

Minutes - 20 October 1997
Truman Building
Jefferson City, Missouri

Designated Voters Present: Charles Shapiro, Central Missouri State University; James Bell, Harris-Stowe State College; James Rooney, Lincoln University; Chad Stebbins, Missouri Southern State College; Jeanie Crain, Missouri Western State College; David McLaughlin, Northwest Missouri State University; Rick Althaus, Southeast Missouri State University; Jon Nance, Southwest Missouri State University; David Nichols, Truman State University; Gregory Gelles, University of Missouri-Rolla; Allen Hahn, University of Missouri-Columbia; Lawrence Friedman, University of Missouri-St. Louis.

Officers present: Garry Gordon, President (Truman State University); Rhonda Ridinger, President-elect (Southwest Missouri State University); Susan Morgan, Secretary/Treasurer (Central Missouri State University), Ken Luebbering , Immediate Past President (Lincoln University).

Other Faculty Present: Patricia Schultz, Faculty Fellow, Coordinating Board for Higher Education; Brenda Johnson, Southeast Missouri State University; David Quick, Southwest Missouri State University; Patricia Lucido, Northwest Missouri State University; David Gruber, Truman State University.

Open Session:

The open session was called to order by President Garry Gordon at 9:00 am. The open session began with roll call which indicated representatives were present for all but one MAFS member (University of Missouri - Kansas City).

At 9:15 the membership entertained a presentation by Senator Rohrback on Issues in Higher Education followed at 10:00 by a presentation on mission enhancement by Commissioner Kala Stroup. Following a short break, discussion continued on mission enhancement under the direction of David McLaughlin from Northwest Missouri State University.

Robert Stein, Assistant Commissioner, Coordinating Board for Higher Education, began the afternoon session by presenting information on faculty governance and the new CBHE New Program Guidelines. Dr. Stein emphasized that the CBHE has statutory authority for program review; that the new model selected by the CBHE is a "peer" review model whereby institutions can access the CBHE's web site and review posted programs and submit comments. Information is posted on the 15th of each month and institutions generally have 20 working days to respond with comments. It was noted that the CBHE does not favor institutions changing their "level" of degree granting authority. Dr. Stein noted that new program proposals need to address cost, particularly new monies, program duplication, collaboration/cooperation, resource support beyond initial costs, program structure (including accreditation criteria if such exists) and performance goals.

A discussion on "dismissal for cause of tenured faculty" then occurred. The discussion was chaired by David Gruber, AAUP representative from Truman State University and Sam Cox, Central Missouri State University. Concerns were expressed regarding the proper wording of "dismissal for cause of tenured faculty" documents, noting that "clear and convincing evidence" wording would afford appropriate protection to faculty.

The General Session began following a short break. Over-views provided by the associated senates are as follows:

Central Missouri State University: The Senate is looking at the following four issues: faculty workload; tenure and promotion criteria; grade exclusion implementation; and overall committee structure.

Missouri Western: It was noted that it would be desirable for MAFS to investigate alternative retirement systems; and for institutions to share their guidelines (discipline specific) regarding research expectations for faculty.

Lincoln University: It was expressed that Lincoln University has a new president; that the institution has concerns regarding the requirement for the state to match land grant activities; that the institution is involved in reorganization of the

administration (some Dean positions will be eliminated); that faculty will address tenure and its associated faculty responsibilities along with post-tenure review; and that the institution now has a salary schedule, however, raises were not approved last year.

Missouri Southern State College: The institution's student abroad "piece" is going well; the Senate will assist in setting committee agendas; parking remains an issue; the institution is looking at sick leave in conjunction with retirement, extending the teaching day and other variant schedules; cheating/plagiarism policies and they are considering decreasing the number of hours required to graduate (currently 128 credit hours).

University of Missouri - St. Louis: A web site has been developed; the institution functions with a Senate and a Council; the institution is working on policies on distance learning; input into mission enhancement and work productivity (faculty workload).

Truman State University: Reported that faculty are playing a major role in implementation of the new liberal studies model; new courses are tied to the mission; over 100 degree programs have been restructured; and the institution is working on dismissal for cause of tenured faculty and on parking issues as well.

University of Missouri-Columbia: The Faculty Council has its own web page where minutes and committee reports are posted; a task force focusing on "regular/non-regular" appointment has been established. It was noted that retirement benefits have stayed the same but monies contributed by the administration have decreased.

Southeast Missouri State University: The faculty manual is now on-line; faculty are trying to improve the governance processes; are trying to align tenure and promotion policies; and are addressing how to incorporate technology achievements into the faculty portfolio.

University of Missouri-Rolla: Parking was noted as an issue as was post-tenure review and retention as enrollment is down some 100 students campus-wide.

Northwest Missouri State University: The institution has a web site designed to accomplish the same thing in-house with new programs/courses as the CBHE web page. Faculty are looking at the criteria for promotion/tenure and at workload as well and are involved in overseeing the mission enhancement process. Concern was expressed regarding the state universities not being included in the deferred compensation benefit with MOSERS.

Harris-Stowe State College: Faculty governance is progressing and faculty are gaining more autonomy with the newly adopted faculty governance by-laws. The faculty is also working on committee structure.

Southwest Missouri State University: The faculty have been busy implementing a general education program; they have adopted a new faculty handbook; faculty are not as involved in mission enhancement as perhaps they should be and faculty will continue to work with administration to improve participation; new promotion and tenure policies are in place and a web page is operational.

Business Meeting

The business meeting was called to order by President Garry Gordon at 1530.

Agenda Item	Discussion/Motions	Action
Approval of Minutes	No changes were offered	Approved by consensus.
Treasurer's		Approved by consensus.

Report Balance (2/6/97): \$3,534.30

Disbursements: \$1,240.39

Income: \$1,295.00

Balance (10/15/97): \$3,588.91

Old business:

Committee Reports Central Missouri State University will share its "Dismissal for Cause of Tenured Faculty" with MAFS (Faculty Status/Personnel Policies Committee).

The Academic Programs Committee commented on the Telecommunication's Committee draft report which had been passed out to all MAFS members.

New business:

Slate of Officers The Nominating Committee presented the slate of officers. Approved by Acclamation

The meeting was adjourned at approximately 1600.

Respectfully submitted:
Susan A. Morgan, PhD, RN, CS
Professor of Nursing
Central Missouri State University