

MISSOURI SOUTHERN

STATE UNIVERSITY

FACULTY SENATE

5 June 2025

Dear Members of the Board of Governors,

On behalf of the Faculty Senate, I would like to provide an update on some of our recent activities. Much of Faculty Senate's activities since the last Board of Governor's meeting involved wrapping up projects discussed in the previous report from the Past-President, Dr. Beilfuss.

Welfare Committee Recommendations

Some of the most valuable work done in Faculty Senate in AY 25 was done by the members of the Welfare committee who were tasked with 3 significant charges. The full reports for each have been shared with the University administration, but the key point of each is summarized here. Faculty Senate is aware of the challenges facing our University, but understand forgoing opportunities for even modest investments in the instructional faculty compound over time.

- The committee updated a report on Promotion Pay, noting that raises upon promotion have not been adjusted in 12 years. The committee recommended that raises upon promotion be increased modestly only for a cost-of-living adjustment in line with the US Bureau of Labor Statistics Consumer Price Index Inflation Calculator. This equates to a recommended \$2,000 increase for promotion to associate and a \$3,000 increase for promotion to full professor.
- The committee updated a report on Adjunct and Overload Pay, the latter of which has remained stagnant for more than a decade despite significant inflation and more competitive rates at peer institutions. According to the US Bureau of Labor Statistics [Consumer Price Index Inflation Calculator](#), the \$650 overload rate set in August 2013 has the equivalent buying power of \$891.57 in April 2025.
- Finally, the committee completed a Faculty Salary and Equity Review with the assistance of Dr. McGrane and Dr. Toms. The review led to 15 cases being identified for review and 4 cases where adjustments were recommended. In addition, the committee offered several recommendations for Faculty Senate to work on for the next academic year in an effort to help reduce instances of inequities from arising.

Faculty Senate Leadership Updates

At the conclusion of the May meeting, Faculty Senate selected members for the 2025-26 Executive Committee. We were fortunate to have faculty with considerable experience at Missouri Southern agree to this service

- President Elect, Dr. Zach Rice, Assistant Professor of Education
- Secretary, Amber Carr, Assistant Library Director
- Parliamentarian, Dr. Steve Smith, Professor of Geography
- At-Large, Dr. Megan Bever, Associate Professor of History

The next Faculty Senate meeting is scheduled for 1 September 2025.

Respectfully submitted,

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