

# MISSOURI SOUTHERN

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## STATE UNIVERSITY

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### FACULTY SENATE

#### **Faculty Senate Report to the Missouri Association of Faculty Senates**

**Missouri Southern State University**

**February 4, 2015**

**Submitted by: Michael Garoutte, Professor of Chemistry and 2014-15 Faculty Senate President**

#### **Faculty Handbook Revision**

As provided for in the Faculty Handbook, the Executive Committee served as a constitution committee to work to revise our Constitution and Bylaws, in conjunction with a comprehensive rewrite of the Faculty Handbook that is currently underway. The FSEC also worked with the Faculty Handbook Committee to revise the charge and membership of the Senate Committees to combine current with best practices. Finally, the Committee on Committees reviewed and revised the document, and the Senate approved it at our regular meeting on Feb 2.

The work of the Faculty Handbook Revision Oversight Committee (including four faculty senators) continues, with meetings every Tuesday. The goal is a complete rewrite of policy including faculty responsibilities, teaching load, definitions of types of faculty appointments, evaluation procedures, and tenure and promotion policies. Sections have been submitted to legal counsel as they have been drafted. Our goal is to meet with administration on March 3 and present a proposed Handbook to the Senate at our April meeting. The Handbook, along with a summary of the process and upcoming voting procedures, will be made available to all faculty on April 7. Informational and Q&A sessions for faculty will be scheduled in April, with a vote of all faculty taking place at the April 29 meeting. The President and Board of Governors would need to approve the Handbook before it can take effect.

#### **Tobacco-Free Campus Policy**

Last fall, the Student Senate adopted a resolution promoting a “smoke, tobacco, and vapor-free” campus. A task force (including the VPAA, three faculty, three staff and two students) has proposed a policy. The draft was based on a combination of policies recently adopted at Missouri Western and Pittsburg State. A “Frequently Asked Questions” document was also drafted, and an implementation timeline was discussed.

#### **Title IX Training**

At the all-faculty meeting at the beginning of the semester, our legal counsel gave a presentation and Q&A session on Title IX, including sexual violence/assault policies. Any faculty who missed the meeting are required to attend a make-up seminar.

#### **VPAA/Provost search update**

A search committee is co-chaired by Alan Marble, University President, and myself, and the 12-member committee includes five faculty. Finalists will be interviewing on campus in the next several weeks. The target is to make an offer before Spring Break.

#### **Salary Information**

The Comprehensive Compensation Committee recently met with President Marble and presented a proposal for an equity adjustment to bring all faculty to 85% of CUPA averages, as well as a proposal to

return the raises received at the time of promotion to 85% of CUPA rather than the set figures established several years ago. The CCC will meet again on February 3, 2015 to begin drafting policy statements regarding compensation for inclusion in the Faculty Handbook. This adjustment would cost MSSU over \$700,000 over the next three years; as we are currently running a budget deficit, it is unclear whether salary adjustment will be a priority.

To try to ensure that MSSU's salaries are competitive, the CCC is also working to develop compensation guidelines for inclusion in the revised Handbook.

### **Budget Information**

Of all universities in the state system, MSSU now receives the lowest total revenue per student from the State of Missouri. The university's unrestricted cash balance reached a low of \$9.1 million in July, which is only about 3 months of expenses. The university's budget for 2014 included a \$3.5 million deficit. From July to December 2014, operating revenues (mainly tuition and fees) were \$21.8 million, and nonoperating revenues (mainly state and federal appropriations) totaled \$19.0 million. As predicted, operating expenses of \$42.4 million exceeded revenues by \$1.6 million. Since the tuition adjustment (tied to cost-of-living) allowed by SB389 would amount to only \$1.79 per credit hour, we are going to need to seek other sources of revenue, or perhaps increase tuition by a larger amount and pay the penalty required by the state.

### **Benefits Information**

Benefits remain unchanged from last year; we are on the second year of a 2-year health insurance contract with Coventry. This month, Faculty Senate adopted a document defining Domestic Partners. Our understanding is that if the administration approves it, we can request that future bids for health insurance (next year, perhaps) include health care coverage for domestic partners.