

MISSOURI SOUTHERN

STATE UNIVERSITY

FACULTY SENATE

March 6, 2025

Dear Members of the Board of Governors,

The Faculty Senate has met twice since my last report. I am pleased to provide this update on our activities since our last meeting.

Athletics Communication Initiative

The Senate welcomed Athletic Director Rob Mallory and Carissa Cessna to discuss improving communication between athletics and faculty. Mallory reported on a new software system with an academic portal is being implemented to streamline communication about student-athlete injuries, travel, and accommodations. Beta testing is planned for mid-spring with full implementation expected in Fall 2025. During our discussions, it was clarified that students should not miss class for physical therapy appointments, and athletics staff will communicate directly with faculty regarding medical accommodations, working in coordination with Disability Services.

Handbook Committee Progress

The Handbook committee has begun meeting approximately once a month to begin work on a systematic review of the entire Handbook. At the direction of Faculty Senate, the committee has begun with a review of Chapter 6. A primary focus is addressing salary and compensation policies described in the chapter. The committee identified the need to formally document the existing salary inversion policy, which is currently practiced but not explicitly included in the handbook. They are working to formally document the existing salary inversion policy and reviewing salary benchmarking practices. They have also identified concerns about summer course compensation rates and recommend that Deans designate essential summer courses. The committee is preparing a complete list of suggested changes for Faculty Senate approval before the May meeting.

Welfare Committee Recommendations

The committee has completed two significant reports. The first on Adjunct/Overload Pay was previously reported to the Board. Their newly completed report on Promotion Pay notes that current promotion awards have not been updated since 2012-2013. A third report on university-wide pay-equity is expected by month's end. Upon completion, Faculty Senate will compile these reports with prioritized recommendations for administration.

Additional Updates

Undergraduate Curriculum and Policies Committee (UCPC) discussions have focused on review processes and meeting schedules to accommodate faculty who serve on multiple committees. The Faculty Senate Executive Committee is currently recruiting candidates for

elections at the end of spring semester. Additionally, faculty members have been appointed to serve on the Employee Emergency Fund committee in collaboration with Staff Senate.

The next Faculty Senate meeting is scheduled for April 7, 2025.

Respectfully submitted,

Michael Beilfuss
Faculty Senate President
Assistant Professor, Language and Literature