

Faculty Senate (FS) Minutes
Fall Semester, Meeting #2
Wednesday, September 19, 2018
Russell 100
3:00 p.m.

As approved at the October 3, 2018 meeting of the Faculty Senate

Attending:

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

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

Chris Moretti
Josh Nannestad
Patrick Reardon
Rhonda Richards
Michael Scheurman

Not Attending:
Kate Shannon

Guests:

Derek Cash, Carolyn Fridley, Karen Maple

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

II. Approval of the [Minutes from September 5, 2018](#)

There was an issue with some senators who could not find the minutes. The minutes were in a link in the agenda and are generally included as a separate pdf document. In the future will be included in a separate pdf document as well as a link. Senator Ludrick moved that the minutes be accepted. Second by Senator Burnette. Vote: Yes: 16; No: 0; Abstentions – 1. Motion carried.

III. [Treasurer's Report](#)

The Treasurer's Report should be submitted to the senators monthly. In reviewing the budget, it was suggested that both sides of Medicare are coming out of the awards when taken as salary. We may want to consider changing that in the future. If SOSU is paying all teacher retirement, then possibly SOSU should pay the matching FICA for the awards. This needs to be explored so that the Faculty Senate (FS) can understand the charges to the budget. The budget item was originally set up as "\$500 including benefits". Treasurer Daigle would like to charge a committee to further investigate. We also pay a fee for teacher's retirement. The information presented and discussed was copied from an email from Marti Phillips. One senator suggested that since it is an award, it should be fully funded.

Chair Althoff will further explore if an explanation and a change can be made. Treasurer Daigle also asked if we can have the option for award winners to donate to scholarship funds. Senator Matthews said that at other schools, award recipients can also request that the award go into a travel fund, etc. Daigle said we do that here at SOSU, as well. Daigle reviewed the last three years of financial data to show that we will not have enough money to fund the lifetime achievement award, or to fund the adjunct award, unless we have a change to the budget.

IV. Faculty Senate Committee Reports

A. Planning Committee: Senator Dixon asked to present this first on the committee reports because of another commitment. They met September 17, 2018, and Dixon was elected as chair. They discussed the tremendous amount of teaching nominations. This causes an issue when we narrow it down to those with most votes, there are only 2-3 votes for each, so that is not helpful. The committee recommends removing the faculty at large vote. Could still do two votes, but within the schools.

Next, the professor of the year award was discussed. During the school wide vote if a faculty has a vote in each category, they are eligible for professor of the year.

Third, we do not know the adjuncts in other departments and question if the faculty at large should vote on these. They propose that adjunct professor award be based on the number of nominations.

A question was raised as to the purpose of the recommended change to the professor of the year award. Senator Dixon noted a concern with the possibility professors could self-nominate in all three categories. Senator Moretti asked if determining the adjunct professor award by the number of nominations, could some instructor view that as an occasion for instructors to “incentivize” student nominations?

Senator Fridley requested that the proposals be written and submitted for review. Senator Dixon referenced the minutes that included the recommendations in boldface. Chair Althoff said that this has always been an issue for the planning committee. We have tried point systems and half point systems. He suggested we have until the next meeting to think over the proposals.

No motion made. Postpone to next meeting. Senator Dixon will re-send ~~out~~ the four recommendations for everyone to read before the next meeting.

B. Budget Committee: Treasurer Daigle reported that the budget committee met September 12, 2018, and discussed the committee’s charges. The committee asked that thoughts on the budget be forwarded to Daigle. Senator Fridley asked what percentage of the budget was allocated to faculty salaries. Senator Moretti answered that it is 20.3%, and he also reported the following data:

1993 – 41%
2002 – 37.6%
2008- 31.1%
2015- 29.8%
2017- 25.9%

The budget committee recommended an ad hoc committee be formed to address the salary recommendation. Senator Scheuerman asked where budget cuts were reallocated. Senator Dixon said that it may not have been reallocated but that we just didn’t have the money due to the state cuts. Treasurer Daigle said they were told that it was cut because we did not use it all last year. VP Clark told us previously that a budget cut would not be made based on spending from the previous year. Chair Althoff will ask VP Westman if this year’s budget was based on spending from last year or if it was based on what was allocated and not what was spent. Treasurer Daigle indicated that the budget was based on how much we spent last year on the budget.

