

Welcome to Faculty Senate!

Colter Ellis

Faculty Senate Chair

Sociology & Anthropology

Stephanie McCalla

Faculty Senate Chair-Elect

Chemical & Biological Engineering

Gentle Reminders

- Faculty Senate is an open and public meeting
- Please, only Senators speak in the meeting, unless you are specifically called on by the Chair or Chair-elect to speak
- Public may address the Senate at end of the meeting during public comment
- Be kind to each other.

Approval of FS Minutes from March 20, 2024

- Do I have a motion to approve?
- Any discussion?
- All those in favor of the motion indicate by saying aye
- Those not in favor of the motion indicate by saying nay

FYI Items

SmartBuy, MSU's new purchasing and procurement platform, will be released soon. UBS is offering multiple 2 hour training sessions in anticipation. No sign up is necessary, just visit this [Teams link](#) at one of the below times:

- April 2nd 10 am and 2 pm
- April 3rd 9 am
- April 5th 9 am
- April 8th 10 am
- April 9th 12 noon
- April 15th 11 am
- April 16th 9 am
- April 17th 8 am and 1 pm
- April 18th 12 noon and 3 pm
- April 19th 10 am
- April 22nd 11 am
- April 23rd 9 am
- April 24th 8 am and 1 pm
- April 25th 12 noon

FYI Items

- AY Faculty 26 Pay
 - Beginning academic year 2024-2025, tenure/tenure-track faculty will be able to choose to receive their pay over 26 paychecks.
 - The deadline to return this form is May 17, 2024.

Clarifications on Distance Learning Policy

- Putting classes/office hours online due to travel, injury, or illness is not governed by this policy.
- If you need extensive accommodation due to illness or injury, contact your department chair, HR, and Office of Disability Services for an ADA accommodation.

