# Faculty Handbook

## Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Preamble</strong></td>
<td>6</td>
</tr>
<tr>
<td><strong>Chapter 1  Organization and Governance</strong></td>
<td>8</td>
</tr>
<tr>
<td>A. Mission Statement</td>
<td>8</td>
</tr>
<tr>
<td>B. Institutional Priorities and Goals</td>
<td>8</td>
</tr>
<tr>
<td>C. Missouri Coordinating Board for Higher Education</td>
<td>12</td>
</tr>
<tr>
<td>D. Board of Regents</td>
<td>13</td>
</tr>
<tr>
<td>E. Administrative Organization of the University</td>
<td>13</td>
</tr>
<tr>
<td>1. Executive Officers</td>
<td>14</td>
</tr>
<tr>
<td>2. Administrative Organization Chart</td>
<td>14</td>
</tr>
<tr>
<td>3. The President: Role, Responsibility, Review and Selection</td>
<td>14</td>
</tr>
<tr>
<td>4. The Provost: Role, Responsibility, Review and Selection</td>
<td>18</td>
</tr>
<tr>
<td>5. Vice President for Enrollment Management and Student Success</td>
<td>23</td>
</tr>
<tr>
<td>6. Vice President for Finance and Administration</td>
<td>24</td>
</tr>
<tr>
<td>7. Vice President for University Advancement and Executive Director of the University Foundation</td>
<td>25</td>
</tr>
<tr>
<td>F. Academic Administrative Organization</td>
<td>26</td>
</tr>
<tr>
<td>1. Administrative Positions</td>
<td>26</td>
</tr>
<tr>
<td>2. Dean of Academic Information Services and Director of Kent Library</td>
<td>26</td>
</tr>
<tr>
<td>3. Assistant Provost of Extended Learning</td>
<td>27</td>
</tr>
<tr>
<td>4. Dean of the Graduate School</td>
<td>27</td>
</tr>
<tr>
<td>5. Dean of the School of University Studies</td>
<td>28</td>
</tr>
<tr>
<td>6. Director, Center for Scholarship in Teaching and Learning</td>
<td>31</td>
</tr>
<tr>
<td>7. Dean of Students</td>
<td>31</td>
</tr>
<tr>
<td>8. The College Dean: Role, Responsibility, and Review</td>
<td>32</td>
</tr>
<tr>
<td>9. Department Chairs</td>
<td>39</td>
</tr>
<tr>
<td>10. Academic Departments</td>
<td>50</td>
</tr>
<tr>
<td>G. University Governance</td>
<td>53</td>
</tr>
<tr>
<td>1. The Principles of Collegiality</td>
<td>53</td>
</tr>
<tr>
<td>2. The Department and the Department Chairperson</td>
<td>55</td>
</tr>
<tr>
<td>3. The College and the College Dean</td>
<td>58</td>
</tr>
<tr>
<td>4. Faculty Senate</td>
<td>60</td>
</tr>
<tr>
<td>a. The Role of the Faculty Senate in University Governance</td>
<td>60</td>
</tr>
<tr>
<td>5. University Standing Committees and Councils</td>
<td>71</td>
</tr>
<tr>
<td>a. Administrative Council</td>
<td>71</td>
</tr>
</tbody>
</table>
b. University Athletic Committee ........................................ 72
c. University Equality Issues Committee ............................. 72
d. Academic Advising .......................................................... 73
e. Council Deans ................................................................. 74
f. Funding for Results Team .................................................. 74
g. Information Technology Committee ................................... 75
h. International Council ....................................................... 76
i. Native American Culture Committee ................................... 76
j. Research Involving Human Subjects Committee .................. 77
k. University Academic Council ............................................ 77
l. University Assessment Review Committee ......................... 78
m. University Planning Committee ......................................... 78
n. University Promotion and Sabbatical Leave Committee ....... 79
o. University Student Affairs Committee .............................. 79
p. Campus Planning and Beautification Committee .................. 80
q. University Commencement Committee .............................. 81
r. Administrative Professional Job Evaluation Committee ......... 81
s. Clerical/Service Job Evaluation Committee ......................... 81
t. Traffic/Textbook Appeals Committee .................................. 82
u. University Budget Review Committee ............................... 82
v. College Council/School of Polytechnics Studies Council ........ 83
w. Graduate Council ........................................................... 83
x. University Studies Council ................................................ 84
y. Review Committees ........................................................ 84

Chapter 2  Faculty Policies and Procedures ................................. 88
   A. Sick Leave Policy ............................................................. 88
   B. Merit Pay Guidelines ..................................................... 89
   C. Faculty Merit Pay Policy ................................................ 90
   D. Faculty Designations ..................................................... 96
      1. Continuing Faculty Appointments ................................. 96
      2. Non Tenure-Track Faculty Appointments ......................... 98
      3. Faculty Status of Librarians ......................................... 101
      4. Non-Continuing Faculty Appointments ............................ 102
      5. Emeritus Status .......................................................... 104
      6. Graduate Faculty Status ............................................... 106
         a. Graduate Faculty Assignments .................................. 106
         b. Graduate Faculty Responsibilities, Expectations, and Appointment
            Procedures ............................................................. 108
      7. Honors Faculty .......................................................... 111
Chapter 3  Faculty Professional Responsibilities  ........................................................................ 171
  A.  Professional Ethics ........................................................................................................ 171
  B.  Southeast Missouri State University Conflict of Interests Policy ............................. 172
  C.  Teaching and Classroom Practices .............................................................................. 175
    1.  Teaching Responsibilities ......................................................................................... 175
    2.  Eight-Week Midterm Grades ................................................................................. 178
    3.  Advisement of Students ......................................................................................... 179
    4.  Class Attendance Policy ......................................................................................... 179
    5.  Office Hours ............................................................................................................. 180
    6.  Examinations and Grade Policy .............................................................................. 180
    7.  Incomplete Grades ................................................................................................... 181
    8.  Grade Appeal ............................................................................................................ 181
    9.  Repeating Courses .................................................................................................... 185
   10.  Student Evaluation of Instruction ........................................................................... 186
   11.  Family Educational Rights and Privacy Act/Buckley Amendment ....................... 191
   12.  Guidelines for Classroom Copying; Photocopying Copyrighted Material for Teaching ..................................................................................................................... 196
   13.  Textbook Policies ..................................................................................................... 201
   14.  Guidelines for the Establishment and Operation of Academic Internship Programs ..................................................................................................................... 202
Chapter 6  Information Technology ......................................................... 310
   A. Computer Use on Campus ........................................................... 310
       1. Notice of Access to Mainframe Computer on Campus .............. 310
       2. Notice of Microcomputer Laboratory Guidelines and Procedures .... 311
       3. Notice of Software Copyright Procedures ............................... 314

Chapter 7  Other Areas of Interest to Faculty .............................................. 316
   A. Affirmative Action Plan .............................................................. 316
   B. Sexual Harassment Policy .......................................................... 316
   C. Notice of Nondiscrimination ...................................................... 316
       1. The Americans with Disabilities Act (ADA) ............................ 317
       2. Southeast Missouri State University’s Accessibility Plan .......... 318
   D. University No Smoking Policy .................................................... 319
   E. University Relations ................................................................. 320
   F. Guidelines for Users of University Printing and Duplicating Services 320
       1. Authorization for Printing ...................................................... 321
       2. Personal Work .................................................................. 322
   G. Guidelines for On-Campus Promotion of Events ........................... 322
   H. Guidelines for Partisan Political Action on Campus ....................... 324
   I. Official Mileage Chart ............................................................... 327
   J. Policy and Procedures for Prevention of Alcohol/Drug Abuse ......... 327
   K. Business Policies and Procedures Manual .................................... 328

Chapter 8  Appendix ................................................................................. 329
   A. Faculty Senate Constitution ........................................................ 329
       1. Articles ........................................................................... 330
   B. Faculty Senate Bylaws ............................................................... 339
   C. Johnson Faculty Centre ............................................................. 352
       1. Bylaws ........................................................................ 352
Faculty Senate Bill 10-A-13 begins here

Preamble

The Southeast Missouri State University Faculty Handbook is organized according to a fundamental distinction between policies and procedures. Broadly speaking, policies set institutional goals and objectives. Procedures, on the other hand, detail the specific steps necessary to implement those policies. Confusion between policies and procedures can hinder an institution’s ability to respond quickly and appropriately to a changing environment. This guideline, "Policy vs. Procedures," is intended to provide clarity as to the distinction.

Definitions

Policy: The formal guidance needed to coordinate and execute activity throughout the institution.

When effectively deployed, policy statements help focus attention and resources on high priority issues—aligning and merging efforts to achieve the institutional vision. Policy provides the operational framework within which the institution functions. Policies, understood to include changes in a current policy, require the formal approval of the Board of Regents.

Procedures: The operational processes required to implement institutional policy.

Operating practices can be formal or informal, specific to a department, or applicable across the entire institution. If policy is "what" the institution does operationally, then its procedures are "how" it intends to carry out those operating policy expressions. New or revised procedures may be proposed by Faculty Senate or the president. Procedures do not require approval of the Board of Regents, but rather are approved by the president in consultation with the Faculty Senate.

After the consultation with the president, the Faculty Senate will submit a written response to the proposal. Proposed procedures or revisions, with recommendations by the Faculty Senate and the president, will be submitted for campus review via Newswire, email, or other appropriate means. Comments
from the campus community should be submitted to the Faculty Senate and the president within a minimum of 15 working days. Barring substantive concerns raised during the comment period, procedures will take effect as outlined in the proposal. Substantive concerns will be discussed within 15 working days by the Faculty Senate and the president.

**Distinguishing Characteristics**

The distinctions commonly drawn between policy and procedures can be subtle, depending upon the nature of the organization and the level of operations being described in the statements. Nevertheless, there are common characteristics that can help discern policy from procedures including:

<table>
<thead>
<tr>
<th>Policy</th>
<th>Procedures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Focuses on goals</td>
<td>Focuses on implementation</td>
</tr>
<tr>
<td>Widespread application</td>
<td>Narrow application</td>
</tr>
<tr>
<td>Changes less frequently</td>
<td>Prone to change</td>
</tr>
<tr>
<td>Usually expressed in broad terms</td>
<td>Often stated in detail</td>
</tr>
<tr>
<td>Statements of &quot;what&quot; or &quot;why&quot;</td>
<td>Statements of &quot;how,&quot; &quot;when,&quot; and &quot;who&quot;</td>
</tr>
<tr>
<td>Answers major operational issue(s)</td>
<td>Describes process</td>
</tr>
</tbody>
</table>

Approved by Faculty Senate Bill 10-A-13 December 1, 2010, Reviewed by President December 2010, Approved by the Board of Regents December 8, 2010
CHAPTER 1
Organization and Governance

Mission Statement

Southeast Missouri State University provides professional education grounded in the liberal arts and sciences and in practical experience.

The University, through teaching and scholarship, challenges students to extend their intellectual capacities, interests, and creative abilities; develop their talents; and acquire a lifelong enthusiasm for learning. Students benefit from a relevant, extensive, and thorough general education; professional and liberal arts and sciences curricula; co-curricular opportunities; and real-world experiences. By emphasizing student-centered and experiential learning, the University prepares individuals to participate responsibly in a diverse and technologically-advanced world and in this and other ways contributes to the development of the social, cultural, and economic life of the region, state and nation.

Institutional Priorities and Goals

Priority One:

Providing excellent academic programs with a liberal arts and sciences core. Central to the University's mission are academic programs that prepare students to become active citizens of a diverse, democratic society in a technologically advanced world. The University Studies program, required of all undergraduate students, provides a broad liberal arts and sciences curriculum that develops students' intellectual skills, broadens their educational horizons, and helps them function effectively as educated citizens. A wide range of high-quality undergraduate and graduate programs enable students to achieve their career goals in the liberal arts and sciences, visual and performing arts, and professional and technical fields.
Goal 1: Excellent Teaching and Learning

The University will provide all students with knowledge and skills in their fields of inquiry, including the opportunity for meaningful experiential learning that links their programs of study to the practice in their chosen careers.

Goal 2: Highly Qualified Faculty and Staff

The University will recruit, develop, and retain diverse, well-prepared faculty who are skillful teachers and active scholars committed to serving the University and the community at large. The University also will recruit, develop, and retain diverse, high-quality staff members who use their talents, commitment, and professional knowledge and skills to support the work of the University community.

Goal 3: Superb Programs and Services

All academic, support, technological, and administrative processes and programs will be regularly and systematically subjected to internal or external review and assessment in the interest of continuous improvement. All units will regularly assess students' achievement and the degree to which they are satisfied with their education and use the results to evaluate and improve the quality of programs and services.

Priority Two:

Offering access to educational programs throughout our service region. Improving access includes identifying and successfully recruiting students, offering an appropriate variety of programs, delivery methods, and support activities, as well as programs at an affordable cost, to better support our students’ potential for success.

Goal 1: Enrollment Management.

Recruit and retain diverse, qualified, and committed students and provide support services and activities that increase their academic success.

Goal 2: Affordability.

Provide affordable high-quality undergraduate, graduate, and noncredit programs that serve the needs of the region.
Goal 3: Accessibility.

Provide the capability to deliver programs through traditional, face-to-face, web-based, ITV, and blended delivery methods.

Priority Three:

Serving the social, cultural, and economic life of the region, state, and nation. To be a good citizen of the local and global communities, the University is committed to engaging in activities that enrich not only our students but also our employees and neighbors. As a natural setting for interaction in small and large groups, physical and virtual campuses serve as a resource for people, places, and things in our immediate and distant surroundings. This includes, but is not limited to, the cultivation of events and environments that encourage collaboration in the development, dissemination, and sharing of information and opportunities for the good of all.

Goal 1: Regional Social, Economic, Educational, and Professional Development

The University will develop networks of people, organizations, and funding sources to expand our scope and reach and enhance the economic development of the region. This includes the cultivation and development of intellectual property and nurturing of ideas, individuals, and institutions.

Goal 2: Regional Information Center

The University will continue to serve as a primary source of information and educational services as well as to provide opportunities for collaborative work in applied and basic scholarly research.

Goal 3: Regional Cultural Centre

The University will maintain and expand existing venues as well as develop and construct new ones to showcase the contemporary trends, cultural heritage, and historical foundations of the region.
Priority Four:
Enhancing the University community.

The University continues to promote an environment and community conducive to anticipating, understanding, and meeting the needs of our students. Additionally, the institution is committed to maintaining a diverse community that supports excellence in education and personal growth in the endeavors of students, faculty, and staff consistent with the Mission of the University.

Goal 1: Meeting the needs of students, faculty, and staff

Provide a community in which all students have a positive learning/personal growth experience supported by caring faculty and staff, and in which faculty and staff enjoy a positive, fulfilling work environment.

Goal 2: Diversity and Leadership

The University will continue to promote a campus environment in which the richness of human difference is recognized and affirmed in our institutional standards, communication processes, and curriculum; will continue to demonstrate for our service region the best practices in the area of diversity; and will strive toward a leadership position as a diverse educational community in our state and nation.

Goal 3: Community Building

The University will continue to cultivate an environment that encourages civility, mutual respect, open communication, inclusive decision-making, difference of opinion, and appreciation for a broad definition of human diversity.

Priority Five:

Practicing wise stewardship of the University's human and financial resources and providing high-quality facilities and infrastructure that support the educational mission.

To attract and retain students and to serve the region, the University must foster and maintain a human, financial, physical, and technological infrastructure that supports high-quality academic programs, campus life, and regional service.
Given that the resources of the University are finite, the internal and external development and management of resources are central to the ability of the University to fulfill its mission. Wise stewardship of resources involves a constant effort to allocate limited resources effectively among competing goals.

**Goal 1: Information Technology in Support of University Community and Productivity**

The University will develop and maintain information systems and provide high-quality training and support that result in optimal use of technology to enhance teaching and learning, community, and productivity of students, faculty, and staff.

**Goal 2: Resource Management**

The University will demonstrate appropriate stewardship in developing and maintaining academic and non-academic programs through the proper balancing of financial revenues and expenditures to effectively enable the accomplishment of the University's mission, strategic priorities, and goals.

**Goal 3: Effective Management of University Facilities and Physical Assets**

The University will develop and maintain high-quality facilities through a balanced program of preventive maintenance, construction and repair.

*Revised Summer 2004*

**Missouri Coordinating Board for Higher Education**

The Missouri Coordinating Board for Higher Education was authorized by an amendment to the Missouri Constitution in 1972 and established by statute in the Omnibus State Reorganization Act of 1974. The Coordinating Board oversees the Department of Higher Education. Board members are appointed from each congressional district by the governor and confirmed by the Senate. The board members serve six-year terms; no more than five of the nine members can be affiliated with the same political party.
The Missouri Coordinating Board for Higher Education's major statewide planning and coordination goals are to promote academic quality, to ensure the efficient use of resources, and to provide financial access to the system of higher education. The board includes the state's independent institutions, as well as the public institutions, in its planning activities.

The board's functions include statewide planning for higher education; policy analysis and data reporting; approval of new degree programs; student financial assistance; appropriations recommendations to the governor and Missouri General Assembly for public two- and four-year colleges' and universities' operating and capital funding; state aid for public libraries; and proprietary school certification. The board has administrative responsibility for the Missouri Student Grant Program, the Missouri Student Loan Program, the Missouri Higher Education Academic Scholarship Program, the Marguerite Ross Barnett Scholarship Program, and additional financial aid programs that have yet to be funded. The Board is also responsible for several federal programs. The CBHE published an "Integrated Strategic Plan," which is available on the CBHE website- http://www.mocbhe.gov.

Board of Regents

All legal power and authority are vested by statute in a bipartisan six-member Board of Regents (three members from each major political party), who are appointed by the Governor of the State and confirmed by the State Senate. The Commissioner of Elementary and Secondary Education serves as an ex officio member. The appointed members serve six-year staggered terms and are eligible for reappointment. More Information regarding the Board of Regents and its current membership can be found at: http://www.semo.edu/board/

Administrative Organization of the University

At the time of academic reorganization in 1976, the Board of Regents
approved the Governance Document (Part A of Faculty Senate Bill 76-A-01), which called for a collegial system of governance based on the principles of shared authority and responsibility whereby all members of the University community--administration, faculty, staff, and students--have an opportunity to participate directly in the decision-making process.

By endorsing the collegial system of governance, the Board of Regents recognized that the day-to-day internal administration of the University can best be achieved by delegating formal authority to the President who delegates appropriate authority to the various administrative officers.

**Executive Officers**

The executive officers of the University are the President, Provost, Vice President for Enrollment Management and Student Success, Vice President for Finance and Administration, and Vice President for University Advancement. As officers, each has the responsibility to represent the University and provide leadership in the specified areas of responsibility.

**Administrative Organization Chart**

Click [here](#) to view the Organizational Chart

Click [here](#) to view the Academic Affairs chart

**The President: Role, Responsibility, Review and Selection**

**Role and Responsibilities**

The President of the University is responsible to the Board of Regents for the entire management of the University. The President of the University executes the power and authority of the Board of Regents in leadership, planning, and development of the institution. The President of the University delegates to various divisions primary responsibility for academic services, student services, financial services, and administrative services. The President of the University
expects the faculty through the Provost to share the responsibility of determining admission requirements, curriculum, teaching appointments, graduation requirements, textbooks, and other appropriate academic policies.

The President of the University is charged with obtaining and managing necessary financial resources, obtaining personnel capable of maintaining and enhancing academic standards and competencies, maintaining programs of support to the regional services areas, and serving the needs of students in the University's service area.

In addition to these general responsibilities, the President of the University assumes, but is not limited to, specific functions and responsibilities related to University programs, personnel affairs, and administration.

**Academic Administration**

1. Provides leadership in developing instructional goals and objectives.
2. Promotes long-range planning consistent with institutional goals.
3. Sees that the mission of the University is fulfilled.
4. Supports the principles of academic freedom.

**Student Services**

1. Ensures adequate student housing facilities.
2. Provides student life services and activities.
3. Provides advising/counseling, health, and placement services.

**Budgetary and Fiscal Management**

1. Provides sound fiscal management.
2. Attracts funds to the University.
Administrative Services

1. Preserves/protects the campus structures and personnel.
2. Provides material and facilities for instruction and administration.
3. Supports campus communication via printing and mail services.

The Review of the President

The review of the President is an extension of the collegial process which encourages participation in the governance of the University by persons at every level, from faculty and staff to the administrators of each division. The assessment of the President's performance is made possible through informal mechanisms and periodic reviews. Each of these is designed to provide input for assessing the performance of the President of the University and for suggesting areas that might be strengthened.

Periodic Review of the President of the University. The President of the Board of Regents will initiate the President of the University review process outlined below every four years after the President of the University assumes office. Immediately following the adoption of this process, the first review of the President of the University shall occur within a year following the review of the Provost and be repeated on a four-year basis.

Extraordinary Review of the President of the University. An extraordinary review of the President of the University may be initiated at any time by the Board of Regents. Normally, the Faculty Senate serves as the channel of communication between the faculty and the Board of Regents through the President. Should the Faculty Senate conclude that an extraordinary review is warranted, a request for same shall be made directly to the Board of Regents.

The Review Process

1. At the initiation of the review, the President of the Board of Regents shall send to all eligible individuals a letter which outlines the process to be used and that encourages their participation. Eligible individuals include all
current faculty and staff (as normally listed in the faculty and staff directory), as well as a random sample of students, both past and present.

2. Concurrent with the solicitation of input from parties listed in step 1, the President of the Board of Regents may collect information from additional campus groups or from sources outside the University (e.g., presidents of other regional institutions of higher education, business and community leaders, and state and government leaders) via the review instrument or through other appropriate means.

3. The President of the Board of Regents shall request that all responses be returned within two weeks.

4. Within two months after the time specified for the return of the evaluations, the Office of Institutional Research will tabulate the data. Within one month after receiving the tabulated data, the President of the Board of Regents will draft a preliminary report.

5. Following submission of the preliminary report to the President of the University, the President of the Board of Regents will meet with the President of the University to discuss the report. At this meeting, the President of the Board of Regents will provide the President of the University with an opportunity to respond to all parts of the report.

6. The President of the Board of Regents will submit to the Board of Regents a summary document including the information described in steps 4 and 5. The President of the University will receive a copy of the summary document and have an opportunity to send a written response to the Board of Regents.

7. After due deliberation, the Board of Regents will share the outcomes of the review with the Faculty Senate. As warranted, the outcomes of the review will be shared with other members of the University community.

The Selection Process

One of the most important responsibilities of the Board of Regents is the selection and appointment of the University President. Realizing the need for the input from the various constituencies both in and outside the University, the Regents set an important precedent in 1975 by authorizing the formation of a Presidential Search Committee consisting of faculty, administrators, students, staff, and alumni to establish procedures, screen applicants, interview finalists, and recommend candidates to the Board. The same process, with slight
The Provost: Role, Responsibility, Review and Selection

Role and Responsibilities

The Provost is the chief academic officer of the University. As the President's first delegate, the Provost has primary responsibility for the overall administration of the academic programs of the University. The Provost is charged with promoting academic excellence in the faculty and academic programs of the University, as well as continuing to strive for efficiency in instructional operations. The Provost provides leadership in the academic division and serves as a primary interface between the academic and other divisions of the University. Major responsibilities of the Provost include developing and coordinating University planning; coordinating faculty recruitment, development, and employment activities; providing leadership in program review and development; enhancing the academic/cultural environment; coordinating academic public services and academic records; and stimulating research, scholarly activity, and creative endeavor. The Provost also provides overall leadership and coordination for the academic departments, schools and colleges and the library.

The Provost provides leadership in academic administration. More specific responsibilities include coordinating and reviewing academic programs, encouraging academic innovations, reviewing program evaluations, coordinating faculty employment and promotion policies, promoting scholarly and research activities, providing frameworks for academic planning, administering over one hundred academic budget areas, and supporting the needs of academic affairs within the total context of the University.

The Provost is assisted in these tasks by academic associates to the Provost. They are responsible for assisting the Provost in the general review of academic
procedures, leadership in the refinement of administrative approaches in academic affairs, coordinating the academic planning process, and providing leadership in curriculum and faculty development activities.

In conjunction with the activities of the deans and the Faculty Senate, the Provost recommends academic policies to the President of the University for consideration by the Board of Regents and is responsible for the implementation of these policies. The deans of the various colleges, Dean of the Graduate School, and the Dean of Academic Information Services and Director of Kent Library report directly to the Provost. The Office of the Provost serves as the primary liaison for deans and department chairpersons in coordinating activities with other administrative units. The Provost shares responsibility with the President of the University and other Vice Presidents for building the University budget.

In addition to these general responsibilities, the Provost assumes, but is not limited to, specific functions and responsibilities related to instructional programs, personnel affairs, and administration.

- Cooperates with the Graduate Council and the Dean of the Graduate School in the development of guidelines for graduate programs.
- Serves as an ex officio member of the Faculty Senate Academic Affairs Committee.
- Serves as administrative liaison to the Faculty Senate.
- Coordinates the implementation of University policies regarding faculty recruitment, employment, promotions, tenure, evaluation and dismissal.
- Chairs the University Academic Council.
- Chairs the University Planning Committee.
- Coordinates the functions of all academically-oriented University committees.
- Works with the Vice President for Finance and Administration to coordinate the preparation of the academic portion of the University budget and the allocation of funds to the colleges.
- Coordinates short- and long-range plans for the acquisition and utilization of needed academic facilities.
- Provides leadership and support in the areas of student development,
career services, judicial affairs, and health/counseling activities.

The Review of the Provost

The review of Provost is an extension of the collegial process that encourages participation in the governance of the University by faculty, chairpersons, and deans. The assessment of the Provost's performance is made possible through informal mechanisms and periodic reviews. Each of these is designed to provide input for assessing the performance of the Provost and for suggesting areas that might be strengthened.

Periodic Review of the Provost.

The President of the University will initiate the Provost review process outlined below every four years after the appointment of the Provost.

The Review Process

1. At the initiation of the review, the President of the University shall send a letter to all Vice Presidents, the deans of the various colleges, the Dean of the Graduate School, Dean of Academic Information Services and Director of Kent Library, the Registrar, and the active faculty members outlining the process to be used. All eligible individuals are encouraged to participate in the review.

2. Concurrent with the solicitation of input from parties listed in step 1, the President of the University may collect information from additional campus groups or from sources outside the University (e.g., members of the Coordinating Board for Higher Education, chief academic officers at other regional institutions, business and community leaders) via the review instrument or though other appropriate means.

3. The President of the University shall request that all responses be returned within two weeks.

4. Within two months after the time specified for the return of the evaluations, the President of the University will summarize the input and draft a preliminary report to the Provost.

5. Following the submission of the preliminary report to the Provost, the
President of the University will meet with the Provost to discuss the report. At this meeting, the President of the University will provide the Provost with an opportunity to respond to all parts of the report.

6. After due deliberation, the President of the University will share the outcome of the review with the University Academic Council, the Faculty Senate, and, as warranted, with other members of the University community.

7. The President of the University will submit to the President of the Board of Regents a summary document including the information described in steps 4, 5, and 6. The Provost will receive a copy of the summary document and have an opportunity to send a written response to the President of the Board of Regents.

The Selection Process

The Provost is selected by an open search process.

Qualifications

The Provost shall substantially meet the following criteria:

1. An earned doctorate from an accredited university;
2. Evidence of scholarly and/or research achievements;
3. Distinguished teaching experience at the college/university level;
4. Appropriate administrative experience;
5. Commitment to the principles of collegiality in governance;
6. Commitment to academic excellence.

Search Committee

When a vacancy occurs, the President calls for the organization of a search committee. The President selects two members, each college (including Kent Library and the School of Polytechnic Studies) selects one faculty member, and the Student Government selects one student member. The committee elects the
chairperson from its own membership.
Amended 9-8-99 by Faculty Senate Bill 99-A-09.

**Election Process**

The Faculty Senate conducts the college elections. All full-time faculty members of a college are eligible for election and are entitled to vote.

1. Disclaimer forms are sent to all full-time faculty members. Persons wishing to remove their names from the ballot may do so.
2. A primary election is held in which each eligible voter in the college votes for one of the candidates on the primary ballot.
3. If no candidate receives a majority of the votes cast in the primary election, the names of the two candidates with the highest number of primary votes are placed on the ballot for a run-off election. The candidate receiving the highest number of votes is elected as the college search committee representative.

**The Search Process**

1. The Provost Search Committee takes appropriate steps to invite applications from all available candidates. The committee receives, reviews, and evaluates all applications. The committee is provided secretarial and other support assistance as needed.
2. All finalists are invited to spend two full days on campus so that they and the appropriate segments of the University community have adequate time to assess each other. The search committee sets the interview schedule, which should include extensive meetings with the search committee, a group of department chairpersons, representatives of the Faculty Senate, the deans, the Vice Presidents, and the President of the University. The chairperson of the search committee is responsible for preparing a written summary of each finalist's campus visit, listing specific strengths and weaknesses as they emerge in the interview. This summary should accompany the dossier of any recommended candidate.
3. After conducting finalists' interviews, the search committee recommends at least three qualified candidates to the President of the University.
Recommendations are made without rank ordering. The President may ask the committee for further recommendations.

4. The President negotiates an appointment with a recommended candidate and recommends the appointee to the Board of Regents for confirmation.

Approved by the Faculty Senate, May 1986
Approved by the Board of Regents, June 1986
Updated August 15, 1997

Vice President for Enrollment Management and Student Success

The Vice President for Enrollment Management and Student Success is responsible for the general administration of the Division of Enrollment Management and Student Success. The Vice President for Enrollment Management and Student Success reports directly to the President and is a member of the President's executive cabinet. This division encompasses several administrative support and auxiliary operations, enrollment management functions, and student life departments. The Vice President, working closely with the executive staff, is responsible for providing vision, strategic leadership, and overall management of the University's major recruitment and retention efforts. Major functional units which report directly or indirectly to the Vice President for Enrollment Management and Student Success include the Enrollment Management (Admissions, Recreation Services, Registrar, and Residence Life), Campus Life and Event Services, Information Technology, Institutional Research, and Student Development (Academic Support Centers, Student Conduct, University Counseling Services, and Pre-Collegiate Programs) Departments.

1. Serves as the chief advisor of the Student Success Council.
2. Provides leadership and support for recruitment and retention of students.
3. Responsible for student housing, dining services, student recreational activities, and other general student life activities (e.g., Student Government, student organizations, leadership programs).
4. Coordinates the functions of all enrollment management and student life-oriented University committees.
The Review of the Vice President for Enrollment Management and Student Success

The assessment of the Vice President for Enrollment Management and Student Success’s performance is made possible through informal mechanisms and periodic reviews. Each of these is designed to provide input for assessing the performance of the Vice President for Enrollment Management and Student Success and for suggesting areas that might be strengthened.

Vice President for Finance and Administration

The Vice President for Finance and Administration is the Chief Financial Officer of the University, reports directly to the President, and is a member of the President's executive cabinet. The Vice President for Finance and Administration is the official treasurer of both the Board of Regents and the Southeast Missouri University Foundation.