Senator Scheuerman would like transparency on budgets related to student fees by department. Senator Dixon said that administration keeps a percentage of departmental student fees. Student

fee may be based on enrollment in the class or enrollment in the university as a whole. Senator Matthews said there may be an ethical issue here. For example, all student fees for a designated area should go to that area 100% - such as lab fees. Senator Fridley suggested that when the Executive Committee meets with the president on September 25, 2018, we should bring up the allocation of student fees. Senator Emge also suggested that we clear up how the previous year's budget impacts the current year's budget. "Use it or lose it" should not be happening if we want to move forward.

C. Committee on Committees: Senator Ludrick reported that the committee on committees met on September 12, 2018, and recommended appointments for committee vacancies on the Curriculum Committee, Graduate Council, Institutional Animal Care and Use, Institutional Review Board, and Organized Research and Program Review Committee. They also discussed committee charges and will meet again on Monday, September 24, 2018. Main charge is to pick up the Information Technology plan and revisit this.

D. Executive Committee (EC): Chair Althoff reported that Executive Committee (EC) did not meet. The EC will meet with President Burrage on Tuesday, September 25, 2018, joined by the AAUP Executive Committee. Also, the EC will be meeting with the president on October 24th.

E. Personnel Policies Committee: Senator Fridley reported that the Personnel Policies Committee met September 17, 2018. The Insurance and Benefits committee has some changes to the membership. There are two faculty members on the committee who will remain, Charles Matthews and Karl Frinkle. Dan Moore has been replaced by Josh Harris.

The committee also discussed back issues that need followed up. [On December 8, 2017, a resolution](#) was approved for a faculty hiring prioritization process. FS is unaware of any response from administration. The resolution established a standardized due date, and a process for decisions to be recorded and made available in a database. We need to fine-tune the hiring process, including the timing, the placement of advertisements, and funding to run a successful search. Senator Booth said that timeliness and funding were problems and that only one candidate was allowed for an on-campus interview, with all other interviews done via phone and Zoom. Another senator noted an EHL screening committee received approval to hire in April and were also only able to bring in one candidate. A senator asked if a job offer is turned down, is it possible to bring another candidate for an interview? It was noted that some universities only reimburse if you are not offered a position, and then, only if you accept the offer. A senator said that the whole process it is not equitable and consistent across campus.

Another back issue is the Intellectual Property policy. In April we sent our third iteration of the proposal. The sticking point is a section that requires prior consent by the faculty member. The proposal was changed to a period of four weeks to notify the faculty. That was also not acceptable. The last iteration took out the section about timely notification. There is a question of whether or not this is truly an intellectual property issue. There has been no response and we need to follow up on this. Senator Dixon added that even though the notification policy may not be an intellectual property issue, it should be investigated.

There was information that an oral agreement to pay faculty \$1,000 to develop an accelerated online course that would then be considered a work for hire. This may be a problem and needs to be explored.

Compensation issues were discussed, and proposals were made and were included in the documents for the Faculty Senate meeting.

F. University Affairs Committee: Senator Nannestad reported that the University Affairs (UA) committee met on September 12, 2018, and briefly discussed old business. Carillon is on a minimum schedule and is a continuing project.

New business related to Director of Compliance & Safety, Mike Davis, attending the meeting as a guest and describing the task force for a new campus master plan. The five faculty members of UA will be on this committee as the faculty voice. This will be a multi-year process which will be inherited by the new UA committee members each year. The UA committee is currently waiting on the task force to be established. The purpose of the task force is to have a plan rather than responding to a crisis. Chair Althoff reported that Mike Davis asked him who would be the best fit for the task force committee and he suggested UA.

V. Old Business

A. Update on Texas Council of Faculty Senates meeting, October 27

Chair Althoff reported that the meeting's purpose is to explore the idea of a nationwide faculty senate organization. They will meet on October 27th. SOSU Faculty Senate can send up to three representatives and it is just one day beginning at noon and finishing around 4:00. The meeting will start at Embassy Suites and then head to an offsite location for a working lunch. The website is linked to the agenda for today's meeting. There is a \$50 per person registration fee and the hotel convention rate is \$145. Tim Boatman and Bryon Clark will fund up to \$900 if we think it is important to attend. Attendees do not have to be officers. Mileage, registration and hotel will be reimbursed, up to \$900-\$1,000. Senator Alluisi asked if there was an overall mission for the meeting. Senator Fridley responded "To explore the future reach of faculty governance organizations in the United States." Fridley would like to attend.