Information Updates

Terry Leist and Jeannette Gray-Gilbert: Faculty Salary Discussion

MSU Faculty Senate

April 3, 2024

Faculty Salary Discussion

Terry Leist

Vice President, Administration and Finance

Jeannette Grey-Gilbert

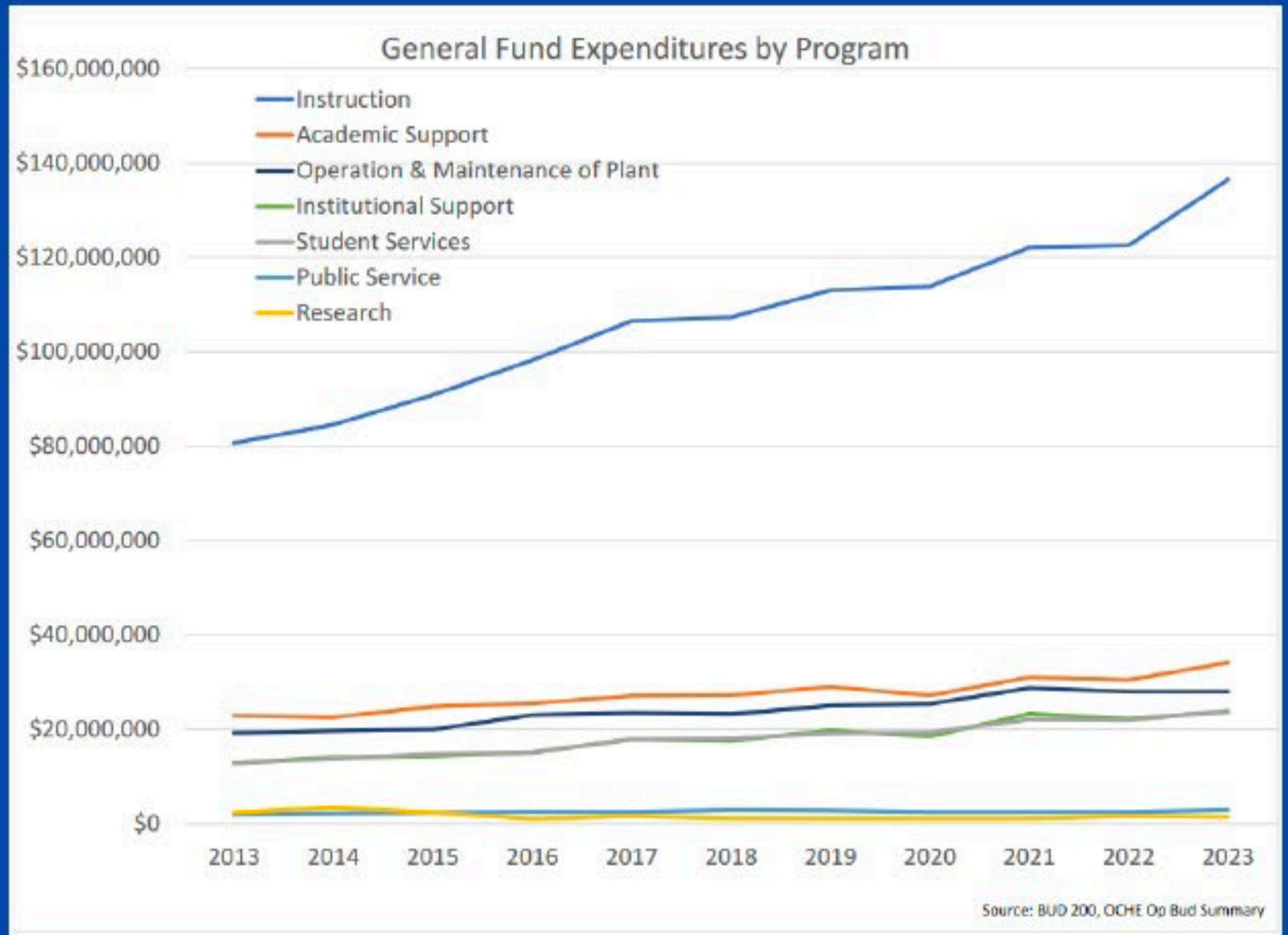
Chief Human Resources Officer

General Fund

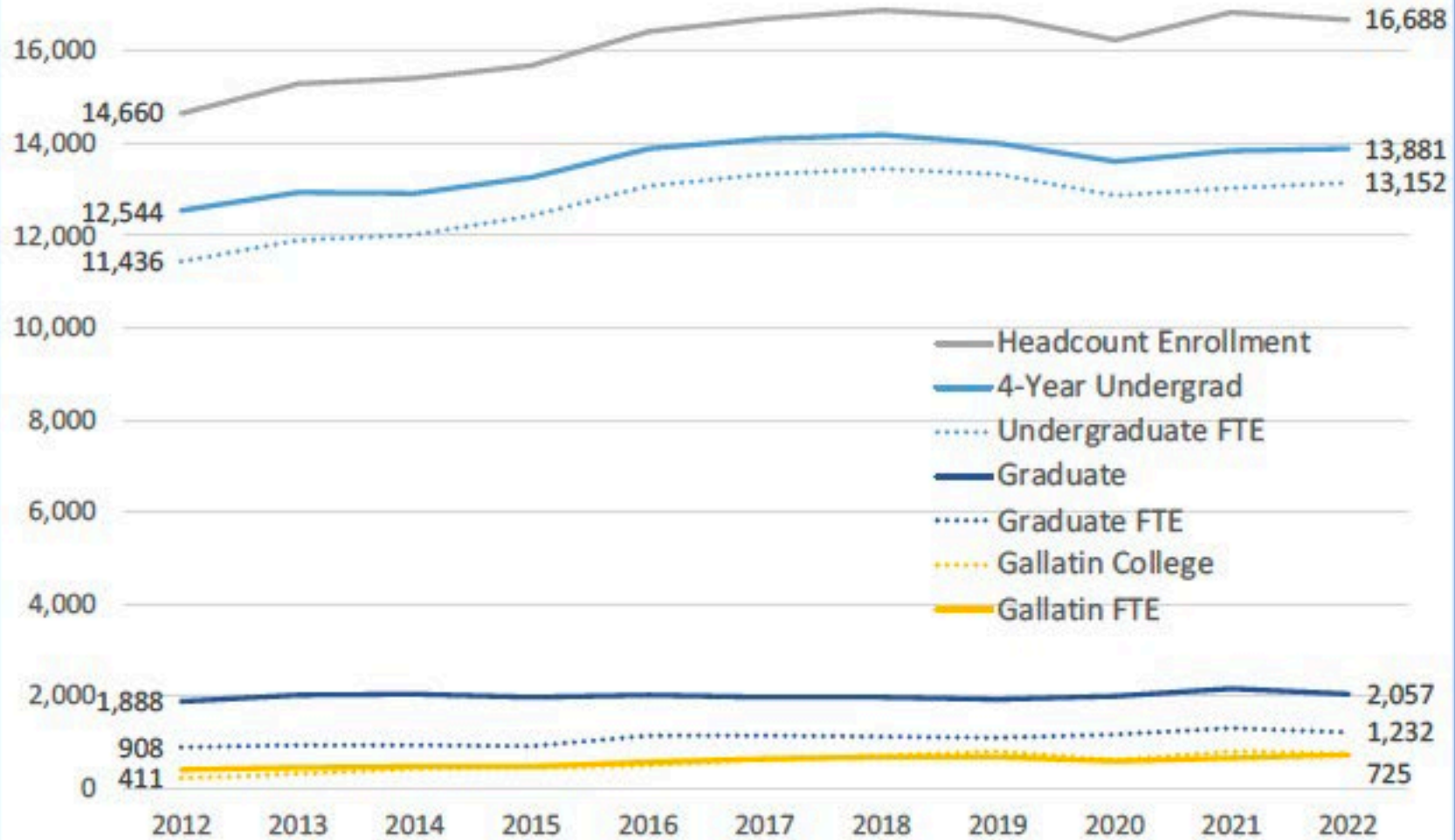
- State \$ + Tuition \$
- FY23 Total = \$256M

