

MSU Faculty Senate

October 2012 Minutes

The 2012-2013 MSU Faculty Senate met at 3:00 PM on October 11, 2012, in the Commanche Suites in CSC. Senators present included Azouz, Idir; Black, Alan; Bowles, Betty; Bultena, Charles (Treasurer); Debois, Barbara; Duff, Jeremy; Griffin, Terry; Fidelie, Laura; Jun, Nathan; LaBeff, Emily; Lindt, Suzanne; McClintock, Stuart (Secretary); McDonald, Dale; McDonald, Terry; Morrison, Gary (Parliamentarian); Morrow, Ruth; Owen, Jim (Chair); Paddack, Ted; Patin, Roy; Roberts, Kathy (Vice-Chair); Scales, Jon; Sernoe, Jim; Stiles, Beverly; Wood, Julie. Numerous faculty members and Brittney Cottingham from the *Wichitan* also sat in on the meeting.

The agenda was unanimously approved.

The minutes of the September meeting had been approved by e-mail vote.

Current Business:

1. Faculty Salary Enhancement Plan: The Faculty Senate meeting was moved to the Commanche Suites in order to accommodate the large number of faculty members attending the meeting. Vice-Chair Kathleen Roberts made the motion to endorse the Faculty Salary Enhancement Plan, and Secretary McClintock seconded the motion, which then allowed discussion of the plan. Chair Owen invited members of the audience to address the Faculty Senate about the plan for up to three minutes. Professors Veale, Sanders, Diekoff, Vandehey, Roe Roberts, Steve Garrison, Montoya, Carlston, Butler, and Williams spoke before the Senate. Fidel Mitchell, an MSU student, also addressed the Faculty Senate.

A summary of the comments follows

- The current summer compensation is a guarantee. There is no guarantee that the pool for the projected 4% raise will materialize.
- The math does not add up. How can \$500,000 be split among six colleges and cover a 4% raise?
- Upper administration should also take a cut.
- The upper administration has become bloated with too many vice-presidents and associate vice-presidents.
- The university is in its current situation because administration and the Board of Regents made poor decisions. It is unfair to take these losses out of the salaries of the summer faculty.
- Some summer faculty will not teach if the compensation package is not adequate.
- The university could help to balance its budget by selling little used properties that it cannot afford to carry and are a large financial drain such as the museum.
- A student implored professors to teach in the summer because it's a way to complete a degree more quickly, and the ability to take summer classes is the reason many students enroll at MSU. This student thought cutting summer classes would hurt enrollment.
- Solving the enrollment problem is the primary financial issue facing the university.

Senators then discussed the plan. A summary of comments follows

- The plan is a shell game with a lot of smoke and mirrors. There are too many “ifs”.
- There is a lack of faith that the administration can take the required steps to make the 4% pool.
- Once the current summer compensation schedule is taken away, it will never return.
- A more equitable way to balance the budget is an across the board pay cut.
- Support staff deserve a sizeable raise.
- If professors will not teach in summer, students will go elsewhere and perhaps be lost forever to another university.
- Not all Texas public universities have an enrollment problem. We have to establish the face or identity of the university and make it known.
- Professors are not being compensated for theses as stipulated by policy. As a result, fewer programs require theses.
- As an unintended consequence of the buyout proposal, many eligible faculty feel that they are unappreciated and are being pushed out.

Senator Morrow called for the question. In a roll call vote, the Faculty Senate rejected the Faculty Salary Enhancement Plan with twenty-three negative votes and one abstention.

II. Tenure and Promotion Review Committee:

Provost Stewart has the names of those willing to serve on this committee and can now put the committee together.

III. Faculty Satisfaction Survey:

The ad hoc Faculty Senate committee formulating this survey is still working through different examples and types of questions. Senator Stiles said that the committee should be ready to present a survey at the next Faculty Senate meeting.

Committee and Other Reports:

1. Administrative Council (Owen) (no report)
2. Board of Regents (Owen): (no report)
3. Academic Council (Roberts): (no report)
4. Enrollment Management and Student Affairs (Lindt): (no report)
5. Intercollegiate Athletics Council (Paddock): (no report)
7. Financial report (Bultena): The Faculty Senate has \$2,244.

New Business: The Faculty Senate voted unanimously in favor of the following position statement:

While the Faculty Senate rejects the Faculty Salary Enhancement Plan as written, the Faculty Senate acknowledges the financial needs of the university and wishes to participate in developing alternative plans to meet these needs.

Old Business: none

Announcements:

The Texas Council of Faculty Senates will meet in Austin October 26 and 27. Chair Owen will attend. The Faculty Senate budget has enough to support a second Senator at the conference. The core will be on the agenda.

Chair Owen has spoken to Mr. Munir Lalani, former Chair of the BOR and current member of the Texas Higher Education Board, about visiting the Faculty Senate. He has expressed interest and will be formally invited.

The meeting adjourned at 4:30.

Respectfully submitted,

Stuart McClintock
Secretary of the Faculty Senate

Jim Owen
Chairman of the Faculty Senate

The next Executive Committee meeting will be at 3 PM on Thursday, November 1, 2012, in the Apache Board Room of CSC.

The next Faculty Senate meeting will be at 3 PM on Thursday, November 8 in Kiowa Ex-Students room in CSC.