

Missouri Western State University

Faculty Senate

MAFS Fall 2013 Report

Improved budget situation and outlook

While enrollment decreased 4% from Fall 2012-Fall 2013, a slight increase in tuition (\$3.74/credit hour) and new program fees levied on all disciplines will likely continue the university's string of budget surpluses. The reserves, which had dipped from \$8 million down to \$4.5 million in 2008, have now rebounded to \$10.6 million

The surplus for last year was \$1.5 million.

Pay increase/proposals

The continued large surpluses, provided ample justification for a pay increase for faculty and staff. After many lean years the faculty received a 2% increase in salary last year and a 2.76% increase this year. Salary for existing instructors was brought up to \$36,000. The salary committee will likely propose a 3-4% increase for next year.

Faculty Performance Review

The Faculty Performance Review was put in place this year and replaces the Distinguished Professor Program which was put on hiatus in 2011. The Faculty Performance Review recognizes faculty at all ranks for achieving excellence in the tenure and promotion process and provides "Promotion with Distinction" awards at the assistant (\$3,000 one time award) and associate (\$3,000 one time award) levels, and an award for full professors with five years at rank (\$3,000 added to base pay). The funding for this program was taken from faculty cost of living raises and has become a very contentious issue among the faculty. This program is currently under review.

Same sex partner benefits

The Faculty Senate is currently working with the administration and Human Resources on the feasibility of same sex partner benefits for faculty and staff at MWSU.

Faculty Senate Composition

The addition of the new School of Fine Arts has necessitated a change in the Faculty Association constitution and representation of Faculty Senate and MWSU. The current representation model is 8% representation from each school. Changes to this representation model were considered by the Faculty Senate but, following a full-faculty non-binding poll, the Senate voted to keep the current representation model.