

Missouri Association of Faculty Senates Fall Conference  
Jefferson City, MO  
October 4, 1999

Faculty Present: Charles Shapiro and Mary Ragland, CMSU; Mark Abbott, Harris-Stowe; Patrick Henry and Connie Hamacher, Lincoln; Scott Wells, MO Southern; Mark Mikkelson and Barry Nelson, MO Western; Al Sergel and Laura Widmar, NWMSU; Athula Kulatunga, Southeast; Teny Heckert and David Gruber, Truman; Russ Zguta, UMC.

Officers Present: President Susan Morgan, President-Elect Rick Althaus, Past President Rhonda Ridinger .

Others Present: Robert Stein and Andy White, CBHE; Rep. Ted Farnen; Fred Janzow and Don Dill, GESC; James Carder, Office of Administration.

Susan Morgan called the meeting to order, welcomed those in attendance, and introduced Dr. Robert Stein of the CBHE.

Dr. Stein welcomed the participants, and provided a brief history of the creation of MAFS. He distributed a handout of the "Chief Academic Officers Agenda Items for FY 2000," and reported that those would be prioritized later that month. He then briefly explained the state's higher education budget process. He discussed several aspects of the Dual Credit issue, and reported that the June policy statement on the subject could be found on the CBHE web site. He then reviewed current events regarding General Education and reminded participants of the October 26-27 conference on the topic. In closing, he touched briefly on the second cycle of Mission Review; the campus-based, every-five-years program review process, a forthcoming questionnaire on campus performance funding, and a K-16 report to be issued at the end of the month.

Dr. Andy White followed with a discussion of relevant issues regarding technology. He summarized a 1996 report on recommendations for a telecommunications delivery system, and a 1997 report on Phase II of its implementation. He then discussed MORENET, a service plan to support data and video, bandwidth allocation, etc.; MOBIUS, the common library platform which will permit a student to receive a book in hand within 24 hours of the request; and the Missouri Learners Network, which if funded would establish an on-line, searchable catalog of all Missouri campus, credit-bearing courses. He concluded with a report of the recent conference of the Committee on Technology and Instruction and a briefing of some of the main issues discussed.

Rep. Ted Farnen of the 21st District, Chair of the House Higher Education Committee, was introduced and addressed the group. He gave some recent history on the Committee, and explained that he has been its chair for two years. He briefed the group on some current issues, including new financial aid programs such as the 1998 College Guarantee Program, a need-based program intended to complement Bright Flight. The legislature also passed the Missouri Advantage Program, which forgives loans to students who study a high-need field and subsequently stay in Missouri.

Rep. Farnen also explained some of the legislative funding process, and noted the importance of the Budget Committee in actually making the financial decisions. In his opinion, the Mission Enhancement program has been a positive thing overall, but he feels that other financial resources are necessary and that funding Mission Enhancement is not sufficient in and of itself for providing for the needs of higher education.

He addressed the Faculty Regent/Curator bill, which he has sponsored in the House since 1996. It has passed the House three times, but has fallen short in the Senate. Part of the problem is that the Senate doesn't even take up House bills until April, when there is little time remaining. Any Senator can threaten a filibuster, which at that stage in the session is enough to kill the bill. In 1999 an attempt was made to attach the measure to another bill as an amendment. The vote was 19-13 against, but there may have been some confusion caused by the parliamentary maneuver. He feels that the proponents may have had sufficient support for a straight up-and-down vote. Rep. Farnen feels that the measure is necessary, because sometimes issues come before the Board quickly, and timely faculty input is necessary. Though many administrators are "not too crazy" about the idea, most have not actually opposed it.

Rep. Farnen also discussed the issue of legislative term limits, which were adopted in 1992. He is chairing an interim committee studying the subject and trying to provide a smoother transition when those limits come fully into effect. In

response to a question, he explained that financial resources are always in demand, especially in relation to need regarding prisons, row, and the Hancock spending limit. Overall, though, the legislature and the Governor have put a good amount of resources into education over the past six or seven years. In response to another question on A+ Schools, he explained some of the background issues. He noted that some legislators want to expand the program to all four-year schools, or four-year schools with associate degrees, or to schools in certain geographic areas, etc. He asked about the original intent of the program--was it to encourage technical education, or to encourage college attendance?

