

**LVI No. 12**  
**Faculty Senate Minutes**  
**March 9, 2022**

The Faculty Senate of Southeast Missouri State University met on Wednesday, March 9, 2022, in the Redhawks Room of the University Center. The following Senators were present: Mike Aide, Eric Billington, Larry Bohannon, Marcus Bond, Vera Campbell-Jones, Shannon Clapsaddle, Eric Clements, Jenny Cropp, Erin Fluegge, Susan Fulton, Stephanie Hallam, Joni Hand, Laura Hatcher (Chair), Monica Kearney, Andy Liu, Kim Louie (Chair-Elect), Hayley Love, Jenna Moore, Belinda McMurry, Pam Parry, Tim Schmidt, Songyon Shin, and David Yaskewich. Provost Mike Godard and SGA representative Allison Lauter were also present. Mike Taylor was not present nor represented by an alternate. The following alternates were present: William McNeary.

Chair Hatcher called the meeting to order at 3 p.m. and reminded everyone that today's meeting was the third from last before the split session. Committee chairs were reminded of the timeline last week. She also mentioned that there is much pending legislation. Chair Hatcher announced that Dr. Below will be at the next meeting, March 30<sup>th</sup>, with an enrollment update. She then requested a motion to approve the minutes from the February 23 meeting. A motion was made by Senator Clapsaddle and seconded by Senator Bohannon. Senator Kearney asked for the minutes to reflect that Senator Parry was "considering" asking for a 3.5% compensation increase. The minutes were approved with amendment. "Considering" was added and the minutes have been posted to the webpage.

The meeting returned to old business. Chair Hatcher asked Senator Schmidt to take the floor to discuss the status of **FACULTY SENATE BILL 2022-A-6** (Addition of academic year 2025-2026 to the five-year calendar). Senator Schmidt said they had been asked by the provost's office for more time due to the OVC schedule. He asked for a motion to table the bill until later in the senate session. A floor motion was made and seconded by Senator Hand. The motion to table the bill was unanimously approved.

**Compensation:** A handout was distributed that outlined the Senate Compensation Committee's requests for FY23. The handout will be included in the minutes. Questions and discussions followed. Senator Parry asked for a motion to approve the budget requests. The motion was made and seconded by Senator Schmidt. Chair Hatcher added that the motion for the Senate to consider approving is the basic substance, knowing there could be minor changes, including the ones discussed. All senators were in favor of the requests and the budget recommendations will move forward with the Faculty Senate's support. No abstentions.

**Chair's Report:**

Chair Hatcher distributed a handout on proposed tuition changes to stabilize the budget. The provost stated differential tuition is no longer allowed--that students who are Missouri residents cannot be charged different fees due to mode of delivery. She encouraged senators to ask questions about the handout but cautioned them about sharing with colleagues to avoid confusion. Senator Schmidt asked if the changes would be in effect for Fall 2022 and for the regional campuses, fall 2023 and the provost confirmed. He also asked if special course fees would be affected and was told that special course fees would remain unchanged. Other

questions arose about scholarships. The university has underbudgeted institutional scholarships; gap needs to be lessened in this area. The provost commented that having tuition closer aligned with resident and nonresident will be helpful. 87% of Illinois students receive in-state tuition rates; will be a mixed bag—general idea is to attract more students across state lines. The strategy aims to reduce institutional discounts and be able to have a balanced budget; tuition strategy changes to reduce overall institutional commitment to scholarships.

### **Provost's Report**

Gave a general overview of budget reductions with most of them coming from the provost's office. No budget cuts across the board in academic affairs; 44% more than the required 12.5% budget reductions were made in the Provost's Office--\$765, 000. Remaining \$216,255 to identify.

### **Student Government Association Report**

Elections were held and campaigns for SGA executives are underway. Voting begins the first week of April. SGA is funding Spring conferences and planning the end of the year banquet. Also discussed the open syllabus initiative for the Fall semester. Questions and discussion followed; there will be disclaimers before students click on a syllabus letting them know that the syllabus, they are viewing is a sample. Hopefully the initiative will create a more user-friendly way for students to view syllabi so they can make informed enrollment decisions

**Academic Affairs:** Senator Schmidt—met last week and discussed the textbook policy and procedure; hopes to bring it to the Senate before Fall semester

**Documents:** Senator Hand—distributed 2 handouts of items the committee has been working on; they will continue working with marketing and reviewing website material. Chair Hatcher, in discussing the handout, mentioned that the University Studies Council is now called the General Education Council and that the charge of the council is slightly different. She also questioned the location of the Honors Council—may have to check with Dr. Koch. Chair Hatcher reminded everyone that a major revision to the Senate Constitution would require balloting the entire faculty; Senator Hand said that the handout materials were informational—no need for approval

**Governance:** Senator Cropp—met with Dr. Sheriff and Alissa Davis (HR Director) last week to discuss draft of the conflict-of-interest policy; will be working with Alissa who wants to have it ready for the Board of Governors September meeting; Senator Cropp hopes to bring a draft to the next Senate meeting

