

Missouri Western State University
Faculty Senate
MAFS Fall 2013 Report

Improved budget situation and outlook

Missouri Western has accumulated surpluses of roughly \$3 million each of the last two years, largely due to increases in enrollment, conservative budgeting and frozen salaries. There was a decrease in enrollment this year, but the decline in revenue was largely offset by a new student fee that generated slightly under \$700,000. The surplus is on pace to be about \$3 million yet again.

Pay increase/proposals

The aforementioned surpluses have been critical in restoring reserves which had been used heavily during the lean years 4-5 years ago. But, those continued large surpluses, provided ample justification for a pay increase for faculty and staff this year. This year faculty received a 2.76% increase in salary. Salary for instructors and adjuncts remained frozen.

Faculty Performance Review

Put in effect this year, it 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).

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.

Committee Structure

The Undergraduate Curriculum Committee has proposed—and Senate has passed—a plan to change the composition of the committee. Previously, each school had x number of representatives. Now, each department will have one representative on the committee (with the School of Business having two representatives).

Other committee changes include reducing the number of faculty on the Grievance Committee (no grievances have been heard recently) and combining the Academic Regulations and Standards and Academic Honesty Committees.

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. The Senate is currently considering changing this to a departmental representation model.