

LVIII No. 13
Faculty Senate Minutes
February 28, 2024

The Faculty Senate of Southeast Missouri State University met on Wednesday, February 28, 2024, in the Redhawks Room of the University Center. The following Senators were present: Christopher Bradley, Eric Clements, Jenny Cropp (Chair-Elect), Erin Fluegge (Chair), Pam Gershuny, Stephanie Hallam, Kim Louie, Haley Love, Kelly McEnerney, Jenna Moore, Joe Murphy, Josh Newth, Tim Schmidt, Sophia Scott, Mike Taylor, Misty Tilmon, and David Yaskewich. Provost Mike Godard and SGA representative Jonah McGuire were present. The following alternates were present: Kevin Sargent, William McNeary, Tomoaki Nomi, Beverly Evans, and Jessica Benton. The following proxies were present: William Bratberg. Senator Liu was not present or represented by an alternate.

Chair Fluegge called the meeting to order at 3 p.m. and asked for a motion to approve the minutes from the last meeting on February 14, 2024. Senator Moore made the motion which was seconded by Senator Taylor. The minutes were unanimously approved and will be posted on the webpage. New business followed and Chair Fluegge asked for a motion to consider the first reading of **FS Bill 24-A-XX Academic Fresh Start: Policy and Procedures**. Senator Moore made the motion; seconded by Senator Taylor. Senator Moore discussed the bills which will be combined and linked out. The bill will go out to departments for review.

Chair Fluegge then asked for a motion to consider the first reading of **FS Bill 24-A-XX Grievance: Policy**. Senator Newth made the motion; seconded by Senator Schmidt. Senator Newth reviewed the bill and said that several edits (grammar) had been made; will go out to departments for review.

Chair Fluegge asked for another motion consider the first reading of **FS Bill 24-A-XX Grievance: Procedures**. Senator Newth made the motion; seconded by Senator Taylor. Senator Newth said that they had worked with the legal team and faculty senate executives. A link to a grievance form will be included. The bill will be reviewed by departments.

Chair Fluegge called for a motion to reintroduce **FS Bill 23-A-8 Department Chairs: Policy**. Senator Schmidt made the motion; seconded by Senator Taylor. Senator Schmidt noted that the bulk of the bill is moving the annual merit process for chairpersons back to the dean. Proposed amendments were distributed, and the bill will go to departments for review.

Chair Fluegge asked for a motion to reintroduce **FS Bill 23-A-9 Department Chairs: Procedures**. Senator Schmidt made the motion; seconded by Senator Taylor. Senator Schmidt said that some language changes were made, reflecting the responsibility of chairpersons' merit back to the dean. The bill will move to departments for review.

Chair Fluegge asked for a motion to reintroduce **FS Bill 24-A-7 Faculty Merit Pay: Policy**. Senator Schmidt made the motion; seconded by Senator Taylor. Senator Schmidt noted that minor edits were made for consistency with 23-A-8 and 9. The bill will be reviewed by departments.

Chair Fluegge then asked for a motion to approve the second reading of **FS Bill 24-A-XX Student Credit Hour**. Senator Newth said that some minor edits were made and that a link was added to the HLC. Chair Fluegge asked for a vote and the bill passed unanimously.

Chair Fluegge then asked for a motion to approve the second reading of **FS Bill 24-A-XX Removing Student Credit Hour: Procedures**. The motion was made by Senator Scott and seconded by Senator Newth. Senator Newth said that this bill deletes the procedures section of student credit hour from the faculty handbook and includes the information with other student credit hour section as outlined in **FS Bill 24-A-XX Student Credit Hour**. Chair Fluegge asked for a vote and the bill passed unanimously.

Chair Fluegge then asked for a motion to approve the second reading of **FS Bill 24-A-XX College Level Professional Development: Policy and Procedures**. Senator Scott made the motion; seconded by Senator Schmidt. Senator Louie distributed amendments to the bill. Chair Fluegge asked for a vote, and with the friendly amendments, the bill passed unanimously.

Chair Fluegge called for a motion to approve the second reading of **FS Bills 24-A-XX Professional Development Program**. Senator Scott made the motion; seconded by Senator Taylor. The bill replaces the professional development program section in the faculty handbook. Chair Fluegge asked for a vote and the bill passed unanimously.