Next, Dn. Fred Janzow and Don Doucette of the General Education Steering Committee (GESC) reported on the recent progress of the GESC. Dr. Janzow briefly described the history of the Committee, and explained some of the issues which led to its formation. He pointed out that we have a mobile, swirling population of students, transferring multiple places. He also said that some absurdities result, for example, we accept two year degrees as meeting our general education requirements, yet a Student one hour short of the two year degree may have multiple hurdles for a successful transfer. He explained that the GESC has developed a draft policy statement, and that they are soliciting input that gets at the question of what we want from a baccalaureate-educated citizen. Dr. Doucette said that the draft attempts to describe what students should be able to accomplish as the result of their general education experience. It is; not prescriptive, but would let institutions develop around those objectives. One change is that is a two-year student completed all general education requirements, but did not earn the actual degree, that block of credit would transfer as a whole. The policy is an alternative to having a statewide curriculum. Dr. Stein added that the assumption is that there will be m2R faculty-to faculty contact between institutions as a result. We try to avoid top-down, legislatively-mandated policies. He also reminded participants of the February 9 Conference on Transfer and Articulation.

#### Reports from the Senates and Councils

Central: (handout)

Harris-Stowe: considering two faculty bodies, one for governance and one for advocacy.

Southern: Looking at the Issue of pay equity and competitive salaries for incoming faculty.

Western: (handout )

Lincoln: wrestling with evaluation of faculty , support for faculty development. They have fallen behind the salary matrix adopted three years ago.

Northwest: rewriting rank and promotion, and doing away with quotas. Also working on intellectual property . Have agreed on the data to be used to compare salaries.

Southeast President signed 9 of 11 bills last year. Working on communication and governance; administrative involvement in promotion committees; oral communication; and merit pay.

Truman: Computer literacy: they're looking more at professors and courses than Students, because they want to know that even in the absence of a special computer course, a student who graduates will automatically have demonstrated competence. Also working on drop policy, assistantships, outsourcing computer services, and new faculty orientation to governance.

UMC: Faculty received \$400 across-the-board raises last year. University suffered a \$15 million shortfall due to discounting of student fees. Circulating planning documents, looking at resource reallocation, etc. Also looking at non-regular faculty, many of who are MDs (clinical), and are not represented on the faculty council.. Standing Committee on Administrative Review (C-SCAR)

James Carder, Director, division of Accounting, Office of Administration, was introduced to discuss certain benefit issues. He explained that they administer a deferred compensation program for state employees through a third party (pEBSCO), which is governed by an appointed board. We were the first state to offer an incentive to employees to increase the level

of participation. Current law would permit the state to match up to \$75 per month (though it is currently only funded at the \$25 level) for a participating employee. It is not currently available to university employees, because of the way universities are funded. Years ago, it was decided to combine employee salaries, benefits, etc. with the total university budget, rather than having a separate line item for them. It appears as if universities ~ participate, but they would have to put their request into a "decision item." For now, there is difference of opinion across the state on the desirability of doing this, and there is no legislative push to include university employees in participation. His division would support it, but can not make it happen. Total state employees participation has gone from 25-300/0 before the partial matching, to 72- 75% since the matching. He pointed out that this is not just a faculty issue, but also one for staff employees of universities. His program is known as a "Section 45T" one, which is similar to a 401 (k) or a 403 (b).

Dr. David Gruber of the Missouri Conference of the American Association of University Professors (AAUP) was introduced to report on their legislative effort for the 1999-2000 year. He stated that their main effort will be behind the proposal to add faculty members to the governing boards of the universities. He distributed a handout which included a report on AAUP activities, and a proposal that MAFS endorse the "1940 Statement on Principles of Academic Freedom and Tenure," and the 1966 "Statement on Government of Colleges and Universities." He also pointed out the state conference has established a political action committee (University Professors Action Committee-UPAC) to help pay for lobbying efforts.

### Business Meeting

The business meeting of MAFS 'Has called to order by President Susan Morgan. The minutes were approved. Under "New Business, " it W83 moved, seconded, and passed that the Nominatin8 Committee slate of officer candidates be adopted by acclamation. The new officers are: President Rick Althaus, President-Elect Jeanie Crain, Secretary-Treasurer Allen Hahn, and Past President Susan Morgan.. Next, the deletion from Central Missouri State distributed a handout on a Tuition Exchange Program. It was explained and discussed, and participants were asked to ask their home senates if they were interested L! such a program. With sufficient interest, there may be further follow-up action. Next, possible dates for the February meeting were addressed. The dates of the 7th md the 14th were discussed, as were the February 9-1 O Conference on Transfer and Articulation, and a contemporaneous AHE meeting in New Orleans on Faculty Development. As a final item of business, it was moved, seconded, and passed to refer the proposals from the David Gruber regardin8 endorsement of the two AAUP statements (mentioned above) to the Committee on External Relations. The Business meeting was adjourned, as was the October Conference.