

2007 SHARED GOVERNANCE FORUM

ISSUE #1

Issue:

Given below is one of the Faculty Senate's issues and the Administrative response from the 2003 Forum on Shared Governance:

Faculty Senate:

The Faculty Senate would like to request that whenever the on-line Academic Policies and Procedures Manual is updated a Mailbox Broadcast be sent informing everyone of the change, who made the change, and the rationale for the change.

Administrative Response:

This is a reasonable request and we will do our best to implement it.

It does not seem that this was done and we would like to make this request again. This time we would also like to request that up-to-date hard copies be kept in several locations on campus. We would suggest the Deans' Offices, the Faculty Senate Chair's office, the Office of the Vice President for Academic Affairs, and the library. We also feel it would be helpful for someone to address exactly how changes get made to the manual, who has the authority to make changes to the manual (and which sections of the manual), and who physically makes the changes to the manual.

ISSUE #2

The most recent Faculty Senate Survey indicated that the faculty strongly agreed that "somewhat different percentage increases in salary according to faculty rank" should be given in order to bring associate and full professor salaries in line with peer institutions.

We have documented several times the compressed nature of the salary card at SOSU. Generally, the administrative response has been that "while we agree with this concern, our budget will not allow any significant change. Is there any change to this response which has been given in the past?"

ISSUE #3

Can the University not cover payroll as payroll comes due? It appears that the University is trying to defer compensation payments to those faculty who have opted for twelve monthly paychecks rather than ten. In fact, continuing with the developing trend, the University now suggests that, next year, employees who select twelve monthly paychecks will receive their eleventh and twelfth payments on June 30, 2008, rather than on June 15 (as in 2007), or May 31 (as in previous years).

Who recommended, to whom was the recommendation made, and who approved the recommendation to change the timing of the distribution of pay to only some faculty? Based on the e-mail sent out over the signature of the Vice President of Business Services, it appears that not all faculty participated in easing the University's cash flow crunch over payroll. Why? Did administration and staff, as well as faculty who opt for ten monthly paychecks, defer receipt of their compensation, or was it only those faculty who have already deferred their compensation by virtue of accepting twelve monthly paychecks? Is it the policy of the University to modify the timing of distribution of paychecks, especially with the briefest of notice to employees about what deferrals have been recommended and approved?

The implications are significant. Is the University experiencing such cash flow problems that it cannot pay salaries out of current period resources? Is this practice suggesting that the University cannot meet its financial obligations as they come due?

ISSUE #4

Southeastern will be visited by various accreditation entities (e.g., NCATE, AACSB, HLC) in the next few years. The outcomes of such visits will impact the entire University regardless of whether these visits focus on a specific area or the entire school. Given these pending visits, what areas pose the greatest challenges to Southeastern with regards to accreditation and what is being done to meet these challenges? Is there any overlap in concerns among the different accrediting bodies? What role does the administration see the Faculty Senate playing in meeting these challenges?

ISSUE #5

In Vision 2010, five strategic goals were listed including: Academic Excellence; Diversity and Cultural Competence; Facilities; Funding; and Recruitment and Retention. Effort and results are readily observed for goals such as Academic Excellence (e.g., external accreditation effort, growth in the honors program, civic engagement initiative), Facilities (e.g., new buildings on campus, renovations to campus, improvement in information technology), and Funding (e.g., growth of assets in the Foundation, growth in grants and contracts). However, in two areas the results have not been as visible. Given that external accreditation entities and governing boards will use achievement of goals as one indicator of success, the Faculty Senate poses the following questions:

1. What challenges face Southeastern in achieving the Recruitment and Retention goal? What plan of action does the administration foresee to offset either stagnant or decreasing credit hour production in the last few years? How does the Administration see the tradition role of a faculty member at Southeastern changing to help address these challenges?
2. What challenges face Southeastern in achieving the Diversity and Cultural Competence goal? What plan of action does the Administration foresee to increase the diversity of faculty, staff, and students on campus?

ISSUE #6

What is the rationale for the proposed substantial increase in *on-line* per credit hour fees? What are the itemized costs of the on-line courses? What other university fees are these new on-line fees replacing? Are these charges comparable to those of peer institutions?