

Missouri Association of Faculty Senates  
Spring Conference  
Truman Building, Room 500  
Jefferson City, Missouri  
February 14, 2000

Voting members Present

\*Russell Zguta, MU; David Gruber, AAUP; \*Teresa Heckert, Truman State; \*Scott Wells, Mo. So. SC; Rhonda Ridinger, SWMSU; Paula Kemp, SWMSU; \*Ginny Kramer, SWMSU; Susan Morgan, CMSU; Garry Gordon, Truman; State \*Mark Mikkelsen, Mo Western SC; \*Al Sergel, NWMSU; Laura Widmer, NWMSU; Diane McKee, SEMSU; \*Charles Shapiro, CMSU; \*Quinton Davis, Harris-Stowe SC, \*Connie Hamacher, Lincoln Univ.; \*Dianne McKee, SEMSU, Robert Stein, CBHE

No representation from ; UMKC, UMR, UMSL

The meeting opened at 9 am with announcements and roll call. Those present are listed above. Dr. Robert Stein, Associate Commissioner, CBHE spoke on Current Issues in Missouri Higher Education. He highlighted several things and suggested that much could be found on the CBHE web site.

He pointed out that a major blue print, after critical choice, is about to phase out after five years. He noted that long range planning should drive funding, initiatives and accountability.

Funding For Results (FFR) has 48.6 million in core and 16.5% new money 2.7 million for T&L

A discussion followed as to MAFS Response to Current Policies and Events

Jeanie Crain discussed the CBHE Transfer & Articulation Document

The fall conference and involvement of faculty was exciting in that over 400 faculty were involved.

### **Reports of Associated Senates**

**CMSU**--Charles Shapiro reported that an administration initiative to make proposed changes for tenure and promotion policy; policy statement is being discussed; but that most major parts are in place. He then went on to discuss the issues of intellectual property rights; distance education. The work load is already out, half-time for first time (release), on-going, quarter; 1.5 per credit hour).

The issue of dismissal for cause was sent to the president since it is not on books, but some legal issues remain.

There is some discrepancy between faculty member getting paid an overload on extended course versus teaching on campus and there is a discussion to equalize these with a formula.

The faculty are also concerned with how to shorten the curriculum process. This proposal, with flow-charts, was presented at the April meeting and will be put on the web. Early retirement is also under discussion.

### **Harris-Stowe -- Quinton Davis**

Last year, there was a splinter in the faculty senate and they realized the need to come back to one body.

Accreditation: went to special emphasis (mission expansion) rather than general; traditionally, a teacher's college; now expanding to business (department, 7-8 years)--never gone under business accreditation. Mission expansion has to be located in business; 49% of enrollment, education.

It is important to develop articulation agreements; get AA before they feed into Harris-Stowe; a lot of success with that. We now have more adjunct than tenure-track. The adjuncts walked away from accreditation process, so we lost our Ph.D. status.

**Lincoln Univ.** -Connie Hamacher

Lincoln is now in reorganization phase II. New college has been developed; 4 new deans out of 4; new college is College of Education; some departments moved to different colleges.

We are reviewing promotion and tenure and appointment (sub-committee, last 3 sessions)

**Missouri Southern**--Scott Wells

We are completing final year of current mission review (last year, tried name change that failed, partially due to international mission)

Response to 42 core change (52 hours in core--concern about getting core at community college)

Faculty welfare issues: who qualifies for death benefit for MOSERS? Handicapped child over 21 is not eligible now, child 21 and under or spouse is. Issue of elderly parent? Guidelines or general idea? From other systems, buy-in years; die without dependents, money goes back to state Everybody but UM is participating in MOSERS.

**Missouri Western**

We are much concerned with GS proposal; representation on college boards; developed new web page. Our president resigned in November and we are figuring out search process; 4 faculty on committee out of 17 Board has authority for hiring and firing and for selection of president

**NWMSU**--Al Segal

We are rewriting promotion and tenure guidelines; began from faculty; moved to group (president, 2 senate members, human resources), will be presented to senate. Our institution is concerned about how bringing through partnership between faculty and university; teaching issues and post-tenure review. Weakest of post-tenure review is cyclical (every three years). We have had a hundred percent growth in adjunct faculty. Our current ad hoc committees are not in the best interest. All committees should come through faculty senate; create as sub-committee of faculty senate. No ad hoc appointed.

**SEMSU**--Dianne McKee

We are discussing having critical and non-tenure faculty relative to sitting on senate We are discussing the process for electing senate chair; elected during spring semester for one year.

