

**Faculty Senate (FS) Minutes
Fall Semester, Meeting #5
Wednesday, October 31, 2018
Russell 100, 3:00 p.m.**

As approved by the Faculty Senate on November 14, 2018

Attending:

**Stan Alluisi
Daniel Althoff
Kathy Booth
Brandon Burnette
Han-Sheng Chen
Kay Daigle**

**Diane Dixon
Steven Emge
William Fridley
Karl Frinkle
Brad Ludrick
Charles Matthews
Kathy McDonald**

**Chris Moretti
Josh Nannestad
Patrick Reardon
Rhonda Richards
Michael Scheurman
Kate Shannon**

Not Attending:

Randy Clark

Guests:

Derek Cash, Carolyn Fridley

I. Call to Order and Welcome by Chair Althoff at 3:02 p.m.

II. Approval of the [Minutes from October 17, 2018](#)

Motion to accept minutes: Senator Burnette
Second by Senator Reardon

Discussion: None

Vote: Yes - 13; No - 0; Abstentions – 3

Minutes approved.

III. Committee Reports

A. University Affairs Committee

The University Affairs committee met with the Campus Master Plan Committee led by Mike Davis and walked through what each subcommittee will do on the Campus Master Plan. The members will create surveys to go out to faculty, students, staff, athletics, etc. In addition, they talked about improvements and consistency across campus. There are no hard deadlines for campus master plan but possibly a one to two-year process to complete the plan. The Master Campus Plan Committee is led by Mike Davis and it includes staff and faculty and administration. Members are noted on the committee assignments in the [document submitted by the University Affairs committee to Faculty Senate](#).

B. Planning Committee

Did not meet. The Planning Committee received the list of faculty from Human Resources and will update Survey Monkey to prepare for nominations for Faculty Senate Awards. Nominations will start right before Thanksgiving.

C. Personnel Policies Committee

No written report.

[The committee met October 31, 2018](#), to discuss the preparation for Shared Governance Forum on November 31, 2018 – Improving Adjunct Pay. The committee will narrow down suggestions and present those to the Executive Committee.

One issue is the link between adjunct pay and overload pay. There is a form that the chairs use to assign adjunct and overload compensation. Through discussion, the Personnel Policies Committee narrowed down questions worthy of pursuit. Two questions for Academic Affairs – How many courses taught in each department by adjuncts? And how many as overloads? There also might be a consideration of unlinking adjunct and overload but decided that would be too much to consider for this shared governance forum. For now, the committee suggests keeping these linked.

Another issue is adjuncts getting health insurance. It was suggested that this item be pursued as a side note to the adjunct pay topic. The focus will be on raising adjunct pay. It is important to get comparison data from RUSO institutions and North Texas universities. APPM 4.7.5 – in the description of summer pay, the monetary Temporary and Supplementary Schedules can be found on the SOSU website.

On the faculty list that the Planning Committee received there were 109 adjuncts listed.

D. Executive Committee

The Executive Committee (EC) met October 24, 2018, with President Burrage. [Notes](#) were submitted to Faculty Senate for review. The president gave an update of ongoing projects, figures on pay recommendations, CUPA information requested and the budget. An announcement will be made on November 5, 2018, regarding the pay recommendation. The \$546 missed annual increase would be received as a lump sum and then rolled into salary. Adjustment for an annualized amount is still being debated.

The survey given to freshmen was also discussed. The president and the EC are eager to see the outcome of the survey.

The EC's primary objective was to update the president on shared governance forum topic of adjunct pay.

EC scheduled to meet again with the president on November 6, 2018.

E. Committee on Committees

Did not meet. No report.

F. Budget Committee

Did not meet. No report.

IV. Old Business

A. Update on Pending Items

Five pending items were sent to VP Clark, but no response received. There is nothing further to report since last Faculty Senate meeting. A face-to-face meeting will be scheduled with VP Clark for an update.

B. Other

V. New Business

A. Discounted or waived tuition benefit for employee and/or dependents

Currently, the tuition waiver benefit is \$1,500 per year, no more than \$750 per semester. Other schools offer free degrees, 15 credits per semester without charge, etc. Another issue to consider is when Academic Partners (AP) brings someone here they get 50%, when we bring a family member in, we get \$1,500 per year. We need to view it as a benefit of being an employee here. Considerations of small classes, etc., might make a difference, but rarely would be an issue.

On the freshman survey, several indicated they came to SE because their family attended or they knew someone who attended.

Recommendation: We propose that all full-time faculty and staff receive full tuition waivers for themselves and for their dependents.

Motion to approve recommendation by Senator Dixon
Second by Senator Alluisi

Discussion:

May need to consider the implications for Academic Partnerships.

Any full-time employee receiving benefits would receive full tuition waiver for employee and their dependents. Faculty Senate recommends that there be no years of service requirements.

There would still be limits in place so that it does not interfere with job responsibilities. Approval by supervisor would also be required. Questions regarding undergraduate, graduate, number of degrees earned, etc. need to be addressed as they relate to this policy. The current tuition waiver is for faculty living in the state of Oklahoma. The proposal by Faculty Senate would include employees who are a resident of other states.

This is mission focused regarding lifelong learning.

Vote: Yes - 18; No - 0; Abstentions – 1

Proposal for recommendation approved. The recommendation will be forwarded to President Burrage after the FS meeting today by Chair Althoff. [[Proposal](#)]

B. Other

VI. Adjournment

Motion to adjourn: Senator Alluisi
Second by Senator Ludrick

Approved by acclamation.