

Meeting Minutes  
February 14, 2022  
Meeting between President Newsom  
and  
The Faculty Senate Executive Committee  
2:00 – 3:00 pm

**2021-22 Executive Committee**

Chair, Kay Daigle  
Past-Chair, Randy Clark  
Chair-Elect, Kate Shannon  
Archivist, William Fridley  
Parliamentarian, Chaehyun Lee  
Treasurer, Stan Alluisi  
Recorder, Matthew Sparacio

**University President**

Thomas Newsom

**V.P. Academic Affairs**

Theresa Golden

1. Faculty and Staff Involvement in the Budget Process

- How is the amount of the budget for faculty and staff pay determined?
  - President Newsom: We need to understand the process at work here: no total is used to determine how much is taken from the pot. Faculty/staff compensation is not a percentage allocation, it's a number. We figure out what this number is by crunching the numbers to see how much we need to pay faculty and staff first, **as a priority**, then adding fixed cost increases (e.g. insurance) to determine what the budget looks like.
- Who decides and when?
  - President Newsom: This is an ongoing process. It involves the Vice Presidents and the requests they bring to me. Again, percentages are not the determining factor here, although we do keep track of that data to compare our current budget to our historical data. The forms provided to VP Golden and the other VPs are provided by VP Westman.
- Is it possible to have representative faculty and staff involved in these decisions and discussions (with the deciders)?

- President Newsom: the \*latest\* that any input can be received is probably April (this is when VPAA Golden sends out budget request forms to the Department Chairs). That doesn't give us a lot of time between when we receive this information and when the budget is forwarded to RUSO in June. This is further compounded by the fact that we won't know exactly how much our state allocation amounts to until about 3 weeks before the budget is due to RUSO.
- President Newsom: As stated earlier, compensation is a priority. We are a couple of steps away from getting to where we need to be - we will be working with the Faculty Salary Working Group.
  - Asked if there is a plan going forward (to solidify compensation adjustments)? For example, if it is decided to give a 10% pay raise across the board – faculty, staff, and adjuncts – what would that look like in total cost to the university? Similarly, what would a 5% raise would look like?
  - President Newsom: we don't have enough information to run these numbers yet – it needs to be systematized first (through work with the Salary Card Working Group).
- FS reiterated the faculty's appreciation for prioritizing the coverage of insurance premiums. It was asked if there has been any thought about including subsidies for spouses and dependents.
  - President Newsom: yes, and he can sympathize. The costs prohibit that. For example, last year our premium went up 9% for individual and 7% for dependents. Our priority has always been, and remains, 100% coverage for individuals which is becoming increasingly difficult due to these increasing costs.
    - On a related note: the President appreciates the work the Staff and Faculty Senates have put into the Telework policy and is hoping that the clear language of this policy will help attract candidates.

- Regarding Faculty representatives “in the room where it happens” – President Newsom stated all the input flows through the VPs. Says he has no problem if VPAA and Chairs have better ways for input. Also receives input from President’s Executive Committee.

2. What happens after the Salary Card Working Group presents their proposed conceptual framework for a new process for determining faculty pay?

- The plan now is to take the recommendations from the committee, digest it, and go from there.

3. Shared Governance (Administration) - March 7, 2 pm (changed to March 28th)

- Still have not settled on a topic
  - Scheduling Challenge: Regents called a meeting on March at Tinker on the 7<sup>th</sup>; would rather have both President and VPAA in house for Shared Governance Forum. EC agreed to work on rescheduling the Shared Governance Forums.

4. Updates

- Submitted official enrollment numbers for the Spring: headcount total 5096 (1.7% up from last Spring); credit hours down 1.5% from last Spring. This has resulted in a bit of a revenue difference, but we are in good shape.
- SE Renewed its Academic Partnerships (AP) contract. One thing coming out of this contract is that starting in June, AP will pay us three checks totaling \$250,000 that will be directly invested in our “student ready initiative.”
- SE signed a new AP agreement for the Pathstream Program. More information is forthcoming.
- The Telework Policy (as stated before) is very successful. The FS and Staff Senate recommendation has been passed to HR and is being implemented. This is a good document and will serve as a foundation moving forward.
- Campus Wide Master Plan: will hear the first iteration on February 18. The hope is we can start vetting it as soon as possible. It is a 10 to 15-year plan that encompasses the entire campus (includes Airport and McCurtain) .

- Received final drawings for the Rodeo Expo. This includes improved access to that space and a new bridge across Chuckwa Creek, additional intramural space is planned.
- The alumni association will no longer be recognizing distinguished former alumni at homecoming. President Newsom wants the university to take this over and develop a program to honor distinguished former alumni, current FS awards, and service to the university. The President would like to have an event this spring to recognize the award recipients.
- Allied Health (AH) Partnership – AH signed an MOU to deliver a RN cohort in Spring 2023 with Murray State. The program is designed so that students take core curriculum at SE; likely will make a pathway certification for BSN at SE. The overall goal with this agreement is to develop M.S. degrees for healthcare, with an emphasis on non-clinical careers. Hopes to bring someone on board this Spring to initiate and facilitate this program.
- We are in the process of replacing all the classroom furniture in lecture settings and expect to be under budget. Considering changing and/or adding furniture in public spaces used by students.
- Winter Damage from 2020-21 finally being addressed (mostly covered by insurance).