

MSU Faculty Senate

October 2014 Minutes

The 2014-2015 MSU Faculty Senate met at 3:00 PM on **October 9**, in **Kiowa, CSC**. Senators present included David Carlston, Laura Fidelie, Charles Bultena, Dirk Welch (Staff Senate Representative), Stuart McClintock, Jonathan Price, Sally Henschel, Lauren Jansen, Jane Leach, Barbara DeBois, Jennifer Gresham, Vicki Sanders, Tommye Hutson, Suzanne Lindt, Ted Paddack, Jeremy Duff, Phil Wilson, Bradley Wilson, Ruth Morrow, Susan Harvey, Terry Griffin, Jeong Tae (proxy for Sheldon Wang), and Alejandro Gelves. Guests attending were Provost and Vice President for Academic Affairs, Dr. Betty Stewart, University President, Dr. Jesse Rogers, and Brian Riker (Student Government Observer).

Current Business:

1. The Faculty Senate voted to approve the minutes from the September 11, 2014 Faculty Senate meeting and voted to approve the current agenda.
2. The Faculty Senate discussed the results from the 2014 Faculty Satisfaction Survey. A PowerPoint presentation covering the main results from the survey is posted on the Faculty Senate website.

Dr. Rogers and Dr. Stewart both commented on the results.

Dr. Rogers was pleased to see that faculty appeared to be more satisfied with the University's administration than they were previously. He stated that the Board of Regents has a good attitude towards the faculty based on things that they have heard from students, and encouraged the faculty to continue to work with the Board in building a stronger relationship. He indicated that the Board understands that the faculty have a major role to play in the selection of the new University President and said, "Don't be shy, the Board and the search committee will listen." Regarding other issues brought up in the survey, Dr. Rogers stated that many of our new faculty come from institutions that stress research and that faculty need more flexibility in this area. He stated that he would like to see the faculty be able to work with the deans of each college, and the chairs of departments, to come to an arrangement where faculty could get course reductions to complete viable research projects. He also discussed the concerns that faculty have with pay. He stated that nation-wide real wages have been stagnant for a while, but the disparities in pay that faculty perceive need to be fixed. He noted that universities have been under pressure to hire adjuncts, and MWSU has attempted to stay away from this as much as possible. He stated that the Speaker of the Texas House of Representatives, Joe Straus, told him that the Texas State Legislature will do "something" to curb programs that are costing universities in Texas large amounts of money, such as the Hazelwood Act, and this would help free up money to address pay discrepancies. He also noted that "the solution to every problem is not another administrative position."

Dr. Stewart expressed appreciation towards the faculty for taking on the load of two general education core curriculums. The previous core will be in place for two more years, but as upper-class students graduate the pressure should lessen. She asked the Senate and Faculty to work with her on developing initiatives for teaching development. She also was pleased that the survey results showed the faculty were more satisfied with the University administration. She thanked the faculty for participating in the HERI survey.

Senator McClintock asked if the University used CUPA-HR's (College and University Professional Association for Human Resources) Faculty Salary Survey as a measure to compare and construct faculty salaries. Dr. Rogers and Dr. Stewart both answered that yes they do, but the degree to which faculty salaries at MWSU match the numbers found in the CUPA survey varies depending on department. Dr. Stewart said, "Perhaps we can set a benchmark that all faculty be paid at 80%, or the percentage chosen, of the CUPA recommendations based on their disciplines. This may not be possible in all disciplines, especially the Dillard College of Business Administration. We may need to look at AACSB recommendations to benchmark a salary for the business faculty." Dr. Rogers noted that at MWSU, it is surprising to see that some of the highest paid departments/colleges are further from CUPA than some of the lower paid departments/colleges.

3. The Faculty Senate discussed the Faculty Education Incentive Program. Chair Carlston presented a draft to the Senate that outlined the requirements for participation in the program. This document can be found on the Faculty Senate website. The Senate expressed that it is important that faculty who apply for the program demonstrate that specific credit for the course they wish to take is necessary. The document will be sent to the University Administrative Council for approval. The Senate voted unanimously to approve the draft.
4. The Faculty Senate discussed the nominees for the Piper Award. After discussion a vote was held and Dr. Betty Bowles was chosen to represent the University as our Piper Nominee.
5. The Faculty Senate discussed the search for a new University President. It was agreed that Chair Carlston would prepare a letter for the search committee expressing the interests of the faculty in regards to the search. The letter will be discussed at the November Faculty Senate meeting. Faculty are asked to send any recommendations they would like to see in a new President to Chair Carlston.

Committee and Other Reports:

1. Administrative Council (Carlston): Emphasized that faculty need to make sure they complete their sick leave reports, online, by the 5th of each month.
2. Board of Regents (Carlston): No Report

3. Academic Council (Fidelie): The Academic Council approved several new core courses and made some catalog changes. Additionally, they restructured some of the fees for the Music program.
4. Financial report (Bultena): The Faculty Senate has \$1604.

New Business: Senator McClintock suggested that the Faculty look into using only electronic copies of their annual reports to save paper. It was agreed that this would be discussed more extensively at the November meeting after Senate members had a chance to discuss this in their departments and with their chairs and deans.

Senator Sanders discussed the state authorization requirements/restrictions of students in distance education (online) programs. She stated that there are students in select states that are not allowed to take distance education courses from MSU and right now MSU does not have a protocol or procedure to screen for these students. She asked that there be a protocol for handling distance education student admissions to satisfy state authorization requirements. Laura Fidelie stated that she would take the issue to Academic Council for a procedure to be established.

Old Business: None

Announcements: None

The meeting adjourned at **4:35pm.**

Respectfully submitted,

Jeremy Duff
Secretary of the Faculty Senate

David Carlston
Chairman of the Faculty Senate