- FY23 Instruction = \$136.5M

- FY23 Faculty Salary & Benefits = \$91.9M

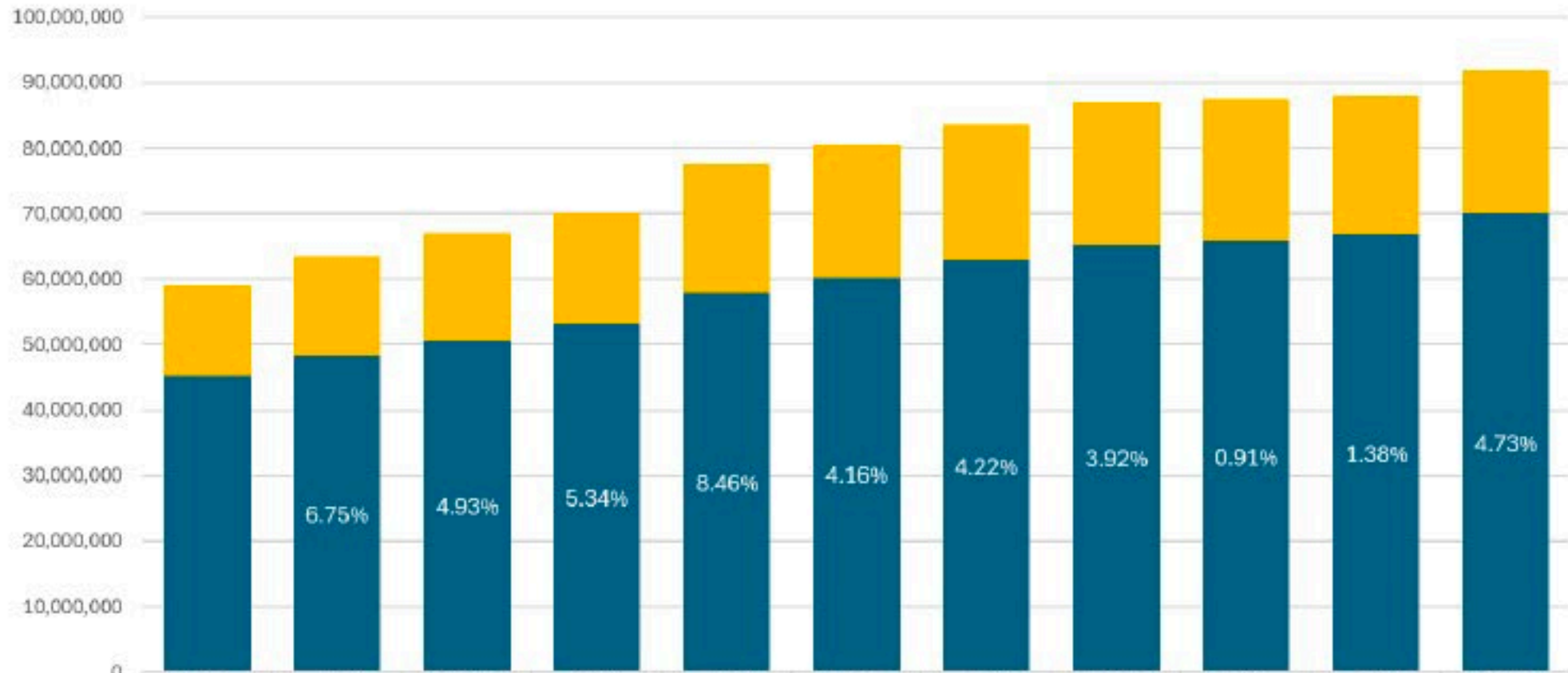


Headcount and FTE Enrollment



Source: OPA, OCHE Student Data Warehouse

Faculty Salary and Benefit Expenditures
 Current Unrestricted Fund with % Change per Year
 FY13-FY23 Actuals



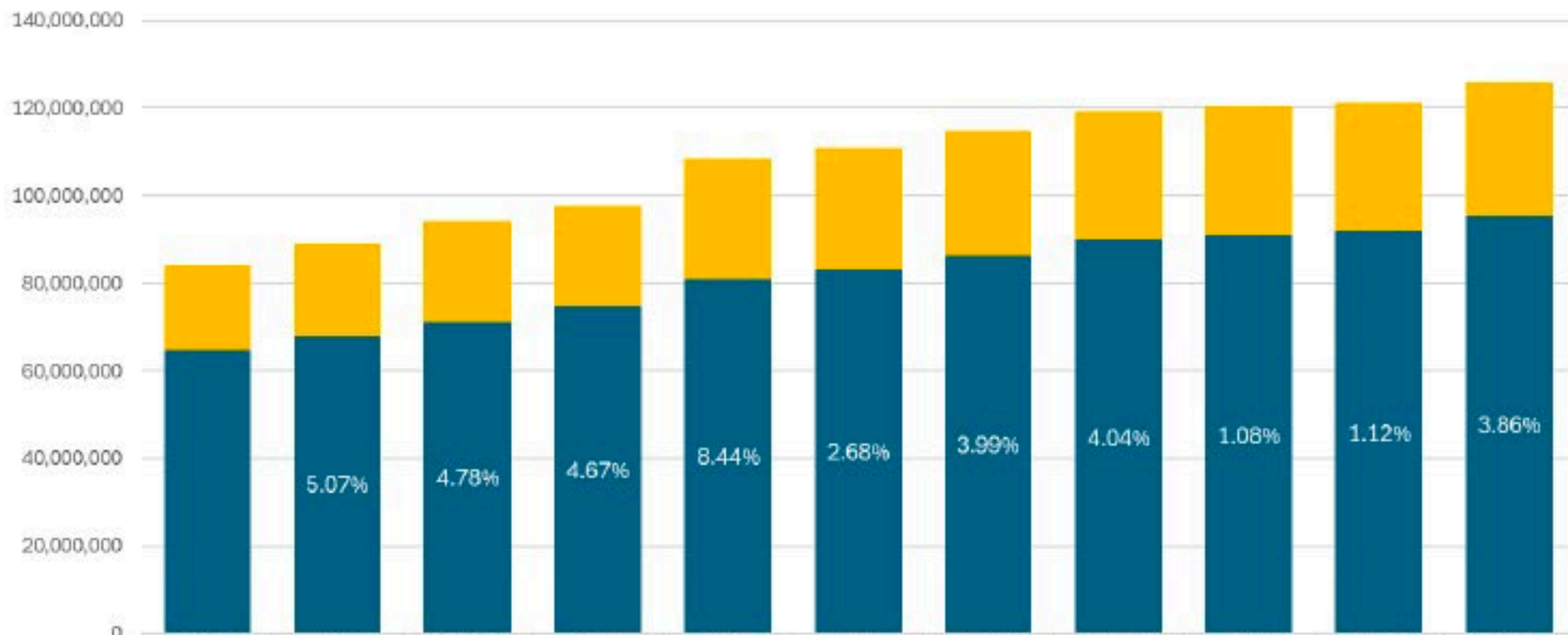
	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Total Faculty Benefits	13,831,806	15,232,614	16,419,930	16,668,060	19,708,587	20,245,199	20,799,631	21,580,533	21,543,307	21,218,979	21,912,112
Total Faculty Salaries	45,237,732	48,289,939	50,672,735	53,376,366	57,891,783	60,297,256	62,840,527	65,304,354	65,901,768	66,811,954	69,969,849