The Vice President for Finance and Administration is responsible for the general administration of the Division of Finance. This division encompasses all major financial and business functions of the University, as well as some auxiliary operations. Major functional units which report directly or indirectly to the Vice President for Finance and Administration include the Budget Office, Business Operations, Controller, Human Resources, Public Safety and Transit, Show Me Center, Student Financial Services, Research & Grant Development, and Facilities Management. The Vice President for Finance and Administration also has responsibility for external auditing, funds acquisition, funds management, and property management.

Additionally, the Vice President for Finance and Administration interacts extensively with various State of Missouri offices, primarily in obtaining support for the University's operating and capital budgetary needs. These contacts include the Governor and his staff, state legislators, and the Coordinating Board for Higher Education. The Vice President for Finance and Administration also interacts extensively with various local/regional government, business, and other community interests in the normal course of conducting University business and related affairs.
Administration

1. Coordinates all financial affairs of and provides financial leadership and advice to the Board of Regents, the University, and the University Foundation.
2. Provides leadership and vision in support of the University's human resources.
3. Chairs the University Budget Review Committee.
4. In conjunction with the Provost's Office, is responsible for maintaining the technological integrity of the University.
5. Coordinates the functions of all financial and business-oriented University committees.

The Review of the Vice President for Finance and Administration

The assessment of the Vice President for Finance and Administration's performance is made possible through informal mechanisms and periodic reviews. Each of these is designed to provide input for assessing performance of the Vice President for Finance and Administration and suggesting areas that might be strengthened.

Vice President for University Advancement and Executive Director of the University Foundation

The Vice President for University Advancement is responsible for all officially sanctioned alumni events and all fund-raising activities. Working closely with the President and the Board of Directors of the Southeast Missouri University Foundation, the Vice President is responsible for providing vision, strategic leadership and overall management of the University's advancement effort and for fostering and maintaining a cooperative relationship between the development and alumni programs. The Vice President is responsible for researching, designing, cultivating, coordinating, and executing all development programs, including major gifts, corporate/foundation gifts, annual telefund campaign, athletic booster club giving, alumni gifts, and planned giving.
The Review of the Vice President for University Advancement

The assessment of the Vice President for University Advancement's performance is made possible through informal mechanisms and periodic reviews as determined by the President. Each of these is designed to provide input for the assessing performance of the Vice President for University Advancement and for suggesting areas that might be strengthened.

Academic Administrative Organization

Each individual in Academic Affairs assumes a responsibility for academic leadership. For faculty members, this responsibility is reflected primarily through excellence in teaching, research, scholarly and creative activity, and service to the University. Their efforts in the formation and operation of policies and procedures also contribute directly to the effective administration of academic programs. Similarly, professional staff members make an important contribution to the overall administration of the divisions. Vice Provost, Assistant Provost, Deans and department chairpersons assume an expanded role in the development and administration of academic policies and procedures.

Administrative Positions

Academic Affairs is composed of ten major academic administrative units that report directly to the Provost. These units include the Donald L. Harrison College of Business, College of Education, College of Health and Human Services, College of Liberal Arts, College of Science and Mathematics, School of Graduate Studies, School of Extended Learning, School of University Studies, School of Polytechnic Studies, and Academic Information Services. The dean or director of each unit assumes responsibility for overall leadership of the designated area.

Dean of Academic Information Services and Director of Kent Library

The Dean of Academic Information Services and Director of Kent Library reports directly to the Provost and is responsible for providing the leadership
and administration to enable the library to meet the information needs of the University community through the provision of both traditional and electronic collections and services. General responsibilities of the position include personnel, budgeting, developing policy, and representing the library to other units within the University, to individuals and organizations outside the University, and to other libraries throughout the country. Management of resources, including finances, personnel, equipment, and the physical building and its space, is of paramount importance. The dean articulates the role of the library to the University community and leads in the development of the library through planning, implementation and evaluation. He/she participates in activities consistent with the teacher/scholar model.

**Assistant Provost of Extended Learning**

The Assistant Provost of Extended Learning, reporting to the Provost, has responsibility for the leadership and administration of all functions that are housed within the School of Extended Learning. These functions include Southeast PM, summer session, off-campus instruction, Advanced Placement instruction, outreach centers, and Continuing Education. In addition, the Assistant Provost, through the School of Extended Learning, provides leadership and administration for technology used for distance learning, including ITV technology, and provides administrative support for distance learning delivered via the internet. General responsibilities of the position include personnel, budgeting, policy development and representing the School of Extended Learning to the University community, as well as to the external community.

**Dean of the Graduate School**

The Dean of the Graduate School reports to the Provost and is responsible for providing leadership in those areas which affect the University's role in meeting the graduate education needs of the region. To provide this type of leadership, the dean must demonstrate evidence of distinguished teaching, research/scholarship, and service, together with effective administration. The dean is charged with the administration of policies and procedures affecting graduate admissions, retention, graduate assistantships, graduate faculty research activities, sponsored research, curricula, degrees, programs, and faculty. General responsibilities of the position include resource allocation, personnel,
policy development and representing graduate studies to the University community and the region at large. In a collegial relationship with the departments, colleges, and Graduate Council, the dean is responsible for stimulating policy and program development and review designed to enhance the quality of the University's graduate programs.

Dean of the School of University Studies

The Dean of the School of University Studies is responsible for providing leadership for the University Studies program, the Honors program, the Governor's Scholars, co-curricular activities, and the Writing Outcomes program. The dean is charged with the administration of policies and procedures affecting curricula, programs and review procedures. In a collegial relationship with the departments, colleges and the University Studies Council, the dean is responsible for stimulating policy, program development and review designed to enhance the quality of the University's general education program.

Dean of the School of University Studies: Role, Responsibility, Review and Selection

The organizational structure of Southeast Missouri State University is designed to foster participation by all members of the academic community in the formulation of academic policies. Under this system, the professional expertise of faculty members and administrators is integrated, and their many perspectives unite to form participatory academic decision making. Within this framework, the University establishes the teaching/learning environment essential for faculty and students and permits faculty members to fulfill their teaching, research, and service responsibilities. It is from this perspective that the School of University Studies was organized and is operated.

The Role of the School of University Studies

The School of University Studies has the responsibility to provide a University response to the needs of the University Studies program, the Writing Outcomes program, the Honors program, the Governor's Scholars, and co-
curricular activities. Primary monitoring of policies and procedures affecting curricula in these programs is the responsibility of this unit.

The School of University Studies seeks to integrate school programs into the total educational experience of students, to provide support for these programs to academic colleges and departments, and to provide responsible self-government of University-wide policies.

The Role of the Dean of the School of University Studies

Responsibilities

The Dean of the School of University Studies is responsible for providing overall leadership for the University Studies program, Honors program, Governor's Scholars, co-curricular activities, and the Writing Outcomes program. Consequently, the dean must possess the ability to identify closely with the various disciplines of colleges and departments in order to articulate their program concerns and relate University-wide aims and purposes to the needs and goals of the colleges and departments. The dean assists college deans and department chairpersons by coordinating the development of school programs. The dean, together with college deans and department chairpersons, strives to maintain a high quality of performance by the faculty teaching courses in the programs of the school.

The dean is responsible for providing overall leadership in meeting the general education needs within the University. In a collegial relationship with the departments, colleges and University Studies Council, the dean is responsible for stimulating policy and program development. The dean is ultimately responsible for all recommendations to the appropriate academic officials, committees, or agencies outside the college or University. To provide this type of leadership, the dean must continue to show evidence of distinguished teaching, research/scholarship, and service, together with effective administration. The dean must elicit the professional trust and respect of the faculty teaching University Studies courses and speak on matters concerning general education with a representative and persuasive voice in the larger University community.
Consistent with this perspective, the Dean of the School of University Studies must be willing to be evaluated on the basis of progress toward meeting these responsibilities.

Specific Duties of the Dean

**Resource Allocation**

Coordinates the planning process and makes recommendations to higher administrative levels concerning staffing needs, administrative unit equipment, space, and operations. Administers the revenues allocated to the school.

**Personnel**

- Provides leadership in establishing teaching standards in University Studies courses.
- Supervises the evaluation of office personnel.
- Coordinates the duties and responsibilities of directors and coordinators within the school.

**Teaching and Research**

- Assists in the development and maintenance of quality curricula.
- Provides academic leadership by encouraging and promoting innovative ideas.
- Encourages research projects related to the program on the part of faculty teaching University Studies courses and assists in securing support for them.
- Encourages development of interdisciplinary efforts. Coordinates assessment activity within the school.

**Communication**

- Presides over meetings of the University Studies Council. Facilitates communication within the school.
- Facilitates communication of the school with other administrative units.
- Secures and maintains national prominence for the program.
Director, Center for Scholarship in Teaching and Learning

The Director of the Center for Scholarship in Teaching and Learning provides leadership in the improvement of teaching at the institution. Specific areas of responsibility include sponsoring a teaching enhancement workshop for all new faculty, developing workshops on teaching and learning issues, providing individual counseling for faculty who want to improve their teaching, offering peer observations through classroom visits or videotaping when desired, and promoting cooperative research with faculty in the area of teaching and learning. The center also offers a standardized student evaluation process for those faculty who desire it. Finally, the director serves as an advocate for quality teaching where appropriate within the University structure.

Dean of Students

The Dean of Students, reporting to the Provost, is the primary advocate for all Southeast Missouri State University students. The dean works collaboratively with faculty, staff, and other administrators to enhance student learning and personal development. Specifically, the dean works to ensure that students understand their responsibilities and rights as members of the academic community. She/he is responsible for coordinating the University's response to psychological and behavioral crises occurring in the student population. In addition, the dean is responsible for the development, supervision and evaluation of units assigned to the area of Student Development. Currently, these units include the Learning Enrichment Center, Career Services, the Center for Health and Counseling, Minority Student Programs, Student Support Services, Upward Bound, Substance Abuse Prevention and Education, Judicial Affairs, and Student Life Studies. These units provide personal counseling and health services, career counseling and development, academic success skills training and tutoring, accommodations for students with disabilities, and advocacy related to general student concerns. This area also includes programs that provide access to higher education to underserved populations and to integrate student populations historically underrepresented in higher education into the community of scholars at Southeast. Furthermore, the dean is a faculty member in the College of Education and a member of the Council of Deans. She/he serves on a variety of
University and city committees. He/she also participates as a full member of the Provost's planning team.

**The College Dean: Role, Responsibility, and Review**

The organizational structures of Southeast Missouri State University are designed to foster participation by all members of the academic community in the formulation of academic policies. Under this system, the professional expertise of faculty members and administrators is integrated, and their many perspectives unite in participatory academic decision making. Within this framework, the University establishes the teaching/learning environment essential for faculty and students and permits faculty members to fulfill their teaching, research, and service responsibilities. It is from this perspective that the University's colleges were organized and are operated.

**The Role of the College**

A college is a group of academic departments so assigned according to common methodologies or related curricular, research, or disciplinary orientations. Thus grouped, the departments maintain their uniqueness and integrity while the college coordinates joint administrative tasks. A college may also house interdisciplinary centers, programs, and institutes.

The college structure facilitates the smooth flow of information and direction from the central administration to the departments and information from the departments to the central administration. It thus encourages administrative efficiency and effectiveness at all levels.

The college represents and promotes to the University and the general community the common as well as the unique interests of each of its units. It encourages cooperation and mutual support between the units, mediates conflict, and thus stimulates broader and more useful applications of the work of the constituent units. The college fosters and monitors instructional, scholarly, and creative activity.
Identifying immediate and long-range objectives and assisting departments in similar activity at their level, the college is the location for evaluating achievement of these objectives. The college is the primary recipient of resources which are reallocated by the Provost for support of departmental programs. It also monitors the use of fiscal resources.

The Role of the College Dean

Responsibilities

The dean is responsible for providing leadership which allows the departments in the college to attain their unique educational objectives while promoting the common interests of faculties in closely related academic areas. Consequently, the dean must possess the ability to identify closely with the various disciplines within the college in order to articulate their concerns to the administration and to relate University-wide aims and purposes to the needs and goals of the departments. The dean assists department chairpersons in fostering the professional development of the college faculty and coordinating the development of departmental programs.

The dean is responsible for representing the financial needs of the college in the annual academic budget and coordinating the allocation of approved operating and equipment funds to the departments. In personnel matters, the dean is advised by a college council and other established committees composed of department chairpersons and/or elected departmental representatives; however, the dean is ultimately responsible for all recommendations to appropriate academic officials, committees, or agencies outside the college or University. To provide this type of leadership, the dean must bring to this office a distinguished career in teaching and research/scholarship, together with effective communication skills and administrative experience. He/she must be able to elicit the professional trust and respect of the college faculty so as to speak with a representative and persuasive voice in the larger University community concerning matters of concern to the college.

The dean is responsible for encouraging departments to identify and articulate their immediate and long-term objectives and to assess progress toward the attainment of these objectives through periodic department reviews.
In concert with the department chairpersons, the dean strives to promote the scholarship, research, and program development activities of the college faculty. Consistent with this perspective, the dean must be willing to have her/his own performance evaluated on the basis of the extent to which her/his efforts promote growth of programs and the professional activities of the faculty.

In curricular and personnel matters, the college dean is advised by a College Council, the College Promotion Committee, the College Tenure Committee, and other committees composed of department chairpersons and/or elected departmental representatives. The college dean assumes responsibility for all recommendations to appropriate academic and administrative officials, committees, or councils.

Specific Duties of the Dean

The following listing is representative but not all-inclusive:

**Resource Allocation**

- Coordinates the planning process and makes recommendations to higher administrative levels concerning equipment, space, operations, and personnel needs.
- Administers the resources allocated to the college. Supervises faculty development expenditures in the college. Coordinates the use of physical space in the college.

**Personnel Actions**

- Organizes and presides over college promotion proceedings and makes appropriate recommendations to the Provost.
- Coordinates tenure procedures and makes appropriate recommendations to the Provost.
- Assists in recruiting faculty and provides recommendations for and approval of appointments
- Certifies proper credentialing of faculty.
- Administers instruments of chairperson evaluation and coordinates evaluation of probationary faculty.
Teaching and Research

- Assists in the development and maintenance of a quality curriculum.
- Provides academic leadership by encouraging and promoting new ideas.
- Encourages worthwhile research projects of the faculty and helps secure support for them.
- Fosters and encourages teaching effectiveness and faculty development activity.
- Encourages, where appropriate, development of interdisciplinary efforts.

Communication

- Facilitates communication flow within the college.
- Facilitates communication flow into and out of the college to other administrative units.
- Mediates conflicts among college departments when the differences are not resolved at the departmental level.
- Interprets the work of the college to constituencies outside the University.
- Presides, in an appellate capacity, over student academic problems not resolved at the departmental level.

The Review of the College Dean

The review of the dean is an extension of the collegial process that encourages faculty participation in the governance of the college. The assessment of the dean is made possible through both formal and informal review mechanisms and periodic review cycles. Each of these is designed to aid the dean in assessing individual performance and for suggesting areas that might be strengthened. Throughout the academic year, department chairpersons and administrators share a responsibility to provide informally to the dean insights that may improve his/her overall leadership effectiveness. Annually, the dean will meet with the Provost for the purpose of discussing his/her administrative performance. A written summary of this meeting will be shared with the individual dean and the President.
Periodic Dean Review. A newly appointed dean will be reviewed during the third year of her/his service as dean at the University. In the middle of the third year, the Provost will inform the dean and faculty members in the college that the review is being initiated. All faculty members will follow the general procedures and use the standard instrument. Department chairpersons in the college, other deans on campus, and other selected individuals will be asked by the Provost to follow the same general procedures and submit assessments directly to the Office of Institutional Research. The continuing appointment as dean will be subject to this review. The normal periodic review for individuals continued in the deanship will be within a three- to five-year cycle as recommended by the Provost.

Extraordinary Review of the Dean. An extraordinary review of the dean may be initiated at any time by a vote of the majority of the departments in the college. A majority vote of the members of a department in accordance with departmental procedures will be considered a departmental vote to call for the review. The Provost may also initiate a review.

The Review Process

For both periodic and extraordinary reviews, these procedures will be followed:

1. At the initiation of the review cycle, the Provost will submit to all full-time faculty in the college a letter outlining the process to be followed.
2. At the same time, the Provost will provide College Council members with a copy of the review instrument. In consultation with the Provost, the College Council may construct up to five additional items for the instrument. The council will have at least one month in which to submit the additional items.
3. Upon receipt of additional items, the Provost will submit to the full-time faculty a copy of the review instrument. Individual faculty members will have at least two weeks to complete and return the instrument to the Office of the Provost at their convenience.
4. Additional information from the faculty may be solicited through other appropriate means. Upon a majority request of the faculty in a department, as indicated on the review instrument, the Provost will meet with members of the department.
5. Concurrent with the solicitation of faculty response, the Provost will collect information from the chairpersons in the college, the other deans, and other individuals within and outside the college. Information from chairpersons will be obtained through the review instrument and other appropriate means; information from the other deans and other individuals will be collected through the review instrument and/or other appropriate means.

6. Within a month after all information has been collected, the Provost will summarize the information and draft a letter to the dean. The summary will include the following:
   a. A tabulation of responses from the review instrument.
   b. A listing of the strengths and improvement areas enumerated at the end of the instrument, categorized according to chairpersons and faculty.
   c. A summary of information gathered from other sources.

7. Following submission of the summary report to the dean, the Provost will meet with the dean to discuss the report. The dean will have an opportunity to respond to all parts of the report.

8. After due deliberation, the Provost will meet with the college faculty concerning the outcome of the review.

9. The Provost will submit to the President a final recommendation, along with a summary document including the information described in Step 6 above and the dean's response; as indicated in Step 7.

Approved by the Faculty Senate, September, 1984
Approved by the President, September, 1984
Approved by the Board of Regents, September, 1984
Updated August 15, 1997

The Selection Process

Qualifications

Each college dean should substantially meet the following criteria:

1. An earned doctorate from an accredited University in a discipline represented by one of the departments in the college.
2. Evidence of scholarly and/or research achievements.
3. Distinguished teaching experience at the college/University level.
4. Administrative experience or demonstrated administrative capability.
5. Commitment to the principles of collegiality in governance.
6. Commitment to academic excellence.

Search Committee

When a vacancy occurs, the Provost instructs the chairperson of each department in the college to conduct an election to select two nominees from which a representative will be selected to serve as a member of the search committee. In addition to these departmental representatives, the President of the University with the advice of the Provost appoints two administrators, student representation, and when appropriate, a representative from outside the University to serve on the search committee and designates its chairperson. The Dean of the Graduate School officer or designee will serve on the search committee.

Search Process

1. The search is open to outside applicants as well as applicants from within the University. The search committee is responsible for preparing a position description which, with the authorization of the Provost, governs the screening and recommending of candidates and; ultimately, the appointment.
2. All finalists normally are invited to spend two full days on campus so that they and the appropriate segments of the University community have adequate time to assess each other. The search committee sets the interview schedule, but it should include extensive meetings with the search committee, chairpersons of departments in the college, faculty members from within the college, the deans of other colleges, the Provost, and the President of the University. The chairperson of the search committee is responsible for preparing a written summary of each finalist's campus visit, listing specific strengths and weaknesses as they emerge in the interview. This summary should accompany the dossier of any recommended candidate.
3. After conducting finalists' interviews, the search committee recommends at
least three candidates to the Provost. Recommendations are made without rank ordering.

4. The Provost forwards to the President of the University the names and supporting materials of all candidates recommended by the search committee and includes his/her own recommendations on the candidates. The President negotiates an appointment with a recommended candidate and recommends the appointee to the Board of Regents for confirmation.

Updated August 15, 1997

Department Chairs

The role of the department chairperson is recognized as a primary leadership position in the University. As the foremost departmental administrative officer and representative of the academic discipline, the chairperson serves in the unique position of exemplifying the highest standards in both faculty and administrative responsibilities, maintaining standards of the discipline, and meeting the expectations of the department. The maintenance of balance between these responsibilities requires careful attention by the department chairperson, departmental colleagues, and administrative officers. It suggests the need for considerable latitude in the leadership style utilized by the chairperson while performing within institutional guidelines, departmental constraints, and limitations imposed by the availability of resources.

The department chairperson is responsible for leadership which provides educational purpose and direction for the department. The chairperson is the faculty member of the department authorized to speak for and on behalf of the department, and links the department to the office of the dean of the college and other appropriate University administrative offices. The department chairperson must not only represent the legitimate interests of individual faculty members and the department to other members of the administration, but also must present accurately and fairly to colleagues in the department the positions of other administrators while interpreting the established policies of the University.

To provide effective leadership in the department, the chairperson must cultivate and retain the respect of colleagues. A successful chairperson leads the department through consistency, openness, candor, decisiveness, and fair and equitable treatment of all department members. As the departmental
administrative leader, the chairperson is expected to evaluate issues with a broad point of view, analyze questions, and perceive consequences of decisions with clarity and accuracy. Regular consultation and open communication should be used in weighing and deciding questions before the department. Whether consultation is by private counsel, committee recommendation, or other means, the department chairperson assumes responsibility for those decisions assigned to the department by University policies and procedures.

From a faculty perspective, the department chairperson is a colleague who acts on behalf of members of the department in the administration of departmental activities. Administratively, the chairperson carries out duties assigned to the office. This is accomplished with the advice and judgment of the faculty when making recommendations concerning such matters as curriculum development, budgetary requests, and faculty recruitment, hiring, promotion, tenure, and termination. The chairperson is both a member of the department and a liaison between the department and the rest of the University. As a member of the department, the chairperson provides leadership in the common pursuit of departmental goals. As a departmental liaison, the chairperson represents the best interests of the department to the college and University administration.

While considerable diversity exists in the operation of the various academic departments, there is a common core of responsibilities assumed by the department chairperson. The leadership of the chairperson, however, cannot be viewed in isolation, for members of the department assume broad responsibilities and share accountability for departmental programs, operation, and personnel actions. The general responsibilities of the department chairperson are grouped under the following major categories: Administrative Functions, Faculty Personnel Functions, Liaison Functions, Student-Related Functions, Leadership Functions, and Operational Functions. While these categories provide a basis for grouping functions, many are interrelated. They are presented, however, as a guide to chairpersons in providing academic leadership and to departments as colleagues participate in the assessment of department chairpersons.

**Administrative Functions**

The chairperson is the chief departmental administrative officer and the primary representative of the academic discipline. Among the specific
administrative tasks for which the chairperson assumes responsibility and accountability are

1. Communicating department goals and needs to the dean and, when appropriate, to the Provost;
2. Communicating and interpreting college and University decisions to the faculty;
3. Maintaining open lines of communication among specializations within the department and encouraging appropriate balance;
4. Encouraging the development and improvement of the departmental curriculum and seeing that the proper curriculum materials are submitted;
5. Ensuring the preparation of catalog information and schedules of class offerings in accordance with established procedures;
6. Supervising the departmental budget, support staff, record keeping, and the requisition of supplies, equipment, materials, and other instructional needs;
7. Scheduling regular departmental meetings and distributing minutes to appropriate individuals;
8. Serving as the chief spokesperson for departmental curriculum proposals and ensuring that requirements are consistent with University policies;
9. Assigning and evaluating support and clerical personnel in the department;
10. Developing and following procedures to assign faculty to classes, laboratories, studios, and other responsibilities;
11. Reporting undesirable or potentially hazardous conditions with respect to the physical plant;
12. Providing appropriate information and reports as requested by the dean and other administrative offices;
13. Facilitating and encouraging grants and contracts from extramural sources;
14. Coordinating and supervising the development of departmental five-year plans, accreditation and departmental evaluations, and other reviews; and
15. Administering the departmental budget within established guidelines.
Faculty-Personnel Functions

Among the most important responsibilities of the chairperson are those relating to the faculty. The success of the department is frequently dependent upon the abilities of the chairperson in this regard. Among the specific tasks for which the chairperson assumes responsibility and accountability are

1. Exercising leadership in recruiting and retaining capable faculty;
2. Evaluating faculty performance and the development of procedures for assessing faculty accomplishment;
3. Exercising independent judgments and making recommendations relative to faculty employment, continuation, promotion, tenure, termination, salary adjustments, and leaves of absence;
4. Encouraging improvement of faculty performance by fostering effective teaching and stimulating research, scholarly performance, and creative activity;
5. Promoting faculty professional development and enrichment, and encouraging faculty in their service to the University, the community, and professional organizations;
6. Maintaining faculty morale by preventing and resolving conflicts and by arranging for the effective and equitable distribution of faculty responsibilities;
7. Orienting new faculty members to department, college, and University policies and procedures;
8. Serving as a role model in the performance of teaching, scholarly, and other faculty responsibilities; and
9. Coordinating the departmental sabbatical leave review and recommending candidates to the dean of the college.

Liaison Functions

The department chairperson has primary responsibility for representing the department and the discipline to the college, the University, and the community at large. Among the specific areas for which the chairperson assumes responsibilities and accountability are
1. Maintaining liaison with other departments and support units;
2. Encouraging public relations activities and enhancing the departmental image and reputation on and off campus;
3. Promoting interdepartmental and interdisciplinary cooperation in the development and maintenance of academic programs; and
4. Cooperating with departments, colleges, and other units in the accomplishment of their tasks.

**Student-Related Functions**

The recruitment and retention of outstanding students is often dependent upon how wisely and effectively the departmental chairperson responds to student needs. Among the specific areas for which the chairperson is responsible and accountable are

1. Coordinating the academic advisement process and monitoring the process to ensure that it is responsive to changing student needs and aspirations;
2. Encouraging student clubs and organizations which foster achievement and professional development;
3. Following procedures for resolving student complaints about faculty, courses, and programs;
4. Promoting the establishment of scholarships and fellowships for students in the department;
5. Informing students of special departmental registration procedures and enrollment criteria, etc., and administering those procedures when appropriate; and
6. Encouraging student participation and involvement in department activities.

**Leadership Functions**

The precise nature of leadership is difficult to define. There are different styles and techniques for carrying out the responsibilities of the chairperson. There are, however, a number of qualities that are important to the leadership of a department. Among them are
1. Judging people fairly and thoughtfully;
2. Initiating and sustaining action toward defined goals and encouraging the initiative of others;
3. Demonstrating interpersonal relations that foster a professional working atmosphere;
4. Working with committees and promoting their effectiveness;
5. Engaging in consultation and participatory decision-making;
6. Being open to fair criticism; and
7. Demonstrating objectivity.

**Operational Functions**

The fulfillment of leadership responsibilities balances the specific tasks completed with the manner in which the assignments are accomplished. In this respect, the chairperson assumes responsibilities for

1. Involving departmental faculty in decisions on program development and operational procedures;
2. Recognizing the advice and judgment of the faculty in making curriculum, budget, and personnel recommendations;
3. Providing guidance and leadership in formulating department academic and operational policies;
4. Consulting with the faculty in assigning teaching loads, instructional responsibilities, and academic schedules;
5. Representing the department effectively and responsibly in college and University-wide meetings;
6. Consulting with the faculty in the preparation and administration of the budget;
7. Working with department members in formulating faculty personnel procedures and making employment-related recommendations; and
8. Reporting to faculty members and the dean recommendations made that differ from actions taken by faculty in the department.
The Review of Department Chairpersons

As a department chairperson, a faculty member assumes broad leadership roles that have specific functions and raise certain expectations. The review of a chairperson represents the ultimate in the collegial process, for it encourages faculty participation in departmental governance and effectively balances administrative decision-making responsibility. While the review of a department chairperson systematically focuses primarily on one person, the assessment of one's performance cannot be separated from the responsibilities assumed by all colleagues in the department. Similarly, administratively assigned tasks must be kept in their proper context. Colleagues in the department share in the responsibility for maintaining this perspective, as do deans, in making their recommendations to the Provost.

There are commonly accepted procedures in place for the appointment of department chairpersons and the replacement of department chairpersons for due cause. The review process described in this document is viewed as a constructive process. Its primary focus is gaining insights from the various constituencies that relate to the department chairperson so constructive advice may be given and recommendations made to improve the overall effectiveness of the department chairperson in providing departmental leadership.

The assessment of a department chairperson is made possible through both formal and informal review mechanisms and periodic and extraordinary review cycles. Each of these is designed to provide input to the department chairperson in assessing individual performance and for suggesting areas that might be strengthened.

Formal and Informal Reviews

Throughout the academic year, departmental colleagues and administrators share a responsibility informally to provide insights to the department chairperson that may improve his/her overall leadership effectiveness. Annually, the dean will meet with the department chairperson for the purpose of discussing administrative performance. A written summary of this meeting will
be shared with the individual chairperson and the Provost.

**Periodic Department Chairperson Review**

A newly appointed department chairperson will be reviewed during the third year of service concurrent with his/her appointment at the University. At the beginning of the third year, the dean will inform the Provost and call the department together for the purpose of initiating a review, discussing the process, and agreeing on the specific procedures to be followed. All departments will follow the general procedures and the specific instrument included in this document, along with mutually determined approaches at the department and college levels. The continuing appointment as chairperson will be subject to this review. The normal periodic review for individuals continued will be within a three- to five year cycle as recommended by the dean and approved by the Provost.

**Extraordinary Department Chairperson Review**

An extraordinary review of the department chairperson may be initiated at any time by a majority vote of the members of the department in accordance with departmental procedures. The respective college dean or the Provost may also initiate a review at any time. Upon receipt of a request for extraordinary review, the appropriate college dean will call the department together as described in the periodic review cycle. The general procedures and instrument described in this document will be followed. Special attention may be focused on the timing of the review and areas of special concern resulting in the extraordinary request.

**The Review Process**

The entire review process will be conducted within the context of the responsibilities of the department and its individual members and the functions of the department chairperson. Emphasis will be placed on the nature and focus of the review, along with the following guidelines and procedures. Throughout this entire process, the department chairperson retains his/her right to resign the position.
Guidelines for the Review of Department Chairpersons. The review of a department chairperson requires cooperation and mutual discussion. It is important that professional integrity and respect be maintained by all parties involved. The following guidelines are provided for those involved in the review process to ensure proper focus so the overall effort will not be counterproductive to the stated purpose:

- Adequate time should be provided throughout the process so individuals can effectively participate.
- Individual responses should be secured before written documents are shared.
- Input from faculty members, students, other chairpersons, and administrators should be properly balanced.
- The constructive nature of the review should remain foremost. Informal dialogue should be fostered on a continuing basis. Full departmental involvement should be stressed.
- The need to provide anonymity should be balanced with the need to fulfill professional responsibility.
- Opportunity for chairperson and faculty self-assessment should be encouraged.
- Flexibility in the process should be maintained so departmental differences can be addressed.
- The time frames near the beginning and ending of semesters should be avoided for the purposes of the review.
- Chairpersons may provide a Record of Service summary to faculty members to highlight recent activities.

Procedures for the Review of Department Chairpersons

The specific purpose of the review process and the suggested guidelines provide a basis for the review of the department chairperson. Such factors as the size and complexity of the department and type of review may suggest variations in the approaches utilized. However, the intent of the following procedures should be maintained.

1. Colleagues in the department are encouraged to provide informal
suggestions to the department chairperson on an ongoing basis. Departments may develop internal procedures to delineate additional items to be added to the "Review of Department Chairpersons" instrument.

2. At the initiation of the review cycle, the dean shall meet with the department for the purposes of discussing the process, reporting format, and procedures to ensure appropriate anonymity and follow-up; reviewing the procedures; agreeing upon a timetable; and determining whether additional items should be added to the instrument. Where the source of an instrument cannot be identified, the responses will not be discarded.