Intellectual property is a senate issue. Strength of faculty voice—it is difficult to keep morale positive.

We are revising policy procedure document.. An ad hoc committee of the senate is dealing with technology and service relative to faculty.

Merit pay is still an issue. Being dealt with by the Merit Pay Steering Committee.

On the tenure-promotion committee , the provost and dean have votes.

**SWMSU** -- Genny Cramer

The departmental committee is decided by the department and is extremely important (department head does not sit in). We have no university-wide promotion and tenure committee. (have dean, presidential committees, etc.)

**Truman State** --Teresa Heckett

Some issues are faculty compensation and appropriate comparisons

Also a calculus based mode of math inquiry

**MU**--Russell Zguta

Our faculty committees and college deans also responsible for making evaluation; but eventually, the chancellor decides. The faculty committee has most weight In 1991, we voted to put in place CSCAR Review, 7 member committee to oversee hires and evaluation of upper administration, down to dean and department. We used this for two years, then it stopped . The mechanism for administrative review is not now being used.

Post-tenure review (involves all four campuses--committee of 12 is still a major issue. Our early retirement package could find some departments gutted.

English language proficiency is still an issue with some departments. There are pending bills in senate and house. Our campus is attempting to enforce a "Dry 2000" to end excessive student drinking.

Faculty grievances remain a major point of contention with many faculty. We also have 750 non-regular faculty who are not represented in our Faculty Council who represents over 1000 tenure track faculty.. Currently, chairs are required to

report faculty who are not doing the job.

## **Harris-Stowe**

### **11:30 Discussion and Reconstitution of MAFS Committees**

### **12:00 Lunch**

### **12:45 Report from Committee on External Relations and Legislation**

-Allen Hahn: The MU Experience with a Faculty Political Action Committee  
(Handout)

MU faculty and staff formed a political action committee to make contributions to individuals running for the Missouri house and senate. In addition, alumni, members of community; make donations for contributions The criteria used are for potential recipients to show their support for higher education in the state and for MU in particular. Donations are delivered to candidates for primary and general election. Other pacs --SW, UMSL - raise between 20 and 25,000 per year.

### **AAUP report - David Gruber: Briefing on Legislation Pending Before the General Assembly**

The State conference of AAUP is available for assistance and . We are doing quite a bit on governance also. At the national level, we are trying to get a handle on part-timers and non-tenure track full-time faculty. This is also slippery because of the way data are presented by various institutions.

Currently, two bills -Senate SB796 Jacob, House Craig Hosmer HB 1475 – propose to place faculty representatives on boards of regents and curators The house bill passed for the last 3 years with significant majorities; but in senate, the problem has been getting it to a vote on the floor. Senator Russell seems to represent the major opposition and he has threatened to filibuster if it gets to the floor. Other senators need to be convinced of the importance of passing the bill. He also spoke of progress on the various aspects of MOSERS and faculty interest thereof.

### **1:15 Reports from Other Committees on Preliminary Goals**

### **1:45 Discussion: MAFS Electronic Communication Issues**

#### **-Susan Morgan: Web Site and Related Issues**

The web site will be hosted by CMSU and we currently have a domain name of [www.mafs.org](http://www.mafs.org). Minutes and other information will be posted there as soon as it is operative.

### **2:00 Break**

### **2:15 Business Meeting**

#### 1) Approval of Minutes of October 4, 1999 Meeting

Shapiro moved,; second by Hahn, to accept

Motion passed

#### 2) Treasurer's Report

As of Feb. 14, 2000, available balance was \$3,417.00 in account at Boone County National Bank, Columbia, MO .

This reflected an increase of \$36.80 over the Sept. 30, 1999 balance. Expenditures were \$308.20 and Income (from dues) of \$345.00

#### 3) Old Business:

-Discussion/Update on Tuition Exchange Proposal

-Discussion/Update on AAUP Proposals from 10/4/99

#### 4) New Business:

-Selection of At-large Member to MAFS Advisory Council

Candy Young was selected

-Creation of Ad-Hoc Committee to Review MAFS Constitution and By-Laws

- Member at large , and last four past presidents -ad hoc Genny Cramer and Jeanie Crain,.

President will appoint chair

Discussion of Future Meetings: Dates, Locations, Lengths

Discussion of Tuition Exchange-- Useful function has ended.

**Announcements**

Future Meetings of note--October 12-14 Washington DC

Lengths of meeting--prominent restaurant in Jeff City with meeting on 2nd, until we agree that it will be a two-day meeting.  
Either Sunday or Tuesday.

**3:30 Adjournment**