■ Total Faculty Salaries ■ Total Faculty Benefits

Faculty Salary and Benefit Expenditures

All Funds with % Change per Year

FY13-FY23 Actuals



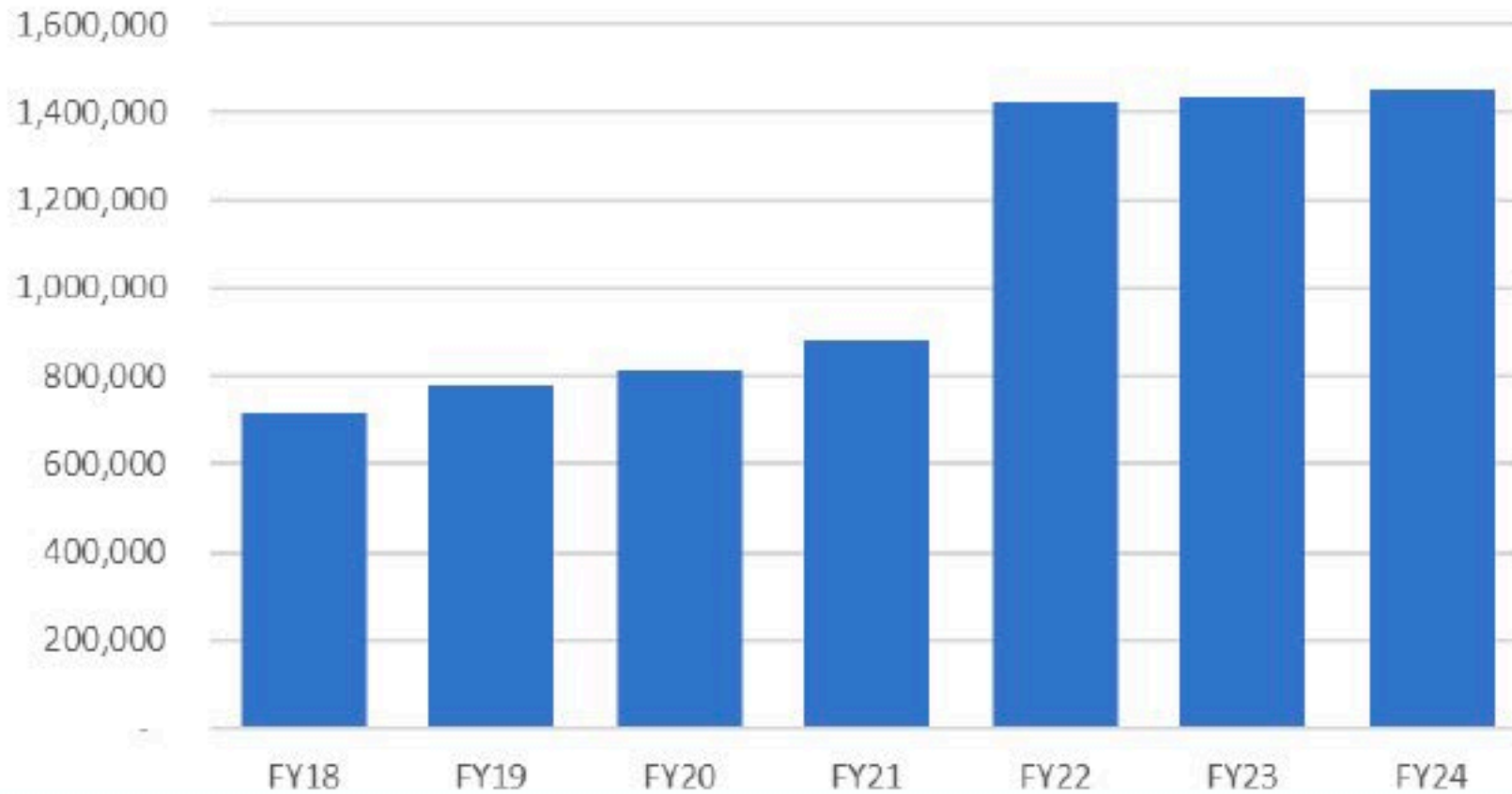
	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23
Total Faculty Benefits	19,258,906	21,029,979	22,826,192	23,063,955	27,280,339	27,627,696	28,317,618	29,439,266	29,421,663	29,216,229	30,199,632
Total Faculty Salaries	64,791,510	68,077,345	71,330,507	74,661,135	80,961,842	83,135,022	86,450,681	89,946,910	90,915,261	91,929,457	95,474,287

