

**Missouri Western State University**  
**Faculty Senate Minutes**  
**May 5, 2006**  
Blum 220

Senators Present: President Mullins (presiding), K. Andrews, Chevalier, Fulton, Gregory, Heider, Hunt, Kriewitz, M. Nandan, S. Nandan, Noynaert, Ottinger, Roberts, Tushaus

Senators Absent: deGregorio

New Senators Present: Shauna Hiley

Non-voting and Ex-Officio Members Present: President Past Senate President Larry Andrews, Acting Vice President for Academic and Student Affairs Jeanie Daffron, President James Scanlon

Guests: Dale Krueger, Michael Ducey, Ken Lee, Larry Lawson

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Call to Order: President Phil Mullins called the meeting to order at 4:00 p.m.

Approval of April 20, 2006 Minutes: Passed with minor corrections

Approval of Agenda. Approved

**Report from the University President and the Acting Vice President for Academic and Student Affairs:**

The budget bill has been approved by both houses of the General Assembly. This includes the 2% increase. The Lewis and Clark initiative has had as many twists and turns as the original Lewis and Clark expedition. There is presently a standoff between the House and Senate and May 5 is the deadline for compromise. House Bill 1865 is being held up by the Senate, and this is a good thing for higher education. However, this is being used to block the Lewis and Clark initiative.

The Board of Governors will receive the Western budget proposal in May. Important considerations will be increases in scholarship funds, increased library support, instructional equipment, deferred maintenance, university advancement, continuation of initiatives such as applied learning and the branding program, and increases in salary and benefits.

The mix of students in changing at Western due to the scholarship program that has increased 1 million dollars over 3 years. If triple risk students (no high school core, less than 16 on the ACT, and in the bottom half of the high school class), are excluded, the average ACT at Western is 22. Special programs for triple risk students will be implemented in fall 06 The new initiatives are not punitive but provide these students with the best possible chances of success. At present, only 14 % of triple risk students are retained until the second year. The new initiatives will

restrict class choices and limit hours to 10. Most students will take developmental classes and College 101. Students will have a “contract” that requires they attend class. Students will be allowed to live in the residence halls and can receive at least some financial aid. Some minor problems, such as how to assure students have health insurance, are presently being worked on. Western remains an open admission institution. The institution has definitive data that indicates what is necessary for success and the new initiatives implement this.

For fall 06, we have had good success increasing the number of students with high ACT scores. We had 107 students with high ACT students who registered April 30. This was the first time to offer this type of early registration program for scholarship students.

Dr. Daffron reported to Senators that she and some faculty chairpersons are currently working on proposal to establish some non tenure, continuing faculty contracts for certain positions at Western. During the summer, there will be further work on this proposal and Dr. Bragin’s input will be sought. Many institutions have some non tenure, continuing faculty contracts and information about such programs is being collected. Daffron indicated the Ken Lee and Larry Lawson as well as President Mullins have been included in the conversations about alternative models that are used at other institutions. Larry Lawson indicated that such contracts would allow BUS to recruit people with outstanding experience who are retiring from business and want to teach for several years. Providing that such faculty undertake normal academic responsibilities, they are an asset for accreditation purposes. Such contracts may allow Western better to compete in high demand areas.

The *Chronicle of Higher Education* has released its annual salary study. Western is essentially in the middle of the salary range in comparisons with similar MO institutions. A chart, prepared by the President’s office, reflecting the *Chronicle* data and funding data was distributed to Senators; a second chart with some supplemental information based on analysis of information provided to the Salary Committee was also distributed.

### **Report from the Faculty Senate President.**

There was one Executive Committee meeting since April 20 meeting. President Mullins attend the April 27 Board of Governors’ meeting.

At the April 20 meeting, Jon Euchner reviewed the Scholarship Committee report. After some further discussion with President Mullins, the recommendations in the report will be used to formulate charges to the 2006-2007 Scholarship Committee. No Senate motions are needed on the Scholarship Committee report at this time.

President Mullins presented plaques to the following retiring Senators who had served for a year or longer.

Monica Nandan  
Michael Ottinger  
David Tushaus  
Alicia deGregoria

President Mullins also thanked Larry Andrews for his service as Past President, and Ian Roberts for serving during the Spring semester.

**Old Business:**

SB 13-2006 Motion: The Faculty Senate recommends that the administration provide faculty raises for the Academic Year 2006-2007 based on the Salary Committee formula of 3.5% \* \$79,000 realizing a \$2765 fixed amount for each faculty member. This begins to address cost of living and faculty salary equity issues discussed in the 2006 report from the Salary Committee. (Heider/Andrews)

Dale Krueger discussed the derivation of the specific number. The intent of the motion is to articulate a desire to have a fixed amount rather than a percentage increase. This is intended to address equity issues. Krueger as well as President Mullins indicated they have also had e-mail asking whether adjunct faculty could be included. Krueger pointed out there is already a motion on the table (from a previous Senate year) requesting a \$300 increase for part time salaries.

Fulton presented a resolution from EFLJ endorsing the proposal.

Motion passed with one abstention.

**New Business**

SB 14-2006 Motion to increase part time faculty salaries from \$600 per credit hour to \$700 per credit hour. (Ottinger/ Roberts).

Discussion centered on the lack of information available to make an informed decision. There are also related issues such as equity with Western Institute and problem with summer salaries. It is desirable to have a system for increasing the salaries of long-term adjuncts.

There was no motion to suspend the rules to allow an immediate vote. Given the lack of such a motion, this motion will not be considered by this year's Senate. The motion does not carryover for the new Senate to consider in the fall.

**Adjourned at 5:46 PM.**