

## **Minutes of the May Session of the Faculty Senate**

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The Faculty Senate held the May organizational session on Thursday, May 2, 2024, in PSU 313. Chair Scott Zimmerman called the session to order at 3:32 p.m. Mike Hudson served as parliamentarian.

Substitutes: Tiglet Besara for Mike Reed, Physics, Astronomy & Materials Science; and Tara Boehne for Jennifer Yates, Occupational Therapy.

Absences: Tim Flannery, Economics; Megan Ramsey, Finance & Risk Management; Aaron Sauer, Technology & Construction Management; Leonard Horton, Communication, Media, Journalism & Film; Fatih Benzer, Art & Design; John Rose, Defense & Strategic Studies; and Bonnie Slavych, Communication Sciences & Disorders.

Guests: Melinda Novik, Past Secretary of the Faculty; Elizabeth Walker, Past Chair; Naomi Corin, MCHHS; Lanya Lamouria, Curriculum Committee; Beth Williamson, MCHHS; Katrina Chavez, Office of the Registrar; Becca Euglow, Office of the Registrar; Angela Young, Office of the Registrar; and Kyler Sherman-Wilkins, SAG.

### **APPROVAL OF MINUTES**

The April minutes were approved as posted.

### **ROLL CALL BY THE SECRETARY OF THE FACULTY**

Secretary of the Faculty Kim Finch read the roll call for the 2024-2025 Faculty Senate.

### **ANNOUNCEMENTS**

1. If necessary, there will be a carryover meeting, Tuesday, May 7<sup>th</sup>. (Location TBD)
2. The All-Faculty Recognition Reception will be on Tuesday, May 7<sup>th</sup> at 3:30-5 p.m. in PSU Ballroom West. [All Faculty Recognition Reception - Calendar - Missouri State](#)

### **REPORT ON CAW**

Katrina Chavez, Assistant Registrar, presented the curriculum report and implementation of the new Curriculog system. Training and open labs begin around August 12<sup>th</sup>.

### **SENATE INTERNAL ACTION: PAY EQUITY ACTION**

Chair-Elect Mike Foster moved the Senate Internal Action to the floor and read the resolution. He answered questions from the Senate.

### **The Internal Senate Action passed.**

### **Internal Senate Action 1-24/25**

### **AD HOC COMMITTEE ON CURRICULAR MATTERS**

Scott Zimmerman charged the continuation of the work done for curricular matters by this committee over the last two years. The Ad Hoc Committee on Curricular Matters will be seated for the 2024-2025 year and chaired by Dr. Melinda Novik.

### **SENATE STRUCTURE**

Chair Scott Zimmerman discussed the Committee on Past Chairs report. Chair Zimmerman invited Senate to contact him over the summer with questions or concerns. Senators can also contact Chair-Elect and Past-Chair Committee Chair Mike Foster.

**RESOLUTION IN HONOR OF 2023-2024 FACULTY SENATE CHAIR DR. ELIZABETH WALKER**

The Resolution was moved to the floor and Chair Scott Zimmerman read the Resolution.

**The Resolution passed by unanimous consent.**

**SR 1-24/25**

**RESOLUTION IN HONOR OF 2023-2024 SECRETARY OF THE FACULTY DR. MELINDA NOVIK**

The Resolution was moved to the floor and Chair Scott Zimmerman read the Resolution.

**The Resolution passed by unanimous consent.**

**SR 2-24/25**

**RESOLUTION IN HONOR OF 2023-2024 PARLIAMENTARIAN DR. MICHAEL HUDSON**

Faculty Senate Chair-Elect Mike Foster moved the Resolution to the floor and read the Resolution.

**The Resolution passed by unanimous consent.**

**SR 3-24/25**

**UNFINISHED BUSINESS**

None.

**NEW BUSINESS**

None.

**ADJOURNMENT**

The meeting adjourned at 4:42 p.m.

Kim Finch

Secretary of the Faculty

### Faculty Senate Resolution on Pay Equity

Whereas "pay equity" is simply defined as the concept of compensating employees from like academic units who have similar job functions with equal pay, regardless of their gender, race, ethnicity, or other status;

Whereas establishing "pay equity" in higher education involves comparing an institution's publicly available salary data and data made available by the College and University Professional Association for Human Resources (CUPA-HR, or just CUPA); and

Whereas the [Faculty Handbook](#) states that "it is the ideal of Missouri State University to attain throughout the University, essential parity in salaries among faculty members with comparable backgrounds and responsibilities" and that "Improvement of faculty salaries shall receive high priority each year in budget construction" (section 5.1); and

Whereas university administration regularly recognizes that university employees need to maintain competitive salaries:

- [Clif's Notes, October 2018](#): "Compensation remains a concern for the board and the administration, and we will continue to prioritize compensation increases as we develop budgets in the future";
- [Clif's Notes, December 2020](#): "University leadership and the board are committed to making Missouri State a great place to work. We know that compensation plays a big role"
- [Clif's Notes, March 2024](#): "One of our goals is to work to ensure Missouri State University maintains competitive salaries for all our employees"

Whereas inflation as determined by the Consumer Price Index (CPI) and reported by the [State of Missouri Tax Commission](#) has increased rapidly over the last few years, specifically at these rates:

- 2018 percent change from previous year: +1.9%
- 2019 percent change from previous year: +2.3%
- 2020 percent change from previous year: +1.4%
- 2021 percent change from previous year: +7.0%
- 2022 percent change from previous year: +6.5%
- 2023 percent change from previous year: +3.4%; and

Whereas "across-the-board" (ATB) salary increases for faculty, per Financial Services, has not kept pace with CPI, specifically at these rates:

- 2018 ATB pay increase equaled 0%
- 2019 ATB pay increase equaled 1% + \$600
- 2020 ATB pay increase equaled 1.9%
- 2021 ATB pay increase equaled \$600
- 2022 ATB pay increase equaled 3%
- 2023 ATB pay increase equaled 4%
- 2024 ATB pay increase equaled 5%; and

Whereas annual surveys conducted both by Faculty Senate and the university year after year indicate that faculty are routinely disappointed by their low standard of pay as compared against CUPA peer institutions; and

Whereas per the most recent report of the [Faculty Senate Committee on University Budget & Priorities](#), CUPA data identifies the following salary inequities:

- Assistant professors are underpaid on average by about \$2,000
- Associate professors are underpaid on average by about \$2,000
- Full professors are underpaid on average by about \$4,000
- Instructors and Senior Instructors are underpaid on average by about \$10,000
- Clinical assistant professors are underpaid on average by about \$6,000

- Clinical associate professors are underpaid on average by about \$6,000; and

Whereas per the most recent report of the [Faculty Senate Committee on University Budget & Priorities](#), over a 6-year period from 2018-2023, pay equity distribution by college appears to be inequitable (page 12); and

Whereas per the most recent report of the [Faculty Senate Committee on University Budget & Priorities](#), pay equity disbursements favor non-instructional personnel over faculty, both in terms of total number of salaries adjusted and in total dollars spent (page 15); and

Whereas equity adjustments are the only means (other than promotion) for faculty to increase their base salary.

Therefore, be it resolved that the Faculty Senate charges the Faculty Senate Executive Committee to create an *ad hoc* committee for AY 24-25 that comprises campus stakeholders, including faculty, department heads, deans, the Office of the Provost, and the Office of the President, to devise an objective and fair, mutually agreeable, faculty equity pay system that relieves the individual faculty members of the burden of demonstrating inequity by developing a formula-based system funded by central administration (not cost-centers, so inequities between cost centers can be mitigated) through which central administration can rationally distribute equity raises, strictly on the basis of the severity of underpayment; and

Therefore, be it finally resolved that the *ad hoc* committee present to the Faculty Senate by no later than the March 2025 meeting a fully detailed equity pay system with timelines, expectations, and ongoing funding sources.

**Resolution in Honor of Dr. Elizabeth Walker, Faculty Senate Chair, 2023-2024**

Whereas, Dr. Elizabeth Walker has selflessly led the Faculty Senate as Chair during the 2023/24 session; and

Whereas, she has provided leadership of the Faculty Senate Executive Committee, and a strong faculty voice during Academic Collaboration Team meetings, and meetings with the President and Provost; and

Whereas she also served on the ad-hoc Committee on Curricular Matters, an ex-officio member of the Graduate Council and many other committees; and

Whereas, she has done this all with good humor and a ready laugh.

Therefore, be it resolved that the Faculty Senate of Missouri State University sincerely thanks Dr. Elizabeth Walker for her commitment to the faculty and to shared governance at Missouri State University.

**Resolution in Honor of Dr. Melinda Novik, Faculty Senate Secretary, 2023-2024**

Whereas, Dr. Melinda Novik has served the Faculty Senate and the faculty of Missouri State during the 2023/24 session; and

Whereas, she selflessly agreed to provide her expertise and energy as Secretary for consecutive terms; and

Whereas, she provided guidance and thoughtful advice as the campus transitions to a new curricular management system as part of the Curricular Matters Committee; and

Whereas, she has done this all with patience and kindness.

Therefore, be it resolved that the Faculty Senate of Missouri State University sincerely thanks Dr. Melinda Novik for her commitment to the faculty and to shared governance at Missouri State University.

**Resolution in Honor of Dr. Michael Hudson, Parliamentarian 2023-2024**

Whereas, Dr. Michael Hudson's service as Parliamentarian of the Faculty Senate during the 2023/24 session has been exemplary; and

Whereas, in the course of his duties he also served as a member of the Faculty Senate Executive Committee, the Senate Committee on Rules, and Administrative Leadership; and

Whereas, he has a history of dedicated service to the faculty at Missouri State University; and

Whereas, he calmly and tactfully guided the Chair of the Faculty Senate, members of the Senate Executive Committee, and Faculty Senators during sessions of the Senate in carrying out their goals with order and respect; and,

Whereas, he continues to serve Faculty Senate with a high level of dedication, commitment and collegiality out of a genuine commitment to shared governance and service to the University.

Therefore, be it resolved that the Faculty Senate of Missouri State University commends and sincerely thanks Dr. Michael Hudson for his remarkable commitment to shared governance at Missouri State University, and for his outstanding service as Parliamentarian of the Faculty Senate.