■ Total Faculty Salaries ■ Total Faculty Benefits

Progress We've Made

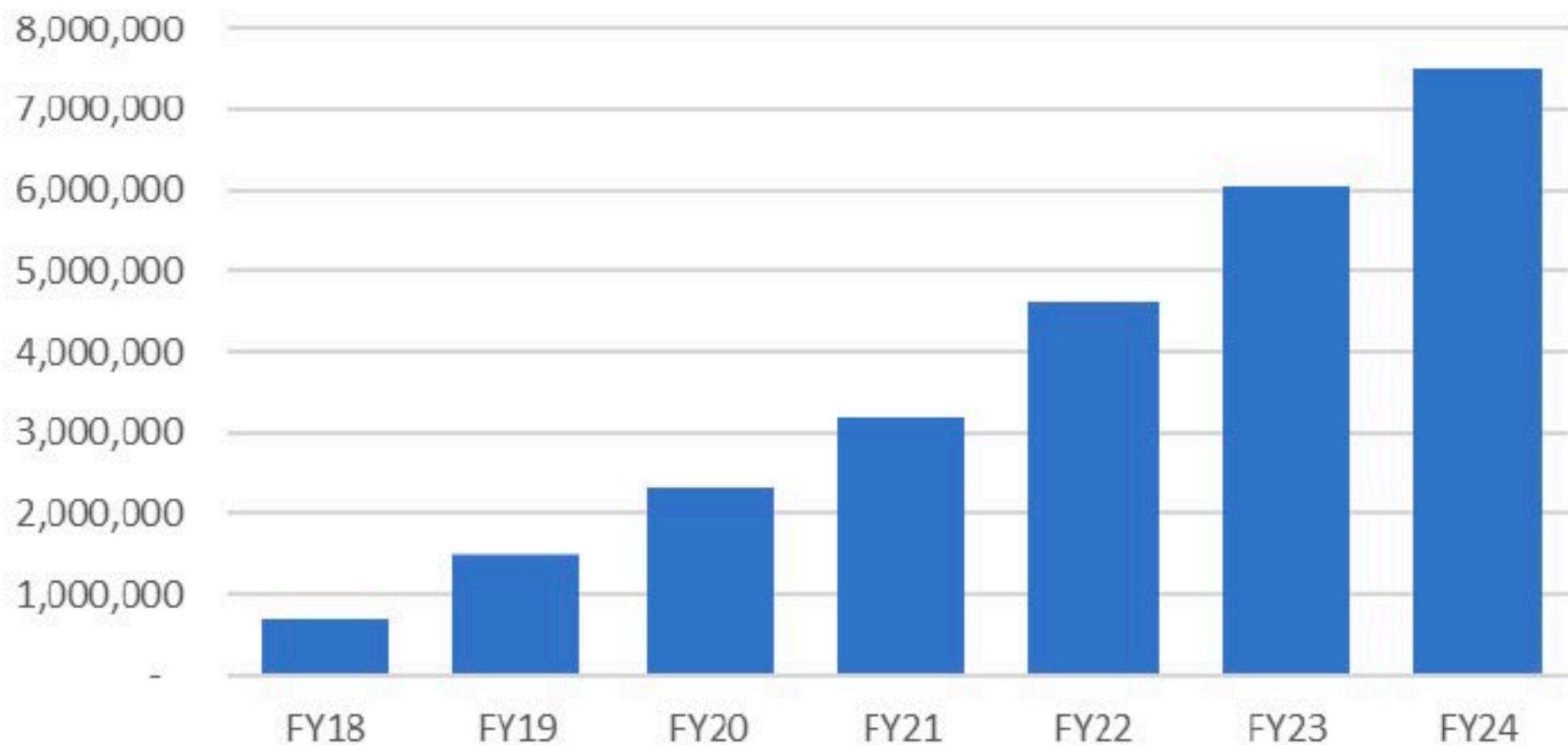
- MME and Promotion Pool
- State Pay Plan (4% + 4% this biennium)
- Incentive Program for Researchers (IPR)
- Other Comp: Summer Session, Stipends, etc.

Faculty Salary Pool per Year *FY18-FY24*



- Additional base amount invested each year in the market, merit, equity, and promotion pool.
- Received permission to increase pool in FY22
- Promotion increases were adjusted beginning in FY23
 - Assistant to Associate from 6.5% to 10%
 - Associate to Full from 10% to 20%
- Totals are for salary and benefits (mostly General Fund)

Cumulative Cost of Salary Pools FY18-FY24



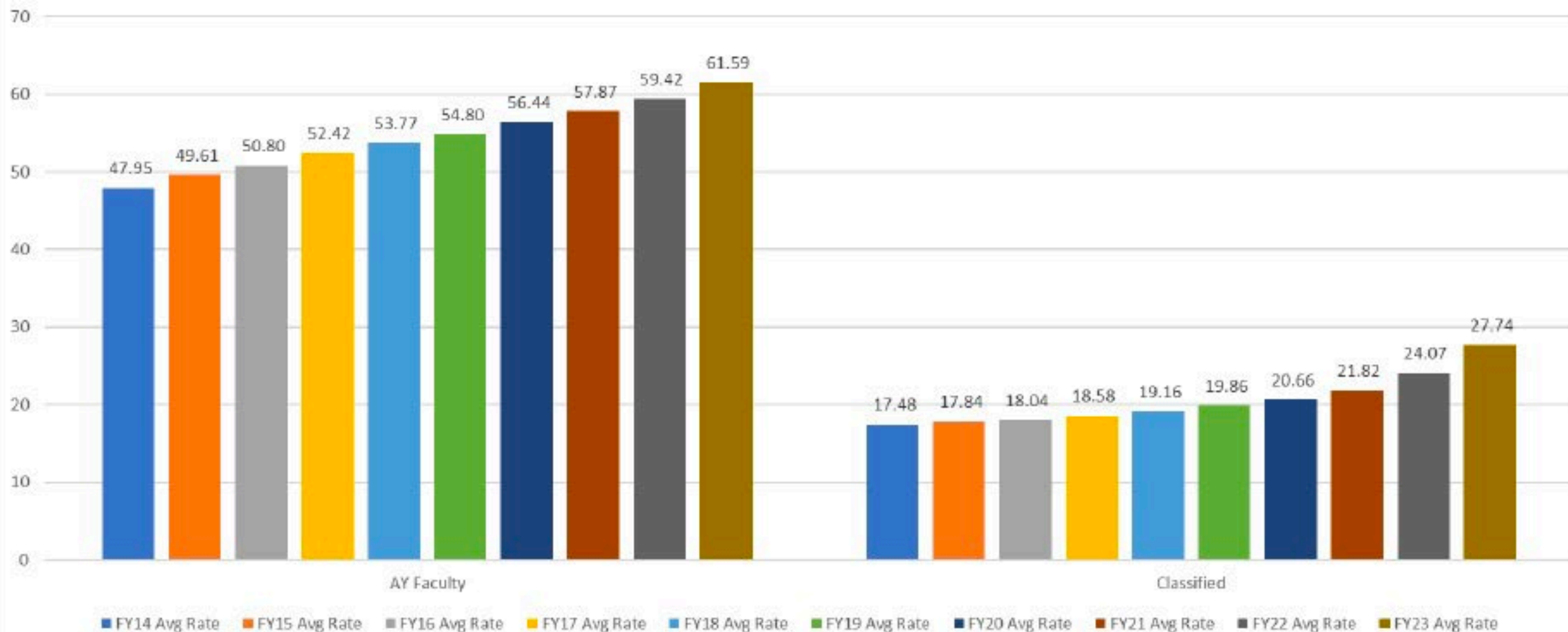
**\$7.5M Per Year
more in FY24
than FY17**

