

**Faculty Senate Meeting
2:00PM December 3, 2004, Stafford 104
Unapproved Faculty Senate Meeting Minutes**

I. CALL TO ORDER AND ESTABLISH QUORUM:

The December 3, 2004 meeting of the Faculty Senate was called to order at 2:04 PM in Stafford 104 with FS President James South presiding. The following members were present: Fred Alsberg, Melody Ashenfelter, Arden Aspedon, Madeline Baugher, David Bessinger, Nancy Buddy Penner, Stephen Burgess, Dayna Coker, Tom Davis, Michael Dougherty, Terry Goforth, Todd Helton, David Hertzell, Jason Johnson, Chad Kinder, Kelley Logan, Joseph Maness, Andrew Marvick, Gus Ortega, Les Ramos, Jeffrey Short, James South, Bill Swartwood, Mark Tippin, Don Wilson, and Jon Woltz.

II. CERTIFICATION OF SUBSTITUTES: Valerie Reimers substituted for Robin Jones.

III. PRESENTATION OF VISITORS: None

IV. APPROVAL OF MINUTES: Minutes of November 19, 2004 were approved.

V. ANNOUNCEMENTS:

A. From FS President South: None

B. From Provost Rice:

1. The language proposed by **FS Motion 2004-11-03** will be added to the handbook. The remaining issue is eligibility for Sayre faculty for the FUTPRC. The handbook currently requires rank of Assistant Professor. An exception will be added for Sayre faculty members of the committee; FS will review the language adding the exception.

2. Dr. Rice will consider our language on the Final Exam Rules (**FS Motion 2004-11-01**)

3. Dr. Rice agrees in principle with our suggestion (**FS Motion 2004-11-04**) that Bernhardt ballot tabulation, if secret, include a faculty representative. Since this award is not made by the administration, she will pass the suggestion on to the Foundation and Jim Waites.

C. FS Secretary/Treasurer Johnson:

1. Roll Sheet—please sign and update.

2. Treasurer's Report: BancFirst Checking account balance: \$1,691.49

University account balance: \$211.46

D. FS President Elect Logan: No report

E. FS Past President Hayden: No report

F. FS Student Government Representative Justin Ohl: No report

VI. REPORTS FROM STANDING AND AD HOC COMMITTEES:

A. Personnel Policies Committee

1. Adjunct Faculty Pay Scale:

FS Motion 2004-12-01

It was moved and seconded that:

1. The adjunct faculty pay scale (day and night classes) be changed as follows:

<u>Degree / Credentials</u>	<u>Compensation</u> <u>per credit hour</u> <u>(1-13 hrs)*</u>	<u>Compensation</u> <u>per credit hour</u> <u>(14-18 hrs)</u>
Bachelor's	\$575	\$650
Master's	\$650	\$750
Master's + 30 & Master's + CPA	\$750	\$900
Master's + 30 + CPA, MFA, JD, MD, PharmD	\$900	\$1,050
Ph.D., Ed.D	\$1,050	\$1,200

*Equivalent loads in summer school would be 1-6 hours and 7-8 hrs, respectively.

2. Compensation for Telecourse instruction be increased to \$300/credit hour plus \$15 per student for the first 10 plus \$10 for each student above 10.

3. Compensation for Adult Education Classes be set at \$600 per credit hour.

4. Compensation for Interactive Video Instruction be increased to \$200 per credit hour.

Rationale: One of our goals is to pay faculty better than non-degree positions such as clerical or sales positions. If we seek to meet this goal, then adjunct faculty working full-time should earn a salary that exceeds or is competitive with such positions elsewhere. If we do not meet this goal, it will become increasingly more difficult to attract qualified adjunct faculty. The differential between the rate for 11-14 hours and 15-18 hours reflects the fact that faculty

teaching less than 14 hours are in effect part-time, while any faculty teaching 14-18 hours is in effect employed full-time. It is understood, however, that all adjunct faculty do not qualify for OTRS other benefits regardless of hours taught.

