The Faculty Senate meeting was called to order at 3:39 p.m. in Union 237A with President Davie Davis presiding.

ROLL CALL:

In addition to FS President Davis, the following 21 Senators were present: Bonham, Bordere, Bouzouita, Bradley, Callahan, Ewing, Kangas, Kidwaro, Love, Norwood, Peltz, Riggins, Sarkar, Smith, Stevenson, Swanson, Wenger, Yates, Marsh, Peterson, and Clements for Neal.

MINUTES:

The minutes of February 18th and February 25th will be approved at the next meeting on March 25, 2009.

ANNOUNCEMENTS:

VP Kangas received an e-mail regarding a proposal for a flat budget. He stated that we may need to look at a long term plan for two years from now regarding the budget.

FS President Davis stated that she just came back from a meeting with the President and if we need him in this meeting, he will be right over but it was thought to be best to just have a conversation with faculty and no administrators.

Davis presented motion 2008-2009-15 which read as:

MOTION:

Based on a strong conviction that academic affairs constitutes the primary function of the university, Faculty Senate makes the following recommendations:

1) Academic affairs is not only the heart of the university enterprise but also the major generator of revenue. Budget cuts to the academic area decrease the quality of the educational experience at UCM, cause damage to academic programs that takes years to repair, and pose a threat to the university’s reputation, all of which ultimately reduce UCM’s capacity to generate funds.

2) Decisions regarding budget reallocations should be made in the SPRC rather than handed down through the various administrative levels in the form of across-the-board budget cuts. The task of the SPRC is to carefully analyze the cost effectiveness of units across the university in light of the Key Performance Indicators, which have been thoroughly vetted by the governance bodies and established to safeguard the quality of programs and services. In order for the SPRC to perform its function, units need to provide input
to that body regarding their unique needs and resources. All decisions made by the SPRC should reflect the KPIs and the primacy of the academic mission.

3) The Faculty Senate demands that administrative expenses at UCM be brought into line with those at this university’s sister institutions. According to a recent report from an ad hoc subcommittee of the FS Salary and Fringe Benefits Committee, based on information from The Integrated Post Secondary Education Data System, UCM’s administrative costs are quite high relative to other institutions in Missouri. For instance, UCM’s executive/administrative and managerial FTE staff is 181% that of Southeast Missouri State University, although UCM’s student body is nearly the same size as SEMSU’s. UCM’s administrative bloat has been problematic for some time, and the current budget stringency renders the situation no longer tolerable.

4) After the process of trimming administrative budgets has begun, all other possible sources of revenue should be examined, such as savings from reduction or elimination of non-essential and/or non-revenue-generating programs and services. The health insurance refunds should be used to cover the anticipated increase in benefits costs.

5) In order for faculty to conduct research, scholarship, and creative activity of a quality consistent with the expectations described in the tenure and promotion guidelines, funds for faculty travel and professional development should be maintained or increased.

6) The budget process should be made transparent, so that reallocations and adjustments at every level are clearly visible to the university community.

7) Elimination of positions, including those held by non-tenure-track faculty, should be an option of last resort. Cutting positions harms individuals and programs, lowers morale, and adds to the negative economic climate beyond the university.

8) The principle of faculty tenure should be held inviolate at all times.

9) In the interest of preserving the quality and integrity of the academic mission, as well as preventing the loss of positions, faculty are willing to forego all or part of the salary increase listed in the president’s proposed 2010 budget (excepting increases for tenure and promotion), providing that 1) efforts are begun to decrease UCM’s exorbitant administrative costs, and 2) the percentage increase in administrative salaries does not exceed that of faculty salaries. The faculty’s willingness to accept an increase less than the proposed 2010 amount in no way negates the importance of salary as a significant issue in the future.

Senator Sarkar stated that he wanted to thank everyone for coming to this meeting. He stated that he liked several of these ideas and that the group could change or amend some parts. The document has to be in the SPRC by March 12th.

FS President Davis stated that the document has general points. She stated that Skip Crooker is putting together research comparing spending at UCM and other universities.

Senator Bradley stated that she would like to get rid of this document and instead of trying to protect the areas we don’t want cut, make a list of the areas that we do want cut.
Clements stated that some of her colleagues have issues with some of the wording and also some of the information in the document.

There was much discussion among the Senators and gallery members on this motion.

Senator Bradley moved to send the document back to the FSEC committee for further review and revisions. Senator Yates seconded the motion.

The motion is to refer it back to the FSEC for rewording. A yes vote means refer it back and a no vote means not to send it back to the committee and just to vote on the document as is today.

-PASSED- For: 19 Against: 1 Abstain: 0 2008-2009-15

It was decided to send the document back to the FSEC for review and revisions. FS President Davis stated that the final draft from the FSEC would be sent out to the Senators for an e-mail vote in order to get the document to the March 12, 2009 SPRC meeting.

With nothing further, the FS meeting was adjourned at 4:58 p.m.

Respectfully submitted,
Dianne Gower
Faculty Senate Office Professional