**No state
support
(funded 100%
with tuition)**

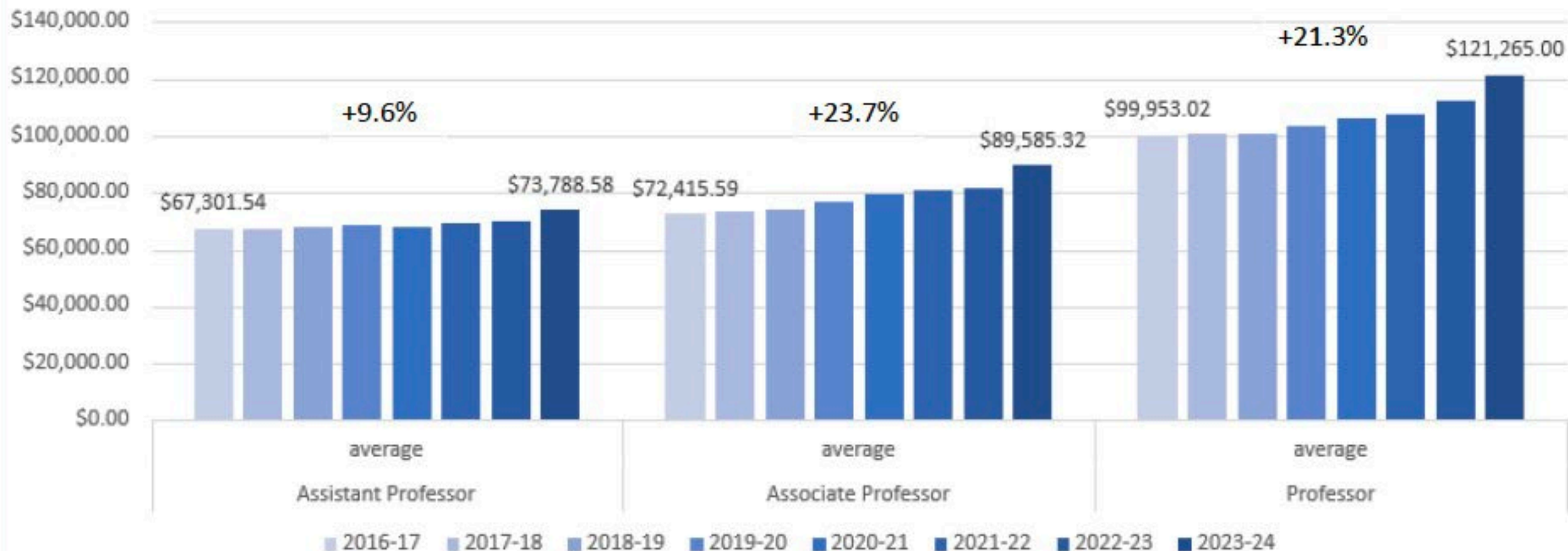
**Avg net tuition
per student is
~\$11,000**

~682 students

Average Hourly Rate by Employee Type (FY14-FY23) All Funds



Average Annualized Salary By Rank



State Pay Plan - FY24 and FY25 Biennium

- 4% increase on July 1, 2023 (on base of ~\$70M in faculty salary)
 - Approx. Amount for Faculty = \$2.8M
 - State contribution = ~\$1.4M
 - MSU portion (tuition) = ~\$1.4M
- 4% increase on July 1, 2024 (on base of ~\$72.8M in faculty salary)
 - Approx. Amount for Faculty = \$2.9M
 - State contribution = ~\$1.45M
 - MSU portion (tuition) = ~\$1.45M

