

Draft  
Faculty Senate Special Meeting  
March 10, 2004

**Members Present:** Lea Alexander, Carol Underwood, Paula Leming (for Catherine Leach), Herbert Mathews, Henry Perez (for Keith Fudge), Hank Wilson, Jules Mollere (for Charles Leming), Phillip Schroeder, Bruce Smith, Betsy Fulmer, Martha Dale Cooley, Carolyn Eoff, William Henshaw, Laura Lockwood, Marielle McFarland, Blair Olson, Connie Roberts, Brett Serviss, Joyce Shepherd, Don Wells, and Fred Worth.

**Members Absent:** Harold McAfee, Marty Campbell, Aneeq Ahmad, Lynn Leggett, George Ann Stallings, and Glenna Sumner.

**Others Present:** Dr. Charles Dunn, Mr. Bobby Jones, Dr. Robert Houston, and numerous others.

Senate President Fred Worth called the meeting to order at 3:33 p.m and established a quorum. He then recognized University President Charles Dunn and Vice President Bobby Jones. Dr. Dunn discussed in depth the current financial situation at Henderson State University as well as the various factors that were considered in preparing the proposed budget. His discussion was followed by questions from members and guests that were answered either by Dr. Dunn or Mr. Jones.

Dr. Carolyn Eoff, chair of the Faculty Finance Committee presented the following motion which was seconded by Mr. Don Wells and which passed unanimously.

*The Faculty Finance Committee recognizes the need to increase base salaries for each rank at HSU and appreciates the spirit of the proposal suggested by the administration to raise the base salary in each rank. The committee notes that the administration's proposal was created without apparent faculty input, little supporting data or rationale was provided to support the recommendations of the proposal, and concrete information about the proposal was not provided to the committee in a timely fashion. The committee acknowledges that it is impossible to create a proposal that will be universally embraced by all faculty members across rank and discipline; nonetheless, the committee believes that the current proposal has merit, but does not adequately address salary compression issues. In spite of the limited time available before the April Board of Trustees meeting, the committee will submit its own "base salary adjustment" proposal to the Faculty Senate. If approved by the Senate, the committee proposal will be forwarded to President Dunn. The committee will expect President Dunn to respond to the committee's proposal in a timely fashion, prior to the April Board meeting.*

*The Faculty Finance Committee respectfully requests the endorsement of this statement by the Faculty Senate.*

Dr. Eoff then presented the following motion on behalf of the Faculty Finance Committee which was seconded by Ms. Marielle McFarland and which passed with one vote against it.

*The Faculty Finance Committee makes the following observations.*

*Since the last general salary increase:*

- *Individual buying power has decreased by 4%.*
- *Family health insurance costs are now borne by each individual and are increasing.*

*The Faculty Finance Committee believes that the faculty has demonstrated forbearance and patience during the financially difficult times of recent years. Adequate salary and benefit compensation for faculty is essential to prevent campus morale from deteriorating and to ensure that HSU remains competitive in recruiting and retaining quality faculty members.*

*While the administration's current proposal for a 2% general salary increase is a positive step, the committee believes that it is imperative that HSU continue to pay the costs of individual health insurance premiums. For those with smaller salaries, a 2% pay increase will likely be insufficient to cover increases in health insurance premiums. Requiring individuals to bear the cost of individual health insurance places an undue burden on many faculty members (particularly the newest and often youngest) as well as staff members such as secretaries and custodians.*

*The Faculty Finance Committee recommends that the Faculty Senate insist that HSU continue to pay the health insurance premium for each employee and also fund at least a 2% general salary increase.*

The Faculty Senate Adjourned at 5:03 p.m.

Respectfully submitted by Don Wells, Acting Secretary

( Note: Faculty Senate secretary Angela Boswell was ill and unable to attend so Senate President Fred Worth asked me to be acting secretary for this meeting)