

MSU Faculty Senate

February 2008 Minutes

The MSU Faculty Senate met at 3:00 p.m. on January 10, 2008, in the Kiowa Ex-Students Room in CSC. Senators present included Bultena, Chuck; Comello Robert; Donovan, Tim; Dover, Ernest (Parliamentarian); Fields, Peter; Giddings, Greg; Goldberg, Gary; Gooch, Roxanne; Harlow, Kirk; May, Marsha (Treasurer); McClintock, Stuart (Secretary); Owen, James; Paddack, Ted; Stiles, Beverly (Vice-Chair).

Secretary McClintock served as chair because Chairman Redmon was representing the Faculty Senate at the Board of Regents meeting. Treasurer May took the minutes.

The agenda was unanimously approved. January minutes had previously been approved by e-mail.

Current Business:

1. Two ticket policy: As a result of a situation in which a faculty member's spouse used the faculty member's ID card for him and a friend and was refused two free tickets to a university event, the Faculty Senate examined the policy, which comes from the President's office (see below). Senators agreed that the wording of the policy is ambiguous. Senator Goldberg made a motion to ask the President's office to reword the policy so that it reflects its intention. Senator Owen seconded the motion, and it passed unanimously.

4.111 President's Office

ADMISSION TO EVENTS AND ACTIVITIES

Date Adopted/Most Recent Revision: 5/10/91

Most events and activities are free to faculty, staff, and students. Faculty and staff members are entitled to two (2) free admissions and students receive one (1) free admission with presentation of their I.D. card (with the exception of athletics events, for which students may receive two (2) free admissions). Activities or events requiring faculty, staff, or students to pay a fee will be publicized in the Midwestern State University Update (schedule of events and information published weekly by the Office of Public Information and Marketing) and/or *The Wichitan*.

2. Salary disparity among colleges: Secretary McClintock stated that one role of the Faculty Senate is to look after the interests of the faculty. To that end, he brought up the disparity in salaries among colleges on campus to see if the Faculty Senate felt it a worthy subject to address. He noted that each faculty member is judged according to the same criteria and has essentially the same job requirements, yet salaries among colleges can vary substantially for faculty members, even for those with the same rank and years of experience. Senator Donovan and others stated that the discrepancy among salaries existed because they are market driven. Professors in the well-compensated fields will not even consider coming to and staying at MSU if salary and raises do not meet the norm for the discipline. Senator Harlow said that organizations can base salaries on external and on internal equity. External equity refers to the market driven forces about which Senator Donovan spoke, and internal equity is an institutional values decision.

Senator Goldberg brought a copy of the CUPA report that compares salaries across the country, breaking them down by discipline, rank, and kind of institution (public or private). Salaries at Midwestern are determined, in part, by the figures in this report. He pointed out that salaries in the fine arts are close to the liberal arts in the CUPA report, but compensation at MSU for fine arts professors, particularly for full professors, falls considerably below salaries in the CUPA report.

Mention was made that Midwestern sees itself and is marketing itself as a liberal arts public institution, yet liberal arts professors are at the lower end of the salary scale.

Some Senators said that they do not look at the official record of salaries because it is too demoralizing to see some faculty members' salaries that are much higher than theirs, although all faculty members do the same work.

Senators discussed forming a task force to address pay disparity with the Provost. Before motioning that a task force be formed, Senators agreed that Chairman Redmon should talk to Dr. Wiedemann to determine whether such a committee could accomplish anything at all in terms of addressing disparity among salaries in different colleges.

3. Foreign students and language difficulties: Secretary McClintock brought this issue up because he currently has a student who does not seem to speak or understand English. This student entered MSU via the IELI, whose coordinator said the student was very weak and was one of the last students to come from an organization with which the IELI no longer has a relation. Secretary McClintock wondered if other professors had experienced similar cases. No Senator reported a similar experience, so the Senate took no further action.

Committee and Other Reports:

1. Administrative Council (Redmon): (no report)
2. Board of Regents (Redmon): (no report because Janus Buss sent BOR to the entire campus)
3. Academic Council (Stiles): (no report)
4. Enrollment Management (May): (see end of minutes)
5. Intercollegiate Athletics Council (Comello): (no report)
6. Alumni Association Council (Watts): (no report)
7. Student Affairs (Coe): (no report)
8. Other active committees: none
9. Financial report (May): The Faculty Senate has \$ 1,140.88.

Closing Items:

1. Old Business
2. New Business
3. Announcements: Provost Wiedemann wanted the Faculty Senate to discuss the "Learning Outcomes" that will be in the new 2008-2010 catalogue. There was general approval of the goals, but Senators are very concerned that adopting them will mean having to then quantify outcomes and create tools for assessment. They were likened to an unfunded mandate.
4. Adjournment: The meeting adjourned at 4:10 PM

Enrollment Management Council Minutes

The Enrollment Management Council met on January 15, 2008.

Brandon Carpenter proposed to increase the fee for the GED to \$90. This 18% increase only covers the increase in fees to MSU for administering the GED. The proposal will go to Administrative Council for approval.

Darla English proposed two 2008-10 catalog changes. Both changes were for clarification purposes only. She then discussed the 2008 Summer and Fall Schedule of Classes Production Timeline. Although summer registration will still be done in the old Plus system, Banner will be used for Fall registration. Banner training opportunities will be announced soon.

Naoma Clark proposed adding institutionally required courses such as MWSU 1233 and 1003 to degree plans similar to developmental courses. Student athletes cannot count courses for eligibility unless they appear on a degree plan. This proposal will go to Academic Council for approval.

Kathy Pennartz gave an update on the implementation of Banner for Financial Aid and Barbara Merkle concluded the meeting with an update on the Mustangs Rally to be held on February 16, 2008

Submitted by Marsha May
Faculty Senate Representative

Respectfully submitted,

Stuart McClintock
Secretary of the Faculty Senate

Bob Redmon
Chairman of the Faculty Senate

The next Executive Committee meeting will be at 3 PM on Thursday, March 6, 2008, in the Apache Boardroom in CSC.

The next Faculty Senate meeting will be at 3 PM on Thursday, March 13, 2008, in the Kiowa Meeting Room in CSC.