**Professional Affairs:** Senator Fulton—met briefly last week and discussed language in the handbook; Chair Hatcher asked Senator Fulton if she knew when the Senate would hear from the Chair of the Chairs' Forum; she stressed timing regarding the action of the task

**Membership:** Senator Fluegge—some Senators terms are expiring—voting must be concluded by March 31. On March 16, she will notify department chairs. She also needs to know if there are alternate changes. Faculty Social Hour at the Glenn House on April 8<sup>th</sup> from 5 to 7 p.m. The deans supplied some funding for the event

Senator Campbell-Jones asked the provost about 2 items—the timing of class cancellations due to inclement weather and about nursing students taking pass/fail courses not being on the Dean's List. The provost said that instructors can use their own judgement if they feel that conditions are too unsafe for students to attend class and that the nursing department would have to work

through the registrar's office about the nursing courses—perhaps the courses could be revised for letter grades instead of pass/fails

**Adjournment:** Chair Hatcher called for a motion to adjourn. Senator McMurry made a motion to adjourn, Senator Schmidt seconded. The Faculty Senate adjourned at 4:51 p.m.

**The next Faculty Senate meeting will be held on Wednesday, March 30 from 3-5 p.m. in the Redhawks Room of the University Center.**



**Budget Review Committee  
FY23 Request  
March 10, 2022**

## **First Draft**

**Requesting Unit:** Faculty Senate Compensation Committee

**Title of Request:** Compensation Proposal for FY23

**Brief Description:**

FY23: Completion of the Implementation of the Salary Equity Study and a base salary increase of 3.5% for all full-time and part-time faculty. Given the U.S. Department of Labor estimates an 8.3% cost of living increase in the upcoming year, and the university's financial situation, the committee decided to ask for just below half of CPI. Additionally, the Faculty Senate Compensation Committee fully supports the staff committees' recommendation to consider reinstating a merit system for staff in the near future.

**Rationale:**

The faculty recognize that the university is evolving through a challenging period considering the recent pandemic event and projected declining enrollment trends. It is further recognized that there are concerns related to the financial future of the university in a time of considerable financial instability, both in the form of unexpected costs and potential reductions in revenue. The COVID-19 pandemic has presented significant challenges to higher education where faculty have had to adopt more flexible approaches to teaching. In addition, recent cuts in the number of faculty lines also have impacted the workload.

After the Budget Review Committee completed its work in spring 2021, the university received an unexpected state appropriation that improved the financial situation in the near term. During that summer, it was announced that faculty and staff would receive a 2% pay increase in the upcoming academic year.

In 2019-2020, the university funded a pay equity study with a proposed plan to implement pay adjustments over the next three fiscal years. According to Evergreen Solutions, the faculty market results showed a 15.7% average below market. Over the past decade plus, the university has prioritized spending in areas other than employee wages and benefits. This trend has seen employee benefits decline year after year, as employee costs for benefits have increased and wages have stagnated. During this period, employee compensation has not kept pace with these losses and increased costs or with cost of living increases. The following demonstrates a five-year period showing percentage of raises and cost of associated inflation.

FY 2017: 1.5% raise, 2.1% inflation;

FY 2018: 0% raise, 1.9% inflation;  
 FY 2019: 0% raise, 2.3% inflation;  
 FY 2020: 1.0% or \$700 raise, 1.3% inflation;  
 FY 2021: 1% midyear increase; 7.1% inflation;  
 FY 2022: 2% salary increase.

In summary, the rate of inflation has consistently outpaced the growth rate in faculty salaries, which was true in each of the past five years. This gap was particularly noteworthy when the pace of inflation accelerated to 7% in 2021, which was the highest rate experienced since 1982. This is without considering the negative effects from market pay and the increasing cost of health care benefits, which are climbing significantly faster than inflation.

Therefore, the Faculty Senate Compensation Committee, with the support of the Faculty Senate, would like to request the following for consideration for FY23:

- Base salary increase of 3.5% for all full- or part-time faculty for FY223.
- Implementation of the completion of the three-year roll out of the pay equity market adjustments totaling \$709,056 (30% in FY23).
- Begin long-range planning for reinstituting a staff merit pay system.
- Begin implementation of minimum wage increase for affected employees.
- Development of a succession plan for recruitment and retention of all employee categories that addresses the large number of retirees that have left and are expected to leave over the next several years.
- Recognize the changes in the scope and responsibilities of the workload for all employees at the university.

**Budget Request:**

<u><b>FY23 Request</b></u>	<u><b>Estimated Cost</b></u>
3.5% base-pay increase for all regular employees*	\$2,349,821
Completion of salary equity study	<u>\$709,056</u>
	<b>\$3,058,877</b>

\*Due to the university practice of funding the post-professorial promotions, faculty would receive 3.0625% (87.5% of the 3.5%) if this recommendation is approved.