

MSU Faculty Senate

May 2016 Special Meeting Minutes

The 2015-2016 MSU Faculty Senate met in a special meeting at 3:30 PM on **May 5, 2016**, in **Dillard 189**. Senators present included Charles Bultena, Laura Fidelie, Jeremy Duff, Bradley, Wilson, Jonathan Price, Ray Willis, Phil Wilson, Kym Acuña, Rodney Fisher, Charles Watson, David Carlston, Beverly Stiles, Ben Atkins, Jeff Killion, Andrew Allen, and Victoria Sanders. Dr. Marilyn Fowlé, Vice President for Business Affairs and Finance attended as a guest.

Current Business:

1. The Faculty Senate unanimously approved the minutes from the April 2016 meeting.
2. The Faculty Senate discussed the revised Emeritus Policy. Senator Wilson asked that it be noted that from Dillard College one faculty member was concerned about the Department Chairs and Deans having to write letters of recommendation. This individual thought that writing the letters should be up to the Faculty Senate.

The Faculty Senate voted to support the revised policy.

3. Dr. Marilyn Fowlé, Vice President for Business Affairs and Finance, presented the Staff Compensation Study. The study was conducted by Evergreen Solutions and they compiled the presentation that Dr. Fowlé presented. She stated that they discovered a number of staff positions across the University where the job descriptions were not accurate and needed to be revised. MSU staff compensation was 6.4% below the minimum benchmark. Staff compensation was 2.0% below the mid benchmark, and .6% below the maximum benchmark. She stated that the study found that many staff do not progress up the ladder, getting “stuck” at the same pay rate. The first step is to get everyone to meet the minimum benchmark for their position. The University is allocating \$1.4 million to implement the plan over the next 3-4 years. She stated that the cost of living is increasing by 2% every year, so the market keeps shifting. Therefore, it is imperative that the University begin implementing this quickly.

Dr. Fowlé stated that she has asked the Deans to look at their colleges and identify faculty members who are experiencing salary compression.

A copy of the plan and the presentation has been posted on the Faculty Senate website.

The meeting adjourned at **4:04pm**.

Respectfully submitted,

Jeremy Duff
Secretary of the Faculty Senate

David Carlston
Chairman of the Faculty Senate

Next Faculty Senate Executive Committee Meeting: August 23, 2016 at 3pm.

Next Faculty Senate Meeting: August 25, 2016, at 3pm in Kiowa CSC.