3. The review instrument with a return envelope should be distributed to members of the department. Faculty members will have at least two weeks to complete and return the instrument. All faculty are encouraged to participate. Upon completion, the faculty member will return the instrument to the office of the dean. The dean will have an opportunity to schedule individual meetings with faculty members for purposes of follow-up, clarification, and additional input.

4. Concurrent with the solicitation of faculty input, the dean will collect information through the review instrument or through other appropriate means, from other chairpersons and individuals outside the department associated with the department chairperson.

5. Within a month after all information has been collected, the dean will summarize the input and draft a letter to the department chairperson. Among other matters, the document will present responses received from those solicited.

6. Following submission of a proposed summary report to the department chairperson, the dean will meet with the individual to discuss the report. The department chairperson will have an opportunity to respond to all parts of the recommendation.

7. After due deliberation, the dean will submit a document to the department for review and response. The document will include a tabulation of the items on the instrument, a summary of written comments, and specific recommendations.

8. Approximately two weeks after the document has been shared with the department, the dean will meet with members of the department for additional discussion. A summary of this meeting will be appended by the dean to the final recommendation submitted to the Provost.
9. The dean will submit the final summary recommendations, along with all support data, to the Provost. The summary and recommendations will also be shared with the chairperson involved and will be made available to members of the department.

10. Upon receipt of the recommendation, the Provost will schedule a meeting with the dean and department chairperson for the purposes of discussion and determination of appropriate action.

11. The Provost will discuss the recommendation with the President for final disposition.

12. The Provost will properly inform the dean, department chairperson, and members of the department of the recommendation.

13. Upon continuation, the department chairperson and the dean will mutually agree upon a chairperson Development Plan which shall be filed with the Provost.

Academic Services, 1981

The Selection Process

Search Committee

1. When a vacancy occurs, the dean of the college arrange a meeting of all full-time faculty in the department. At this meeting, two decisions are made: first, departmental members of the search committee are selected, and second, the method for choosing a chairperson of the search committee is determined. For obvious reasons, candidates for the position do not serve on the search committee.

2. After the search committee is established, an additional faculty member from any other department in the University should be added to the search committee. Both the dean of the college and the search committee should agree on who will serve in this capacity. The additional faculty member operates as a full member of the committee.

Search Process

1. When the chairpersonship vacancy coincides with a faculty opening in the department, the search must invite candidacies from within and outside
the University. Where no faculty opening exists in the department, the search is limited to candidacies from within the department.

2. The search committee is responsible for establishing its own procedures for reviewing candidacies. Finalists are interviewed by the search committee, the college dean, and the Provost. After completing its search, the committee makes no fewer than three recommendations to the college dean.

3. After reviewing the search committee's recommendations, the college dean makes no fewer than two recommendations to the Provost who, in turn, makes a final recommendation to the President.

4. In the event that none of the recommended candidates accepts the appointment, the search is reopened.

**Academic Departments**

As a complex social institution, a University is composed of individuals with divergent perspectives and of sub-structures that represent the multiplicit nature of its mission. The organizational structures at Southeast Missouri State University foster open communication and dialogue and place responsibility on individual members of the academic community to participate in charting directions and formulating academic policies. Through a process of shared governance, the professional expertise of faculty members and administrators is integrated to encourage mutual contributions from the various segments of the University. When recommendations and decisions from the many perspectives are appropriately combined, they form a shared, participatory mode of academic decision-making. It is through this framework that the University addresses its overall mission and presents the teaching/learning environment essential for faculty members to fulfill their teaching, scholarly, and service responsibilities.

**The Role of the Department**

Within this context, the department serves as the fundamental grouping of faculty whose common professional interests and expertise provide continuity for the instructional programs. Members of the department are responsible for determining appropriate internal organizational structures and operational procedures consonant with general University procedures and policies. The basic
responsibility for maintaining the programs and operations of the department rests with its faculty as a whole. Faculty members are directly involved in the processes whereby recommendations and decisions are made regarding their disciplines and the professional status of their colleagues. In fulfilling their educational goals and responsibilities as an integral component of the University, departments assume broad leadership roles as related to instructional programs, departmental operations, and recommended personnel actions.

**Departmental Instructional Program Responsibilities**

The educational and instructional programs of the University serve as the focal point for departmental activities. The major functions of the department in terms of the instructional programs include its responsibility to:

Develop and maintain current curricula, instructional programs, and course syllabi;

Encourage appropriate curriculum modifications, changes, and innovations in programs sponsored by the department;

Approve internal modifications and solicit input from other departments where program changes and offerings may impact;

Establish and utilize procedures for reviewing and evaluating existing and new courses, programs, and curricula;

Maintain strong departmental academic, instructional, and grading standards;

Select library and other material related to its curriculum and establish procedures for effective and appropriate use of instructional media and other learning activities; and

Foster the development of undergraduate and graduate programs within University guidelines.
Department Operational Responsibilities

While the department chairperson assumes specific administrative responsibilities, the department maintains broad operational roles. The more critical functions of the department include its responsibility to:

Establish and maintain operational procedures consistent with University-wide academic policies;

Develop guidelines for the planning, organizing, coordinating, and administering of department programs, budgets, and activities within college and University guidelines and parameters;

Determine short-term and long-range needs, place resource requests in priority order, and utilize resources effectively;

Provide input into the preparation and administration of the department budget and other activities of the department; and

Function as an integral component of the academic community in providing input, responding to proposals, and suggesting ways to enhance the overall operation of the institution.

Department Personnel Responsibilities

The department serves as the initial unit for the review, assessment, and evaluation of colleagues in the department, and the recommendation of appointment and appropriate faculty personnel actions. The essential department functions include its responsibility to:

Establish and maintain processes and procedures within University guidelines to search for candidates and review, assess, and evaluate departmental colleagues;

Encourage and facilitate study, research, and other professional activities of
members of the department;

Evaluate faculty members in terms of employment, continuation, promotion, tenure, and termination;

Determine the need for additional faculty and, when approved, participate in the recruitment and selection of new faculty members;

Provide recommendations regarding the employment of department chairpersons and participate in the review of department chairpersons; and

Evaluate the departmental sabbatical leave proposals and make recommendations to the chairperson.

Academic Services, 1981
Updated August 15, 1997

University Governance

The following document, commonly known as the Governance Document, has an interest that is both historic and historical. It is historic in its explicit commitment--by faculty, the President, and the Board of Regents--to a collegial form of governance at Southeast Missouri State University. On the other hand, some of its specific recommendations, such as the organization of the University into colleges, have already undergone change and thus become past history. Some matters of policy and procedure that were only briefly outlined have since been spelled out in a much more elaborate and detailed fashion, as indicated by the contents of this handbook. Others have been introduced that could not have been anticipated in 1976 and could not be included in a general statement of this kind. Such changes are inevitable and proper in an institution like ours; they have all taken place with full consultation among the University's various constituencies and in the spirit of collegiality that this document affirms.

The Principles of Collegiality

The fundamental consideration for adopting a particular form of University
governance is the maintenance of an effective and productive institution. It is the conviction of the Faculty Senate that the most effective and productive governance of this University can best be achieved by adopting the principles of the collegial theory of governance.

The rationale for selecting collegiality over other systems of governance is based on the recognition that the faculty of a University is an association of professionals. Although the University professor perceives the need to integrate diverse functions in the overall organization of the institution, his/her professional expertise in his/her areas of knowledge entitles him/her to considerable autonomy and liberty in the performance of professional activities. Commitment to one's profession is cosmopolitan in nature and productive of an independent sense of responsibility for providing high standards of service and maintaining self-discipline in one's professional development.

The collegial theory of governance results in a University organizational structure responsive to the special needs of the professional staff for autonomy and responsible self-government. Other alternatives, such as autocratic or custodial systems of governance, while effective in some types of institutions, do not suit an institution of higher learning. By placing high priority on passive cooperation and dependency on administrative officers, such alternatives are wasteful of the talents of professional educators.

The collegial theory encourages mutual contributions from the various sectors of the University community. Students, faculty, and administrators become involved in the functions and policy-making processes of the University. The system as a whole is truly productive to the extent that each group and each individual contribute to and share the responsibility for decisions that are made.

Professional autonomy, mutual contributions, and shared authority and responsibility are the cornerstones of collegiality. At each level of governance, autonomy and responsibility are merged so that decisions that can be made at a lower level are made there without unnecessary interference from above. Only those matters which cannot be dealt with effectively at the departmental level become concerns at the college level; only those matters which cannot be dealt with effectively at the college level become University-wide concerns.
The Department and the Department Chairperson

The department is the fundamental grouping of faculty members within a University. Each department comprises a group of faculty members with common professional allegiances who together provide certain educational services within the University community. The fundamental responsibility for maintaining the programs and operations of a department rests with its faculty as a whole. The chairperson of a department is not an independent governor, but is an equal among equals who acts on behalf of his/her colleagues in the administration of departmental activities.

The faculty of a department must be vitally involved in the process whereby decisions are made concerning their disciplines and themselves as professionals.

Although the chairperson independently carries out administrative duties assigned to the office, it is extremely important that he/she represent the considered judgment of the department faculty when making decisions concerning such matters as curriculum development, budgetary requests, faculty recruitment, hiring, promotions, tenure, and dismissals.

In large departments, faculty participation in the decision-making process is best facilitated through a comprehensive committee system. Smaller departments must make appropriate adjustments. However faculty participation is effected, it is the departmental faculty which establishes academic and operational policies within the general guidelines of the University and has the responsibility for implementing those policies under the guidance and leadership of the department chairperson.

The chairperson is both a member of the department and a liaison between the department and the rest of the University. He/she provides leadership in the common pursuit of departmental goals. As a departmental liaison, he/she represents the best interests of the department and acts as a liaison to the college council and to the University administration. The major responsibility of the chairperson is the administration of departmental academic and operational policies established by the department within University guidelines.
The Functions and Responsibilities of the Department and Department Chairperson*

A. Instructional Program

1. The department develops and maintains its curriculum and instructional program(s).

2. The department encourages responsible innovation in curriculum development and has the responsibility for approving proposed changes in its curriculum. Major curriculum changes, however, such as those which would have an effect on a degree program or on the offerings of another department, must be submitted by the department to its college council for review and further recommendation, if necessary, to the University Academic Council.

3. The department is obliged to submit all proposed changes in its programs and curriculum to the chairpersons of all departments, deans of colleges, and the Provost for review. Thirty days are allowed for objections to be raised against such proposals. If no objections are raised, the proposal stands approved. If any chairperson within the same college objects to a change proposed by a department, the college council will meet to consider the matter. A proposed change which comes before a college council in this manner and is approved by the college is then submitted to the University Academic Council for review. If an objection is raised outside the college, the objection is taken before the college council of the objecting department. If the objection is sustained, the matter will be heard by the University Academic Council. Any department which wishes to challenge the action of its own college council may request a hearing before the University Academic Council. The Provost will normally follow the recommendation of the University Academic Council, deviating from its advice only for sound reasons openly defended before that body. Those proposals requiring approval at levels beyond the Provost are submitted by him/her to the appropriate persons.

4. The department chairperson is responsible for ensuring that courses, degree requirements, and majors are within the guidelines of the University and consistent with University policies and goals. He/she is the chief spokesperson for curriculum proposals when they are reviewed beyond the department level.
5. The department is responsible for developing and utilizing procedures for reviewing existing programs and curricula and for evaluating and approving new proposals.

6. The department is responsible for departmental instructional and grading standards.

7. The department selects library and other materials related to its curriculum and establishes procedures for appropriate and effective uses of instructional media and out-of-class learning activities.

8. The department within the guidelines of the Graduate College is responsible for its graduate program(s).

9. The department chairperson, in consultation with the faculty, assigns teaching loads and other instructional responsibilities and prepares the academic schedule.

*The list of functions and responsibilities is intended to be descriptive rather than exhaustive.

B. Personnel Affairs

1. The department determines the need for additional staff and has the primary responsibility for locating and selecting additional faculty. The department chairperson, in consultation with the dean of the college, determines the feasibility of additions to the department and coordinates the search process.

2. The department has primary responsibility for the evaluation, tenure, promotion, and termination of its members. It establishes processes for carrying out each of these responsibilities within the guidelines set forth by the University.

3. The department has responsibility for encouraging and facilitating study, research, and other professional activities by its members, especially the junior staff.

C. Departmental Administration

1. The department within University guidelines is responsible for developing the general policies of the department.

2. The chairperson is responsible for planning, organizing, and coordinating the functions of the department and for administering the approved
budget within guidelines established by the faculty of the department and the college and the University administration.

3. The chairperson assigns and evaluates support personnel and clerical and student help in the department. He/she has primary responsibility for work schedules, appointment, termination, promotion, and professional development.

4. The chairperson, in consultation with the faculty and the dean of the college, is responsible for preparing and administering the department budget.

5. The department is responsible for short- and long-term planning concerning the facilities it needs and for effective utilization of those facilities.

The College and the College Dean

*Faculty Senate Bill 12-A-13 begins here*

The college is an organization of departments within the University. The departments comprising a college represent academic disciplines with common methodologies but diverse subject matters. The purpose of organizing departments into colleges is to facilitate the administration of programs and the coordination of operations while preserving the uniqueness and integrity of each academic area.

The college dean occupies an important leadership role as the chief academic administrator of a college. He/she must possess the ability to identify closely with the various disciplines within the college in order to articulate their concerns to the administration and to relate University-wide aims and purposes to the needs and goals of the departments. He/she fosters the professional development of the college faculty and coordinates the development of departmental programs. He/she represents the college on the University Academic Council.

The dean is advised by a college. Matters which cannot be dealt with at the departmental level are referred to the college council by the dean. In particular, the college council reviews program and degree proposals from departments which affect the offerings of other departments or require review by the University Academic Council or the Coordinating Board for Higher Education.
Membership Structure of a College Council

The members of a College Council shall consist of the college dean, chairs from each department and an equal number of faculty representatives from each of the affiliated departments. The faculty representatives shall be elected by their department to serve a three year appointment. Departmental chairs and faculty representatives are the voting numbers. Deans vote only in the case of a tie vote.

Additional non-voting members may be added to the college council to serve in an advisory capacity only. These non-voting members are appointed by the College Dean.

The Role and Responsibilities of the College Dean*

A. Instructional Programs

1. The college dean assists and stimulates departments in curriculum development.
2. He/she ensures that departmental programs, degree requirements, and proposals are consistent with University policies and goals and in harmony with state requirements.
3. He/she resolves, with the advice and consent of the college council, curriculum matters not resolved at the departmental level.

B. Personnel Affairs

1. The college dean, with the college council, coordinates faculty allocations with the college.
2. He/she reviews departmental recommendations for employment to ensure that candidates meet defined departmental needs.
3. He/she coordinates and reviews promotion, tenure, and dismissal procedures.
4. He/she ensures that departmental personnel policies and practices are consistent with college and University policies.
5. He/she encourages and stimulates professional development activities.

C. Administration

1. The college dean communicates and implements policies and procedures affecting the departments and faculty.
2. He/she ensures that departmental operations are consistent with University policies and procedures.
3. He/she chairs the college council through which he/she mediates disputes not resolved at the departmental level.
4. He/she represents the college within the administrative structure, principally by serving on the University Academic Council and other University-wide councils and committees.
5. He/she coordinates the budget requests of departments, prepares the college budget, coordinates through the college council the allocations of funds to departments, and reviews departmental expenditures.
6. He/she works with the departments and the administration to acquire and maintain facilities necessary to meet the instructional, professional, and research needs of the faculty and students of the college.

*The list of responsibilities is intended to be descriptive rather than exhaustive.

Faculty Senate

The Role of the Faculty Senate in University Governance

The Faculty Senate was organized in 1966 and recognized by the Board of Regents as the official representative body of the faculty. Approval by the Board of Regents on March 25, 1976, of Senate Bill 76-A-01, "Recommendations on Academic Reorganization," and particularly Part I, "University Governance," reaffirmed the role of the Faculty Senate as the established representative body through which the faculty could make "formal recommendations for new academic policy and changes in existing policy." The Board of Regents' action in 1976 formally provides assurance of faculty input into academic policy developed by means of the Faculty Senate.
President Stacy and the Board of Regents, in a letter to the Faculty Senate dated January 29, 1982, reaffirmed their commitment to receive the expression of faculty opinion through the Faculty Senate. Senate members were asked to utilize their professional competence and best judgment to review, develop, and make recommendations to the President and the Board of Regents on all matters of concern to the University community.

Faculty Senate Organization

The Faculty Senate was reorganized in 1983 to reflect the new college structure created by academic reorganization during that year. Senate membership consists of departmental unit representatives elected for three-year terms with one third of the membership elected each year. Officers of the Senate are elected annually from the Senate membership.

A. The purposes of the Faculty Senate are:

1. To uphold the principles of the collegial form of governance.
2. To encourage mutual contributions from the various sectors of the University community.
3. To provide an appropriate forum for discussing matters involving the professional staff.
4. To inform all segments of the academic community of the Faculty Senate's concerns, findings, and actions.
5. To safeguard and advance the welfare and effectiveness of the University.
6. To serve as the regular channel of communication between the faculty and administration and, through the Office of the President, between the faculty and the Board of Regents.
7. To review, develop, and make recommendations to the President on all matters of concern to the University community.

B. The specific duties, functions, and responsibilities of the Faculty Senate are found in the Faculty Senate Constitution. Regular areas of Faculty Senate concern include, but are not limited to, the following:
1. Responsibility for determining the position of the faculty on any matter of University policy.
2. Development of procedures for academic freedom, tenure, and due process.
3. Programs for faculty welfare.
4. Representation of faculty interests to the administration in University financial matters.
5. Form and content of the Faculty Handbook.
6. Responsibility for the University curricula and requirements for graduation.
7. Direct involvement in the process of selection of administrative officials by selecting and/or serving on search committees.
8. Planning and utilization of buildings and grounds.
11. Such other matters as might come to merit regular consideration by the Senate, or which shall be designated as areas of Senate action by the University President or the Board of Regents, assuming Senate acceptance.

*Updated August 15, 1997*

**The Role of the Faculty Senate in Academic Affairs**

Under a collegial form of governance, all segments of the University community are involved in reviewing and making recommendations for changes in existing policies. The University vests in its faculty, acting through its representative body, the Faculty Senate, the ultimate authority to make formal recommendations for new University academic policy and changes in existing policy.

The Faculty Senate reviews proposals and develops recommendations for changes in academic policy through its committee system. While the function of University committees is to facilitate the administration of existing University
policies, the function of Faculty Senate committees is to recommend policy in academic affairs and in all other matters involving the faculty.

Academic policy is understood to consist of those statements of general academic principle, formally adopted and promulgated by the University, within which the academic operations of the University are defined. Thus, a "change in academic policy" is understood to refer to an alteration of or addition to the general academic principles of the University which would necessitate changes in academic operations throughout the University or set the context for changes or innovations in academic operations. For instance, a department could propose a new bachelor's or master's degree program without altering academic policy since it would involve a specific change in academic operations within existing academic policy. Such a proposal is routinely routed through the college council, Academic Council, Board of Regents, and Coordinating Board without reference to the Faculty Senate. However, proposals to alter general education requirements, to eliminate pass-fail grading, to require a final examination in all courses, etc., would constitute changes in academic policy, insofar as they affect general academic operations throughout the University, and could not be adopted or changed without the consent of the Faculty Senate.

Recommendations

The Faculty Senate recommends:

1. That the principles of the collegial theory of university governance, as presented in Part One of this Report, be adopted and implemented at Southeast Missouri State University.

*(From President Leestamper's March 24, 1976, memo. At the time this memo was written, some of the titles and names were no longer accurate. These have been updated to reflect current practice.) This recommendation will be forwarded to the Board of Regents on March 25, 1976. It should be understood that I have some editorial changes and minor additions to the overall statement in Part I. It should further be understood that the principles outlined in Part I are intended for the purposes of developing recommendations for the Board of Regents for their consideration. This means that the position of the faculty on the development of new academic policies or the major change of any existing policies will be formally received through the Faculty Senate. In those cases where I make a recommendation to the Board of Regents on new academic policy or the major changing of an existing policy in which I differ with the position of the Faculty Senate, such a difference will be noted by me, and the Faculty Senate’s position will be forwarded to the Board of Regents at the same time that I forward my recommendation. The importance of this statement is that collegiality does not guarantee, in all cases, that I will agree with the Faculty Senate. Rather, it assures the input of the faculty on major policy developments by means of obtaining recommendations or reactions from the Faculty Senate. This distinction is necessary because the Board of Regents holds me, rather than the Faculty Senate, responsible for the
I am strongly committed to the concept of collegiality, and I sincerely believe it is the best procedure to follow in the development of academic policies.

2. That the following definitions of a department, institute, school, college, department chairperson, director, dean, and provost be adopted:

   i. Department: the fundamental grouping of faculty members with common professional allegiances who together provide certain educational services within the instructional program of the University. A department usually provides a major program of study.

   ii. Institute: a flexible, inter-departmental grouping of faculty for the purpose of providing special educational services, e.g., the institute for Gerontology.

   iii. School: A grouping of faculty members within a college for the purpose of administering special or closely related programs of study within or across departmental lines, e.g., the suggested School of Communication Arts and Sciences. The School of Graduate Studies and Research is a school in a special sense insofar as it coordinates the administration of graduate programs throughout the University.

   iv. College: a grouping of departments which have similar methodologies but diverse subject matters.

   v. Department chairperson: the chief academic administrator of a department. A department chairperson may be granted a reduced teaching load and/or salary increase depending upon and proportionate to the extent of his/her administrative responsibilities.

   vi. Coordinator: a faculty member who bears special administrative responsibility related to a departmental or inter-departmental program.

   vii. Director: the chief academic administrator of a school or institute. A director may be granted a reduced teaching load and/or salary increase depending upon and proportionate to the extent of his/her administrative responsibilities.

   viii. Dean of a college: the chief academic administrator of a college.

   ix. Provost: the chief academic officer of the University.
3. That Southeast Missouri State University be reorganized into the following colleges/schools:

- Donald L. Harrison College of Business
- College of Education
- College of Health and Human Services
- College of Liberal Arts
- College of Science, Technology and Agriculture
- Earl & Margie Holland School of Visual & Performing Arts
- School of Graduate Studies
- School of University Studies

For more information regarding these Colleges/Schools, as well as individual departments, click on the follow link:
http://www.semo.edu/facstaff/academicunits.htm

4. That the Faculty Senate, in consultation with appropriate administrative officials, should appoint a committee to create procedures by which schools may be established and administered.

5. That section III C of the 1975 Faculty Handbook ("Procedure for Selection of Department Heads," page 3) be revised in accordance with the principles of collegiality in regard to selection and periodic review of department chairpersons.

6. That each college dean substantially meet the following criteria:

   a. an earned doctorate from an accredited University in an area represented by one of the departments in the college
   b. evidence of scholarly and/or research achievements
   c. distinguished teaching experience at the college level
   d. administrative experience or demonstrated administrative capability
   e. commitment to the principles of collegiality in governance
f. commitment to academic excellence.

7. That the Provost substantially meet the following criteria:

   a. an earned doctorate from an accredited university
   b. evidence of scholarly and/or research achievements
   c. distinguished teaching experience at the college level
   d. appropriate administrative experience
   e. commitment to the principles of collegiality in governance
   f. commitment to academic excellence

8. That the Provost be selected through an open search process. The search committee should include representatives from each of the colleges and schools.

9. That appropriate search processes be conducted by the colleges to select college deans. The search process should be open to outside applicants from within the University.

10. That each college establish a college council beginning with the 1976-77 academic year to review matters which cannot be resolved at the departmental level. The membership of each college council shall consist of

   a. the dean of the college, who serves as the chairperson of the college council
   b. the chairperson of each department in the college
   c. at least one faculty member elected from each department in the college

    That a University Academic Council be established beginning with the 1976-77 academic year. The function of the Academic Council is to review the administration of academic programs and operations and to advise the Provost on proposed changes in academic programs which cannot be decided at the departmental or college levels. The Academic Council shall forward to the Faculty Senate for its consideration any recommendations that it develops concerning any new academic policy or change in existing policies. However, it
may recommend changes in current programs and operations within existing policies without reference to the Faculty Senate.

The membership of the Academic Council shall consist of

a. the Provost, who serves as the chairperson of the Academic Council
b. the deans of the colleges
c. one faculty member from each college elected by its membership for a two-year term and one librarian selected by those librarians with faculty status
d. the chairperson of the Faculty Senate Academic Affairs Committee (ex officio)
e. the University Registrar
f. the Director of the Library and Dean of Academic Information Services

Approved by the Faculty Senate, February 1976
Approved by President, March 1976
Approved by Board of Regents, March 1976
Faculty Senate Bill 00-A-08 begins here.

Faculty Senate and University Committees

Outline of Committee Structure

Faculty Senate Committee--a committee which is charged by the Faculty Senate and which must report to the Faculty Senate through its Chair. Information regarding Faculty Senate Committees may be found in Section 7 of the Faculty Senate By-Laws.

University Standing Committee--a committee which is charged by the President of the University and which must report to the President of the University and/or an individual designated by the President of the University.
Membership on University Standing Committees

Three-year terms should be established for faculty members on all University Standing Committees unless otherwise mandated (e.g., University Faculty Promotions Committee, or where approved by the Faculty Senate). Faculty members who serve full terms on University Standing Committees cannot succeed themselves.

The President of the University should determine the number of faculty, administrative, and student members who should serve on University Standing Committees, except where otherwise noted, with the following constraints:

1. The number of administrative members normally should not exceed the number of faculty members;
2. No more than two undergraduate students and one graduate student normally should serve on a University Standing Committee.

The Student Government (undergraduate positions) and Graduate Student Association (graduate positions) should nominate two individuals for each vacant student position on University Standing Committees; nominations are sent to the President of the University, who must act on these recommendations.

Administrative positions on University Standing Committees may be recommended by the committee chairs. Appointments will be made by the President of the University.

The Faculty Senate Membership Committee should nominate two faculty members for each vacancy on University Standing Committees to the President of the University who then must act on these recommendations.

Faculty members should normally not serve on more than one University Standing Committee at a time. However, a faculty member may be appointed to a second University Standing Committee if the faculty member has special expertise necessary for effective committee functioning. These restrictions may be waived for professional library personnel because of the small size of that unit; however, every effort should be made to distribute committee assignments.
as widely as possible in order to hold multiple memberships to a minimum. Faculty Senators may be appointed to only one University Standing Committee while serving on the Faculty Senate.

Appointment Process for University Standing Committees

The President of the University should notify the Faculty Senate Membership Committee by the third Monday in March about requests for changes in faculty membership on University Standing committees, other than that which occurs through normal faculty rotation. These requests may be initiated by the President of the University or by the committee chairs through the President of the University. The President of the University may also submit a request to the Faculty Senate Membership Committee for specific expertise in a faculty member which may enhance the faculty member's effectiveness on the committee; the Membership Committee should attempt to match these requests to available faculty applicants.

The Faculty Senate Membership Committee should notify faculty of available positions on University Standing Committees by the first Wednesday in April. Faculty should indicate interest in serving on specific committees to the Membership Committee by the third Wednesday in April.

The Faculty Senate Membership Committee (which is formed during the Faculty Senate organizational meeting) should form its recommendations by the third Wednesday in June. Appointments take effect at the beginning of the Fall semester. Notification of appointments to the University Standing Committees should be made prior to the beginning of the Fall semester.

Chairs of University Standing Committees should notify the Membership Committee when unexpired faculty positions on committees open during the academic year. The Membership Committee will recommend replacement members through appropriate channels from available faculty applicants.

Removal of Faculty Members from University Standing Committees

Chairs of University Standing Committees should notify the Chair of the
Membership Committee when a faculty member does not fulfill normal committee responsibilities (e.g., when a faculty member regularly does not attend committee meetings). The Membership Committee will then determine:

1. If the matter should be dropped;
2. If an inquiry should be sent to the faculty member;
3. If the faculty member should be recommended for removal from the committee.

Any recommendation for removal will be presented to the Faculty Senate for action. By a majority vote of Senators present and voting, the Senate may recommend to the President that members be removed from University Committees. Replacements for faculty members who are removed from committees will be made through the established procedures for filling vacancies.

**Chairs of University Standing Committees**

The President of the University should appoint Chairs of University Standing Committees (after full committee membership has been established).

**Ex Officio Membership on University Standing Committees**

The President of the University or an individual designated the President of the University is an ex officio, non-voting member of all University Standing Committees.

**Proliferation of Committees**

The number of University Standing Committees should not be increased appreciably in the future. Two means are available to achieve this objective.

Ad Hoc Committees, task forces, and commissions should be utilized to handle specific, short-term issues. These bodies may be appointed and charged
by the Faculty Senate (e.g., Ad Hoc Faculty Senate Committees) or by the President of the University (e.g., Ad Hoc University Standing Committees). The charge to such a committee must specify a deadline for committee action. Faculty members are normally appointed to these committees in the same manner as they are appointed to established Faculty Senate Committees or University Standing Committees.

When a long-term issue arises, an attempt should be made to find an existing Faculty Senate Committee or University Standing Committee which may handle the issue appropriately within its existing charge. Or, if the charge of an existing Faculty Senate Committee or University Standing Committee is closely related to a long-term issue, the charge of the committee should be expanded to encompass the issue. Only as a last resort should a new committee be charged. Faculty membership on such committees should be recommended by the Faculty Senate Membership Committee according to established procedures.

Approved by the Faculty Senate, May 2000, Reviewed by President, June 2000, Approved by Board of Regents, June 2000

FS Committees removed from Ch. 1 April 11, 2007 in accordance with Bill 00-A-08

University Standing Committees and Councils

The size and composition of councils vary according to purpose and representation. Normally, faculty members, each from a different college, the School of Polytechnic Studies and Kent Library, and four persons from other University affiliations or assignments (i.e., administration, students, alumni, other staff) form the representative basis of each committee. All committee chairpersons file at least one report annually to the responsible administrator.

The Alumni Association's Homecoming Steering Committee, the Committee on Research Involving Human Subjects, the University Promotion Committee, and the Teacher Education Committee are defined in specifically approved policies.

Administrative Council

Charge:
To advise the President and share information about the operations and
activities of the various administrative divisions of the University.

Membership:
The President, Provost, Vice President for Enrollment Management and Student Success, Vice President for Finance and Administration, Vice President for University Advancement and Executive Director of the University Foundation, deans, President of Student Government, Chairperson of the Faculty Senate, Moderator of the Chairpersons' Forum, Chairperson of the Professional Staff Council, Chairperson of the CTS Staff Council, Assistants to the President, Associates to the President, Vice Provost, Assistant Provost, Assistant Vice Presidents, Controller/Assistant Treasurer, Director of Athletics, Director of Campus Life, Director of Enrollment Management, Director of Human Resources, Director of Institutional Research, Director of University Relations, and CEO of the Missouri Research Corporation.

Reports to: President

University Athletic Committee

Charge:
To recommend policies governing University programs in athletics; to review guidelines established by external organizations as well as state and federal agencies insofar as they affect University Programs in athletics.

