

Missouri Association of Faculty Senates  
Oct. 12, 2004  
750 Truman Building

Members present: Jakob Waterborg-UMKC, Larry Andrews – MWSC, Cheryl Riley-CMSU, Sue Sundberg-CMSU, Ken Bowman-HSSC, Jeff Ferguson-NWMSU, Michael Hobbs-NWMSU, Lois Shufeldt-SMSU, Rhonda Ridinger-SMSU, Jeanie Crain-MWSC, Robert Schwartz-UMR, Paula Kemp-SMSU, Mark Comstock-MSSU, Vickie Roettger-MSSU, James Champine-SEMSU, Peter Rolnick-Truman, Craig Roberts-SEMSU, Bob Yates-CMSU, Laura Widmer-NWMSU. Guests: Bill Vaughn-CMSU-President of Fellowship of Missouri Education Workers, Robert Stein –CBHE, Ted Farnen-Claire McCaskill campaign.

The meeting was called to order at 9 a.m. and roll call was taken.

President Yates introduced Bill Vaughn from CMSU. Vaughn discussed the organization of the Fellowship of Missouri Education Workers. The goal is to make it a statewide effort and encouraged others who are interested in starting a group on campus to contact him.

Campus Reports (see full text at mafs.org website under Senate Activities):

UMR: Robert Schwartz reported that the university was searching for chancellor and hoped to have position filled by fall 2005. Also, said the campus was moving to open governance style and seeking input to budget allocations.

Schwartz reported that there was a 2 percent raise, and 2 percent merit/equity base raise last year. There had also been a 15 percent increase in medical costs.

Rolla reported a 5 percent turnover with faculty, and Schwartz noted the university was hiring more non-tenured track faculty.

Two new buildings had opened on campus – both supported by private funds.

UMKC: Jakob Waterborg reported that change in policy that provided tuition benefit for dependents of faculty was very appreciated.

Academic pay raise increased by 4.8 percent and non-academic pay raise increased by 3.6 percent with market adjustments.

Waterborg reported that tuition continued to increase – up to 14,000. There is also a push for a residential element to campus. Also, the first of two life science buildings is breaking ground.

It was also reported that there was a Budgeting for Excellence plan on campus. Departments were held accountable for budgets and funding, graduation rates and adhering to strategic goals.

A privacy issue via computer and email is a concern. Waterborg said the faculty had not expectations of privacy.

Truman: Peter Rolnick reported that the faculty senate had reorganized to bring numbers to 18 faculty and 2 administrators.

Pay issues are a concern on campus for faculty teaching workshops, interim period and online courses.

Also a concern senate is looking at includes the different rules in different divisions for personnel policy – tenure and evaluation. There is an interest to unify and standardize policy.

Faculty Senate passed Student Senate’s sexual orientation policy and sent onto Board of Governors.

Rolnick reported that the administration had a 10-12 percent goal for non-tenured track faculty. The concern is the percentage or number of hours generated by non-tenured track faculty.

#### Break in the action: McCaskill vs. Blunt

A representative for the Matt Blunt campaign had to cancel meeting with the group, but brochures were brought by for the members.

Ted Farnen, legislative director of Missouri Laborers Union, and former committee chairman for House Higher Education Committee.

Farnen said Claire McCaskill “gets” higher education. She wants to restore cuts and withholdings as much and as soon as possible.

She supports Amendment 3. She sees this as a way to instill confidence in Missouri Department of Transportation.

#### CBHE

Robert Stein reported that the CBHE’s Board Book was on the website. The website is changing and the old site will be down on Oct. 18.

Stein asked the group about MAFS issues for the year. Those topics included teaching load, and faculty classification vs. number/percentage of credit hours generated.

Stein discussed the guides set in 1992 for productivity and teaching loads.

He added that CBHE supports sound management practices of universities. It's valuable to know systematic evaluation of personnel. He continued that there is nothing in academia that says a tenured faculty member should not receive feedback.

Stein said CBHE had meet with president and senior administrators from colleges and universities this past summer. CBHE looked at performance, university goals and CBHE goals. Stein was encouraged with the open dialogue and discussion and called the meetings a success.

Stein commented on the three key results areas: 1) increase successful participation in post secondary education; 2) improved preparation to succeed in education in careers after high school; and 3) need for development in education and remedial courses.

He said that challenge was for institutions to understand that remediation is not a one size fits all solution. Do they need it? What do they need? What do they know?

Stein also discussed performance excellence and that institutions are examining results and processes to determine "what are we learning from it?"

The budget proposal is going forward.

