- (2) The final section, labeled "Appeal," of the document "Compensation Plan – May 2007" found at <http://www.missouristate.edu/provost/facultyevalandcomp.htm> shall receive a new paragraph inserted between the seventh paragraph (which ends, "... the dean must provide a written rationale for that decision") and the eighth paragraph (which begins, "The faculty member may continue the appeal to the Provost...") This paragraph, which will become the new eighth paragraph, shall read:

"If the faculty member chooses to continue the appeal into the Provost's office, the Provost will be advised by a committee of six faculty members, one from each college, chosen by their respective college councils. That committee, using the standards listed in paragraph six above, will report to the Provost the consensus of their opinion of the validity of the appeal."

- (3) The final section, labeled "Appeal," of the document "Compensation Plan – May 2007" found at <http://www.missouristate.edu/provost/facultyevalandcomp.htm> does not include any criteria by which appeals are to be decided at any level. The lack of criteria lends itself to confusion about when an appeal is likely to be successful or appropriate. Thus, the Academic Relations Committee recommends that specific criteria be developed regarding the Compensation Plan appeals process. The committee recommends that at least the following criteria be considered:
  - a. Compensation decisions at any level that do not follow University Guidelines on compensation are valid grounds for appeal.
  - b. Compensation decisions at any level that do not follow the approved Department Compensation Plan are valid grounds for appeal.