Membership:
Four faculty members, rotated between the five colleges, School of Polytechnic Studies, and Kent Library, to be nominated by the Faculty Senate Membership Committee, will serve 2-year appointments. Two student members are nominated by the President of Student Government and appointed by the President. One representative each from the Professional Staff Council and the CTS Staff Council to be nominated by the Councils and appointed by the President. Student and employee council members serve one-year terms. The President may appoint other members.

Reports to: President

University Equality Issues Committee

Charge:
To assist in the implementation, monitoring, and review of equity policies and
Membership:

Faculty members, one from each college, School of Polytechnic Studies and Kent Library, to be nominated by the Faculty Senate Membership Committee, will serve 3-year appointments. One student member is nominated by the President of Student Government and appointed by the President for a one-year term. Representatives from the Professional Staff Council and CTS Staff Council are nominated by the Councils and appointed by the President for one-year terms. Other members are appointed by the President and are non-rotating members.

Reports to: President

Academic Advising Council

Charge:

To facilitate coordination of advising services University-wide. The Council will make recommendations regarding areas including, but not limited to, advisor/advisee responsibilities, advisor training, advising documentation, advisee loads, a reward/recognition system for faculty and staff advisors, use of technology to improve services to students, and ensuring a uniform level of advising services for all students.

Membership:

A professional staff advisor from each of the colleges, the School of Polytechnic Studies, the School of University Studies, the athletics advising center, and the off-campus advising centers to serve as non-rotating members. One representative each from the Registrar's Office and the Admissions Office to represent Enrollment Management nominated by the Vice President for Enrollment Management and Student Success, one representative from Minority Student Programs nominated by the Dean of Students to represent Student Development, one representative from International Programs, and one faculty member who advises to be nominated by the Faculty Senate Membership committee, all to serve three-year appointments. One undergraduate student nominated by the President of Student Government to serve a one-year appointment.

Reports to: Provost
Council of Deans

Charge:

To serve as a primary communications channel and academic administrative advisory body for the Provost in the discussion of administrative procedures and policies, budget and resource allocations, and ongoing administrative questions.

Membership:

The Provost, deans of each college, Vice Provost and Dean of the School of Graduate Studies, Assistant Provost for Extended Learning and Dean of the School of Polytechnic Studies, Dean of the School of University Studies, Dean of Academic Information Services and Director of Kent Library, and the Dean of Students. The Council is chaired by the Provost.

Reports to: Provost

Funding for Results Team

Charge:

To oversee the Funding for Results (FFR) program established by the University in 1996. Team members are responsible for reviewing all FFR proposals submitted by faculty and professional/administrative staff, recommending funds to those receiving the highest rankings, reviewing the interim and final reports of funded projects, overseeing the funding and reports from the Student Professional Development program, and for the ongoing review and development of the FFR program as it evolves.

Membership:

The team shall consist of a minimum of 24 members with preference given to members with a working knowledge of the University Planning and Budget Review Committees. There will be at least one graduate student (one-year appointment); two undergraduate students (one-year appointments); one dean; one department chairperson; one representative from each of the colleges, the School of Graduate Studies, the School of Polytechnic Studies, and Kent Library; one representative from the Professional Staff Council; and one representative from the CTS Staff Council. Regular appointments will be for a three-year term on a staggered basis. The Provost may appoint an additional five (5) at-large members. The Vice President for Enrollment Management and Student Success, Director of Assessment, Dean of the School of University Studies, and the Dean of
Students will serve as non-rotating ex-officio members. Team members may serve a second term but no more than two consecutive terms. Chair is to be appointed by Provost.

* Denotes second term
Reports to: Provost

Information Technology Committee
Charge:
To do long-range planning relating to computer, cable, and telephone systems throughout the institution and to make recommendations regarding the future development and integration of these systems University-wide.

Membership:
A faculty representative from each college, School of Polytechnic Studies, School of University Studies, and Kent Library will be nominated by the deans. Other members include one representative each from Business and Finance, Administration and Enrollment Management and University Advancement/Foundation to be nominated by the respective Vice Presidents; one representative from Student Development nominated by the Dean of Students; one representative from the Center for Scholarship in Teaching and Learning nominated by the Dean of the School of University Studies; one representative each from the Professional Staff Council and the CTS Staff Council to be nominated by the respective councils; and two student representatives to be nominated by the President of Student Government. Faculty and staff serve three-year terms. Students serve one-year terms. Non-rotating members include the Vice Provost and Dean of the School of Graduate Studies, the Assistant Vice President of Information Technology, Director of Operations & Systems Support, Dean of Academic Information Services and Director of Kent Library, Assistant Provost for Extended Learning, the Manager of Web Design and Support, Dean of the School of University Studies, Director of Networking & Telecommunications, Chairperson of the Department of Computer Science, Associate Director of Facilities Management, and Director of Institutional Research. All nominees are appointed by the Provost and Vice President of Administration and Enrollment Management.

Reports to: Provost and Vice President of Administration and Enrollment Management
International Council

Charge:

The purpose of this committee is to advise in the development of international initiatives as identified in the International Strategic Plan and to assist the Office of International Programs with long-range planning to internationalize the University experience. This committee receives reports and recommendations needing further action from the other committees. Using the reports and recommendations, it participates in strategic planning for International Programs, reviews and advises on the forwarding of recommendations to others in the University community, and receives and disseminates to the appropriate committees suggestions and ideas from others. (The committee reviews its charge each year and recommends appropriate changes to the Provost.)

Membership:

A faculty representative nominated by each of the five colleges and the School of Polytechnic Studies; a representative nominated by Student Development; Office of Admissions; TESOL/ESOL; two undergraduate students: one international student and one student with study abroad experience nominated by the President of Student Government; and one international graduate student nominated by the Graduate Student Government. College, Polytechnic Studies, Student Development, and committee representatives serve three-year terms. Student representatives serve one-year terms. Non-rotating members include the Dean of the College of Business, the Registrar, the Director of International Programs, and the Assistant Director of International Programs. The Provost appoints all nominees.

*Reports to: Provost*

Native American Culture Committee

Charge:

To promote and support Native American heritage and cultural education throughout the University and service region. Make recommendations to the Provost for ongoing efforts to foster Native American culture.

Membership:

Two faculty members, rotated among the five colleges, Polytechnic Studies and Kent Library, nominated by the College/School dean and appointed by the
Provost, will serve two-year terms. One representative each from the Professional Staff Council and the CTS Employee Council, to be nominated by the Councils and appointed by the Provost, will serve two-year terms. One undergraduate student member, nominated by the Student Government and appointed by the Provost, will serve a one-year term. Non-rotating members consist of the Provost (Ad Hoc), Dean of Students, Director of the University Museum, and a representative from the Equity Issues Committee nominated by the Assistant to the President for Equity and Diversity Issues. Director of the University Museum will serve as chair.

*Reports to: Provost*

**Research Involving Human Subjects Committee**

**Charge:**

To maintain familiarity with federal guidelines concerning the use of human subjects in research; to review and recommend appropriate changes in institutional policies and procedures concerning the use of human subjects in research; to review and make recommendations concerning proposed use of human subjects in research at the institution. Recommendations are to be made to the Provost.

**Membership:**

Faculty members to be appointed by the Provost, as described in the Operational Policy for Research Involving Human Subjects.

*Reports to: Provost*

**University Academic Council**

**Charge:**

To review the administration of academic programs, suggest planning and budgeting actions, and advise the Provost of proposed changes in academic programs.

**Membership:**

Non-rotating members are the Provost, the Vice Provost and Dean of the School of Graduate Studies, college deans, the Assistant Provost for Extended Learning and Dean of the School of Polytechnic Studies, the Dean of the School of University Studies, the Dean of Academic Information Services and Director of
Kent Library, the Dean of Students, and the Registrar. One faculty member is elected from each college/school/library and serves a three-year term. The Chairperson of the Faculty Senate Academic Affairs Committee serves a one-year term. The chair and members are appointed by the Provost.

Reports to: Provost

University Assessment Review Committee

Charge:
To oversee, coordinate, and review implementation and administration of the University's assessment plan.

Membership:
A faculty representative from each college/school will be nominated by the respective college/school for three-year terms. The Deans of the School of Graduate Studies, the School of University Studies, and Students will each nominate a representative from their respective areas for three-year terms. Two student representatives will be nominated by the President of Student Government for one-year terms. Non-rotating members are the Dean of the School of Graduate Studies, the Director of First Year Experience, the Director of Testing Services, the Director of Assessment, the Director of Writing Assessment, and the Director of Institutional Research. All members and the co-chairs of the committee will be appointed by the Provost.

Reports to: Provost

University Planning Committee

Charge:
To establish guidelines for planning multiple years and single FY budgets. Study the institutional planning assumptions, goals and objectives, plans, institutional priorities, funding levels and make recommendations to the President on institutional priorities.

Membership:
Faculty members, one from each college, the School of Polytechnic Studies, and Kent Library, to be nominated by the Faculty Senate Membership Committee, will serve 3-year appointments. The three members of the Faculty Senate
Executive Committee, a representative of the Council of Deans, the Vice Moderator of the Chairpersons' Forum, one administrator each from Business and Finance and Enrollment Management and Student Success to be nominated by their respective Vice Presidents, one administrator from Academic Affairs to be nominated by the Provost, two students to be nominated by the President of Student Government, and one representative each from the Professional Staff Council and the CTS Staff Council to be nominated by their respective Councils will serve one-year appointments. Non-rotating members consist of the Provost, Vice President for Finance and Administration, Vice President for Enrollment Management and Student Success, Vice President for University Advancement, Assistant to the President for Equity and Diversity Issues, and Director of Institutional Research. The Provost serves as chair and can appoint facilitators.

*Reports to: Provost*

**University Promotion and Sabbatical Leave Committee**

**Charge:**

To make recommendations, in accordance with procedures approved by the Board of Regents, to the Provost on advancement in academic rank for faculty and on the awarding of sabbatical leaves to tenured faculty for the purpose of professional advancement; to review and approve departmental promotion criteria; to serve as an appellate body in tenure decisions.

**Membership:**

The group is composed of the Dean of the School of Graduate Studies (non-rotating) and a faculty member from each of the colleges, the School of Polytechnic Studies, and Kent Library. Though selected from each of the colleges, members are not representatives of their respective colleges but rather of the University faculty as a whole. Faculty members serve terms of five years, with one faculty member rotating off every year. Appointments to the committee are to be made in alternate years by the Faculty Senate and the President of the University.

*Reports to: Provost*

**University Student Affairs Committee**

**Charge:**

To review and recommend institutional policies and procedures concerning
matters which affect the general welfare of students, such as policies regarding financial aid, student rights and responsibilities, student organizations, admissions, and academic standing; to hear appeals of administrative and committee actions in reference to such policies and procedures.

Membership:

Faculty members, one from each college, the School of Polytechnic Studies, and Kent Library, will be nominated by the Faculty Senate Membership Committee. Five staff members will be nominated from Business and Finance (one member from Student Financial Services), Enrollment Management and Student Success (two members each from Admissions and Residence Life), and Academic Affairs (two members). Faculty and staff appointments will be for three-year terms. Two student members are nominated by the President of Student Government for one-year terms. All nominees and co-chairs will be appointed jointly by the Provost and the Vice President for Enrollment Management and Student Success.

Reports to: Provost and Vice President for Enrollment Management and Student Success

Campus Planning and Beautification Committee

Charge:

To review planning guidelines and plans to enhance the campus environment; to receive proposals to improve the physical environment; and to recommend that specific projects be funded; to review proposals for murals and similar "image" issues.

Membership:

Two to three faculty members, rotated between the five colleges and School of Polytechnic Studies, to be nominated by the Faculty Senate Membership Committee, will serve two-year appointments. Two student members nominated by the President of Student Government will serve one-year appointments. An administrator from each division nominated by Vice Presidents will serve three-year appointments. Facilities Management Project Manager, Facilities Management Manager - Custodial, Grounds, Fleet, Support Services, and Director of University Relations will serve as non-rotating members. All members are appointed by the Vice President for Enrollment Management and Student Success.

Reports to: Vice President for Enrollment Management and Student Success
University Commencement Committee
Charge:
To study existing procedures for commencement activities and to recommend changes in these procedures. Recommendations are to be made to the Registrar.

Membership:
Faculty members are nominated by the Faculty Senate Membership Committee and will serve three-year appointments. Two staff members will be nominated from the School of Graduate Studies and Student Development and will serve three-year appointments. Student members are nominated by the President of Student Government and will serve one-year appointments. Two readers, the Registrar, the Assistant Registrar for Graduation, the Director of Campus Life, and the Director of Honors will serve as non-rotating members. All members are appointed by the Vice President for Enrollment Management and Student Success.

Reports to: Vice President for Enrollment Management and Student Success

Administrative Professional Job Evaluation Committee
Charge:
To evaluate job content (not people in jobs on their performance) in order to help assure that jobs of relatively equal responsibility are considered consistently in pay matters.

Membership:
The committee is comprised of members from the administrative and professional employment categories who have general knowledge of the University's divisions and functions.

Reports to: Vice President for Finance and Administration

Clerical/Service Job Evaluation Committee
Charge:
To evaluate job content (not people in jobs on their performance) in order to help assure that jobs of relatively equal responsibility are considered consistently in pay matters.
Membership:
The committee is comprised of members form the administrative professional and clerical employment categories who have general knowledge of the University's divisions and functions.

*Reports to: Vice President for Finance and Administration*

Traffic/Textbook Appeals Committee

Charge:
To act as an appeals body for traffic and parking citations issued by University traffic and parking personnel and review appeals submitted by students who failed to return their textbook(s) at the end of the semester and determine whether to sustain or rescind the charges.

Membership:
Two faculty members (two year terms), rotated between the five colleges, the School of Polytechnic Studies, and Kent Library; three student members (one year terms) to be nominated by the President of Student Government; one member from each division (three year terms) to be nominated by the respective Vice President/Provost; the Parking Coordinator and the Manager of Textbook Rental will serve as non-rotating members. Appointments are made by the Vice President for Finance and Administration.

*Reports to: Vice President for Finance and Administration*

University Budget Review Committee

*FY 2006 (for budget year 2007)*

Charge:
To annually conduct budget hearings, receive divisional and institutional budget development requests, and recommend funding for budget proposals, plans, and priorities.

Membership:
Faculty Senate Executive Committee (three individuals); Faculty Senate Compensation Committee (seven individuals); Vice President for Business & Finance; Vice President for Enrollment Management and Student Success;
Provost; Director of Budget; one administrator from each division; one representative from the Council of Deans and the Chairpersons Forum; two representatives each from the Professional Staff Council and the CTS Staff Council; and three members of Student Government nominated by the President of Student Government and appointed by the President. The Vice President for Business & Finance is the chairperson for this committee.

*Reports to: Vice President for Finance and Administration*

**College Council/School of Polytechnic Studies Council**

**Charge:**

Each college and the School of Polytechnic Studies have a College/School Council to advise the dean on matters of college-or school-wide interest and importance.

**Membership:**

The departmental chairpersons and at least one faculty member elected from each department. The council is chaired by the dean.

*Reports to: College/School Dean*

**Graduate Council**

**Charge:**

To review all policy matters affecting the graduate program and all proposals for new courses, new programs, and graduate faculty status. The Council also advises the Dean of Graduate Studies concerning matters affecting the quality and development of the graduate program.

**Membership:**

Two representatives elected by the graduate faculty of each college and two additional representatives elected in any college for each twenty-five percent of total graduate hours produced. The Dean of Academic Information Services and Director of Kent Library, the Director of International Programs, the Chairperson of the Faculty Senate Academic Affairs Committee, and the Dean of Graduate Studies are non-rotating members. Student representatives are nominated by the members of the Graduate Council and appointed by the Dean of Graduate Studies, who chairs the council.
University Studies Council

Charge:

All policy matters affecting the University Studies program and all proposals for new courses or changes in the treatment of the University Studies Objectives in existing courses. The Council also advises the Dean of the School of University Studies concerning matters affecting the quality and development of the program, resource allocations, and review and assessment procedures. The Dean of the School of University Studies chairs the Council.

Membership:

Composed of two representatives elected by each college council and one representative elected by each of the following: the Library faculty, Enrollment Management, and Student Government. Faculty serve two-year terms and the Enrollment Management and student representatives serve one-year terms. Non-rotating members are the Dean of the School of University Studies and the Registrar. The term of office runs the University's fiscal year, July 1 through June 30.

Review Committees

While the primary responsibility for course and curricular development and review rests with the department, the collegial process in the University ensures open discussion of and dialogue about instructional related questions. Beyond the department, there are six review committees that may be involved in one or more aspects of the review process.

Faculty Advisory Committee for Academic Program Review

For purposes of this document, “program” will be defined as “any major degree,” unless the department requests different designations.
POLICY

All programs will be reviewed by the Faculty Advisory Committee for Academic Program Review through the Regular (cyclical) Program Review procedure involving a review of each program at least every five years. The overall purpose of program reviews is to assess each unit’s program quality and effectiveness; to stimulate program planning and improvement; to continue to fulfill our mission to the students, communities, and people that we serve; and to encourage the unit’s development in strategic directions that reflect the University’s priorities. The fundamental principle in program review is the use of multiple measures to assess programs.

When necessary due to major financial constraints or other major institutional or state-level forces, the president, after consulting with the provost and the Faculty Senate, may recommend to the Board of Regents that the University must suspend the Regular (cyclical) Program Review process and initiate an Extraordinary Program Review. Under such extraordinary conditions, after considering the president’s recommendation, the Board of Regents may direct the University to complete an Extraordinary Review of programs with specific instructions and timelines.

If a program is discontinued, the University will make every reasonable effort to assist affected juniors, seniors, and graduate students in the completion of their program degree.

Approved by the Faculty Senate Bill 10-A-16, Dec 1, 2010, Reviewed by President December 2010, Approved by the Board of Regents, Dec 8, 2010

College Council

The College Council serves as a review body for all course and curricular proposals generated by departments or interdisciplinary units in the college. These items should be acted upon in a timely fashion.

The College of Education, acting through its College Council, has primary responsibility for ensuring that teacher education programs provide a consistently organized, unified, and coordinated approach to teacher education as outlined in the following section entitled College Council: College of
Education. All items involving professional teacher education are referred from the College of Education Council.

**Graduate Council**

The Graduate Council reviews for approval proposals concerning graduate courses, graduate degrees, curriculum changes, new graduate programs and degrees, and instructionally related policies and procedures. Specific responsibilities of the council are outlined in the last section of this document. Items involving teacher education are submitted by the College of Education Council to the Graduate Council. All other graduate items move from the college/school directly to the Graduate Council.

**University Studies Council**

The University Studies Council reviews for approval proposed curricular changes, allocations for funding, review and assessment activities, and other programmatic policies and procedures related to the University Studies program.

**Academic Council**

The Academic Council serves as a clearinghouse, an appeals body, and a recommending body to the Provost for all curricular changes. Proposals involving undergraduate teacher education flow from the College of Education Council to the Provost; graduate proposals flow from the Graduate Council to the Provost; and University Studies recommendations flow from the University Studies Council to the Provost. All other significant curricular changes are submitted by the appropriate college directly to the Provost.

**Honors Council**

The Honors Council reviews, for approval, proposals for variable topic seminars and colloquia. It advises the Director of Honors on the appropriateness of proposed honors sections of existing courses and on policies and procedures
for the program as a whole. Proposals for all honors courses flow from the college/school to the Honors Council.
CHAPTER 2
Faculty Policies and Procedures

Sick Leave Policy

Faculty absences from classes due to illness or injury are to be covered by a reasonable and equitable distribution of the absent faculty member’s duties to department colleagues. These assignments shall be coordinated by the department chairperson and shall be made on the basis of department procedures.

When it becomes necessary to cover the absence of ill or injured faculty for a period of more than three consecutive weeks, persons providing class coverage shall receive some form of compensation: prorated overload pay if the person is already assigned a 12-hour load for the semester; a reduced load for the following semester; any other form of compensation mutually agreed upon by the chairperson and the faculty member.

Should it be obvious to the departmental personnel at the onset of the illness or injury that the absence of the faculty member will be lengthy and/or may likely continue to the end of the semester, the absent faculty member’s courses should be reassigned to other faculty immediately, either to regular faculty or to part-time faculty replacements. Faculty members whose prolonged absences begin in one semester and carry over into a second semester shall have their loads reassigned from the beginning of the semester. When the absent member returns to full duty, the reassigned courses shall be returned to the regular faculty member and compensation for the replacement instructor paid on a prorated basis.

In any consecutive 12-month period, a faculty member can utilize up to
three months of sick leave with full pay and an additional three months at sixty percent pay. Sick leave may not be used to extend the normal nine month assignment; however, if a faculty member has a summer teaching contract and has begun to teach under that contract, he/she will be eligible to use sick leave during the length of that summer contract. If a faculty member is on sick leave at the conclusion of the spring semester but does not have a summer contract or cannot begin the summer contract, sick leave payments will cease at the end of the normal contract year. If the faculty member is still unable to resume his/her teaching duties at the start of the next regular academic cycle, sick leave benefits will resume. Unused sick leave in any regular academic year or summer session cannot be credited to a succeeding period. All days missed due to illness or injury are credited as sick leave in any academic year. The sick leave policy complements the long-term disability insurance plan offered through the fringe benefit program, which goes into effect on the 181st day of the disability period.

Approved by Faculty Senate, Bill 83-A-02, April 1983
Approved by Board of Regents, April 1983
Amended by Faculty Senate, Bill 86-A-09, October 22, 1986
Approved by Board of Regents, December 1986
Revised Benefits Office 1/93

Faculty Senate Bill 96-A-05 begins here.

Merit Pay Guidelines

WHEREAS, creating and sustaining an environment of lifelong learning is the primary mission of the academy of scholars at Southeast Missouri State University and,

WHEREAS, such an environment exists where excellence in teaching is defined by discipline standards for the integration of scholarship and service with teaching and learning:

BE IT RESOLVED that the intent of these guidelines is to establish the principles upon which a yearly appraisal system can be created by departments for the purpose of rewarding faculty who maintain high standards of teaching excellence as defined by the Teacher-Scholar model.
Faculty Merit Pay Policy

Underlying Principles

1. The established mechanisms of awarding tenure, promotion, and post professorial merit (see Faculty Tenure and Promotion Policy) serve, among other purposes, to provide periodic salary increases to those tenured and tenure-track faculty whose performance, measured against departmental or unit criteria, is determined to meet certain levels for certain periods of time, and who are otherwise eligible. Those mechanisms provide a type of "merit pay" system for certain faculty.

2. This Faculty Merit Pay Policy is intended to provide a type of "merit pay" system for all full-time faculty, regardless of whether they are eligible for the additional rewards of tenure, promotion, or post-professorial merit.

3. The objectives of this policy include the following: a) to provide a mechanism for determining that a faculty member's annual performance is satisfactory, in that it has met certain defined minimum expectations for performance, b) to provide a mechanism of awarding annual salary increases to satisfactorily-performing faculty members, and c) to provide a mechanism of awarding periodic larger salary increases to non-tenure track faculty whose performance warrants such recognition.

4. The provisions of this policy shall be applicable to all full-time faculty members, as well as dual appointment faculty (to be considered in the base department only) and those faculty members with 50 percent or less released time for administrative responsibilities.

5. This policy provides for the establishment of two sets of departmental performance criteria, one for each of the two programs set out below. Department criteria will be discipline specific and performance based. They will include specific indicators of faculty performance in the areas of teaching effectiveness, professional growth, and service to the university, as appropriate to the individual faculty member's contract status. Where
appropriate, criteria should be designed not only to reward individual achievement but also to reward contributions of individuals as members of the department team. Nothing in the criteria may contradict other provisions of the Faculty Handbook. Until such time as new or revised criteria are approved, existing criteria remain in force.

6. In addition to the two programs described under this policy, there exists a third merit pay program that is applicable only to those faculty members who hold the rank of Professor. This Post-Professorial Merit Pay program is described under the Faculty Tenure and Promotion Policy, because it utilizes promotion criteria, calendar, and processes.

**Annual Performance Program**

Development of Annual Performance Criteria. The full-time faculty of each academic department or equivalent unit shall as a whole develop and approve criteria that define minimum annual expectations for performance by the individual faculty member. Criteria must be applicable to both non-tenure track faculty as well as to tenure-track or tenured faculty, though the criteria and expectations need not be the same.

Annual Performance Evaluation. The full-time faculty of each academic department or equivalent unit shall as a whole determine the process to be used to conduct the annual evaluation of faculty member performance. Annual evaluations shall be conducted according to the calendar set out below. Each faculty member determined to have met the minimum expectations for performance as defined by the criteria, shall receive the standard increase to base salary. (It should be understood that continuous performance that meets minimum expectations as defined by departmental criteria does not assure tenure, promotion, or post-professorial merit.)

The annual review will identify faculty who are meeting minimum expectations, as determined by departmental criteria. These faculty will receive a salary increase funded by a pool consisting of at least 87.5 percent of the aggregate amount of each year's faculty salary increase determined through the annual budget review process. Promotions to Associate Professor and Professor shall be funded as a “cost of continuing”,
determined by the annual budget review process.
Amended by Faculty Senate Bill 11-A-28, May, 4, 2011, reviewed by President May 2011, approved by Board of Regents May 13, 2011

Calendar for Annual Performance Program.

The performance evaluation process shall be conducted according to this calendar:

January 31: Faculty reports are due for accomplishments and contributions of the previous year.

February 1 - March 11: Notices of departmental decisions regarding performance meeting or not meeting minimum expectations are communicated in writing to faculty.

March 12 - April 20: Appeals may be made to the College Tenure and Promotion Advisory Committee.

Non-Tenure Track Faculty Merit Program

Development of Criteria for Non-Tenure Track Faculty Merit. In addition, the full-time faculty of each department or equivalent unit shall as a whole develop and approve criteria for periodic recognition of non-tenure track faculty. These criteria shall reflect higher than minimum performance, similar to the way that tenure, promotion, and post-professorial merit criteria (see Faculty Tenure and Promotion Policy) reflect higher than minimum performance. For a period of three years following the final approval of a revision of these criteria, a faculty member applying for Non-Tenure Track Faculty Merit may elect to be evaluated by the previous criteria instead of the new ones.

Performance Evaluation for Non-Tenure Track Faculty Merit. The full-time faculty of each academic department or equivalent unit shall as a whole determine the process to be used to conduct the separate periodic evaluation of the performance of eligible non-tenure track faculty members.
An individual non-tenure track faculty member is eligible to apply for periodic Non-Tenure Track Faculty Merit in the fourth year of full-time employment and each four years after having received such recognition. The evaluation shall be conducted according to the calendar set out below. Each faculty member determined to have met the expectations for performance as defined by the criteria, shall receive an increase to base salary.

For non-tenure track merit, the amount of the base pay increase (see table below) shall be reviewed during the fiscal year 2010 budget review process and every two years thereafter.

<table>
<thead>
<tr>
<th>Non-Tenure Track Faculty Merit</th>
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<tr>
<td>Monetary Amounts for Fiscal Years 2013 to 2017</td>
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<tr>
<th>Level</th>
<th>Base Pay Increase</th>
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<td>Non-tenure track</td>
<td>$2000</td>
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Calendar for Non-Tenure Track Faculty Merit Program

Should any of the following dates fall on a weekend or University holiday, materials and/or recommendations will be due by 5:00 p.m. on the business day after the date specified.

Non-tenure track faculty merit steps will be completed by the following dates:

August 15 - The provost shall inform deans, chairpersons, and the faculty member eligible to be considered for non-tenure track faculty merit that he or she may submit a dossier supporting his or her candidacy to the department chairperson.
Preliminary Review.

November 15 - The faculty member who wishes to apply for non-tenure track merit shall submit his or her dossier (as defined in the Tenure and Promotion Policy but modified to address non-tenure track criteria) to the department chairperson, who shall forward it to the Department Tenure and Promotion Advisory Committee.

December 15 - The Departmental Tenure and Promotion Advisory Committee chair shall notify the faculty member of deficiencies in or recommended modifications to the dossier.

Final Review.

January 31 - The faculty member shall submit a revised non-tenure track faculty merit dossier to the Departmental Tenure and Promotion Advisory Committee. Once the dossier is submitted, no further amendments to its contents may be made by the faculty member, unless in response to a recommendation as delineated below. (A letter of response shall not insert into the dossier specific information about the faculty member's professional accomplishments or performance that was not included in the dossier upon its original submission.) In addition, no evaluator may mark on the dossier or add anything to the dossier, except for the letters of recommendation, without prior consultation with and written approval by the faculty member involved.

February 20 - The Departmental Tenure and Promotion Advisory Committee shall prepare a letter identifying its recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental non-tenure track merit criteria. A copy of the letter shall be sent to the faculty member and the original added to the dossier. The dossier shall then be forwarded to the department chairperson.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the department chairperson in writing that he or she wishes to submit a letter of response to the
recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the chairperson of the Departmental Tenure and Promotion Advisory Committee), at which time it will also be added to the dossier.

March 15 - The department chairperson shall prepare a letter identifying his or her recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental non-tenure track faculty merit criteria. A copy of the letter shall be sent to the faculty member and the original added to the dossier. The dossier shall then be forwarded to the dean.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the dean in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the department chairperson), at which time it will also be added to the dossier.

April 15 - The dean shall prepare a letter identifying his or her recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental non-tenure track faculty merit criteria. A copy of the letter shall be sent to the faculty member and the original added to the dossier. The dossier shall then be forwarded to the provost.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the provost in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the dean), at which time it will also be added to the dossier.

May 5 - The provost shall prepare a letter identifying his or her
recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental non-tenure track faculty merit criteria. Copies of the letter shall be sent to the faculty member, department chairperson, and dean and the original added to the dossier. The dossier shall then be forwarded to the president.

In the event that a faculty member's application receives negative recommendations from the dean and the provost, the faculty member may appeal to the president. During this appeal, the faculty member may introduce any evidence he or she wishes.

The president has the responsibility of making recommendations to the Board of Regents concerning the non-tenure track merit for an eligible faculty member. The Board shall make the final decision on granting non-tenure track merit to a faculty member.

Within one week of the meeting at which the Board of Regents renders its decision on a faculty member's candidacy for non-tenure track merit, the President will inform the faculty member in writing of the decision of the Board.

Approved by the Faculty Senate November 20, 1996
With modifications by President Dale F. Nitzschke in his endorsement of the bill December 10, 1996
Revised and Approved by Faculty Senate, Bill 02-A-05, April 24, 2002; Approved by Board of Regents, October 18, 2002
Revised and Approved by the Faculty Senate, Bill 08-A-05, April 30, 2008; Approved by Board of Regents May 9, 2008

Faculty Designations
Faculty Senate Bill 13-A-27 begins here.

Continuing Faculty Appointments

Tenure Track Faculty - Policy

Southeast Missouri State University values faculty tenure for the reasons set out by the American Association of University Professors (AAUP). In its “1940 Statement,” the AAUP indicated that universities exist for the common good, and that the common good “...depends upon the free search
for truth and its free exposition. Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental to the protection of the rights of the teacher in teaching and of the student to freedom in learning. It carries with it duties correlative with rights. “Tenure, therefore, is intended to protect the freedom of teaching and research. It is also intended to provide sufficient security to make the profession attractive to highly qualified individuals.”