The current pay schedule makes a distinction between day and night classes. There should be no such distinction. Faculty teaching any course as part of the regular curriculum of the university should receive the same compensation regardless of whether the course is taught at night or during the day.

The motion passed by voice vote.

2. Overload Pay

FS Motion 2004-12-02

It was moved and seconded that overload pay for full-time faculty (day and night classes) should be calculated in proportion to the faculty member's regular salary (excluding benefits).

Rationale: Current rates were established in 1998. Full-time faculty members are contracted to teach at a specified rate (per credit hour) each year. Many faculty: 1) are already teaching maximum loads, 2) have numerous class and lab preps, 3) have heavy grading loads due to classes being enrolled at room capacity, and 4) have significant advising and committee responsibilities. Asking faculty to teach additional loads at a reduced pay rate fails to adequately reward faculty that are sacrificing their time in service to the university.

For example:

Current:

\$500 per credit hour (day and night classes)

Faculty with 27.7 annual load receives an additional \$350.

Proposed:

\$36,000 per annum = \$1,333.33 per credit hour for a 27 hr annual load

Faculty with 27.7 annual load would receive an additional \$933.33

This hypothetical faculty member is currently being compensated for overload hours at approximately 38% of normal pay rate. Because overload pay is currently fixed at \$500 per credit hour, faculty members at higher ranks and salary classifications would be paid even less. Overload hours do not require less effort or time on the part of faculty and so should be compensated at the same rate as in-load hours.

The motion passed by voice vote.

B. Curriculum Committee

The Curriculum Committee has been encouraged by Dr. Rice to continue developing ideas for improving student remediation at SWOSU

VII. UNFINISHED BUSINESS: None

VIII. NEW BUSINESS:

A. Student Complaints: Motion to make the following addition to the Faculty Handbook

FS Motion 2004-12-03

It was moved and seconded that when a student brings a complaint about a faculty member (or members) to the attention of the Dean of Students or of the Dean of the College of Arts and Sciences, officials at those offices shall not consider the complaint until it has been submitted in writing. Once such a complaint or grievance has been submitted in written form to one or both of these offices, a copy of the document shall be sent, in a timely manner, to the faculty member against whom the complaint has been made."

B. Theatre Faculty and Students

FS Motion 2004-12-04

It was moved and seconded that FS Motion 2004-12-03 be tabled until faculty have an opportunity to evaluate it.

The motion passed by voice vote.

B. Commendation and Support of the Faculty, Cast, and Crew of *Slaughter City*

FS Motion 2004-12-05

It was moved and seconded that the SWOSU Faculty Senate commends faculty members Steve Strickler and Daryl Rodriguez and the cast and crew of the production of *Slaughter City* for receiving the Regional Committee Nomination of the Kennedy Center American College Theater Festival.

Further, the Faculty Senate reaffirms its support of the exercise of academic freedom and free artistic expression on the Southwestern campus, and rejects any suggestion that this production is illegal or immoral.

Amendment 2004-12-06 to 2004-12-05

It was moved and seconded to strike the entire second paragraph of Motion 2004-06-02.

The Amendment failed by count of hands.

Amendment 2004-12-07 to 2004-12-05

It was moved and seconded to omit the following section of the last paragraph of Motion 2004-06-02: "...and rejects any suggestion that this production is illegal or immoral."

The Amendment failed by voice vote.

FS Motion 2004-12-05, in its original form, passed by voice vote.

C. Dr. Rice's Retirement

FS Motion 2004-12-08

It was moved and seconded that the Faculty Senate commend Dr. Rice for her service to the University.

The motion passed by voice vote.

IX. ADJOURNMENT:

With no further business, the meeting adjourned at 2:41 p.m.

Next Faculty Senate meeting: Friday, January 28, 2005, STF 104, 2:00 p.m.

Respectfully submitted,

James South, President

Jason Johnson, Secretary