

MSU Faculty Senate

February 2014 Minutes

The 2013-2014 MSU Faculty Senate met at 3:00 PM on **February 13, 2014**, in **Kiowa CSC**. Senators present included Terry McDonald, Laura Fidelie, Gary Morrison, Ted Paddack, Kathy Roberts, Charles Bultena, Jim Owen, Ruth Morrow, Jeremy Duff, Sally Henschel, Stuart McClintock, Suzanne Lindt, Julie Wood, Brad Wilson, Jane Leach, Phillip Wilson, Barbara Debois, Nathan Jun, and Jesse Carlucci (proxy for Jon Price).

The agenda was unanimously approved.

The minutes of the **January 2014 Meeting** were unanimously approved.

Current Business:

1. The Faculty Senate discussed the HERI Faculty Survey and the Faculty Satisfaction Survey. The Faculty Senate encourages all faculty at MSU to complete the HERI Faculty Survey. In regards to the Faculty Satisfaction Survey, the Senate discussed a report from the meeting held with Dr. Jesse Rogers and Dr. Betty Stewart on October 22, 2013. In that meeting, Chair Carlston presented the results from the Faculty Satisfaction Survey and proposed “action items” to be taken from the results. Below is the report from that meeting:

On the 22nd of October, 2013, the Faculty Senate met with Dr. Rogers and Dr. Stewart to formally share the results of the 2013 Faculty Satisfaction Survey. The meeting was held in the Priddy Conference Room in Dillard. Dr. Carlston shared the slide presentation previously presented to the Faculty Senate, summarizing the rationale for conducting the survey, key findings from the survey, and goals derived from the survey findings.

There were four major categories of concerns taken from the results of the Faculty Satisfaction Survey. These were as follows:

- 1) Financial Concerns
- 2) Administrative Creep
- 3) Summer Teaching
- 4) Falling Confidence

As part of the presentation, Dr. Carlston presented data that compared the changes in faculty salaries compared to the changes in administration salaries from 2000-2013. The data showed that during the time period examined, administration salaries had risen at a much higher rate than faculty salaries. The presentation also compared the changes in the number of leadership positions versus the changes in the number of faculty positions from 2001-2013. The data demonstrated that during the time period examined, the number of leadership positions on campus had grown by +20% while the

number of faculty positions had dropped by more than 5%. Overall, the results from the faculty survey showed the faculty to be very supportive of and loyal to the University itself, but to have relatively low levels of morale and high concerns with the University leadership. A copy of the entire presentation is on the Faculty Senate website.

Dr. Rogers expressed understanding of the faculty concerns. He indicated that he had followed some bad advice, that mistakes had been made, and that he was eager to move forward. Dr. Stewart similarly expressed understanding and engaged the Faculty Senate members present in a conversation aimed to operationalize the established goals.

Three actionable items were resolved and agreed upon by all present:

- 1) An annual meeting between the Faculty Senate and the upper administration of the university will be held each year to review future survey results and establish a cooperative agenda for the year.
- 2) Faculty members will be provided access to the Annual Financial Reports prepared by Dr. Fowlé for the Board of Regents. Dr. Stewart said that Dr. Fowle' would provide the Faculty Senate with a document showing the actual budget expenditures for each academic year.
- 3) The Provost will notify the Senate of all ad hoc committees formed by her office so that the Faculty Senate can be involved in the process and assist in dissemination of the activities of the committee.

After a discussion about the October meeting, the Senate agreed to move forward and administer the second round of the Faculty Satisfaction Survey by March. It was agreed that Senator Lindt would be in charge of reviewing the Survey, seeking suggestions from the other members of the Senate on the Survey, and then making any revisions for the second round.

2. The Senate discussed a charge crafted by Chair Carlston to create a Committee on Committees. Senator Roberts motioned to create the Committee. The motion was seconded by Senator Morrow. After a lengthy discussion, Senator Morrow moved to table the motion until the March Faculty Senate Meeting. That motion was seconded by Vice Chair Fidelie, and agreed to unanimously by the Senate.
3. Senator Morrow reported on a very positive experience performing and discussing her teaching before the February Board of Regents Meeting. She received an ovation from the Faculty Senate.

Committee and Other Reports:

1. Administrative Council (Carlston): No Report
2. Board of Regents (Carlston): No Report

3. Academic Council (Fidelie): No Report
4. Student Affairs and Enrollment Management (Lindt): No Report
5. Intercollegiate Athletics Council (Paddack): No Report
6. Financial report (Bultena): The Faculty Senate has \$1655.

New Business:

Vice-Chair Fidelie briefly discussed the meeting the Faculty Senate Executive Committee had with Dr. Rogers over the University's proposed "Flat-rate Tuition Plan." Dr. Fowle' will attend the March Faculty Senate meeting to discuss this in more detail.

The Faculty Senate briefly discussed the shooting threat to campus that occurred the evening of February 9, 2014. Some Senate members expressed that they were concerned about being "out of the loop" during the process.

Old Business: The Senate discussed the consistency of campus closures. Since neither Administrative Council (Carlston) nor Student Affairs and Enrollment Management Council (Lindt) had met, Chair Carlston and Senator Lindt will discuss this issue at their next meetings.

Vice-Chair Fidelie reported that Dr. Rogers had responded favorably to the Senate's proposed Faculty Tuition Incentive Plan, but was still working out some details before it could be finalized.

Announcements: none

The meeting adjourned at **4:22pm.**

Respectfully submitted,

Jeremy Duff
Secretary of the Faculty Senate

David Carlston
Chairman of the Faculty Senate

The next Executive Committee meeting will be at 3 PM on Thursday, **March 6th**, in Apache, CSC.

The next Faculty Senate meeting will be at 3 PM on Thursday, **March 13th**, in Kiowa, CSC.