Tenure-Track faculty will, therefore, be the primary teaching workforce of the University and the percentage of budgeted Tenure-Track faculty will be no less than 75% of the budgeted full-time faculty in the university. Excluded from this percentage calculation are all faculty funded by designated funds, auxiliaries, grant funds, or regional campuses; temporary and part-time faculty; and teaching assistants.


Tenure Track Faculty-Procedures

Tenure Track faculty shall hold an approved terminal degree and additional credentials as required by the position as determined by the department.

Tenure Track-Faculty appointments result from national search processes through the procedures described in the Faculty Search Process Guidelines (http://www.semo.edu/president/images/HR_HRfacultysearchprocess2011.pdf). Tenure Track Faculty are placed on continuing appointments and are subject to the provisions of the Faculty Tenure and Promotion Policy, and all other policies and procedures applicable to full-time faculty members. The percentage of budgeted tenure-track faculty positions will be no less than seventy-five percent (75%) of the budgeted full-time faculty in the university. Non tenure-track faculty positions will be limited to no more than twenty-five percent (25%) of full-time faculty in the University. Excluded from this percentage calculation are all faculty funded by designated funds, auxiliaries, grant funds, or regional campuses; temporary and part-time faculty; and teaching assistants.

Policy and Procedure Approved by Faculty Senate November 6, 2013, Reviewed by the President December 16, 2013, Approved by Board of Regents December 18, 2013
Non Tenure-Track Faculty Appointments

Non Tenure-Track Faculty Appointments – Policy

In the increasingly complex educational environment, in order to provide flexibility in faculty staffing, there may be a need for faculty who are appointed to non tenure-track status. These would include, but are not limited to faculty who teach remedial and/or introductory courses and for which a terminal degree may not be required, and faculty at the regional campuses. Non tenure-track faculty positions will be limited to no more than twenty five percent (25%) of full-time faculty in the University. Excluded from this percentage calculation are all faculty funded by designated funds, auxiliaries, grant funds, or regional campuses; temporary and part-time faculty; and teaching assistants.

Approved by Faculty Senate Bill 13-A-06 February 27, 2013, Reviewed by President March 12, 2013, Approved by Board of Regents April 10, 2013

Non-Tenure-Track Faculty Appointments - Procedures

Regular Non-Tenure-Track (RNTT) faculty shall hold at least a master’s degree and additional academic credentials as required by the position as determined by the department.

Such appointments are defined as one-year full-time appointments.

Non-Tenure-Track full-time faculty receive the same benefits package as all other full-time faculty.

Non-Tenure-Track full-time faculty have the same expectations for service, advising, and other academic duties as all other full-time faculty.

Non-Tenure-Track full-time faculty will be appointed on a contract basis one year at a time, with the appointment subject to renewal. Such faculty
are afforded all the normal protections of academic freedom as described in the faculty handbook.

Evaluations of Non-Tenure-Track faculty will occur on a regular and timely basis as specified by the department.

The criteria for evaluation and renewal of the contract of RNTT faculty must be specified in writing and must be consistent with the expectations of the position. Faculty appointed to such positions are not generally expected to meet the same standards for scholarship and professional development as Tenure-Track faculty and thus are expected to carry a heavier teaching or service load.

Non-Tenure-Track full-time faculty may be terminated by the University at the end of any academic year, but written notice of the University’s intention to terminate the appointment shall be given by the Provost to the faculty member by:
1. March 1 during the first or second year of appointment:
2. The first day of the spring semester for the third and subsequent years of service.

**Budget Procedures**

Each year the budget office will calculate the percentages of budgeted tenure-track faculty and budgeted non-tenure-track (RNTT) faculty positions based on the FTE of those positions. These percentages will exclude all faculty positions funded by designated funds, auxiliaries or grant funds as well as faculty positions budgeted at the regional campuses. The calculation will not include temporary faculty, part-time faculty, or teaching assistants.

If the percentage of budgeted tenure-track faculty positions is less than 75%, the budget office will add the difference between the average RNTT budgeted base salary and the average assistant professor budgeted base salary (which was $13,500 as of fiscal year 2013) to a salary pool for each change from a tenure track position that caused the percentage to drop below 75%.
No later than August 1st of each year the budget office will provide a report of budgeted faculty, broken down by department and college, to the Provost and Faculty Senate. This report will also include a breakdown of student credit hours on campus by faculty type for the previous year and the current amount of funds in the salary pool.

During the normal course of reviewing faculty vacancies, the Provost’s office will consider programmatic needs, financial resources and the current tenure-track percentage. During periods when the budgeted tenure-track faculty percentage dips below 75%, priority consideration will be given to personnel actions that will increase the percentage. If a determination is made to convert a RNTT to a tenure-track position or to add a new tenure-track position, available dollars in the salary pool may be used to offset the salary adjustment needed to fund the tenure-track position. Funds in the salary pool will not be used for any purpose other than the conversion to or creation of tenure track positions.

Responsibility for the administration of these reports and the salary pool will be borne by the office of the Vice President for Finance and Administration.

Approved by Faculty Senate Bill 13-A-07 February 27, 2013, Reviewed by President March 12, 2013, Posted for 15 Day Review April 11, 2013

**Guidelines for Appointments of Non Tenure-Track Faculty**

Non-tenure-track faculty hold at least a master's degree and additional academic credentials as required by the position as determined by the department.

Such appointments are defined as one-year, full-time appointments.

Non-tenure-track full-time faculty receive the same salary benefits package as all other full-time faculty.
Non-tenure-track full-time faculty have the same expectations for service, advising, and other academic duties as all other full-time faculty.

Such faculty will be appointed on a contract basis one year at a time, with the appointment subject to renewal. Such faculty may hold academic rank consistent with the department's promotion criteria. Such faculty are afforded all normal protections of academic freedom.

Evaluation of non-tenure-track faculty and notice of renewal of the contract will occur on a regular and timely basis as specified by the department.

The criteria for evaluation and renewal of the contract of non-tenure-track faculty must be specified in writing and must be consistent with the expectations of the position. Faculty appointed to such positions are not generally expected to meet the same standards for scholarship as tenure-track faculty and thus may be expected to carry heavier teaching/service loads.

Non-tenure-track full-time faculty may be terminated by the University at the end of any academic year, but written notice of the University's intention to terminate the appointment shall be given by the Provost to the faculty member by:

1. March 1 during the first or second year of appointment;
2. the first day of the spring semester for the third and subsequent years of service.

Approved by the Faculty Senate - April 21, 1999
Approved by the President - May 5, 1999
Approved by the Board of Regents - May 14, 1999

Faculty Senate Bill 13-A-21 begins here

Kent Library Faculty-Policy

All policies and procedures affecting faculty apply to Kent Library faculty. The Kent Library faculty shall fulfill the role of a department. The Director of Kent Library and Dean of Academic Information Services shall fulfill the
role of chairperson. The Provost or his/her designee shall fulfill the role of college dean. Full-time teaching is equated to full-time employment as a Kent Library faculty member. Educational and experience levels for Kent library faculty are the same as for other faculty of the same rank.

Approved by Faculty Senate Bill 85-A-03
Approved by President Stacy - May, 1985
Approved by Board of Regents - May, 1985
Approved by Faculty Senate Bill 13-A-21, 3/27/12
President Review 4/26/13
Board of Regents Approval 5/11/13

Non-Continuing Faculty Appointments

Faculty Senate Bill 13-A-22 begins here.

Non-Continuing Faculty Appointments- Policy

To meet the curricular or staffing needs of a particular situation, individuals may be hired in a non-continuing faculty appointment. These appointments may be either full-time or part-time, but they are not intended to last longer than a short, defined length of time. If the need for the services of a faculty member is for a longer period, a continuing appointment should be used.

Individuals on non-continuing faculty appointments are not eligible for tenure or promotion. They enjoy many of the rights and privileges of continuing faculty members, including academic freedom and academic due process, and bear the same fundamental professional responsibilities for teaching as continuing faculty members. However, they may not be eligible for certain benefits and privileges enjoyed by continuing faculty members, e.g., faculty research grants, faculty development funding, membership on departmental, college, or University-wide committees. In addition, part-time faculty members are not eligible for participation in the benefits program.

Non-continuing faculty may have the opportunity to participate in departmental activities, such as department meetings and curricular discussions, and at a minimum should be included in the usual communication flow within the department and college. They shall be excluded from deliberations and voting on promotion, tenure, and other personnel matters.
Non-Continuing Faculty Appointments - Procedures

Non-continuing faculty appointments fall under one of the following categories:

**Visiting Faculty** are regular members of faculties at other institutions who are sometimes invited to teach courses in their areas of expertise. Such appointments are by their very nature terminal, may be part-time or full-time, and may involve an exchange with a faculty member from this institution who establishes a similar relationship with the visiting faculty member's institution.

**Term Faculty** are appointed for a set period of time designated in their contract, and may or may not be subject to renewal after that time. Access to benefits is dependent on the number of credit/contact hours taught per semester, and length of appointment. Time as a term faculty member is not counted toward Regular Non-Tenure-Track merit or towards Tenure and Promotion unless otherwise specified in a Tenure Track appointment contract.

**Adjunct (Part-Time Temporary) Faculty** teach less than 10 credit/contact hours (depending on the department) per semester. Adjunct faculty receive no benefits package, and their academic credentials normally require the minimum of a graduate degree. Exceptions may be justified based on specific expertise and programmatic needs. For part-time appointments, teaching loads and other responsibilities are to be clearly defined in the appointment memorandum. Appointments may be for a single course, single semester, or full year depending on need, and are usually paid from the Part-Time/Overload budget or are charged against the salary in an existing faculty line. Adjunct faculty may also be hired to conduct work as part of a grant.

- Departments have the responsibility for the orientation of Non Continuing faculty.

- Evaluation of the teaching of Non Continuing faculty is to occur on a regular basis as defined by the department. The process should be comparable to evaluation procedures established for non-tenured, full-time faculty in the department.
Emeritus Status

The Faculty Senate reserves the right to recommend Faculty Emeritus status to those faculty who meet the following criteria:

1. Have qualified to retire according to the statutory laws of the State of Missouri
2. Are tenured faculty members or are administrative personnel who have tenured, faculty status. (This requirement may be waived in the case of those faculty members or administrative personnel who were approved for Faculty Emeritus status prior to this date.)
3. Have a minimum of fifteen years' service at Southeast Missouri State University This requirement may be waived in the case of extraordinary service as approved by the Faculty Senate.

Recommendations for Faculty Emeritus status will be made according to the following procedures:

1. The Faculty Senate Professional Affairs Committee will obtain the names of eligible retiring faculty from the Office of the Provost.
2. The Professional Affairs Committee will make recommendations to the Faculty Senate.
3. The Faculty Senate will act upon Professional Affairs Committee recommendations.

The Faculty Senate will forward recommendations to the Provost. Faculty Emeritus status will be recognized in the following ways:

1. Will be honored at a spring reception
2. Will receive a token of appreciation, such as a medallion
3. Will receive a gold, Faculty Emeritus parking tag, which will allow parking in any designated faculty/staff lot. Parking will
not be allowed in those spaces reserved for University vehicles. Parking will not be allowed in handicapped spaces unless the Faculty Emeritus individual is entitled to such privilege under the law.

4. Will be eligible to receive a faculty ID card signifying Faculty Emeritus status
5. Will continue to have faculty library privileges
6. Will be granted free admission to University-sponsored concerts, lectures, theater, dance and sporting events on campus for Faculty Emeritus and one guest. Tickets to sporting events will be distributed according to procedures outlined by the Athletics Department
7. Will continue to have access to their Southeast email account as well as receive help desk support from Information Technology.
8. Will receive computer software upgrades where permissible under licensing agreement
9. Will receive University Bookstore faculty discounts
10. Will have access to Faculty Emeritus office in Kent Library
11. Will receive a free, lifetime membership to Johnson Faculty Centre
12. Will receive the University Affiliate Rate for Student Recreation membership with applicable senior citizen discount
13. Will receive free access to Wellness Advantage Program services

Those faculty granted Faculty Emeritus status will receive a handbook outlining privileges upon retirement from Southeast Missouri State University.

Faculty and administrators with faculty status who are not eligible for Faculty Emeritus status may be granted recognition for services in the form of a "Certificate of Appreciation."

Approved by Faculty Senate Bill 01-A-07, November 14, 2001
Approved by President - November, 2001
Approved by Board of Regents - December 14, 2001
Graduate Faculty Status

Faculty Senate Bill 12-A-11 and 12-A-12 begin here

Graduate Faculty Status Policy

The graduate programs at Southeast Missouri State University build upon undergraduate programs with a reputation for academic and professional excellence. Graduate faculty members possess demonstrable strengths in the relevant areas and as a group present a solid complement of theorists and specialists appropriately qualified to sustain the graduate programs offered at the University.

The graduate faculty at the University play an important role in fulfilling instructional responsibilities and providing leadership in the graduate programs. They are expected to demonstrate high standards in respect to scholarly effort, research, and the practices associated with graduate study. In most cases, graduate and undergraduate faculty members are one and the same, with graduate faculty members assuming duties and responsibilities in both programs. In essence, graduate faculty teach both graduate and undergraduate classes, advise on both levels, etc. The major assignment of most graduate faculty members deals with undergraduate activities.

Graduate Faculty Assignments

The University recognizes that the added responsibilities assumed by some graduate faculty members entail a significant increase in their faculty assignments. Correspondingly, graduate faculty members with Provost approval may be given a variable load assignment of less than the usual twelve hours of classroom instruction, plus the added responsibilities unique to graduate instruction. These individual arrangements provide an opportunity for graduate faculty members to extend their scholarly pursuits, research, and the normal practices associated with advanced study. Faculty members are thus provided with the necessary time to work on a one-to-one basis with students and to extend the quality and quantity of student scholarship as expected and essential to quality graduate
programs. Normally, a request for a variation in a teaching assignment generates from one of three sources. First, during a regular academic term, a graduate faculty member with a significant level of involvement in scholarly, creative, or research efforts and the practices associated with graduate study may receive a variable teaching assignment. Such arrangements, as approved by the dean, are made within regular allocations in the college and approved in advance by the Provost. Second, in those cases where a graduate faculty member has demonstrated on a sustained basis a high standard with respect to scholarly, creative, research or professional service, a department chairperson and dean may recommend a variation in the teaching assignment for the following year. Arrangements of this type require the approval of the Dean of the Graduate School and may be supported by resources available in the college or the Office of the Dean of the Graduate School. Third, when a graduate faculty member has demonstrated over a sustained period of time significant leadership in the practices associated with graduate study, the Dean of the Graduate School may approve a recommendation for a variable teaching assignment. In this latter category the procedures immediately below will be followed with consideration being given to such activities as supervising graduate papers and creative projects, chairing specialist and thesis committees, supervising graduate independent studies, planning and monitoring graduate student degree programs, and other special efforts designed to enhance graduate instruction.

**Graduate Faculty Status Procedures**

**Variable Load Assignment**  
A plan for the variable load assignment should be developed by the faculty member in consultation with the chairperson, and then be approved by the dean. Included in the plan must be a list of anticipated outcomes that will result from the variable teaching assignment (for example, completed theses or creative projects under the guidance of the faculty member, publications, preparation of grant applications).

The primary responsibility for making a variation in the teaching assignments for graduate faculty members with significant graduate responsibilities rests with the dean of the college. These arrangements
should be recommended by the appropriate department chairperson to the dean and approved by the Provost.

**Graduate Faculty Responsibilities, Expectations, and Appointment**

It is the responsibility of the faculty member and his/her department chairperson to provide adequate evidence of the individual's eligibility for appointment as a graduate faculty member. Department chairpersons in their appraisal of the application must verify that data presented in the request meet the criteria established as qualifications for membership in the graduate faculty. Professional qualifications should include the appropriate doctoral degree, or the terminal degree appropriate to the discipline, or evidence that clearly demonstrates the necessary professional competencies. In no case will an appointment be made where an individual's academic and professional qualifications do not exceed those of the students.

Departments are expected to update annually their graduate faculty roster. Additionally, every five years, department chairpersons are asked to verify that each member of the graduate faculty has been actively involved in decisions affecting graduate education at the departmental level and has taught at least one 600- or 700-level course or two 500-level classes with graduate students enrolled or has supervised graduate student research, graduate independent studies, etc., and has maintained a record of active scholarship.

**Regular Graduate Faculty**
Members of the regular graduate faculty are responsible for:

1. Chairing and serving on master's and specialist's advisory committees.
2. Directing master's theses, graduate papers and projects, and specialist degree papers and internships.
3. Teaching graduate-level courses and directing graduate-level research.
4. Electing and serving on the Graduate Council and its committees.
5. Serving as a departmental or extra-departmental examiner for final graduate oral or written examinations.
6. Assisting in the preparation and evaluation of master's comprehensive examinations.
7. Providing leadership in improving the quality of graduate education.
8. Serving as graduate student advisors.
9. Demonstrating annually graduate research, creative/scholarly effort, or service.
10. Meeting annually as graduate faculty with the Dean of the Graduate School.

Regular graduate faculty members are expected to:
1. Hold an earned doctorate or the appropriate terminal degree for those disciplines in which the doctorate is traditionally not required or available.
2. Be full-time employees of Southeast Missouri State University and members of the instructional unit to which the appointment is proposed.
3. Have competence in the discipline in which the appointment is proposed as demonstrated by prior study, teaching experience, research, scholarly activity, and professional practice.
4. Provide evidence of peer-reviewed scholarship or creativity as appropriate to the discipline.

Appointment to the regular graduate faculty should be by:
1. Recommendation of the department chairperson.
2. Endorsement of the dean of the college.
3. Approval by the Dean of the Graduate School

**Associate Graduate Faculty**
Members of the associate graduate faculty are responsible for:
1. Teaching graduate-level courses.
2. Serving on master's committees.
3. Directing master's graduate papers and projects.
4. Serving as departmental examiners for final oral examinations.
5. Assisting in the preparation and evaluation of master’s comprehensive examinations.

Associate graduate faculty are expected to:
1. Have completed all requirements for the terminal degree except the dissertation where appropriate.
2. Have completed most requirements where the doctorate is not the terminal degree.
3. Be a full-time employee of Southeast Missouri State University and a member of the instructional unit in which the appointment is proposed.
4. Have competence in the discipline in which the appointment is proposed as demonstrated by prior study, by teaching experience, research, scholarly activity, creative projects, and professional practice.

Appointment to the associate graduate faculty should be by:
1. Recommendation of the department chairperson.
2. Endorsement of the dean of the college.
3. Approval by the Dean of the Graduate School.

At the time of application, the Graduate Dean should be supplied with full documentation supportive of the recommendations of the department and college.

**Adjunct Graduate Faculty**

Members of the adjunct graduate faculty are individuals who are authorized to teach graduate/dual-enrollment classes or serve on master’s committees.

Adjunct graduate faculty are expected to:
1. Possess academic and professional service qualifications demanded for teaching in a particular area of graduate study, or have a post-graduate degree in the area of emphasis and substantial professional experience in that field.
2. Be employed less than full-time by Southeast Missouri State University.
3. Be reappointed for each course they are employed to teach.

Appointment to the adjunct graduate faculty should be by:
1. Recommendation of the department chairperson.
2. Endorsement of the dean of the college.
3. Approval by the Dean of the Graduate School.

At the time of application, the Dean of the Graduate School should be supplied with full documentation supportive of the recommendation of the department and college.

**Honors Faculty**

Please refer to the information on Honors Faculty in the Honors Program Section

**Academic Freedom**

By affirmation of the Board of Regents, Southeast Missouri State University joins numerous other Universities and learned societies in endorsing the 1940 Statement of Principles on Academic Freedom and Tenure promulgated by the Association of American Colleges and the American Association of University Professors as a basic description of academic freedom. This statement provides a conceptual basis for correlative rights in the areas of tenure and academic due process as set forth in the specific policies and procedures governing both at this University.

The University supports the spirit of the 1940 statement and attempts to keep its understanding and application of those principles current through careful attention to the nature of academic freedom and changing educational roles and responsibilities. It further endorses the conviction that institutions of higher education are conducted for the common good and not to further the interest of either the individual faculty member or the institution as a whole. The common good depends upon the free search for truth and its free exposition.

The University endorses academic freedom as essential to the search for truth and its free expression, both in teaching and research. Freedom in
research is fundamental to the advancement of truth. From an instructional basis, academic freedom is fundamental for the protection of the rights of the faculty in teaching and of the student in the pursuit of advanced learning. It carries with it duties correlative with these rights. More specifically, the individual faculty member is:

1. Entitled to full academic freedom in creative activity, research, and the publication of the results, subject to the adequate performance of his/her other academic responsibilities, but research for pecuniary return should follow the prescribed procedures approved by the institution.

2. Entitled to freedom in the classroom in discussing the subject, but he/she should be careful not to introduce into his/her teaching controversial matters which are not related to the subject matter.

A citizen, a member of a learned profession, and a representative of the educational institution. When he/she speaks or writes as a citizen, he/she should be free from institutional censorship or discipline, but his/her special position in the community imposes special obligations. As an individual in an academic community, he/she should remember that the public may judge his/her profession and his/her institution by his/her actions and statements. Hence, he/she should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that he/she is not an institutional spokesperson (Policy Documents and Reports, American Association of University Professors, rev. 1977).

Faculty Senate Bill 76-A-01 was amended by Faculty Senate Bills 82-A-05, 83-A-03, & 03-A-05. Faculty Senate Bill 08-A-04 combined Tenure and Promotion. The revised Policy (08-A-04) begins here.

Faculty Tenure and Promotion Policy

A university is an institution where the collective pursuit of knowledge and learning by its faculty and student body is the paramount focus. It achieves highest stature when students are exposed to excellent faculty, and where both faculty and students are actively involved in the pursuit of increased understanding in the academic disciplines. The tenure and promotion processes at Southeast Missouri State University are meant to
reward, foster, and protect those types of activities by the faculty.

**Background**

Historically at Southeast, tenure and promotion decisions have been reached by evaluation of a faculty member's past performance. At times, those making the tenure decision also attempted to incorporate an evaluation of the faculty member's likely future performance based primarily on that person's past performance.

Because both tenure and promotion decisions historically have been intended to evaluate a faculty member's performance, the Faculty Senate made the decision in 2008 to recommend combining into one decision what until that time had been two separate ones. It was decided that a faculty member whose performance had been strong enough to warrant promotion to the rank of Associate Professor would no doubt have performed strongly enough also to warrant tenure.

For that reason, this Tenure and Promotion Policy was designed to implement that decision. Under this policy, a faculty member promoted to, or hired at the level of Associate Professor or above shall automatically and concurrently receive tenure. The policy set out below may seem to emphasize promotion, but that is due in part to the fact that there are at least two ranks to which one may be promoted, only one of which (associate professor) is accompanied by tenure. Tenure, however, is much more important to maintaining a vital professoriate, for the reasons set out in the sections that follow.

**Tenure**

Academic tenure is an agreement under which faculty appointments are continued until retirement, subject to dismissal for adequate cause or unavoidable termination on account of financial exigency or change of institutional program. The American Association of University Professors (AAUP) in the 1940 Principles on Academic Freedom and Tenure states that tenure is "a means to certain ends: specifically, (1) freedom of teaching and
research and of extramural activities and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society" (Policy Documents and Reports, AAUP, 10th ed., 2006).

**Guiding Principles for Tenure**

Southeast Missouri State University (hereinafter referred to as Southeast) endorses the 1940 Principles on Academic Freedom and Tenure, and in addition, subscribes to the following principles:

1. No faculty member, whether tenured or not, shall have his or her employment terminated in violation of the principles of academic freedom and tenure. Therefore, a probationary faculty member has the same academic freedom enjoyed by all tenured faculty.

2. A faculty member shall not lose his or her eligibility for tenure as a result of a break in his or her service at Southeast because of an approved leave or because of an institutional assignment to a special university program, e.g., a faculty exchange program.

3. Tenure is not intended to ensure a continuing academic position to those who cease to deserve it. Hence, the employment of any tenured faculty member may be terminated at any time for due cause arising out of neglect of duty, incompetence, or moral turpitude. In the event the faculty member chooses to contest the effort to terminate his or her employment for cause, he or she will have recourse to procedures of Academic Due Process set forth in the appropriate sections of the Faculty Handbook.

4. Once granted, tenure is not lost through a reduction in teaching load for administrative, professional, or personal reasons if approved by Southeast. Nor may tenure be lost through the taking of leaves or other alterations in assignment if sanctioned by Southeast.
Promotion

Promotion is granted to faculty making appropriate contributions to Southeast, as measured against departmentally developed criteria, in the critical areas of teaching, professional growth, and service to the university, community, and profession.

Guiding Principles for Promotion

In the promotion process, emphasis is placed on teaching effectiveness with the responsibilities for scholarly and creative endeavors, research, and service fulfilling the traditional concomitant roles. Faculty members are also expected to participate in tasks which are inseparable from the teaching and learning process and are essential to the harmonious operation of the departments, colleges, and Southeast as a whole.

Promotion in rank is a mechanism whereby Southeast accords recognition to a faculty member for his or her accomplishments in fulfilling the responsibilities outlined above. Academic rank is awarded following recognized standards that are commonly accepted by institutions of higher learning and indicates to the academic community as a whole the stature of the individual within the discipline and within the university. Promotion in rank is neither automatic nor the result of seniority. Promotion acknowledges the individual faculty member's excellence through the formal recognition and the financial reward associated with the higher rank.

The promotion process at Southeast is intended to ensure that all faculty members are evaluated fairly, using unit-specific criteria that are applied equally to all applicants. The process is open and transparent, based on written criteria. Every evaluating body or individual is, thus, expected to evaluate the faculty member according to the written criteria alone and to include in the written recommendations a statement of specific reasons why the faculty member meets or fails to meet the criteria for tenure and/or promotion. These reasons must be based on department criteria and cannot be based on undocumented statements, hearsay, or extraneous information.
Faculty who meet the criteria for promotion must be recommended for promotion regardless of the ratios among the ranks existing at that time.

**Role of the Department in the Tenure and Promotion Process**

Scholarship and creative activity manifest themselves differently in the various disciplines of the university. Within this context, departmental faculty are best informed and in the best position to establish specific criteria or objectives which indicate satisfactory contributions in teaching effectiveness, professional growth, and service.

While other University interests must be addressed and other review levels are a part of the promotion process, it is the department that initiates the review process and has the responsibility for assessing the extent to which departmental members have pursued their professional obligations. It is also the responsibility of the department and the department chair to advise a faculty member about the adequacy of his or her progress throughout the probationary period.

*Amended by Faculty Senate Bill 11-A-20, April 20, 2011, reviewed by President April 2011, approved by Board of Regents October 21, 2011*

**Tenure and Promotion Eligibility Standards**

To be considered eligible for tenure and promotion, a faculty member must meet the departmental standards. Five years in the Assistant Professor rank are expected before eligibility for tenure and promotion to Associate Professor, unless otherwise contractually stipulated. (Faculty members, however, may elect to postpone application for tenure and promotion until the sixth year.)

A faculty member who is contractually granted years toward tenure and promotion at the time of appointment may include within his or her dossier activities and achievements during the five (or six) most recent years, although in evaluating the record, emphasis will be placed on activities and professional achievements while at Southeast.
Academic leaves with or without pay are not included as part of the probationary period. Institutional assignments to University programs, such as faculty exchange programs, are included as part of the probationary period.

A faculty member who applies for Tenure and Promotion to Associate Professor in the fifth year may consider the comments of evaluators and choose to withdraw his or her dossier from further consideration and then re-apply the following year without prejudice. This may be done any time in the process prior to review by the University Tenure and Promotion and Sabbatical Leave Advisory Committee and shall be done by submitting a letter to the dean with copies to all previous evaluators. (A faculty member may not withdraw his or her dossier in the sixth or final year of the probationary period.) If tenure and promotion are granted, the faculty member will be placed on a continuing contract. If tenure and promotion are not granted in the sixth year (or in the fifth year if the dossier has been considered by the University Tenure and Promotion and Sabbatical Leave Advisory Committee), a one year terminal, or a special contract as negotiated, will be granted.

**Creditable Experience.** The important role of teaching in the tenure and promotion process was noted in the section titled Guiding Principles for Promotion though, as noted below, credit may be awarded for relevant non-teaching experience. As a minimum, however, the following guides are used to determine creditable experience:

- Classroom teaching at the college or university level, with equivalent partial credit being awarded for part-time teaching experience; full-time relevant non-college teaching, with credit up to full-time equivalent; and Relevant non-teaching experience, with credit up to full-time equivalent.

Credit is determined at the time of initial employment as negotiated by the faculty member, recommended by the department chairperson and dean, and approved by the provost.

**Impact of Approved Leave or Temporary Institutional Reassignment.** A faculty member does not lose years of creditable experience as a result of
a break in service at Southeast because of an approved leave, or because of an institutional assignment to a special University program, e.g., a faculty exchange program.

The creditable experience guides in the preceding section will be used in determining time granted toward tenure and promotion. Scholarly and professional activities pursued during an approved leave or institutional assignment may be included in appropriate areas of the faculty member's dossier.

**Academic Preparation.** For a faculty member to be hired at the assistant professor level or higher, he or she must hold the doctorate in an appropriate field, except that in certain areas Southeast may be well served if an alternative, appropriate, recognized terminal degree is substituted for the doctorate. In those areas where a terminal degree is not the doctorate, the department may petition to have the doctoral requirement waived. The petitioning process allows a department to specify a particular area and degree that is appropriate for the discipline. In such cases, the request, along with supporting rationale, must be recommended by the Department Tenure and Promotion Advisory Committee, department chairperson, endorsed by the College Tenure and Promotion Advisory Committee, and the dean, and approved by the provost. This judgment is made in relation to disciplinary expectations and is independent of individuals seeking or applying for such positions.

**Eligibility.** The following are the minimum eligibility requirements for the award of Tenure and Promotion, Promotion, and Post-Professorial Merit:

Assistant Professor -- An earned doctorate or approved terminal degree.
Tenure and Associate Professor -- An earned doctorate or approved terminal degree.

**AND**

Five years as an assistant professor, with at least three of those years at Southeast, except as explicitly designated in the initial contract. The faculty
member is eligible to apply during the fifth year in rank.

Professor -- An earned doctorate or approved terminal degree.

AND

Four years as an associate professor, with at least three of those years at Southeast, except as explicitly designated in the initial contract. The faculty member is eligible to apply during the fourth year in rank.

Post-Professorial Merit -- An earned doctorate or approved terminal degree.

AND

Five years as a professor at Southeast or since previous Post-Professorial Merit. The faculty member is eligible to apply during the fifth year in rank. A faculty member may repeat the process with application during the fifth year following any previous successful application. There is no limit to the number of awards a faculty member may receive.

Hiring at Appropriate Rank. In order for a faculty member or academic administrator to be hired with academic rank, that person must have an official affiliation with an academic department or Kent Library. To be hired above Assistant Professor the individual must meet the departmental criteria for that rank, as judged by the Departmental Tenure and Promotion Advisory Committee. Only once this has been done may that person be offered a contract and, if at the Associate Professor rank or above, will automatically be granted tenure upon appointment.