There are three primary initiatives for FY06: resource priority and investment protection funding- providing money for health care, benefits, maintenance and repair; 2) need-based financial aid; 3) performance excellence funding – institutions contributions to state priorities.

Stein reported that one of the pipeline issues is measuring value added student learning. He said it was an experimental year to see what works and doesn't work and why.

He also said that computerized testing was an issue, and that we were ahead of the game.

The Missouri Consortium on value-added student learning was in place. There are 33 institutions, and 29 to 30 schools were testing.

Stein reported that Harris Stowe made the announcement to switch to open enrollment institution, as well as university status.

He reminded the group that the Governor's Conference was December 1.

Also there was \$1.2 million for Improving Teacher Quality Grant. It is a professional development program for K-12 teachers. Check the website for details for the components: math/science grades 4-8 and arts and science.

Stein said that the campus base review was in place. He noted that CBHE prefers that institutions review programs, and make sound decisions on formative and summative information.

Stein ended his report by talking about the commissioner vacancy. He noted that the CBHE chooses the commissioner. There would be two candidates announced and on Oct. 13 would meet the staff. Stein encouraged MAFS to come out running with issues and have voices heard once the commissioner is named.

### Lunch

#### Approval of minutes

Motion to approve the minutes by Hobbs and seconded by Andres. Vote for approval was unanimous.

Widmer suggested that the MAFS books be audited annually. Sundberg and Kemp will audit the books prior to the February meeting.

#### Campus reports, continued

Southeast: James Champine reported that there was a 10 to 15 percent savings in medical coverage. The savings would go to a rainy day fund.

The financial emergency was lifted in June. As a result there is a program review committee in place with established criteria. A faculty advisory board looks at the numbers. Entrenchment documents are in place, now. However, 10 to 12 faculty positions were lost to early retirement or voluntarily left and 6 to 8 programs were cut.

Twenty percent of Southeast faculty is non-tenured track.

There is a review of the library, and will be determined whether librarians are faculty or staff.

The administration has rewritten mission statement.

Reorganization of Senate led to fewer senators – drop from 36 to 32.

University enrollment is up over 9,000. Mascot changed to Red Hawks.

Compensation of 1.5 percent raise of \$400 whichever is more and \$400 into medical reimbursement account.

Champine also said that the River Campus housed a new Performing Arts Center

Faculty is looking at new evaluation model. Faculty satisfaction survey delayed until after financial emergency.

Southwest: Lois Shufeldt reported that they had a new university president and celebrating university's centennial.

Shufeldt reported that the faculty was discontent regarding the presidential retirement package that was awarded over the summer. The increased golden parachute increased the benefit from a 6 month to 12-month package.

Faculty received a 2 percent pay increase.

The Senate is recommending to administration to move to a provost model of administration. Senate believes that this would strengthen academic affairs.

Shufeldt said there was a 20-year slide in E and G budget for academics. The document was discussed with the deans. In order to take up the slack in instruction, positions are filled with lecturers or non-tenured track positions.

Pool of positions in central administration and deans make case to fill each position. Now, increase in teaching load and class sizes.

Morale survey – 44 percent response rate – low morale noted and same answers for discontent and for pleased items.

Healthcare premiums are up 13 percent. Co-pay is up 20 to 30 percent. There was unrest among faculty when administration tried to cut dental benefit.

NWMSU: Michael Hobbs reported that on Oct. 23 there would be off campus interviews for the provost position.

Some changes were made in faculty constitution. The big change was the creation of a standing committee to examine general education package.

The university will celebrate its centennial in 05-06. A new centennial logo was created and brought to senate for approval.

The university's strategic planning council is rewriting its vision and mission statements. A draft was provided to senate last week.

An honors program was passed.

Health premiums for co-pay are up 20 percent.

Malcolm Baldrige National Quality Award site visit will start on Oct. 25.

This past year saw several new residence halls open and conference center refurbished.

MWSC: Larry Andrews said that the health coverage to Blue Cross Blue Shield resulted in \$140,000 savings that was placed in a wellness program budget.

Western is in the middle of strategic plan and the plan is to move to a teaching and research campus.

There's been a change in continuing education program to Western Institute – institute is earning its way.

Faculty received a 3 percent increase No faculty positions were lost, no programs were cut, but some positions were not filled.

Western has two new dorms to be done in the spring, and a new building to house alumni, continuing ed., etc.

Enrollment is up to 5,200 students.

MSSU: Vickie Roettger reported that Southern had its university status for one year. There is a teacher education graduate program with Northwest, and discussion with SMSU and UMKC on other programs.

Since the change to university status the criteria for promotion and tenure has changed in the education programs because of accrediting agencies.

