

YOU ARE INVITED!

Faculty Association



Dublin's Pass
317 E. Park Central
Thursday, Dec. 5...5:30 to 7:30 pm

Instructors: Your Cause Is Our Cause

The MSU Faculty Association is concerned with:

Contract Issues

Contract issues are central to MSUFA. Long-term contracts provide stability, loyalty, and improved quality of instruction. Your MSUFA colleagues believe **Instructors** deserve multi-year contracts, as described in the Faculty Handbook.

Salaries and benefits

The gap between MSU salaries and those at peer institutions has increased dramatically. Salaries and benefits are getting relatively worse at Missouri State for all ranks. MSUFA acts as an independent advocate for fair salaries and benefits, focusing on substantive, long term, and equitable improvements in faculty compensation. Our goal is to work with the University to reach a collective bargaining agreement. The administration has not raised faculty salaries relative to peer institutions (see salary chart on back).

Shared governance

MSUFA members believe that shared faculty governance allows the university to benefit from faculty members' qualifications and experiences as educators. As the members of the university community who work most closely with students, faculty bring a unique perspective to the conduct of university affairs.

Excellence in education

MSUFA members believe that public education is a civic virtue, benefitting both students and the community.

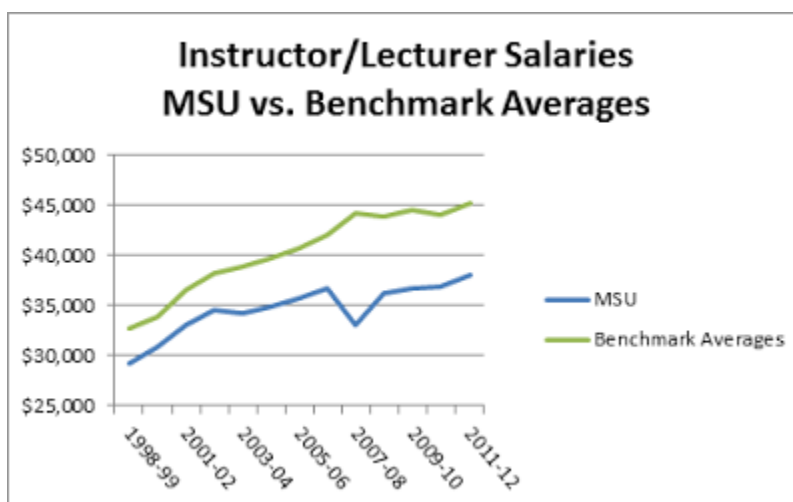
Why should you care?

Shared governance is a goal yet to be achieved at Missouri State

While the MSU faculty members are bound by the Faculty Handbook, the administration is not. The Board of Governors includes a student member, but no faculty representation.

Excellence in education is in jeopardy at Missouri State

In many areas, the quality of student education is declining. Over the last two decades MSU has dramatically increased class sizes, the use of part-time faculty, and hiring at levels that do not require a terminal degree. Support for instructional programs has stagnated while the size of administration has grown and non-program spending increased. (over . . .)



In current dollars, the lost salary from an MSU full-time **Instructor** not being paid her/his worth (i.e., the average for MSU benchmark universities) over the past 14 years equals:

$$\$89,817 \text{ (salary)} + \$41,717 \text{ (benefits)} = \$131,534$$

(an average loss of \$9,395.29 per year)



For more information contact the MSU Faculty Association msufaculty1@gmail.com.
<http://msufacultyassociation.blogspot.com/>