At least once per year, the provost shall provide to the Faculty Senate a report on the academic hiring activity of the previous year. This report shall cover all faculty positions and administrative positions with academic rank. Information to be reported shall include type of contract (tenured, tenure-track, non-tenure track, etc.), rank, salary, and discipline.
Tenure and Promotion Criteria

Tenure and promotion at Southeast Missouri State University are explicit collegial decisions based upon qualitative judgments about established criteria. These judgments are made by examining evidence at the department, college, and university levels and submitting recommendations to the Board of Regents for approval. In addition to the tenure and promotion eligibility standards listed above, faculty members in departments and other units (e.g., Kent Library) develop specific criteria that provide measures and/or standards appropriate to the unique character of the particular department or unit.

Each department or unit will recommend evaluative criteria. A faculty member assigned to non-teaching duties must be assigned to one or more home departments. In such cases, the department or departments shall develop relevant, evaluative criteria.

The criteria for the first award of post-professorial merit shall be the same as those for the promotion from Associate Professor to Professor. For subsequent application for post-professorial merit, the faculty member may choose

1. to meet the same criteria as those for promotion from Associate Professor to Professor,

2. to contract an exception to the criteria that would permit a specialized focus while maintaining the overall rigor of performance expectations. Under this option the faculty member initiates a proposal that is reviewed by the Departmental Tenure and Promotion Advisory Committee, departmental chairperson, dean, and provost. If supported at all stages, the contract shall go into effect. In the event of disagreement, the provost shall convene a meeting of all parties to resolve the disagreement. The proposal shall be negotiated during the first year of the performance period. The faculty member may abrogate this contract at any time and elect option 1.

Contracts may take the form of, but are not limited to, the following
examples: "A faculty member may propose to emphasize a second area and
demeanorize the third (e.g., if the criteria for full professor are ratings of one "outstanding" and two "superior," then a positive recommendation can be achieved with two ratings of "outstanding" and one "good"). If departmental criteria require a rating of "outstanding" in one specific area, that requirement must be met.

"A faculty member may propose to meet the requirements in one area by
placing additional emphasis on some criteria and reducing or eliminating
the emphasis on other criteria.

"A faculty member may propose to do fewer, but more specialized,
activities from a list of activities included in the departmental criteria.

**Expectations**

To achieve tenure and promotion or promotion, a faculty member shall
hold the appropriate terminal degree and must satisfy the departmental
criteria for that rank in the following areas:

1. Evidence of Teaching Effectiveness as measured by various criteria,
such as self-evaluation, peer evaluation, department chairperson's
evaluation, appropriate student performance, and student evaluation.
Teaching effectiveness, in addition to in-class performance, shall include
course planning, organization, and development. For evaluation of
librarians, librarian effectiveness is equated with teaching effectiveness, and
includes those activities directly supporting the educational mission of
Southeast: reference work, information literacy, collection development,
aquisitions, bibliographic control, archival management, access services,
administrative activities, and library systems/technology. The faculty
member may not be compelled by unit criteria, committees, or individuals
to submit student evaluation data as evidence of teaching effectiveness
(Student Evaluation of Instruction Policy). The absence of such data may
not be construed negatively.

2. Evidence of Professional Growth as demonstrated by scholarly,
research, and creative activities, involvement in professional organizations and societies, and participation in seminars, institutes, and educational opportunities.

3. Evidence of Service as indicated by the fulfillment of departmental duties and responsibilities, such as academic advising, involvement and leadership in departmental, college, and university committees, contributions to student and professional organizations, and representation of the discipline or Southeast in the larger community: locally, regionally, nationally, and internationally.

Exceptions. Departmental criteria are developed with an acknowledgment that on rare occasions a faculty member who does not meet minimum standards in every area may be able to support such a powerful case for promotion that his or her application deserves consideration through the regular promotion process. In those unusual instances, the dossier (see below for definition) must indicate that the objective criteria are not completely met, and the faculty member's dossier must unequivocally demonstrate exceptional merit.

Development of Criteria

Each department has the responsibility to develop, maintain, and, when necessary, recommend changes to its tenure and promotion criteria. Nothing in those criteria may contradict other provisions of the Faculty Handbook. For example, departmental criteria shall not require that a faculty member submit student evaluations if other Handbook policy prohibits such a requirement.

Departmental criteria for tenure and promotion, promotion, and post-professorial merit should be organized by the headings Teaching Effectiveness, Professional Growth, and Service and contain within each heading those activities that the department considers relevant accompanied by the expectations for achieving promotion. Once developed or modified, these criteria are subject to the approval of the College Tenure and Promotion Advisory Committee, college dean, University Tenure and Promotion and Sabbatical Leave Advisory Committee, and provost. Once
approved, and until revised by the department, these criteria shall serve as the sole basis upon which faculty members are evaluated for tenure and promotion. No committee or individual evaluating a dossier may impose criteria upon a faculty member in excess of those itemized in the departmental criteria. New sets of criteria or revisions to existing criteria shall be approved through the process described below. Until such time as new or revised criteria are approved, existing criteria remain in force.

1. The Departmental Tenure and Promotion Advisory Committee develops draft criteria, which are then approved by a majority vote of the tenured and tenure-track faculty of the department.

2. The criteria are transmitted to the dean for him or her to share with the College Tenure and Promotion Advisory Committee. If both the dean and the college committee approve the recommended departmental criteria, the criteria will be sent to the chairperson of the University Tenure and Promotion and Sabbatical Leave Advisory Committee.

3. If the recommendations of the College Tenure and Promotion Advisory Committee or the dean differ from those of the department, the dean or college committee chairperson will submit the suggested changes, along with supporting rationale, to the department chairperson within 45 calendar days of receipt of the criteria during the academic year (or within a mutually agreed upon time period during summer). If this deadline is not met, the department chairperson will contact the provost for resolution. Following deliberations in the department, the recommended departmental criteria will again be submitted to the dean and college committee for review. If differences persist with either the college committee or the dean, the recommendations of the department, college committee, and the dean shall be submitted within 30 calendar days of receipt of the criteria during the academic year (or within a mutually agreed upon time period during summer) to the chairperson of the University Tenure and Promotion and Sabbatical Leave Advisory Committee. If this deadline is not met, the department chairperson will contact the provost for resolution. The University Tenure and Promotion and Sabbatical Leave Advisory Committee shall either endorse the criteria or return them to the department with suggested changes, along with supporting rationale (with a copy sent to the dean), to repeat steps 1 through 3.
If the criteria are approved by the University Tenure and Promotion and Sabbatical Leave Advisory Committee, they shall be transmitted to the provost for final approval.

4. If the provost approves the criteria, he or she shall so inform the department, dean, and members of the university committee. If the provost does not approve the criteria, he or she shall meet with the university committee to resolve the disagreement. If the disagreement cannot be resolved, the university committee shall return the criteria, along with any suggested changes and supporting rationale, to the department for its consideration.

For a period of three years following the final approval of a revision of the departmental criteria, a faculty member applying for tenure and promotion, promotion, or post-professorial merit may elect to be evaluated by the previous criteria instead of the new ones.

The Dossier

The faculty member's promotion dossier shall comprise the Summary Form, a Record of Service of accomplishments organized according to the departmental tenure and promotion criteria, a professional curriculum vita, letters of support from professional colleagues addressing the three areas of Teaching Effectiveness, Professional Growth, and Service, and any supporting materials that the faculty member wishes to include, provided that the documents forwarded beyond the departmental level do not exceed the contents of two, three-inch binders.

Period Covered by Dossier. The period covered by the faculty member's Record of Service should be

from the time of original employment (including any activities contractually counting towards tenure and/or promotion), or

"from the time of any previous, successful application for tenure and promotion, promotion, or post-professorial merit

until the date when the final version of the dossier is submitted for
consideration for tenure and promotion, promotion, or post-professorial merit.

**Preparation of the Dossier.** The tenure and promotion and post-professorial merit processes involve critical reviews by individuals and committees on several levels. The evaluations and judgments made during these processes must be based solely on evidence presented in the dossier as measured against the departmental criteria. For this reason, the collection and organization of evidence are vital. Thorough documentation enables the reviewers to make judgments based on sound evidence and greatly enhances the prospects of a favorable recommendation. Conversely, inadequate documentation can seriously reduce the possibility of a favorable recommendation even though the performance of the faculty member may otherwise warrant it.

**Guides for Collecting Evidence**

The suggestions that follow are intended to assist departments and faculty members in collecting evidence to be included in the dossier. They are not requirements; rather, they are presented as general guides. When integrated with the criteria, these guides suggest how the faculty member can most clearly substantiate his or her performance in a well-documented academic profile, and therefore present the strongest case possible.

**Evidence of Teaching Effectiveness.** None of the criteria is more important in the promotion process than that of teaching effectiveness. The faculty member, recognizing the inevitable range of opinion with respect to teaching effectiveness, should include all evidence accumulated as part of the promotion material. The complexity of this area suggests the collection of data from a variety of sources:

1. Course planning activities play an important role in subsequent classroom activities; for example, syllabi and course outlines, bibliographies, methods for testing and evaluation, texts, and assignments required of students may be used to demonstrate the quality of the planning process as it relates to teaching.
2. Classroom and laboratory activities form another measure of teaching effectiveness; for example, student and peer evaluations of actual performance, peer evaluation of effectiveness of educational approaches, and the quality of faculty-student interaction are areas in which documentation could be provided. This information may be collected from observations by students, peers, and/or department chairpersons.

3. Analyses of team-teaching situations, video-taped presentations, and/or group interactions may also be submitted.

4. Academic performance of students is another factor which may be considered in making judgments concerning teaching effectiveness. This might include such factors as appraisal of student development, pre-test/post-test performance, evidence of students' ability to perform in subsequent sequenced courses, demonstrable competencies, special student awards or recognition, placement and follow-up studies, creative exhibits and concerts developed by students.

5. Adaptability and disciplinary currency demonstrated in the teaching/learning process may also be used. In this respect, a faculty member may call attention to the extent of course revisions made, how objectives were met, how student feedback was employed to enhance teaching effectiveness, and/or personal assessment mechanisms developed.

6. Other systematic reviews of instructional strategies appropriate to particular disciplines may also be helpful in adjudicating teaching effectiveness.

**Evidence of Professional Growth.** Documentation of activities in this area is essential if this criterion is to receive the high priority it deserves. The approaches used to provide evidence may vary widely from one discipline to another and may vary considerably within a discipline, depending upon the nature of the activity. The measurements of the value of recitals,
exhibits, and presentations may be diverse, but the common goal is to provide evidence of scholarly or creative activity within a wider forum than the particular classroom or laboratory. Providing evidence of scholarly or creative activity makes possible the judgment of peers within the discipline. Quantification of such scholarly/creative activity is difficult, and the sheer volume of such activities is not the sole or primary measure. The following points may be considered.

1. Books, articles, and reviews are common forms used to demonstrate scholarly activity. Complete bibliographic information and copies of the material augmented by reviewer comments when available are helpful. Some indication of the stature of the publication (juried, circulation, national/regional scope) may provide assistance in judging the scholarly activity of the faculty member. In the case of joint authorship, the faculty member should indicate his or her contribution.

2. Documented innovations in pedagogy that have had an effect upon teaching within a discipline, more broadly than a specific course, may be submitted.

3. Exhibitions, public performances, and concerts provide another source of information, particularly in the visual and performing arts. For example, evidence may be provided that reveals the significance of the activity or event, whether the works were "juried," whether they were made on an invited basis, and what awards were received.

4. Advanced study and other forms of professional development may provide additional basis for judgment. For example, special participation in national workshops or programs, endorsements by experts in the field, advanced course work, and personal evaluations of new pedagogical methods may add another perspective.

5. Leadership in professional associations may be demonstrated by office held, a description of the responsibilities, an indication of the size of the organization, time committed, the selection process for the position, and the type of association in which the leadership was demonstrated.
6. The importance of conducting workshops, consulting, and jurying may be revealed by the significance of the activities, their resulting effect, the level or stature of the group being served, and requests for repeated performance.

**Evidence of Service.** This criterion plays an important role in the promotion process. Under its broad heading high priority is given to service to students through formal and informal contacts as academic advisers and counselors. The area also embraces participation on committees on the department, college, and university levels, as well as various professional roles in the community at large.

In developing documentation, individuals may present various forms of evidence such as

1. Assignment and performance of academic advising.

2. Involvement in student organizations.

3. Committee participation at the departmental, college, and university levels is an essential professional responsibility. Documentation in this area may be provided through the use of peer and committee chairpersons' evaluations of the effectiveness of the role performed, descriptions of the responsibilities and their impacts, identification of committee work, and the types of leadership performed.

4. Contributions to the broader university community may be illustrated through peer, chairperson, and administrative letters of support, notation of special performances and/or presentations, and special recognitions or awards received.

5. Involvement in off-campus activities may be demonstrated by evidence of activities in continuing education or other outside agencies and institutions.
6. Evidence may be presented which indicates significant discipline-oriented professional service to the community at large through the identification of the groups served and the level of activity provided.

Faculty Tenure and Promotion Advisory Committees

The review of a faculty member for the purposes of promotion is a critical decision-making process in the professional advancement of the individual. Next to tenure, it is the most significant action that can be taken in regard to the status of a faculty member. The deliberative action taken in the process serves as a primary component in the review of dossiers. The committee structure integral to this process provides a framework for collegial activity by fostering faculty and administrative dialogue. The chairs of each review committee submit recommendations to the corresponding administrator. The chairperson, dean, and provost coordinate procedures at their respective levels and also submit recommendations to the next level.

Because the process requires an independent and unbiased review of a faculty member's dossier at each level, no one shall serve on a tenure and promotion review committee at more than one level. (With regard to Kent Library, the department shall function as the committee, the director functions as chair, and the dean functions also as the college committee.) This does not preclude a member of any one of these committees writing a recommendation for a faculty member. If a committee member becomes ineligible to serve because of a change of status, a replacement to fulfill the unexpired term shall be named by the original electing authority according to its election procedures. The committee shall be responsible for determining a procedure to be followed in the event that one of its members is applying for promotion or post-professorial merit.

The three committees in sequential order are as follows:

**Departmental Tenure and Promotion Advisory Committee.** The functions of the Department Tenure and Promotion Advisory Committee are 1) to develop and review departmental tenure and promotion criteria
and procedures and 2) to make recommendations regarding a faculty member's qualifications to the department chairperson, who will then forward those recommendations to the dean. Each department will establish a tenure and promotion advisory committee consisting solely of tenured faculty. Because one tenured department faculty member will serve on the college committee and another could possibly serve on the university committee (and because such individuals are not eligible also to serve on the departmental committee), the departmental committee will not consist of all tenured faculty in the department. Beyond these constraints, the department shall choose whether the committee shall consist of the remaining eligible faculty or of some smaller number of those faculty. Members of this committee and its chairperson are to be selected using procedures agreed upon by a vote of all tenured and tenure-track faculty in the department. The chairperson of the department shall not serve on the committee, not participate in the committee process, and not be present during committee deliberations.

In those departments where the department determines that there are insufficient tenured faculty to constitute a working tenure and promotion advisory committee, the tenured faculty of the department shall be augmented by a sufficient number of tenured faculty from other departments to achieve the desired number.

These members shall be chosen using procedures agreed upon by a vote of all tenured and tenure-track faculty in the department. No one shall be eligible to serve in this capacity if he or she would be in a position of evaluating any faculty member's dossier at more than one level, or if he or she is a department chairperson.

**College Tenure and Promotion Advisory Committee.** The functions of the College Tenure and Promotion Advisory Committee are 1) to review and approve departmental tenure and promotion criteria and procedures and 2) to make recommendations regarding a faculty member's qualifications to the dean, who will then forward those recommendations to the provost. Each college (or free-standing "school" composed of academic departments made up of faculty, e.g., the School of Polytechnic Studies) will establish a College Tenure and Promotion Advisory Committee comprising tenured faculty, at least one representing each department. These departmental
representatives shall be elected by procedures agreed upon by a vote of the tenured and tenure-track faculty in each department. No member of this committee may also serve on a Departmental Tenure and Promotion Advisory Committee in the same college or school. Members are elected only by tenured and tenure track faculty from among tenured faculty in the department. Should a department lack sufficient tenured members, it shall elect a tenured representative from a other department as its representative on the College Tenure and Promotion Advisory Committee. No one shall be eligible to serve in this capacity if he or she would be in a position of evaluating any faculty member’s dossier at more than on level, or if he or she is a department chairperson. The dean shall not serve on the College Tenure and Promotion Advisory Committee, shall not participate in, and shall not be present during deliberations of the committee. The committee shall determine its own chairperson. The college dean is responsible for coordinating tenure and promotion procedures at the college level, for making recommendations on tenure and promotion to the provost, and for transmitting recommendations of the college committee to the provost.

**University Tenure and Promotion and Sabbatical Leave Advisory Committee.** The purposes of the University Tenure and Promotion and Sabbatical Leave Advisory Committee are to 1) review and approve departmental promotion criteria, 2) make recommendations regarding a faculty member's qualifications for tenure and promotion, promotion, and post-professorial merit to the provost, and 3) make recommendations for sabbatical leave in accordance with the sabbatical leave policies and procedures. The committee is composed of one tenured faculty member from each college (or free-standing "school" composed of academic departments made up of faculty, e.g., the School of Polytechnic Studies), and Kent Library elected to the committee by a vote of the tenured and tenure track faculty in each unit. Though elected from each of these units, members are not representatives of their respective units, but rather of the faculty as a whole. Members shall be elected by secret ballot through a process conducted within each unit (as defined above). The provost shall inform the dean or director of each unit when an election is necessary. The dean or director shall invite all eligible faculty members to become candidates. There must be at least two candidates on the ballot. The chairperson and another member of the College Tenure and Promotion Advisory Committee shall together count the votes and announce the outcome. In the event that no candidate receives a majority of the votes, the dean or director shall
conduct a run-off election between the top two candidates. (Deans, department chairpersons, and faculty with over 50% administrative release time are ineligible to serve. Should the responsibilities of a faculty member elected to the committee change to include more than 50% administrative responsibilities, he or she must resign from the committee. A replacement member shall be elected by the unit for the remainder of that individual's term or his or her release from administrative duties, whichever is the shorter time period.) In the event that a vacancy occurs on the University Committee resulting from a member’s resignation, that vacancy shall be filled by a special election in the relevant unit to complete the term, employing the same procedures as for the regular election. Faculty members serve terms of four years with the terms of one or two members expiring every year. Members may be re-elected. The committee shall annually elect its own chair. The dean of graduate studies shall be responsible for convening the initial annual meeting at which the chair is elected. The dean is not a voting member of this committee and may only be present during committee deliberations if invited by the committee for consultation.

**Evaluation of Probationary Faculty Members**

The probationary faculty member is to be evaluated each semester for the first two years and once each year for the remaining years of the probationary period. Evaluation in the fifth and/or sixth year will be conducted in the fall semester. Evaluations will include at least two observations by members of the Departmental Tenure and Promotion Advisory Committee of classes taught by the probationary faculty member. At least one observation per year must be made by the department chairperson. Classroom observations must be conducted at a mutually agreeable time; the faculty member must be informed in advance of all evaluative visits. The faculty member may provide a set of class objectives to the evaluator ahead of the visit. These visits will be preceded by a discussion between the faculty member and evaluator regarding the objectives of the class period to be evaluated. Following the evaluation, the evaluator will review the evaluation with the faculty member. The probationary faculty member may also invite other individuals to observe his or her teaching (or its equivalent) for purposes of evaluation.
The department chairperson, after consideration of the teaching evaluations made by the Departmental Tenure and Promotion Advisory Committee members and reflection on his or her own evaluation of the probationary faculty member's progress towards tenure and promotion, will prepare a written report appraising the performance of each probationary faculty member at each evaluation period, i.e., each semester during the first two years and each year in subsequent years. These reports are submitted to the probationary faculty member, the dean of the college, and the provost, and shall be signed by each acknowledging that the reports have been seen and read. Should the probationary faculty member disagree with the evaluative reports, he or she may indicate that disagreement by means of an explanatory note or letter that shall be permanently attached to the evaluation. It is the responsibility of the department chairperson to confer with the probationary faculty member to discuss the contents of each written report and the professional evaluation it summarizes. Upon the request of the probationary faculty member or at the discretion of the department chairperson, follow-up conferences may be scheduled.

At the beginning of the third year, the department chairperson shall inform the faculty member of his or her option to choose to be reviewed in either the third or fourth year. (The faculty member's selection shall not restrict his or her option of selecting the fifth or sixth year to submit an application for tenure and promotion to Associate Professor.) The faculty member shall inform the department chairperson of his or her choice of a third or fourth year review, and the chairperson shall inform the Departmental Tenure and Promotion Advisory Committee.

For dates specified in this section, materials and/or recommendations will be due by 5:00 p.m. on the listed day. Should any of these dates fall on a weekend or university holiday, materials and/or recommendations will be due on the business day after the date specified.

By March 1\textsuperscript{st} of the chosen (third or fourth) year, the probationary faculty member will submit his or her Record of Service to the chairperson for review by the Departmental Tenure and Promotion Advisory Committee and the chairperson. The evaluation of the probationary period constitutes a general review of the probationary faculty member's progress toward
tenure and promotion. As a part of this review, the Departmental Tenure and Promotion Advisory Committee shall identify the faculty member's strengths and weaknesses with respect to the departmental tenure and promotion criteria. By March 31st a conference shall be called by the Departmental Tenure and Promotion Advisory Committee and include the faculty member, the entire committee and the department chairperson to discuss the committee's preliminary review. This meeting provides an opportunity for the faculty member and colleagues to discuss the faculty member's record of service and future direction.

Within five working days of this meeting, the Departmental Tenure and Promotion Advisory Committee shall prepare a letter identifying its recommendation and specifically stating how well the faculty member is making progress towards meeting each of the departmental tenure and promotion criteria. A copy of the Departmental Tenure and Promotion Advisory Committee's letter shall be sent to the faculty member. The Record of Service and letter(s) shall then be forwarded to the department chairperson.

By April 15, the department chairperson shall prepare a letter identifying his or her recommendation and specifically stating how well the faculty member is making progress towards meeting each of the departmental tenure and promotion criteria. A copy of the department chairperson's letter shall be sent to the faculty member and the Departmental Tenure and Promotion Advisory Committee.

Following receipt of these letters, the faculty member shall have the option of submitting to the department chairperson within five business days a letter of response that shall be attached to the chairperson's letter. A copy of these letters will be forwarded to the dean who will then forward them to the provost.

The third or fourth year review is a critical event in the progress of a probationary faculty member toward tenure and promotion and should not be underestimated. In the event that a probationary faculty member cannot demonstrate evidence of addressing unsatisfactory evaluations received during previous semesters, the Departmental Tenure and Promotion
Advisory Committee may recommend termination of the contract.
Amended by Faculty Senate Bill 11-A-20, April 20, 2011, reviewed by President April 2011, approved by Board of Regents October 21, 2011

Procedures

The individual faculty member is responsible for the collection, organization, and presentation of material to support his or her application.

Only professional accomplishments while serving at the current rank (or since the previous successful application for post-professorial merit) will be considered. Throughout the process, all parties and/or committees shall afford open access to the dossier by the faculty member. The faculty member may withdraw his or her dossier from consideration at any level of the promotion or post-professorial merit process, except when tenure is involved. (Withdrawal when tenure is involved is described under "Tenure and Promotion Eligibility Standards").

For every tenure track or tenured faculty member hired by Southeast, the initial contract shall explicitly state when that individual is eligible for tenure and promotion or promotion. For faculty hired to begin service at mid-year (i.e. January), the provost shall inform the faculty member upon signing the initial contract of employment of the choice to be eligible for tenure and promotion or promotion one semester earlier or one semester later than a faculty member hired at the beginning of the academic year.

The department has the principal, but not exclusive, responsibility to evaluate how qualified the faculty member is for tenure and promotion or promotion. This is appropriate since both tenure and promotion relate to the specific discipline. However, the department constitutes but one emphasis in the college and the college one component of the university; the dean of the college, the provost, and the president have roles in the effective operation of the tenure and promotion processes. Ultimately, as in all major decisions, it is action by the Board of Regents that is legally binding.

Throughout the process defined below, evaluators will generally either recommend or not recommend promotion of the faculty member. However,
in the case of a faculty member in the final year of his or her probationary period, the evaluators will recommend the following:

1. tenure and promotion, OR

2. denial of tenure and promotion, but instead a recommendation of extension of employment by term contract when it is in the best interests of Southeast, OR

3. denial of tenure and termination of the faculty member's contract at the end of the following year of service.

Should disagreements arise during the process described in this policy, individual faculty members may seek redress through the procedures herein established. All institutional procedures and judgments in these matters should uphold and protect free speech, fair comment, objective dissent, and critical thought, attributes that lie at the heart of a free intellectual life.

Calendar

Materials and/or recommendations will be due by 5:00 p.m. on the listed day. Should any of the following dates fall on a weekend or university holiday, materials and/or recommendations will be due on the business day after the date specified.

Tenure and promotion, promotion, or post-professorial merit steps will be completed by the following dates:

August 15 - The provost shall inform deans, chairpersons, and the faculty member eligible to be considered for tenure and promotion, promotion, or post-professorial merit that he or she may submit a dossier to the department chairperson. If a faculty member is entering his or her final year of the probationary period, the provost must inform all parties that the faculty member must submit an application for tenure and promotion to
Associate Professor.

Preliminary Review.

November 15 - The faculty member who wishes to apply for tenure and promotion, promotion, or post-professorial merit shall submit his or her dossier to the department or unit chairperson, who shall forward it to the Department Tenure and Promotion Advisory Committee. In those cases where the department or unit chairperson is applying for tenure and promotion, promotion, or post-professorial merit, the tenured and tenure track faculty of the department or unit shall select, with the assistance of the dean, an individual to fulfill the department or unit chairperson's responsibilities.

December 15 - The Departmental Tenure and Promotion Advisory Committee chair shall notify the faculty member in writing of deficiencies in or recommended modifications to the dossier.

Final Review

A faculty member's application for tenure and promotion, promotion, or post-professorial merit will continue forward through the following process unless it receives two consecutive negative recommendations at the college level or above, with the following exceptions:

In the event that a faculty member's application receives negative recommendations from the University Tenure, Promotion, and Sabbatical Leave Advisory Committee and provost, the faculty member may appeal to the president. During this appeal, the faculty member may introduce any evidence he or she wishes.

If in the sixth or final year of the probationary period, a faculty member's application for tenure and promotion to Associate Professor has received support from the Departmental Tenure and Promotion Advisory Committee and department chairperson, but not from the College Tenure and Promotion Advisory Committee and dean, the faculty member may ask
the University Tenure and Promotion and Sabbatical Leave Advisory Committee for review. If the university committee supports the application, it continues forward. Alternatively, if the university committee upholds the college recommendation, the application stops.

A faculty member may withdraw his or her dossier from further consideration at any time in the process except in the final year when tenure is involved. (Withdrawal when tenure is involved is described under Tenure and Promotion Eligibility Standards.)

January 15 - The faculty member shall submit a revised tenure and promotion, promotion, or post-professorial merit dossier to the Departmental Tenure and Promotion Advisory Committee. Once the dossier is submitted, no further amendments to its contents may be made by the faculty member, unless in response to a recommendation as delineated below. (A letter of response shall not insert into the dossier specific information about the faculty member's professional accomplishments or performance that was not included in the dossier upon its original submission.) In addition, no evaluator may mark on the dossier or add anything to the dossier, except for the Recommendation Form, without prior consultation with and written approval by the faculty member involved.

January 25 - The Departmental Tenure and Promotion Advisory Committee shall prepare the Recommendation Form identifying its recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental tenure and promotion criteria. A copy of the Recommendation Form shall be sent to the faculty member and the original added to the dossier. The dossier shall then be forwarded to the department chairperson. Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the department chairperson in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the chairperson of the Departmental Tenure and Promotion Advisory Committee), at which time it will also be added to the dossier.
February 10 - The department chairperson shall prepare the Recommendation Form identifying his or her recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental tenure and promotion criteria. A copy of the Recommendation Form shall be sent to the faculty member and the original added to the dossier. The dossier shall then be forwarded to the dean. Upon receipt of the faculty member's dossier, the dean will forward it to the College Tenure and Promotion Advisory Committee.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the chairperson of the College Tenure and Promotion Advisory Committee in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the department chairperson), at which time it will also be added to the dossier.

March 1 - The College Tenure and Promotion Advisory Committee shall prepare the Recommendation Form identifying its recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental tenure and promotion criteria. A copy of the Recommendation Form shall be sent to the faculty member and the original added to the dossier. The dossier shall then be returned to the dean.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the dean in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the chairperson of the College Tenure and Promotion Advisory Committee), at which time it will also be added to the dossier.

March 15 - The dean shall prepare the Recommendation Form identifying his or her recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental tenure and promotion criteria. A copy of the Recommendation Form shall
be sent to the faculty member and the original added to the dossier. The dossier shall then be forwarded to the provost. Upon receipt of the faculty member's dossier, the provost will forward it to the University Tenure and Promotion and Sabbatical Leave Advisory Committee.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the chairperson of the University Tenure and Promotion and Sabbatical Leave Advisory Committee in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the dean), at which time it will also be added to the dossier.

April 15 - The University Tenure and Promotion and Sabbatical Leave Advisory Committee shall prepare the Recommendation Form identifying their recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental tenure and promotion criteria. A copy of the Recommendation Form shall be sent to the faculty member and the original added to the dossier. The dossier shall then be returned to the provost.

Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the provost in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the chairperson of the University Tenure and Promotion and Sabbatical Leave Advisory Committee), at which time it will also be added to the dossier.

May 5 - The provost shall prepare the Recommendation Form identifying his or her recommendation and specifically stating the reasons why the faculty member meets or fails to meet each of the departmental tenure and promotion criteria. Copies of the Recommendation Form shall be sent to the faculty member, department chairperson, and dean and the original added to the dossier. The dossier shall then be forwarded to the president.
Within two business days of receipt of the recommendation, the faculty member shall have the option of notifying the president in writing that he or she wishes to submit a letter of response to the recommendation. The written notification shall be added to the dossier. The actual letter of response must be submitted within five business days of receipt of the recommendation (with a copy to the provost), at which time it will also be added to the dossier.

The president has the responsibility of making recommendations to the Board of Regents concerning the tenure and promotion, promotion, or post-professorial merit of eligible members of the faculty. The Board shall make the final decision on granting tenure and promotion, promotion, or post-professorial merit to faculty members.

Within one week of the meeting at which the Board of Regents renders its decision on a faculty member's application for tenure and promotion, promotion, or post-professorial merit, the President will inform the faculty member in writing of the decision of the Board.

Appeals

Embedded within the preceding process is the provision providing a faculty member with the opportunity to challenge any evaluation at any level (i.e., department, college, university) with which he or she disagrees by including in the dossier a written response. The written response then becomes part of the dossier reviewed and considered at the next level. In addition, appeals regarding claims that a policy or procedure has been misapplied or violated will be handled in accordance with the Grievance Policy.