Southern has a new vice president for academic affairs, Richard McCallum. Roettger said he seems to have a more proactive style.

Insurance moved to Blue Cross Blue Shield. The \$370,000 in savings helps offset increases in retirement contributions.

Faculty pay raise at 2 percent. The adjunct/overload pay went to \$50 per credit hour. There was also a new formula to figure summer pay.

In 2008 Southern will need to cancel all associates degrees. However, there was discussion that they may be able to keep some programs because of high start up costs.

HSSC: Ken Bowman announced that the college was celebrating its 25<sup>th</sup> anniversary in state system.

Ken reported that the college had a new building and a 10-year lease on building where business school will be housed. The college was also looking at the possibility of residence halls. Two new teams were added: tennis and softball.

Harris Stowe passed their accreditation.

Faculty concerned that even though the college is a teaching college, 50 percent research is required.

Some frustration that the university is driven by a business model, which means that it is customer driven, and that, the customer is always right.

If student needs and independent study, a faculty member must provide the course. If student needs a class to graduate the class will be offered – even if its only two students in the class.

Faculty load is 12 hours, but must keep a 40-hour work week. Only chairs and directors have release time.

Faculty senate has no budget, staff or supplies.

College has moved to open enrollment.

CMSU: Sue Sundberg reported that savings from salary and fringe benefits would have allowed university to pay for some dependent insurance premiums. This resulted in \$1.2 million in savings. Board of Governors approved \$200,000 for basic visual and dental insurance and decided the rest would be kept in reserve for future increases in health insurance or for developing a self-insured plan.

Senate approved a \$350 longevity bonus with a seven-year limit for assistant and associate professors, and no limit for full professors. The president said the bonus was not possible because of the 3 percent salary increases, but he would consider it again for this year.

Senate passed Intellectual Property Rights Policy.

Senate is examining the revision of the Conflict of Interest Policy. The new policy included a conflict of commitment portion.

Senate passed a motion recommending that salaries of administrative positions on campus to be benchmarked to comparable positions at regional peer institutions. The procedure was approved and implemented this year.

There is a presidential search starting at Central. President Patton is retiring effective June 2005. The search committee has 18 members, 7 of whom are faculty.

Sundberg reported that there are several changes in administrative positions: vice president of student affairs left, provost left and there are three interim deans.

### Elections

Craig Roberts took over as president.

The election of officers included the following slate: Laura Widmer- president elect; Lois Shufeldt-secretary/treasurer; and Sue Sundberg-member at large. Motion was made by Peter Rolnick and seconded by Bob Yates to accept the slate. The vote was unanimous.

## Old Business

There was no old business.

## New Business

President Roberts confirmed that the next meeting dates for 05 would be Feb. 7 and 8, and Oct. 10 and 11.

He reported that an informal meeting was held at The Hotel DeVille the previous evening and the group talked about tenure and non-tenure track ratio and the need to provide a report on the effects on that percentage and credit hours. MAFS needs to look at what classes are non-tenure track teachers teaching.

Yates also encouraged the group to conduct research on percentage of hours generated/student credit hours, and what level courses are being taught by part time vs. full time faculty.

Shufeldt noted that in 1993 there were 621 ranked faculty and in 2004 there are 624 ranked faculty at SMSU.

It was decided that voting members were to get the research

Craig announced standing committees:

Governance – Bowman (chair) Task is to look at governance at institutions. Look at faculty loads, faculty manuals, etc.

Faculty Status

Academic Programming- Sundberg (chair) and Shufeldt

External Relations and Legislation – look at percentage of tuition vs. percentage of state funding over past 20 years.

Chairs are to email committee list to Craig.

Crain wanted to remind the group to email reports to her so she can post on website. Roberts and Craine encouraged board to communicate via website on a monthly basis and for the executive committee to check the site every two weeks.

It was also reported that Park University has asked to join the organization. It was decided to leave MAFS as an organization of four-year public institutions. However, it was decided that they would be welcomed to sit in on issues of governance that may help their senate. Bob Yates will send a letter inviting them to attend as visitors.

Roberts wanted to recognize Paula Kemp and Bob Yates for their service as president to the organization.

Other new business discussed was Shufeldt asking the group about their feeling of golden parachutes. Riley summarized the group's feelings when she discussed that in this age of fiscal accountability it is harder to get public support for higher education. Such announcements during retirements are typical, but then to reward even more, after an agreement has already been made, is a public relations disaster.

With no other new business to discuss Yates made a motion to adjourn and Waterborg seconded the motion. The meeting was adjourned at 3:10 p.m.