B. Other

Shared Governance Forum update: Chair Althoff made inquiries with CIDT for a room suited for Zoom or live-streaming. R318 would accommodate 36 people, but it is not available. CIDT is trying to locate a room suitable for the meeting for Zoom. Althoff would like to advertise the Save the Date but we may have to wait on an adequate place. Senator Ludrick tried a Zoom on the "other end" at the recent Q & A session on E-programming and the connection was insufficient. Until that is corrected, it was suggested that we not plan on Zoom. Senator Frinkle said that Zoom meetings from upstairs are better, but Ludrick did not agree. Althoff would like to attempt Zoom for the second Shared Governance Forum. Senator Fridley suggested a room change to R100. Ludrick also suggested the theater in the Student Union, but it may lack technology. Fridley moved that we move to R100 if available. Second by Senator Daigle. Vote: Yes – 12; No – 0; Abstentions – 4. Motion carries.

VI. New Business

A. Report on informal meeting of interested Senators to discuss compensation issues

On September 12, 2018, there was a series of committee meetings in the faculty lounge that ended with an informal group who met to discuss compensation issues. This was an informal discussion with no minutes taken. The discussion started with the salary card. After the meeting,

shared emails and proposals were sent out to the group attending. Open for discussion – no discussion.

B. Consideration and disposition of two proposals emerging from that meeting: [“Compensation Draft”](#) and [“Longevity Step Draft.”](#)

The two proposals are:

- 1) Retroactive restoration of the \$546 annual step-increases from the last three years, added to base salary.
- 2) A new system of annual salary adjustments tied to the rate of inflation.

Opened for discussion by the authors of the documents. Senator Moretti spoke to the longer document, Compensation Draft, sent via email to the Faculty Senate. The problem with the linear step, for the upper ranks, it never came close to covering the cost of inflation. \$1,000 last year is \$1,022 today – we are losing purchasing power. During the recession, not much of an issue, but now inflation is more than 2%. The proposed adjustment would be pegged only to the salary card portion of salary (i.e. not the portion of salary above the salary card).

It was also suggested that the adjunct rate also needs to be adjusted for inflation. It was noted that the salary card and summer pay are part of the APPM.

Senator Fridley supports Senator Moretti’s proposal, and also offered a complementary proposal to address lost wages stemming from revenue cuts in the spring of 2016. Fridley distributed a document with a proposal combining longevity-step-increases and the annual adjustments proposal. He also explained that there were four pay cuts in 2016: removal of step increases that have not been restored, incentive pay eliminated (for outreach, travel, and instruction to remote sites), summer pay cut 40-50%, and furloughs (which amounted to a 10% salary reduction).

The document Senator Fridley shared addresses the four pay cuts. It was noted that it adds to the base salary which adds to our pension. Fridley noted that President Burrage’s stated priority is faculty compensation. The combined proposals, Fridley added, is a clear, simple, and fair way to begin addressing faculty compensation and the proposed system of annual adjustments is an excellent way to move forward.

Senator Fridley moved that this combined recommendation be forwarded to the President. Second by Randy Clark.

Discussion: Senator Matthews asked if these should be put together in the same document or would it be better to separate the proposals? Fridley answered that the proposals are complementary with step-increase increase being a modest attempt to restore some of the lost wages, and the annual adjustments provide a sound way to address salary in the future. Senator Ludrick indicated that it needs to be explained and packaged well so that it is completely understood and does not think it is clear in this document.

Treasurer Daigle asks what binds administration to the salary card. We should ask for what we’ve lost in addition the change in structure. Senator Frinkle suggested changing the first proposal to “Retroactive Longevity Step Increases” and change the second title to “Annual Adjustments to Future Salaries” for clarification. It was suggested that Executive Committee present this next

Tuesday, September 25, 2018. Senator Clark does not believe we are asking for enough. The issue with him is the salary card. He asked if we feel we are getting compensated fairly with other professors in our field. Several came to SOSU for the summer pay but now are making less than they were before, even with a promotion. Are RUSO schools working off the salary card? We should be competitive with other similar schools.

Summer pay and adjunct pay have not been addressed.

[Motion clarified: Accept this document](#) with the modification of titles and email to the president prior to the September 25th meeting.

Senator Alluisi requested a vote on call to question: In favor – 16; Opposed – 0; Abstain – 0

Approved for vote: Yes – 14; No – 0; Abstentions – 1. The motion carried.

VII. Adjournment

Senator Moretti moved that the meeting adjourn. Second by Senator Clark.

Vote: Yes – 16; No – 0; Abstentions - 0