Rewards for Promotion and Post-Professorial Merit

A faculty member who receives promotion or post-professorial merit shall receive a base pay increase and a one-time individual professional development allocation (in addition to existing professional development
The base pay increases will be funded by a pool of monies included in the University’s annual cost of continuing determined through the annual budget review process. Post-Professorial Merit increases will be funded by a pool consisting of no more that 12.5 percent of the aggregate amount of each year’s faculty salary increase determined through the annual budget review process. If there is a year in which there is no faculty salary increase, contingencies will be made to fund Post-Professorial Merit through the annual budget review process. The amounts of the base pay increase and the professional development allocations (see table below) shall be reviewed during the fiscal year 2010 budget review process and every two years thereafter.

<table>
<thead>
<tr>
<th>Monetary Amounts for Fiscal Years 2004 to 2009</th>
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<tbody>
<tr>
<td>Level</td>
</tr>
<tr>
<td>Associate Professor</td>
</tr>
<tr>
<td>Professor</td>
</tr>
<tr>
<td>Post-Professional Merit</td>
</tr>
</tbody>
</table>

*Adjusted in 2007 from $4000

Summary Form
Name ___________________________ Department ___________________________
Present Rank ___________________ Length of Service at University _______
Years of Service at Each Rank:
Instructor _____________________ Associate Professor ____________
Assistant Professor ____________ Professor __________________________
Post-Professorial Merit ____________
Degrees Held ____________________ Institution ____________________ Date

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Southeast Missouri State University
Grievance Policy

The purpose of this grievance policy is to provide faculty members with a process to address and resolve differences only on matters pertaining to the specific application of University policies and operating procedures. It is appropriately utilized to address allegations of violations of due process. These matters include, but are not limited to, operating procedures, policies, practices, or standards in connection with specific application of decisions, academic freedom, retention, promotion, tenure, privileges and responsibilities, and terms and conditions of employment, etc. This grievance process does not apply, however, to issues that arise out of the application of a policy or procedures for discrimination and harassment issues, which should be addressed to the Assistant to the President for Equity Issues and Diversity. With respect to tenure and promotion, the Grievance Policy applies only to the misapplication of policy and procedure during the tenure or promotion process. When faculty disagree with tenure or promotion decisions reached through the appropriate application of tenure or promotion policies, these disagreements must be resolved using the existing tenure or promotion appeals process.
The grievance process is an advisory process. The role of both the administrators and the Faculty Senate Grievance Committee is to hear and make appropriate decisions and recommendations on grievance complaints. The role of the Faculty Senate Grievance Committee is to determine whether established policies and procedures have been appropriately applied and properly followed and to advise the Faculty Senate Executive Committee of their findings. Faculty and administrators are strongly encouraged to resolve their differences through informal means whenever possible. Should such informal efforts fail, however, the grievance process provides an opportunity for a faculty member or group of faculty members to seek formal resolution of complaints.

Grievance Procedure

I. Informal Dispute Resolution Procedure

The informal grievance process is initiated by the grievant without the submission of a Faculty Senate Grievance Form, which formalizes the grievance process. Individuals are strongly encouraged to follow the informal grievance process, although it is not required. The informal process is designed to facilitate a timely resolution at the lowest level possible and with minimal paperwork. The first meeting is initiated in writing to inform those who will participate in the informal resolution and to document the beginning date of the process, but is not to be part of any personnel file.

A. The faculty member, or "grievant," who believes he/she has a grievance concerning the application of a specific policy or procedure should first discuss the matter informally with his/her department chair and attempt to develop a satisfactory resolution. The faculty member should initiate this informal discussion by making a written, dated request for a meeting with the chair. The request should also identify the specific policies and procedures in question, and briefly describe the nature of the action(s) being grieved.

B. During the meeting with the Chair, the faculty member should: (1)
indicate that the grievance is at the informal discussion stage, (2) explain the action(s) giving rise to the grievance; (3) explain how the faculty member believes the specific policies and procedures in question have been violated; and (4) indicate how the faculty member believes the issue(s) should be resolved.

C. The informal meeting(s) may include the department chair, the grievant, and the party against whom the grievance is directed. The meeting(s) of the chair with the grievant and the individual (or administrative committee or body) against whom the grievance is directed may also be conducted separately if it would be helpful in facilitating resolution of the issues. The objective of the informal discussion process is to see if the issues can be resolved at the informal meeting stage without the faculty member having to initiate the formal grievance resolution procedure.

D. Any resolution and/or decisions arrived at during the informal discussion stage should be communicated verbally by the department chair to each participant within ten (10) business days from the date of the informal discussion meeting. The chair's statement of resolution(s) and/or decision(s), if deemed acceptable by all parties, the matter will be considered closed. If a resolution is reached, any submitted documentation will be returned to the grievant. If the resolution has been made clear to all parties, but the grievant is not satisfied, the grievant may initiate a formal grievance. If no satisfactory resolution is reached through the informal discussion process, the chair should so indicate to each participant. The chair should also record the date and that the grievance was not resolved, but should not include details of the informal grievance in any official file. The faculty member may then elect to file a formal written grievance by following the process outlined below.

E. Department chairs may not propose or approve any resolution that is inconsistent with University policies, procedures or practices.

F. The informal discussion should be held with the party's immediate supervisor or next level of supervision. For example, if the grievance is
initiated by or against a department chair, the informal discussion should be held with the grievant's college dean, following the same process outlined above.

II. Formal Dispute Resolution Procedure

The formal grievance procedure includes the submission of a Faculty Senate Grievance Form, interviews with administrative personnel at successive levels, and respective opportunities to resolve the grievance. It may also include a review and hearing by the Faculty Senate Grievance Committee, with a recommendation to the Faculty Senate Executive Committee, a letter to the Provost from the Faculty Senate Executive Committee which addresses the Grievance Committee's recommendation, and a review and response by the Provost.

A. STEP I: Formal Written Grievance

1. If an acceptable resolution is not reached informally, the faculty member may pursue his/her grievance by submitting a formal written grievance to his/her department chair within ten (10) business days of the conclusion of the informal process. The formal written grievance should (a) indicate whether the informal discussion process has occurred, that the grievance has not been satisfactorily resolved, that the grievance is proceeding to the formal procedure; (b) describe the issue(s) and action(s) encompassed by the grievance and, if appropriate, state the reasons why the informal process did not satisfactorily resolve the problem in the faculty member's view; (c) explain how the faculty member believes the specific university policies or procedures at issue have been improperly applied; and (d) indicate how the faculty member believes the problems(s) should be resolved. Copies of these materials should also be provided to the individual(s) against whom the grievance is directed.

2. The department chair will investigate/review the matter and will provide a written response to the faculty member and the individual(s) against whom the grievance is directed within ten
(10) business days of receiving the formal written grievance. The chair's response will be deemed acceptable by the grievant and the matter will be considered closed unless the grievant initiates a Step II grievance with the dean of the college within ten (10) business days of receiving the chair's response.

3. The department chair may not propose or approve any resolution that is inconsistent with University policies, procedures, or practices.

4. If the grievance is by or against a department chair, Step I of the formal process should be submitted to and conducted by the chair's college dean, following the same process outlined above.

B. STEP II: Review of Step I Grievance Response

1. If the grievant is not satisfied with the response provided at Step I of the formal grievance process, he/she may appeal the decision by submitting a written appeal to the appropriate college dean (or a vice provost if the grievant is a college dean) within ten (10) business days of receiving the Step I response. This appeal must include copies of the original formal grievance, the department chair's or college dean's response at Step I, a statement by the grievant specifying why he/she believes the Step I decision is incorrect or unacceptable, and a proposed resolution. Copies of these materials should also be provided to the Step I responder and the individual(s) or parties against whom the grievance is directed.

2. The appropriate college dean/vice provost will meet with the grievant and conduct an investigation/review of the grievance appeal. Within ten (10) business days of receipt of the appeal, the appropriate college dean/vice provost will provide a written response to the grievant, with copies to the Step I responder and the individual(s) against whom the grievance is directed.
C. STEP III: Request for a Hearing with the Faculty Senate Grievance Committee

1. If the decision at Step II of the grievance procedure is not satisfactory to the faculty member, the faculty member may request a review and a hearing before the Faculty Senate Grievance Committee. Any such request for review shall be filed with the Faculty Senate Grievance Committee within ten (10) business days after the grievant has received the Step II response.

2. The request for review shall include (a) a copy of the original formal grievance, (b) copies of the written response to the grievance provided at Step I and Step II, (c) copies of the appeal filed at Step II, (d) an explanation of why the grievant believes the Step II decision is unsatisfactory or unacceptable, and (e) a proposed resolution. The faculty member shall simultaneously provide copies of these materials to the Step I and II responders and to the individual(s) against whom the grievance is directed.

3. Within twenty (20) business days of the request for review, the Faculty Senate Grievance Committee Chair shall notify the faculty member and the individual(s) against whom the grievance is directed in writing whether the committee believes a hearing is warranted and if so, the notice should include the date, time, and location of the hearing. The parties must be given at least twenty (20) business days written notice of the hearing date. The hearing date may be rescheduled by the parties only upon a showing of good cause as determined by the Faculty Senate Grievance Committee.

4. The Faculty Senate Grievance Committee chair shall also instruct the parties to identify the witnesses, if any, that they may wish to present and the general subject matter of each witness's anticipated testimony. This information should be provided to the Faculty Senate Grievance Committee Chair and to the other party or parties no later than ten (10) business days before the hearing date. The Faculty Senate Grievance Committee chair has the
authority to limit the number of witnesses if it is determined that the proposed witnesses will present repetitive, unnecessarily cumulative, or irrelevant evidence. The parties shall be responsible for ensuring that their witnesses are present for the hearing.

5. The hearing is not a formal legal proceeding and formal rules of evidence shall not apply. The committee shall, however, have the authority to reject or curtail evidence that is repetitive, that unnecessarily protracts the proceedings, and/or has no relevance to the grievance. The proceedings will be recorded by a professional transcriptionist and transcribed.

6. The hearing will be a closed proceeding, with only the committee members, the parties, and the witnesses (who will be present only during their testimony). The grievant and the individual(s) against whom the grievance is directed may, however, each be accompanied by an observer. The observer may consult with and assist the grievant, but may not conduct any portion of the hearing. The observer may not be acting in the capacity of an attorney; no party may be represented by an attorney at the hearing.

7. The Faculty Senate Grievance Committee shall make a written recommendation within ten (10) business days of the conclusion of the hearing and receipt of the transcribed proceedings. The recommendation will be sent the same day to the grievant, the individual(s) against whom the grievance is directed, and the Faculty Senate Executive Committee. The Faculty Senate Executive Committee will be provided with materials regarding the grievance. The Faculty Senate Executive Committee shall within ten (10) business days review the recommendations of the Faculty Senate Grievance Committee and will construct a written response that includes the following: the recommendation of the Faculty Senate Grievance Committee and a statement of the Faculty Senate Executive Committee's support or nonsupport of those recommendations. The Faculty Senate Grievance Committee's recommendation and the Faculty Senate Executive Committee's
response will be forwarded by the Faculty Senate Executive Committee simultaneously to the Provost, the grievant, the individual(s) against whom the grievance is directed, and the Faculty Senate Grievance Committee. The Provost will be provided with the materials regarding the grievance.

D. STEP V: Review of the Faculty Senate Executive Committee Recommendation by the Provost

The Provost will conduct whatever review he/she deems necessary, and will make a recommendation. The Provost will provide a written response within ten (10) business days of receiving the recommendation from the Faculty Senate Executive Committee. This written response will be sent simultaneously to the grievant, the individual(s) against whom the grievance is directed, the appropriate department chair and dean, the Faculty Senate Grievance Committee, and the Faculty Senate Executive Committee. If the Provost's decision is appealed by the grievant, then the documentation materials, including all previous recommendation materials and the written response from the Faculty Senate Executive Committee, will be forwarded to the University President. If no appeal is made, and the grievance process is concluded, the documentation materials will be sent to the Faculty Senate Chair (see section III.F.).

E. Appeal to the President

1. If the grievant is dissatisfied with the decision of the Provost, he/she may request reconsideration by filing a written request with the President no later than ten (10) business days following the receipt of the Provost's written decision.

2. Following receipt of the request for reconsideration, the President shall conduct whatever review he/she deems necessary to resolve the issues that have been raised. The President will provide a written decision regarding the appeal within ten (10) business days of receipt of the request for
reconsideration. The President's decision shall be final. The original documentation materials can then go to the Faculty Senate Chair for storage.

F. Report to the Faculty Senate

Following resolution of the grievance, the Faculty Senate Executive Committee may report issues to the Faculty Senate when it believes a grievance has raised an issue of broader relevance to the faculty. The report shall not include names or identifying information, and may be reserved for a semester end or year-end summary of the state of all grievances brought against the University in the previous semester or year.

III. GENERAL PROVISIONS

A. Failure to Meet Timelines

1. A faculty member's failure to submit a grievance or appeal within the time frames set forth in the grievance procedure will end the faculty member's ability to pursue the matter and the grievance shall be deemed resolved based on the University's last action or response.

2. For purposes of the time frames set forth herein, "business day" will be defined for timeliness purposes as any weekday, Monday through Friday, when regular Fall, Spring, or Summer semester classes are in session and campus offices are open. University break times will not be counted.

3. In the event the appropriate administrator or committee fails to make a timely response as herein stipulated, the faculty member may proceed to the next step in the grievance process.
B. Extensions of Timelines

1. The timelines at each level may be extended by the parties involved and the appropriate administrator or committee chair.

2. For good cause shown, including, but not limited to, sick leaves, funeral leaves, university-related business travel, unavoidable absences from campus or other unavailability of participants, the appropriate administrator or committee chair may grant a request for extension by either party. Any extension granted should be as brief as possible and practicable under the circumstances.

3. At any level, if the appropriate administrator or committee chair deems the complexity of the grievance such that the response deadline is unrealistic, up to an additional ten (10) calendar days may be added to the response deadline by the administrator or committee chair, who shall be responsible for providing notice and justification of the extension to the parties within the originally designated time frame.

4. Notice of any change in timelines or scheduling must be provided in writing to all participants by the appropriate administrator or committee chair. For purposes of the Step III hearing, the respective parties are responsible for notifying their proposed witnesses.

C. Joint Proceedings

If more than one faculty member grieves the same action, they may, by mutual agreement between themselves and the Provost, pursue their grievances jointly under these procedures. The group may, by mutual agreement, elect one or more of their number to act on behalf of the group throughout the grievance procedure. In such circumstances, the Faculty Senate Grievance Committee reviewing the grievance will conduct a joint hearing, which all members of the group may attend.
D. Confidentiality

The grievance procedure shall be conducted with the highest level of sensitivity to the privacy of all concerned. Members of the Faculty Senate Grievance Committee, Faculty Senate Executive Committee, the Provost, the grievant(s), respondents, colleagues, witnesses, and all others concerned are expected to treat as highly confidential the oral and documentary evidence presented and the deliberations occurring at all stages of the processing of grievance, except as necessary for the preparation of a grievance or grievance response, or consistent with the notice requirements set forth herein, and/or as otherwise may be required by law. Similarly, except as otherwise provided herein or as authorized by the Provost or the Chair of the Faculty Senate, or as may be required by law, the decisions and responses at each level shall be treated as confidential by all participants and by all members of the University community.

E. Reprisal or Retaliation

No faculty member shall be subjected to disciplinary action or retaliation because he/she has initiated or participated in good faith in the processing of a grievance.

F. Storage of Materials Related to the Grievance

Supporting documents, files, transcription, or any other media shall be stored in a locked file cabinet in the Faculty Senate office for a period of seven (7) years, after which time they will be destroyed.

Faculty Senate Bill 07-A-04, Approved by the Board of Regents 12/14/07
Termination of Faculty Employment

Termination During the Probationary Period

A continuing probationary appointment may be terminated at the end of any academic year, but written notice of the University's intention to terminate the appointment shall be given by the administration to the faculty member: (1) by March 1 during the first or second year of service (exclusive of the summer session) if the initial appointment was made for a fall semester; (2) by the first class day of the spring semester for the third, fourth, fifth and sixth year of service (exclusive of the summer session) if the initial appointment was made for a fall semester; (3) by November 1 during the first or second year of service (exclusive of the summer session) if the initial appointment was made for a spring semester; (4) by the first day of class of the fall semester for the third, fourth, fifth, and sixth year of service (exclusive of the summer session) if the initial appointment was made for a spring semester.

Academic Due Process

This statement deals with procedural standards and guides to be followed when the fitness of either a tenured faculty member or a non-tenured faculty member, whose term of appointment has not expired, is questioned. While it is necessary that certain legal requirements be followed, the spirit and intent of establishing simple rules for the protection of all parties that may be involved remain as the primary objectives here. These rules are designed to promote a sense of fair play and recognition of the mutual rights, as well as obligations, of the parties.

Should the fitness of a faculty member be seriously questioned, it is the initial responsibility of the department involved to deal with the issue. The chairperson is responsible for convening the department, which will then elect a review committee which is representative of the department faculty. This committee will study and make recommendations to the department chairperson on questions concerning ethical conduct and satisfactory
performance of professional responsibilities.

Questions involving possible breach of ethics, failure to meet professional responsibilities, and the like may be initiated at any level, either administrative or faculty, and should be referred first to the department chairperson. The department chairperson, after discussing the matter with the individual faculty member involved, will refer the issue to the review committee if in his/her opinion there is substance to the charges. Following the findings of the committee, the department chairperson will submit a written report with his/her recommendations to the faculty member in question and to the dean of the college for appropriate action.

If no agreement is reached and there remains a dispute, formal proceedings may be invoked by the administration. The faculty member whose fitness is in controversy shall be continued in his/her position until removed by action of the Board of Regents. Should such continuance constitute a clear and present danger, either to the University, the students, the public, or to himself/herself, the faculty member may be suspended by the President or the Provost until final action is taken by the Board of Regents. The faculty member's pay shall be continued unless he/she is suspended or removed by the Board of Regents.

Formal proceedings are those which are brought to the attention of the Board of Regents to inquire into the fitness of a faculty member. Such proceedings are initiated by written charges, which must involve the incompetency of the faculty member, or his/her neglect or refusal to perform his/her duties, or his/her dishonesty, drunkenness, or immoral conduct.

The written charges must also give notice that a hearing to consider the charges will be held before the Board of Regents on a particular day and at a certain time and place, that the faculty member may be present with or without counsel, and that he/she may produce witnesses or other evidence on his/her behalf at the hearing.

The notice and charge must be handed to the faculty member personally, or it may be sent to him/her by registered mail at his/her most recent
address as listed in the University Directory or other known location. If delivered personally, an affidavit of service must be presented to the Board of Regents by the person who performed the service. If service is had by mail, a return receipt properly signed by the faculty member or his/her agent for service shall be presented to the Board of Regents. The affidavit or return receipt must reveal that the faculty member received the charge and notice at least ten (10) days before the hearing is conducted before the Board of Regents. Should the faculty member not be present for service or should registered mail notice not be perfected, a hearing shall not be had until after thirty (30) days following the mailing of the notice or the attempt to perform personal service. Should the faculty member or his/her attorney request additional time in which to prepare his/her defense or to seek counsel, the Board of Regents may grant such additional time and continue or postpone the hearing to another day and time.

The President of the Board of Regents shall conduct the hearing at the time and place called for in the notice or at the postponed time if additional time is requested. Such hearing shall not be public, and either party may ask that all witnesses not be present while any person is testifying. The Board President shall administer an oath or affirmation to all persons who may give evidence.

The formal legal rules of evidence need not be followed, and the President shall determine what evidence may or may not be presented. The proper University administrative official or attorney shall present the case against the faculty member, and such member or his/her attorney may have the right to cross examine any witness testifying against he/she.

The faculty member may produce witnesses on his/her behalf, who may be cross examined. He/she may also produce any other evidence which he/she may deem favorable to his/her position.

At any time during the proceedings, any member of the Board of Regents may question any witness or call for a point of order of procedure to be clarified.

After the testimony has been adduced and each side concluded its
evidence, the Board of Regents shall retire and deliberate on the charges brought against the faculty member.

The Board of Regents may determine that the charges are not properly founded and, if so, shall so declare. If the Board decides that the charges have merit, the faculty member may be disciplined by the Board, but no faculty member shall be removed except for incompetence, neglect or refusal to perform his/her duties, dishonesty, drunkenness, or immoral conduct. The findings and conclusions of the Board of Regents shall be in writing and delivered to the faculty member or his/her attorney.

In the event the Board of Regents desires, it may appoint a committee of five faculty members to investigate any complaint concerning a member of the faculty. It is assumed that when any complaint has to do with the competency of a faculty member, the Regents shall appoint the faculty committee to investigate same. Such committee may hold a hearing concerning any charges lodged against the faculty member and shall follow the same procedure set out for the Board of Regents when a hearing is conducted before that body. Such committee when appointed, after making an investigation and conducting a hearing, shall recommend to the Regents either that the complaint is or is not well-founded, and if the finding is that the complaint is well-founded, shall recommend to the Board disciplinary action, including the possible suspension or expulsion of the faculty member. Upon the receipt of the committee recommendation, the Regents shall make the final decision on the complaint. In any such case, the faculty member shall have the right of appeal from the recommendation of the faculty committee. Should such appeal be taken, the procedure before the Board of Regents outlined above shall be followed.

Approved by Faculty Senate, Bill 75-A-01
Approved by Board of Regents - November, 1997

**Termination Initiated by a Faculty Member**

A faculty member, tenured or non-tenured, who wishes to terminate employment shall give due notice of his/her intentions in writing to the department chairperson with copies to the college dean and the Provost at the earliest opportunity, but no later than April 15 of the academic year in
which he/she is resigning.

Retrenchment

*Faculty Senate Bill 10-A-14 begins here*

Policy

In the face of a financial exigency, defined by AAUP in Regulation 4(c) as “an imminent financial crisis that threatens the survival of the institution” that cannot be alleviated by less drastic means than the termination of certain academic and nonacademic programs and faculty appointments, the Board of Regents may need to officially declare a state of financial exigency, resulting in a process of retrenchment, “a reduction of expenses.” The process of retrenchment will occur only when a “demonstrably bona fide” condition of financial exigency exists. The president, in consultation with Budget Review Committee and Faculty Senate (in accord with AAUP’s recommendation that “a faculty body should participate in the decision that financial exigency exists,” but does not have “primary responsibility with respect to these decisions”), will determine the need to recommend a declaration of financial exigency. The president will present the findings, including data or other supporting materials, to the Board of Regents for consideration. Only the Board of Regents can declare a state of financial exigency.

The steps for declaring a state of financial exigency are as follows:

1. After consulting with the Budget Review Committee, the president will consult with the Faculty Senate, with supporting data and materials that show a financial crisis exists which cannot be managed except by a discontinuance or merger of programs, or reduction of faculty or other personnel. Faculty Senate will provide verbal comments and a written response to the president.
2. The president then notifies the faculty that he is recommending to the Board of Regents that a financial exigency should be declared.
3. The Board of Regents takes action on the recommendation from the president. If appropriate, the Board officially and publicly
Southeast Missouri State University acknowledges the financial crisis and declares a state of financial exigency.

Teaching and learning are the primary reasons for the University’s existence, and maintenance of academic programs should be the highest priority during a process of retrenchment. However, faculty appointments may be terminated before the end of their specified term because of the merger or discontinuance of programs or departments during financial exigency. The guiding principle of faculty termination is programmatic need. Upon the determination of programmatic need, faculty may be considered for retention in the following order: tenured, probationary tenure-track, regular nontenure track (RNTT), term contract, and part-time.

Approved by the Faculty Senate
date: Dec 1, 2010
Approved by the Board of Regents
date: Dec 8, 2010

Retrenchment Procedures

Faculty Senate Bill 11-A-1 begins here

Initial Procedure for Recommending All Program Mergers, Reductions, Discontinuance, or Faculty Reductions within Financial Exigency:

1. Following the university’s procedure for Academic Program Review, the provost will initiate the Academic Program Review. The Faculty Advisory Committee for Academic Program Review will identify programs that are candidates for merger, reduction, or discontinuance, or number of faculty positions for reduction, then will make recommendations to the provost.

2. The provost reviews the recommendations and the associated data from the Program Review, and makes his/her recommendation to the president.

3. The president reviews the information and makes his/her recommendation to the Board of Regents.

4. The Board of Regents takes action on the recommendations.
5. If a program has been selected for discontinuance, the provost informs students of its upcoming elimination. The affected students are advised that provisions have been made to continue to offer courses for a limited period of time so that juniors and seniors enrolled in the program will have an opportunity to graduate from that program. Freshmen and sophomores in the program are advised to move into other related programs at Southeast Missouri State University.

Procedure for Faculty Termination in Financial Exigency with Program Discontinuance:

1. The deans of the Colleges or Schools with programs affected by retrenchment inform the chairs and faculty about the affected programs.

2. Within each program designated for discontinuance, before any faculty positions are terminated, programmatic need must be determined by a special advisory committee consisting of the department’s tenured and probationary tenure-track faculty and chairperson, who will convene to recommend a phase-out schedule for any discontinued courses and a termination date for any discontinued program. If no Department Advisory Committee is available, the College/School Tenure and Promotion Committee will serve as advisory committee for the department.

3. The advisory committee will determine:
   a. ongoing programmatic needs for unaffected programs (those programs in the department/College/School which are not being discontinued) and the University,
   b. courses which need to remain in the University curriculum,
   c. the frequency, numbers (quantity), and sequence of the retained courses, which leads to a determination of the number of faculty to retain, and
   d. qualified faculty who have the credentials to teach courses within the unaffected departmental programs or to teach retained courses from the discontinued program.
4. Prior to any analysis and evaluation by the Department Advisory Committee, criteria for making recommendations regarding programmatic need, courses to retain, and qualifications of faculty to teach courses must be submitted to the university’s legal counsel through the Office of the Provost for consideration and advice.

5. The foremost issue to be considered by the Departmental Advisory Committee will be which faculty are qualified to teach in departmental programs and courses, in adherence to the primary criterion of programmatic need. The individual faculty members’ votes will be submitted by secret ballot to the department chair and will remain confidential.

6. Based upon the Department Advisory Committee’s recommendations, the department chair will recommend which faculty positions should be discontinued. RNTT, term contract, and part-time faculty who are not essential to or not qualified for programmatic need will be the first faculty to be released. Following this, should further need remain for programmatically non-essential or non-qualified tenured or probationary tenure-track faculty positions to be discontinued, the department chair will send his/her recommendations for discontinuance and a written explanation to the dean who will forward the recommendations and explanation to the College/School Tenure and Promotion Committee, which will serve as the College/School Advisory Committee.

7. Any member of the College/School Advisory Committee who is also considered to be a potentially affected faculty member, according to the department chair’s recommendation, will be replaced during the College/School Advisory Committee deliberations. The dean will appoint a replacement, first from the replaced member’s department or, if a replacement is not available from the department, from the tenured members of another department in the College or School.

8. The tenured and probationary tenure-track faculty under consideration for discontinuance by the College/School Tenure and Promotion Committee will have three weeks in which to prepare their professional dossiers for review by the College/School Committee. The criteria for this review will be
teaching effectiveness, professional achievements and qualifications, and service to the university as described in that department’s Tenure and Promotion Guidelines for promotion, with an examination period of the previous five years.

9. Based upon the criteria described above, the College/School Committee creates a ranking of faculty retention for the affected department. Their recommendation is forwarded to the dean.

10. The dean reviews the recommendation and forwards his/her recommendation and that of the College/School Committee to the provost. The affected faculty member is notified of the dean’s recommendation. Affected faculty members may respond to the notification within 5 working days.

11. The provost reviews the recommendations of the dean and College/School Committee and forwards his/her recommendation to the president, along with the College/School Committee’s and the dean’s recommendations.

12. The president reviews the documents and consults with the provost on a recommendation to the Board of Regents.

13. The president makes his/her recommendation to the Board of Regents.

14. The Board of Regents takes action on any recommendations by the president.

15. The provost determines the possibility of reassignment for affected tenured or probationary tenure-track faculty to vacant tenure-track academic positions for which the affected faculty member is qualified, that would be in the best interests of the receiving academic program and would enhance the educational mission of the University. Reassignment would be at the faculty member’s current rank and tenure-track status. Based on review of the proposed reassigned faculty member’s professional dossier, the receiving department makes a recommendation to the dean and provost on whether to accept that faculty member.

16. As part of the process of transfer, the receiving program must review the faculty member’s record with respect to future promotions, using the receiving department/program’s promotion criteria, and apprise the faculty member of that evaluation. The reassigned faculty member may elect to take up to
a 3-year grace period, without prejudice, in which to apply for future tenure or promotion using the receiving department’s guidelines.

17. If reassigned to a tenure-track position, the faculty member will retain his/her current rank and same tenure-track status, receive a salary equal to the average salary listed for that department and rank, or, if none is available, by the CIP code (Classification of Instructional Programs) for that position and percentage of CUPA (College and University Professional Association) at the College/School average for that position, and adhere henceforth to the Tenure and Promotion Guidelines of the program to which he/she is reassigned.

18. If a tenure-track position is not vacant, but an RNTT position for which the faculty member is qualified is vacant, the tenured/probationary tenure-track faculty member may choose to enter that position. The receiving department will have the option to hire the tenured/probationary tenure-track faculty member as a tenure-track or RNTT appointment. If the receiving department elects to retain the vacant position as RNTT, the faculty member choosing to accept the RNTT position must relinquish rank and tenure-track status. If the department elects to hire at the faculty member’s current rank and tenure-track status, the position becomes tenure-track, retaining all the rights appertaining therein, and the next vacant tenure-track position in that department will revert to an RNTT position. In either case, the starting salary provided will adhere to the salary guidelines described above.

19. The provost communicates to the affected faculty members his/her decision on reassignment, based upon the receiving program’s need, the University’s best interests, and the existence of a vacant position.

20. The provost makes his/her recommendation to the president.

21. The president reviews the recommendation and informs the Board of Regents of his/her recommendation, as appropriate.

22. The Board of Regents takes action on any recommendation by the president.

23. Written notice of the institution's intention to terminate a faculty appointment is given by the provost to the member of the faculty by: (1) March 1 during the first or second academic year of service,
exclusive of the summer session; (2) the first class day of the spring semester for the third, fourth or fifth year of service, exclusive of the summer session; (3) the first class day of the fall semester for the remaining years of non-tenured or tenured service, exclusive of the summer session. If the financial exigency is not declared so as to provide tenured faculty notice of termination by the first day of the fall semester, a minimum of one year’s notification will be given.

24. On the recommendation of the Budget Review Committee and the president, the Board of Regents, may determine what, if any, severance payments will be made beyond the effective date of termination, and may take into account the length of service of the faculty member.

25. The provost will provide a personal letter of reference for each terminated faculty member, stating that the termination is due to financial exigency and is not a negative reflection of the faculty member’s performance.

26. The University will provide career counseling and placement services for the released faculty.

27. The institution will not hire in the same area of teaching expertise of an involuntarily terminated probationary tenure-track or tenured faculty member for three years following the date that the program is approved for discontinuance by the Board, unless reinstatement at previous rank, same tenure-track status, and salary is first offered to that faculty member, within a one month time period in which the faculty member may accept or decline the offer.

28. Deviations from the above procedure for faculty reduction or program discontinuance may be appealed. Appeals are limited to claims regarding whether the Procedure for Faculty Termination in Financial Exigency With Program Discontinuance has been followed. The Faculty Senate Grievance Committee will provide the opportunity for the affected faculty member(s) to demonstrate a claim of deviation in the procedure.