Supplemental Faculty Compensation

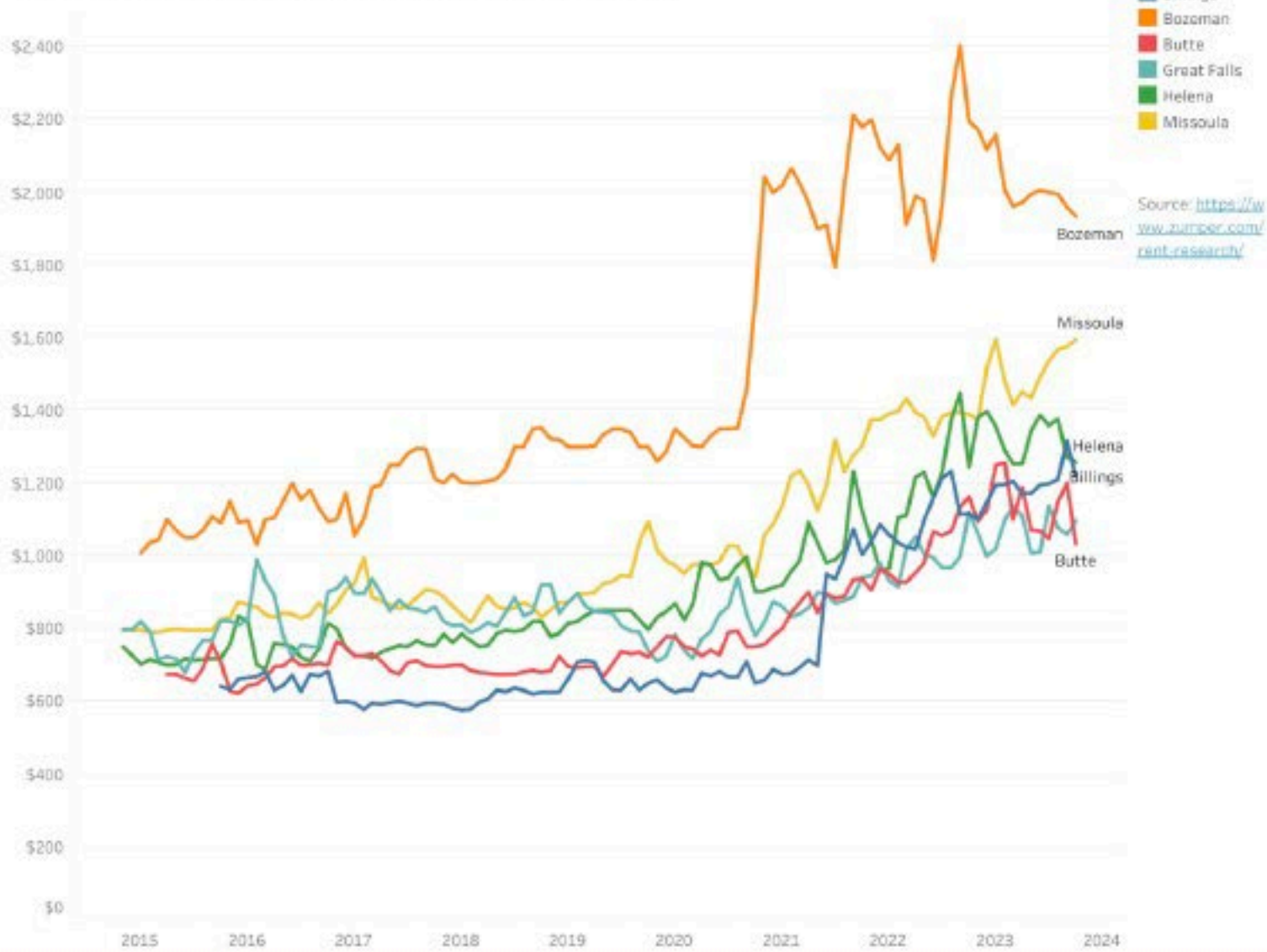
\$7,351,737 in FY22

- Summer session research: 288 T/TT, \$14,192 avg.
- Summer session teaching: 133 T/TT, \$9,353 avg.
- Incentive Program for Researchers: 98 T/TT, \$14,598 avg.
- Stipends/Awards/Ad Comp: 101 T/TT, \$4,884 avg.

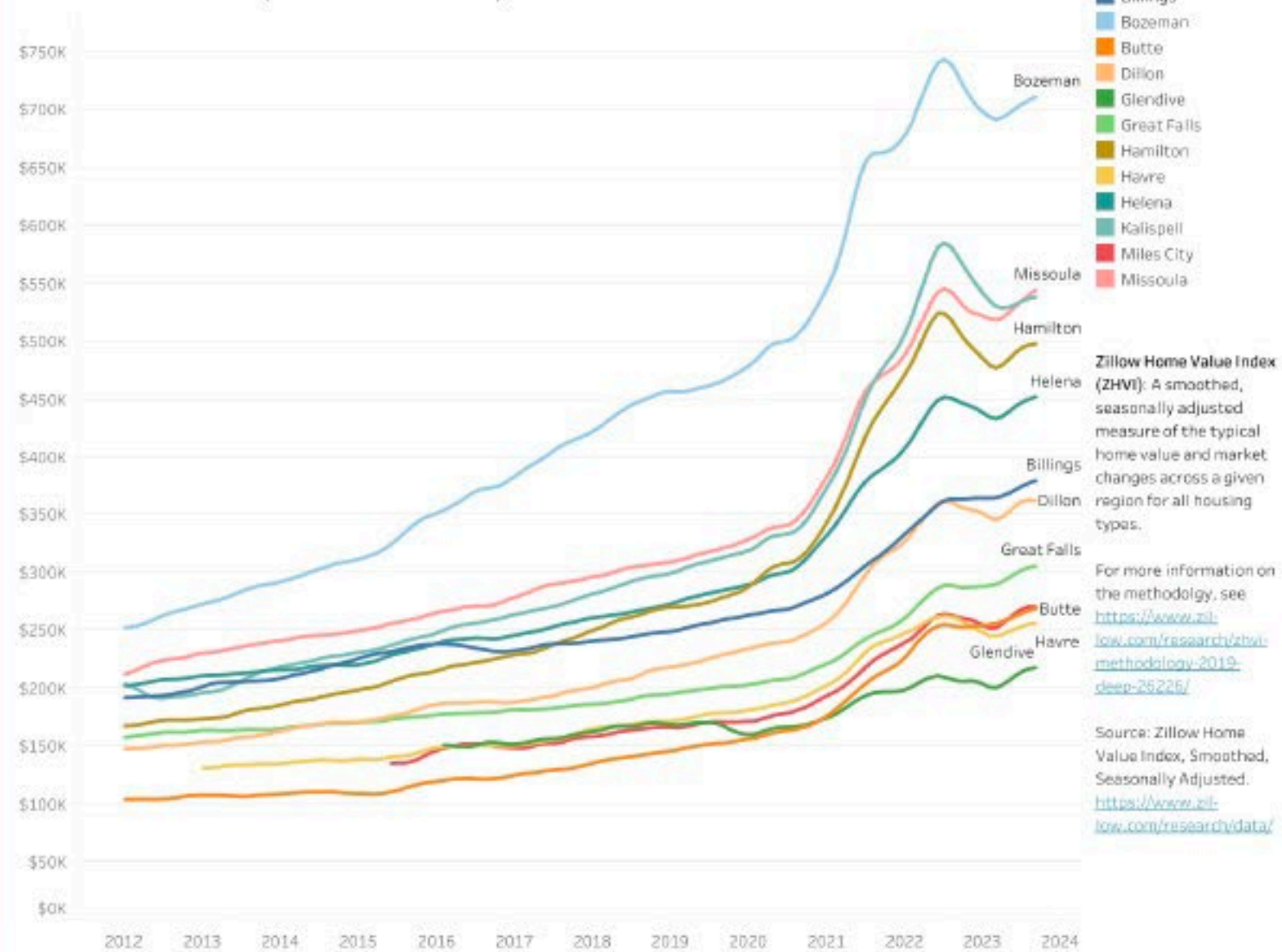
Moving Forward

- Continue with the tools that have been implemented
 - MME and Promotion Pool
 - IPR and other forms of additional compensation
- Analyze and address our lowest paid faculty positions
- Continue providing data to OCHE and BOR

