

Faculty Handbook Revision Committee

November 10, 2015 meeting

Notes

Those present include: Jamaine Abidogun, Roberto Canales, Chris Herr, Mike Foster, Barry Wisdom, Alicia Mathis and Chris Craig

The FHRC meeting was called to order at 2:03 p.m. by Roberto Canales. The minutes from the last meeting were reviewed and approved.

It was questioned if anyone had a comment about the issue in regard to the 15 hour increase for Per Course faculty. Support and non-support was voiced. There was concern that some would take the increase as a step toward using primarily per course instructors for classes. It was stated the Faculty Senate Executive was against this. Chris Craig stated that Frank Einhellig said that the exceptions would be few and far between if we don't have a little more flexibility in terms of numbers of hours taught by per course. Discussion continued. It was stated that the proposal came from needing to teach in the summer. 6 hours in the Fall, 6 hours in the Spring and 3 in the Summer which is 15 credit hours. It was suggested that there be a counter proposal created that specified that the limit is 12 hours within the fall and spring with a 3 hour summer acceptance or 12 hour limit overall if the person wanted to teach 6 hours in the summer. Jamaine proposed to amend the proposal. It would read restricted to 12 hours within the academic year with an option for an additional 3 hours in the summer. The majority of the members approved the amendment. This would ensure the university was within the limits for benefits. Roberto will put something in writing and send it via email for everyone's agreeance.

The 1000 hour limit was questioned. It was stated that was more of a West Plains issue for faculty. It was an arbitrary standard.

Faculty Sabbatical Leave issue was discussed. The issue stemmed from an UHP hearing. Discussion continued. There was discussion about how much funding could be provided from outside sources and what is considered full-time status. It was clarified, that a sabbatical is a sabbatical and someone can't teach while on sabbatical but are still considered a full-time employee of Missouri State University and aren't able to go teach at Drury. It was asked if it is stated in the Handbook that full-time is 75%, it was answered that no it isn't stated. It is in the policy but not the handbook. Chris suggested that the handbook be aligned with the policy and that a statement is made in the handbook about full-time is considered 75%. It was suggested to just make a statement that if you are on sabbatical you are still considered a full-time employee of the university. There was continued discussion. 7.2.1 in the handbook was discussed and it should be included that if you are on sabbatical you are considered a full-time employee Missouri State University. Jamaine approved the new wording. Chris Herr suggested to send out the new wording in the same email with the previous issue for final approval.

Before the next meeting, Roberto will forward to the committee Rich Biagioni's suggested items to review. Committee members should view those items before the next meeting. Chris Craig suggested that Rachel Dockery attend the next meeting.

Roberto will send the wording changes suggested for the two proposals and the items for review before the December meeting which will be held on December 8th.

Meeting adjourned.