Chair Fluegge called for a motion to approve the second reading of **FS Bills 24-A-XX Revising Chapter 7**. Senator Taylor made the motion; seconded by Chair-Elect Cropp. Senator Murphy noted that no changes were made. Links will be checked to ensure that the information is up to date. Chair Fluegge asked for a vote and the bill passed unanimously.

Chair Fluegge called for a motion to untable **FS Bills 24-A-XX Revising FERPA: Policy and Procedures**. Senator Schmidt made the motion; seconded by Senator Taylor. Chair Fluegge called for a vote to untable which passed unanimously. She then called for a motion to approve the second reading of **FS Bills 24-A-XX Revising FERPA: Policy and Procedures**. Senator Schmidt made the motion; seconded by Senator Taylor. Senator Schmidt distributed amendments and discussed some edits. Chair Fluegge called for a vote, with the amendments, and the bill passed unanimously.

Chair's Report:

Chair Fluegge provided the following informational/calendar items:

- Program review is underway, and some difficult decisions will have to be made.
- Deans Council is tomorrow morning. She will be meeting with Dean Weller-Stilson to discuss recruitment and share best practices.
- Centralized scheduling continues to meet; will meet Friday, March 1 and a group will meet tomorrow to discuss keys.
- HR Director search committee continues to meet and has had Zoom interviews this week. Hope to have candidates on campus within the next 2 or 3 weeks and to have someone hired before VP Sheriff leaves at the end of March.

- Budget Review will meet on March 11th at 8:30, Administrative Council meeting on March 12th.
- Encouraged faculty to attend Strategic Action Plan Update: Budget & Finance - Monday, March 18 at noon in Academic Auditorium.
- Thanked everyone who attended the Strategic Action Plan Update on February 21st.
- SGA has reached out to discuss coordinating a business clothing drive, details for which are yet to be determined.
- Chair Fluegge encouraged Senators to save the date for the Take Away Friday on May 3, which will be a discussion of alumni tracking with George Gasser and representatives from each college including Kent Library. Please contact Chair Fluegge if you would like to represent your college or know someone who might want to present (does not need to be a Senator). Will be offered in person and through ZOOM.
- Reminder that mid-term grading opens March 1st; grades are due March 11th.
- Student Life & Leadership Award Nominations are due March 8th.
- SEMO Giving Day March 20th. More information at givingday.semo.edu
- She is co-chairing the Enrollment Transformation Task with Dr. Below. The next meeting is March 21st—strategy and return on investment goals.
- Attended working session of BOG and talked with Brady Barke on Friday morning.
- Chair Fluegge also noted that the President signed off on bills passed last session.

Provost's Report:

The provost has been visiting departments and reviewing budget updates. The executive staff continues to look at opportunities to address the deficits. Some programs have been cut—Educare, the Apple Project, and Horizons Enrichment Center. The services may still be available through the local community. Difficult decisions and recommendations may be unavoidable to achieve sustainability.

SGA Report:

There was a closed session which resulted in a long meeting. Funding was awarded to the SRC for t-shirts, Greek Week Polar Plunge, and a new student recruiting event. Also amended the standing rules. Impeachment charges were brought against a member and the SGA VP resigned. The deadline to file for SGA elections is March 1st.

Academic Affairs: Working on grade appeals which may be ready for the March 20th meeting; may look at smart evals during the next session.

Compensation: Working on the memo for compensation—will be presented at the March 20th meeting.

Documents: Waiting on an updated policy to link out to scientific misconduct and retention of senate documents.

Governance: If grievance bills are approved, the committee has fulfilled its charge.

Professional Affairs: Delay in honors program bills

Membership: No report.

Johnson Faculty Centre: Meeting on March 4th at JFC to look at the suites.

Chair Fluegge asked for a motion to go into closed session. Senator Murphy made the motion; seconded by Senator Moore. She then asked for a motion to return to public session. Senator Moore made the motion; seconded by Senator Murphy.

Announcements:

Moore: Our Play, Rust Flexible Theatre, February 28-March 2 at 7:30; March 3 at 2 pm.

Murphy: Next observation is March 5th in parking lot of Seabaugh with mobile observatory.

Fluegge: Strategic Action Plan Update: Budget & Finance - Monday, March 18 at noon in Academic Auditorium

Adjournment: Chair Fluegge called for a motion to adjourn. Senator Moore made the motion; seconded by Senator Taylor. The Faculty Senate adjourned at 4:45 p.m.

The next Faculty Senate meeting will be held on Wednesday, March 20 from 3-5 in the Redhawks Room of the University Center.