Median 2BR Monthly Rental Cost (Zumper 2015-2023)

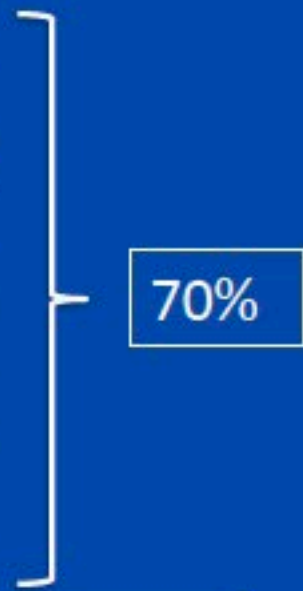


Median Home Value (Zillow 2012 - 2023)



Faculty Income Ranges 2023-2024

Salary Range	# Faculty
\$45,000 - \$69,999	67
\$70,000 - \$89,999	111
\$90,000 - \$99,999	70
\$100,000 - \$124,999	152
\$125,000 - \$149,999	89
\$150,000 - \$199,999	73
\$200,000 - \$280,000	30
	592



Questions?

Old Business

- Changes to the Graduate Catalog
 - Eligibility for Assistantships
 - Academic Standing

- Do I have a motion to untable these proposals?
- Any Discussion?
- All those in favor of the motion indicate by saying aye
- Those not in favor of the motion indicate by saying nay

Second Reading: Eligibility for Assistantships

The current wording: “Note: All students must be in good academic standing to be eligible for an appointment. Non-degree graduate students are ineligible for graduate assistantships or graduate tuition waivers.”

Proposed change: “Note: All graduate certificate, masters, and doctoral students in good academic standing are eligible for a graduate assistantship and tuition waivers ~~if they have not reached a department or university limit~~. Students on academic notice still qualify as being in good academic standing. Non-degree students are not eligible for graduate assistantships and tuition waivers. Degree-seeking graduate students on academic warning may submit an appeal to the Graduate School to request an assistantship.”

Second Reading: Eligibility for Assistantships

- Do I have a motion to approve?
- Any discussion?
- All those in favor of the motion indicate by saying aye
- Those not in favor of the motion indicate by saying nay

Second Reading: Graduate Academic Standing

- This policy now uses the same language used in undergraduate for academic standing:
 - academic notice, academic warning and suspension.
- It maintains the three reasons why a graduate student can be academically suspended:
 - Failing to maintain a GPA threshold
 - Not meeting the provisions of admission
 - Not making progress towards degree completion.

Second Reading: Graduate Academic Standing

- The processes for the latter option (not making progress towards degree completion) are now specified and include that the student's graduate committee are the faculty that make this recommendation since they know the student best, that the recommendation is based on all the following factors:
 - 1) The student's overall progress towards degree;
 - 2) Course and examination grades;
 - 3) Research performance; and
 - 4) Any other information relevant to whether the student should be allowed to complete their program of study.

Second Reading: Graduate Academic Standing

1. The following sentence was removed: “Committees should not base their decision solely on one item, e.g. a qualifier exam.”
2. The sentence was added: “Committees should weigh the student’s overall performance and come to a consensus before making their decision.”
3. The following sentence was added: “Note, comprehensive exams (section 5.3.5), thesis (section 5.2.9) and dissertation defenses (section 5.3.6) are handled separately and are described in separate sections of graduate school policy.”

Second Reading: Eligibility for Assistantships

- Do I have a motion to approve?
- Any discussion?
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Undergraduate Courses and Programs

Courses – First Reading

- [ITS 299](#): Capstone
- [GPHY 408](#): Advanced Geospatial Analysis for Earth Sciences

Course Changes – First Reading

- [BGEN 104US](#): First Year Business Seminar
 - Title change from Business & Entrepreneurship fundamentals Seminar
- [PLTT 298](#): Internship/Cooperative Education or Final Project
 - Title changed from Internship/Cooperative Education

Course Inactivations – First Reading

- [MAS 260](#): USAF Aerospace Weapons

Graduate Courses and Programs

Courses – First Reading

- [BGEN 525](#): Life Design and Career Development 2
- [BGEN 570](#): Business Law, Government, Society, and Ethics

Courses – First Reading

- [BMGT 535](#): Applied Data Science
- [BMGT 560](#): Innovation and Technology Strategy
- [BMGT 565](#): Operations and Supply Chain Management
- [BMGT 570](#): Leading for Influence
- [BMKT 580](#): New Product Innovation
- [BMKT 585](#): New Product Introduction

Courses – First Reading

- [NRSG 651](#): FNP Diagnosis & Management I
- [NRSG 652](#): FNP Diagnosis & Management II
- [NRSG 653](#): FNP Diagnosis & Management III
- [NRSG 654](#): FNP Role Transition
- [NRSG 655](#): FNP Advanced Clinical I
- [NRSG 656](#): FNP Advanced Clinical II
- [NRSG 657](#): FNP Advanced Clinical III
- [NRSG 658](#): FNP Advanced Clinical IV
- [NRSG 661](#): PMHNP Diagnosis & Management I
- [NRSG 662](#): PMHNP Diagnosis & Management II
- [NRSG 663](#): PMHNP Diagnosis & Management III
- [NRSG 664](#): PMHNP Diagnosis & Management IV
- [NRSG 665](#) : PMHNP Advanced Clinical I
- [NRSG 666](#): PMHNP Advanced Clinical II
- [NRSG 667](#): PMHNP Advanced Clinical III
- [NRSG 668](#): PMHNP Advanced Clinical IV

Senate Open Discussion

Public Comment

(Two minutes per person)

Do I have a motion to adjourn?
Second?