29. The steps for declaring that financial exigency is over are as follows:

   a. At such a time as the president believes, after consultation with the Faculty Senate and Budget Review Committee,
that the University no longer has a financial emergency that cannot be managed except for further discontinuance, reduction, or merger of programs, or reduction of faculty or other personnel, the president will notify the faculty that he is recommending to the Board of Regents that the financial exigency should be declared over.

b. The Board of Regents will then officially and publicly acknowledge that the state of financial exigency is declared over.

30. After the Board of Regents declares that the financial exigency is over, no new processes for discontinuance, reduction, or merger of programs, or reduction of faculty or other personnel for reasons of financial exigency will thereafter be initiated. Any process of discontinuance, reduction, or merger of programs, or reduction of faculty or other personnel initiated because of the financial exigency prior to the Board’s declaration will, however, proceed to completion.

Procedure for Faculty Termination in Financial Exigency without Program Discontinuance:

1. In a state of financial exigency, the provost reviews programmatic need and, after consultation with the appropriate chairperson and deans, determines the allocation of faculty positions.

2. The provost recommends the faculty allocations to the president.

3. The president informs the affected administrators and faculty of his/her decision on faculty allocation.

4. The department’s full-time tenured and probationary tenure-track faculty, including the chairperson, will convene as a special advisory committee. If no Department Advisory Committee is available, the College/School Tenure and Promotion Committee will serve as advisory committee for the department. The advisory committee will determine:
   a. ongoing programmatic needs for the department and the University,
   b. the frequency, numbers (quantity), and sequence of the courses, which leads to a determination of the number of faculty to retain, and
c. qualified faculty who have the credentials to teach the courses within the department’s programs.

5. Prior to any analysis and evaluation by the special advisory committee, criteria for making recommendations regarding programmatic need, courses to retain, and qualifications of faculty to teach courses must be submitted to the university’s legal counsel through the Office of the Provost for consideration and advice.

6. The foremost issue to be considered by the departmental advisory committee will be which faculty are qualified to teach in departmental programs and courses, in adherence to the primary criterion of programmatic need. The individual faculty members’ votes will be submitted by secret ballot to the department chair and will remain confidential.

7. Based upon the Department Advisory Committee’s recommendations, the department chair will recommend which faculty positions should be discontinued. RNTT, term contract, and part-time faculty who are not essential to or not qualified for programmatic need will be the first faculty to be released. Following this, should further need remain for programmatically non-essential or non-qualified tenured or probationary tenure-track faculty positions to be discontinued, the department chair will send his/her recommendations for discontinuance and a written explanation to the dean who will forward the recommendations and explanation to the College/School Tenure and Promotion Committee, which will serve as the College School Advisory Committee.

8. Any member of the College/School Tenure and Promotion Committee who is also considered to be a potentially affected faculty member, according to the department chair’s recommendation, will be replaced during the College/School Advisory Committee deliberations. The dean will appoint a replacement, first from the replaced member’s department or, if a replacement is not available from the department, from the tenured members of another department in the College or School.

9. The tenured and probationary tenure-track faculty under consideration for discontinuance by the College/School Tenure and Promotion Committee will have three weeks in which to
prepare their professional dossiers for review by the College/School Committee. The criteria for this review will be teaching effectiveness, professional achievements and qualifications, and service to the university as described in that department’s Tenure and Promotion Guidelines for promotion, with an examination period of the previous five years.

10. Based upon the criteria described above, the College/School Committee creates a ranking of faculty retention for the affected department. Their recommendation is forwarded to the dean.

11. The dean reviews the recommendation and forwards his/her recommendation and that of the College/School Committee to the provost. The affected faculty member is notified of the dean’s recommendation. Affected faculty members may respond to the notification within 5 working days.

12. The provost reviews the recommendations of the dean and College/School Committee and forwards his/her recommendation to the president, along with the College/School Committee’s and the dean’s recommendations.

13. The president reviews the documents and consults with the provost on a recommendation to the Board of Regents.

14. The president makes his/her recommendation to the Board of Regents.

15. The Board of Regents takes action on any recommendations by the president.

16. The provost determines the possibility of reassignment for affected tenured or probationary tenure-track faculty to vacant tenure-track academic positions for which the affected faculty members are qualified, that would be in the best interests of the receiving academic program and would enhance the educational mission of the University. Reassignment would be at the faculty member’s current rank and tenure-track status. Based on review of the proposed reassigned faculty member’s professional dossier, the receiving department makes a recommendation to the dean and provost on whether to accept that faculty member.

17. As part of the process of transfer, the receiving program must review the faculty member’s record with respect to future promotions, using the receiving department/program’s
promotion criteria, and apprise the faculty member of that evaluation. The reassigned faculty member may elect to take up to a 3-year grace period, without prejudice, in which to apply for future tenure or promotion using the receiving department’s guidelines.

18. If reassigned to a tenure-track position, the faculty member will retain his/her current rank and same tenure-track status, receive a salary equal to the average salary listed for that department and rank, or, if none is available, by the CIP code (Classification of Instructional Programs) for that position and percentage of CUPA (College and University Professional Association) at the College/School average for that position, and adhere henceforth to the Tenure and Promotion Guidelines of the program to which he/she is reassigned.

19. If a tenure-track position is not vacant, but an RNTT position for which the faculty member is qualified is vacant, the tenured/probationary tenure-track faculty member may choose to enter that position. The receiving department will have the option to hire the tenured/probationary tenure-track faculty member as a tenure-track or RNTT appointment. If the receiving department elects to retain the vacant position as RNTT, the faculty member choosing to accept the RNTT position must relinquish rank and tenure-track status. If the department elects to hire at the faculty member’s current rank and tenure-track status, the position becomes tenure-track, retaining all the rights appertaining therein, and the next vacant tenure-track position in that department will revert to an RNTT position. In either case, the starting salary provided will adhere to the salary guidelines described above.

20. The provost communicates to the affected faculty members his/her decision on reassignment, based upon the receiving program’s need, the University’s best interests, and the existence of a vacant position.

21. The provost makes his/her recommendation to the president.

22. The president reviews the recommendation and informs the Board of Regents of his/her recommendation, as appropriate.

23. The Board of Regents takes action on any recommendation by the president.
24. Written notice of the institution's intention to terminate a faculty appointment is given by the provost to the member of the faculty by: (1) March 1 during the first or second academic year of service, exclusive of the summer session; (2) the first class day of the spring semester for the third, fourth or fifth year of service, exclusive of the summer session; (3) the first class day of the fall semester for the remaining years of non-tenured or tenured service, exclusive of the summer session. If the financial exigency is not declared so as to provide tenured faculty notice of termination by the first day of the fall semester, a minimum of one year’s notification will be given.

25. On the recommendation of the Budget Review Committee and the president, the Board of Regents, may determine what, if any, severance payments will be made beyond the effective date of termination, and may take into account the length of service of the faculty member.

26. The provost will provide a personal letter of reference for each terminated faculty member, stating that the termination is due to financial exigency and is not a negative reflection of the faculty member’s performance.

27. The University will provide career counseling and placement services for the released faculty.

28. The institution will not hire in the same area of teaching expertise of an involuntarily terminated probationary tenure-track or tenured faculty member for three years following the date that the faculty member is approved for discontinuance by the Board, unless reinstatement at previous rank, same tenure-track status, and salary is first offered to that faculty member, within a one month time period in which the faculty member may accept or decline the offer.

29. Deviations from the above procedure for faculty reduction may be appealed. Appeals are limited to claims regarding whether the Procedure for Faculty Termination in Financial Exigency Without Program Discontinuance has been followed. The Faculty Senate Grievance Committee will provide the opportunity for the affected faculty member(s) to demonstrate a claim of deviation in the procedure.
30. The steps for declaring that financial exigency is over are as follows:

a. At such a time as the president believes, after consultation with the Faculty Senate and Budget Review Committee, that the University no longer has a financial emergency that cannot be managed except by termination of faculty or other personnel without program discontinuance, the president will notify the faculty that he is recommending to the Board of Regents that the financial exigency should be declared over.

b. The Board of Regents will then officially and publicly acknowledge that the state of financial exigency is declared over.

31. After the Board of Regents declares that the financial exigency is over, no new processes for termination of faculty or other personnel for reasons of financial exigency will thereafter be initiated. Any process of reduction of faculty or other personnel without program discontinuance that was initiated because of the financial exigency *prior to* the Board’s declaration will, however, proceed to completion.

*Approved by Faculty Senate Bill 11-A-1 Feb 16, 2011, Reviewed by President Feb 16, 2011 and posted for 15 Day Review March 7-March 30, 2011*
CHAPTER 3
Faculty Professional Responsibilities

Professional Ethics

Professors, guided by deep convictions of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subjects is to seek and to state the truth as they see it. To this end they devote their energies to developing and improving their individual scholarly competence. Professors accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although they may follow subsidiary interests, these interests must never seriously hamper or compromise this freedom of inquiry.

Faculty members encourage the free pursuit of learning in their students. They hold before them the best scholarly standards of their discipline. They demonstrate respect for the students as individuals and adhere to their proper roles as intellectual guides and counselors. They make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflect their true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation of students for their private advantage and acknowledge significant assistance from them.

Faculty members have obligations that derive from common membership in the community of scholars. They respect and defend the free
inquiry of their associates. In the exchange of criticism and ideas, they show
due respect for the opinions of others. They acknowledge their academic
debts and strive to be objective in their professional judgment of colleagues.
They accept their share of faculty responsibilities for the governance of the
institution.

Faculty members seek above all to be effective teachers and scholars. Although they observe the stated policies and procedures of the institution, they maintain their right to criticize and seek policy revision. They determine the amount and character of the work they do outside the institution with due regard to their paramount responsibilities within it. When considering the interruption or termination of their services, individual faculty members recognize the effect of that decision upon the programs of the institution and give due notice of such intentions.

Faculty members have the rights and obligations of any citizen. They measure the urgency of these obligations in the light of their responsibilities to their subjects, to their students, to their profession, and to the institution. When they speak or act as private persons, they avoid creating the impression that they speak or act for the college or University. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Southeast Missouri State University
Conflict of Interests Policy

Preamble

A fundamental principle of ethics is that any person who exercises discretionary authority on behalf of the University may not use, or appear to use, this authority for his or her own personal benefit.

It is, therefore, the basic policy of Southeast Missouri State University that all members of the University community have a duty to be free from
the influence of any conflicting interests (as well as free from the influence of any interests which may appear to be conflicting) when they act on behalf of the University or represent it in negotiations or advise others within the University community with respect to dealing with third parties. Members of the University community are expected to act on behalf of the University on the sole basis of that which is in the best interests of the University without favor or preference (and without prejudice) to the third parties based on personal considerations.

**General Policy:**

The Regents, faculty, employees and agents of the University shall faithfully discharge their duties and shall refrain from knowingly engaging in any outside matters of financial interest incompatible with the impartial, objective and effective performance of their University duties. They shall not realize personal gain in any form which would influence improperly the conduct of their University duties. They shall not knowingly use University property, funds, position, or knowledge gained as a result of association with the University for personal or political gain. They shall be alert to and abstain from conduct which has the "appearance" of conflict of interests. They shall inform their supervisors in writing of reasonably foreseen potential conflicts. The faculty and staff members are expected to use their best judgment in carrying out their duties and responsibilities as deemed appropriate to the individual's profession and the University's mission.

**Use of Confidential Information:**

Confidential information about the University obtained by reason of position or employment by the University shall not be used for personal financial gain or to the unfair advantage of another person.

**Outside Business Interests and Employment:**

Employees of the University, whether employed full time or part time, should avoid outside business interests or employment which may interfere
with the performance of their duties to the University.

Commercial transactions with students should be avoided, particularly if the employee has decision-making authority over a student with respect to University matters, such as grades, advisement, academic probation, disciplinary sanctions, scholarships, loans, or student employment.

Notification of outside employment for remuneration or of outside business interests requiring substantial personal attention (including consultation requests and employment at other academic institutions) must be given in writing in accordance with the applicable personnel policy.


Any outside employment for remuneration must be reported in writing to the employee's supervisor. Prior approval is not necessary.

**Faculty Handbook: Faculty Professional Responsibilities: Outside Employment:**

a. Academic Year - Faculty members under contract for full-time employment have a paramount responsibility to the University. Notification of any outside employment for remuneration during the academic year, including employment at other institutions, must be given in advance and in writing to the department chairperson, college dean, and Provost. Prior approval is not necessary, but reporting is required.

b. Summer - Faculty members not under contract to provide services to the University during the summer months may be engaged in other employment.

**Consultation:**

Consultation, whether income-producing or otherwise, is the application of
professional and scholarly expertise in the external community. It is the policy of the University to permit consulting activities that

1. Are related to the professional interests and development of the faculty member or employee.
2. Do not interfere with regular duties.
3. Do not utilize University materials, facilities or resources except as may be allowed under University business policies.
4. Are in agreement with the American Association of University Professors/American Council on Education (AAUP/ACE) Statement on Conflict of Interests and with the requirements of accreditation for the particular school or unit in question.
5. Do not compete with the work of the University and are not otherwise contrary to the best interests of the University.
6. Do not violate federal or state law.
7. Do not represent a conflict of interests under other policies of the University.

Teaching and Classroom Practices

Teaching Responsibilities

1. Normal Load During the Academic Year - The normal teaching load per semester is the equivalent of twelve semester hours, with a range of nine to fifteen semester hours. In addition to classroom teaching, a faculty member is expected to perform other services in the interests of the department and the students it serves, e.g., committee work and advising students. While departmental faculty are expected to share equally in these activities, the variety and volume of services administered through a department will result in diversity among individual teaching and non-teaching assignments.

The responsibility for making these assignments rests with the department chairperson, with the advice of the department and the approval of the college dean and Provost. These assignments should be made with the aim of making the best utilization of faculty talents.
while distributing the load as equitably as possible, if not in each semester, then over several semesters.

In some instances, a faculty member may be asked to teach a remunerated class overload. Normally, a faculty member will teach no more than one overload class per year and never more than one per semester.

2. Teaching Assignments During the Summer Session - Faculty members are neither required to teach in the summer nor are they guaranteed summer employment. Rather, course offerings in the summer are determined by student demand and programmatic needs. Since these determinants vary from discipline to discipline, teaching opportunities in the summer vary from department to department. In order to deal with these circumstances as equitably as possible, the following procedures are followed in determining summer teaching assignments:

   a. Summer Teaching Contracts - Once the summer schedules have been prepared by the departments and approved by the college deans and the Provost, each college dean notifies the faculty members in his/her college of their projected employment status for that summer. Projected teaching assignments are specified, noting enrollment minimums needed in order for classes to be offered. Contracts are authorized for classes achieving minimum enrollment levels through pre-enrollment. If classes do not achieve minimum enrollment levels through preenrollment, either they are canceled or tentative contracts are issued, stipulating that the classes will be offered only if minimum enrollment levels are reached through regular enrollment. All decisions regarding finalization of the summer schedule are made by the director of the summer session with the advice of department chairpersons and college deans and the approval of the Provost.

   b. Summer Overloads - No regular or visiting faculty member will teach an overload during the summer session unless a qualified member of the regular faculty without a full-time assignment is not available to teach the course in question (assuming minimum enrollments have been reached).

   c. Visiting Professors - Visiting professors are employed to teach
summer courses only when full-time, qualified members of the regular faculty, within or outside the department in which the courses are offered, are unavailable.

Faculty summer salaries for a full load assignment equal 16.5 percent of the base salary for the preceding academic year.

3. Outside Employment

a. Academic Year - Faculty members under contract for full-time employment have a paramount responsibility to the University. Notification of any outside employment for remuneration during the academic year, including employment at other institutions, must be given in advance and in writing to the department chairperson, college dean, and Provost. Prior approval is not necessary, but reporting is required.

b. Summer - Faculty members not under contract to provide services to the University during the summer months may be engaged in other employment. Those under contract to provide services to the University during the summer months, if their contractual period with the University overlaps periods of outside employment, are subject to the reporting requirements outlined above.

4. Notification of Necessity to Miss a Class - Faculty members are expected to meet all classes and keep all office hours. If a faculty member is unable to meet a scheduled class because of sudden illness or other emergency, he/she should notify the department chairperson or, if that person is unavailable, the college dean or the Provost. When the absence is anticipated, it is the faculty member’s responsibility to make arrangements to cover the class, subject to the approval of the department chairperson and the college dean.

5. Course Work - To enroll for course work, creditable for rank, tenure, and/or salary purposes, a faculty member must secure the endorsement of the department chairperson and the college dean and the approval of the Provost, based on a written request describing the faculty member’s proposed educational plans. Enrollment for any other course work must also be reported in writing to the department chairperson, college dean and the Provost. Such plans to pursue additional graduate work shall be limited to colleges and universities accredited by the North Central Association and other such
Within any single department, the number of faculty having their highest advanced degree or doing graduate work from any one institution usually shall not exceed one third of the total of those within the department holding advanced degrees and enrolled in programs leading to advanced degrees.

Faculty Senate bill 12-A-22 begins here

Eight-Week Midterm Grades Policy

During the eighth week of each spring and fall semester, midterm grades will be reported to the Registrar's Office in an approved fashion for each undergraduate student in each class, as an indication of that student's academic performance as of that time. Internships, independent study classes, eight-week classes, and graduate classes are exempt from these reporting requirements. Interim grades will be reported in the same format (letter grade, credit/no credit) as the final course grade for that class. For studio, clinical, field classes, etc., in which progress may be difficult to assess by conventional means, a department may develop guidelines by which the instructor can gauge student progress for reporting purposes.

Amended by Faculty Senate Bill 12-A-22 April 4, 2012, Reviewed by President April 23, 2012, Approved by Board of Regents May 12, 2012

Faculty Senate Bill 12-A-23 begins here

Eight-Week Midterm Grades Procedures

A student's reported midterm grades shall be made available by the Registrar's Office to: 1) that student through an on-line mechanism, 2) that student's faculty advisor, 3) the college advising center to which that student is assigned, and 4) other units/entities authorized by the student to receive them, such as Athletic Advising, International Programs, Learning Assistance Programs, fraternities, sororities, etc. These units/entities shall receive the student progress information which they require solely through this reporting mechanism, and shall not request faculty assessment of student progress through other means. Faculty who receive such requests are entitled to refuse or disregard them.
A student who receives a midterm grade below a C, or one indicating unsatisfactory progress, shall receive a follow-up e-mail from the Dean of Students. In this e-mail, the student will be provided with suggestions for improving performance, be notified of available university resources, and be encouraged to take responsibility for his/her own academic success. The midterm grade will be replaced by the final grade, and no permanent record of the midterm grade will be kept.


**Advisement of Students**

Each student is assigned an advisor. Undeclared students are advised by the Coordinator of Academic Advising for the School of University Studies. Students who have declared a major are advised by faculty in their major departments. Students must consult with their advisors to obtain their degree audit reports, to enroll, and to make changes in their class schedules.

Each college has an advising office which coordinates advising in that college for undeclared majors within the college. All questions regarding advising should be directed to a college advising office. All faculty members should be prepared to carry out this responsibility as assigned by the department chairperson.

**Class Attendance Policy**

Faculty Senate Bill 12-A-18 begins here.

Students are expected to attend all classes and to complete all assignments for courses in which they are enrolled. An absence does not relieve the student of the responsibility to complete all assignments. If an absence is associated with a University-sanctioned activity, the instructor will provide an opportunity for assignment makeup. However, it is the instructor's discretion to provide, or not to provide, makeup work related to absences for any other reason.

A student not present for class during the entire initial week of a scheduled course may be removed from that course roster unless
notification by the student is provided to the course instructor by the end of the first week.


Faculty Senate bill 12-A-19 begins here

Class Attendance Procedures

Faculty will keep written records of course attendance. Financial Services may require last day of attendance from faculty members for students receiving certain types of federal funds. Faculty must be able to document last day of attendance, or last log-in for an online course.

A student who is absent from class during the first week of a course, or who has not logged into an online course, may be removed from the course through the online instructor initiated drop, unless notification by the student is provided to the course instructor by the end of the first week.


Office Hours

Each faculty member is required to schedule at least three office hours per week and should otherwise be accessible for conferences with students by appointment. A schedule of each faculty member's regular office hours should be posted for the convenience of students and a copy made available to the department chairperson.

Faculty Senate Bill 12-A-20 begins here

Examinations and Grades Policy

It is expected that periodic examinations or other assessments will be given in every course. Final examinations, including online finals, are required and should be administered at the times established for them in the regular or special final examination schedules. Online finals will be due during finals week. Faculty requests for exceptions from either of these
Faculty Senate Bill 12-A-21 begins here

Examinations and Grade Procedures

A student seeking to take a final examination at an alternate time must submit a request in writing or by e-mail to the instructor.

Faculty members are encouraged to submit final grades to the Registrar’s Office as soon as possible after the final examination and no later than the deadlines established by the Registrar’s Office.

Incomplete Grades Policy

An incomplete ("I") may be given when the undergraduate student is doing passing work but is unable to complete all requirements because of unusual or unique circumstances acceptable to the instructor. In no case may an "I" be agreed to by an instructor prior to the drop date. An "I" may not be used to permit a student to repeat a course or to improve a grade.

Grade Appeal

Faculty Senate Bill 00-A-01 begins here.

Grade Appeal Policy:

Faculty members of Southeast Missouri State University should communicate to students early in the term a clear statement of the grading practices and procedures that will be used to determine the student's final grade. Students are responsible for meeting the standards of academic performance established for each course in which they are enrolled, and the evaluation of student academic performance is an essential responsibility of
the faculty. Grading procedures and criteria should be included in the course outline provided to students. If a student believes those practices and procedures were not consistently and accurately followed when the faculty member determined the student's final grade for the course, the student shall have the right to appeal the case first with the faculty member, then with the department chair, and finally, with a committee of faculty members. It should be noted that grade appeals are for rare instances of arbitrary and capricious grading on the part of the faculty member.

Arbitrary and capricious grading, as that term is used here, comprises any of the following:

1. The assignment of a grade to a particular student on some basis other than the performance in the course;
2. The assignment of a grade to a particular student according to more exacting or demanding standards than were applied to other students in the course;
3. The assignment of a grade by a substantial departure from the instructor's previously announced standards.

For instances not dealing with arbitrary and capricious grading, such as a mistake made in the grading process, students should first seek to resolve the grading mistake with the faculty member.

Approved by Faculty Senate Bill 13-A-01 January 30, 2013, Reviewed by President april 5, 2013, Approved by Board of Regents April 10, 2013

Grade Appeal Procedures:
Faculty Senate Bill 13-A-02 begins here.

The grade appeal procedure is primarily for the review of allegedly arbitrary and capricious grading, and not for review of the instructor's evaluation of the student's academic performance.

In order to maintain accurate records, faculty members are recommended to retain certain items for various time periods. These are:

1. Grade records. These should be retained for at least one year following the completion of an academic year.
2. Class outlines. These should be retained for at least one year following the completion of an academic year.
3. Course papers/projects/etc. These should be retained by the instructor for a period of at least one semester following the completion of a course. When graded assignments are returned to students during a course, students should be alerted to retain these materials themselves until the grading and appeal periods have been completed.

   Students should be encouraged to resolve immediate grading questions when they occur and keep copies of exams, projects, and other graded assignments at least until grade reports are received following the completion of a course.

   Students should be encouraged to resolve immediate grading questions when they occur and keep copies of exams, projects, and other graded assignments at least until grade reports are received following the completion of a course.

**Appeal Steps**

**Step 1.**

If the final course grade is in question, the student should first discuss the grade fully with the instructor of the course. This informal appeal may occur at any time within the first six weeks of the next regular semester (Fall or Spring) following the receipt of the grade, but it is strongly suggested that this inquiry take place as soon as possible.

If an informal appeal does not resolve the problem, the student may file a formal written appeal to the instructor by October 1 (Fall semester) or March 1 (Spring semester). Included in the written appeal should be the basis for the appeal and copies of pertinent documents which support the appeal. The letter should include the full name of the student, the student's social security number, course number, course title, semester and year enrolled, section number, and the name of the instructor. The instructor of the course should respond in writing to this appeal request within two weeks of receiving the request and no later than October 15 (Fall) or March 15 (Spring). If the instructor is no longer available on campus, the
department chair may try to contact the instructor or may act in place of the instructor. The unavailability of the instructor may necessitate a slight change in time frame, if so determined by the department chair.

**Step 2.**

If the matter cannot be resolved by interaction with the instructor for any reason, the student may file a written appeal with the department chair within two weeks of receiving the instructor's response, or by November 1 (Fall) or April 1 (Spring). The department chair may request a meeting with the student and the instructor in order to mediate a possible settlement of the disagreement and must respond to the appeal within two weeks, or by November 15 (Fall) or April 15 (Spring). It is neither the right nor within the responsibility of the department chair to change the grade, but rather to find whether any error may have been made and to counsel the faculty member on this regard. If the instructor is no longer available on campus, the department chair may try to contact the instructor or may act in place of the instructor. The unavailability of the instructor may necessitate a slight change in time frame, if so determined by the department chair. If the student still believes the grade was issued in error, one further step may be taken.

**Step 3.**

If the matter is still not resolved through mediation with the department chair, a three member committee shall be appointed by the chair to handle the final appeal. This committee shall be made up of three full-time tenured or tenure track faculty members, two or whom should be from outside the department in which the appeal was initiated, and may be a regular standing committee or a committee specially convened as circumstances warrant. A written appeal, including supporting documentation, must be
made by the student to this committee. This appeal should be received in the departmental office no more than two weeks following the department chair's recommendation. It is requested that the committee then investigate the matter and render a decision within one month. This committee may reject the student's appeal, ask the faculty member to change the grade to an appropriate level, or, as a last resort, change the grade themselves. The decision of the faculty appeal committee constitutes the final level of university appeal open to the student.

Under no circumstances may a grade appeal be initiated more than one year after the grade has been issued.

Approved by Faculty Senate, Bill 00-A-01 - February 16, 2000
Approved by Board of Regents - March 24, 2000
Approved by Faculty Senate Bill 13-A-02 January 30, 2013
Reviewed by President April 5, 2013
Posted for 15 Day Review April 11, 2013

Repeating Courses

Faculty Senate Bill 13-A-03 begins here.

Repeating Courses Policy

Undergraduate students who have received a grade below an ‘A’ in a course may repeat the course, provided they have not completed a course for which the repeated course is a prerequisite. Individual academic units and programs may set more stringent conditions and restrictions than these on the repeating of courses, so long as the conditions and restrictions are clearly communicated to students in advance. Thus, students should visit with an academic adviser to determine whether re-enrollment is advisable, since certain department or divisional policies may be important in this regard. Furthermore, students should be aware that repeating a course may have an impact on financial aid, insurance, veterans benefits, entrance to professional schools, participation in athletics, immigration status, and other academic and non-academic matters.

Approved by Faculty Senate Bill 13-A-03 January 30, 2013, Reviewed by President April 5, 2013, Approved by Board of Regents April 11, 2013
Repeating Courses Procedure
When a course is repeated, the first grade remains on the student’s permanent record, but the latter grade is used in computing grade points and hours accumulated. In the calculation of honors at graduation, all course grades are to be considered by the Registrar.

Approved by Faculty Senate Bill 13-A-04 January 30, 2013, Reviewed by President April 5, 2013, Posted for 15 Day Review April 11, 2013

Student Evaluation of Instruction Policy

Student evaluation of instruction at Southeast Missouri State University shall be conducted for four distinct purposes:

1. to enable individual faculty members to continually improve the quality of their classroom instruction,
2. to provide individual faculty members with a measure of perceived effectiveness of instruction,
3. to enable students to provide input concerning the quality and content of classroom instruction,
4. to acquire institution-wide measures which may be used to compare and contrast Southeast with other universities.

Student Evaluation for Improvement of Classroom Instruction and Content

In recognition of the strong teaching mission of Southeast Missouri State University, formal faculty evaluation processes and incentives shall be implemented and maintained to encourage continuing improvement in instruction and a commitment to quality instruction by all faculty.

Procedures and processes should not only include rigorous peer review and self-evaluation of instructional effectiveness but also systematic, credible student evaluation of instruction.
All faculty shall be evaluated by systematic, anonymous student evaluations in all sections of each course taught. Those faculty teaching the same students in an integrated framework of interconnected courses, such as the College of Education's Block program, may have the option to administer just one evaluation per set of courses.

*Faculty Senate Bill 12-A-34 begins here.*

**Student Evaluation of Instruction Procedures**

The course/instructor evaluation instrument(s) used within a department during the semesters when a nationally-normed, university-wide evaluation instrument is not utilized must be approved by a 2/3 vote of the faculty of that department. The instrument(s) should recognize the diversity of subject matter, instructional styles, and student groups across and within disciplines. Faculty may add additional questions to the instrument(s) to ensure that all appropriate data needed for instructional improvement are provided.

The student evaluation is to be administered by the departmental chair or designate. Appropriate procedures will be developed by the Center for Scholarship in Teaching and Learning and/or department chairs to require timely administration and processing of the evaluations and to ensure the integrity of the entire student evaluation process. Instructions for completing the instrument and adequate time for the completion in class will be provided. Students will be informed (a) that the data and written comments on the evaluation form are confidential, (b) that the data will be an important part of the information considered in improving instruction at Southeast Missouri State, and (c) that the instructor will not have access to the data until final grades have been processed. The faculty member will not be present during the evaluation, and the results will not be available until after final grades have been processed.

The Center for Scholarship in Teaching and Learning will assist in the processing of the evaluations. The results will be returned to the faculty member. Evaluations will also be forwarded by the department chair to the dean of the college for all courses in a semester when a summary measure
of teaching effectiveness selected by Faculty Senate is below the nationally-normed 20th percentile for at least two courses in the same semester. The dean, in consultation with the department chair and faculty member, may then suggest further classroom evaluation by peers, attendance at instructional development activities provided by the Center for Scholarship in Teaching and Learning, or attendance at other instructional development workshops or programs relevant to the appropriate discipline. It is expressly understood that the department chair and dean of the college will use the results only for encouraging teaching improvement, and not for any other personnel decisions. It is also understood that evaluations with response rates that are too low to be reliable will not be forwarded to the dean of the college. The Center for Scholarship in Teaching and Learning will receive a copy of the results from the nationally-normed instrument and may receive a copy of the department assessment if the faculty member so desires. The results of the evaluation of the department chair will be distributed to the dean and a faculty member designated by the department. Confidentiality among these individuals must be maintained. Any other use of the results requires the approval of the faculty member, except in cases where the aggregate data are used for specific institutional reporting purposes.

As part of its commitment to improving and assuring quality instruction, the University shall provide professional development resources and assistance to improve teaching effectiveness. The Director of the Center for Scholarship in Teaching and Learning will be responsible for coordinating effective mentoring systems, seminars, workshops, instructional materials, and other professional development activities and for ensuring that faculty development is suggested and professional development resources provided to support improvement of instructional quality.

In summary, student evaluation of instruction may be viewed as part of a continuous, formative process of assessment used to measure the effectiveness of classroom instruction by faculty members. This process should culminate in an overall view of the instructional and content effectiveness of the courses being examined.
Student Evaluation for Comparing and Contrasting Southeast with Other Universities

A nationally normed student rating form will be selected by a method recommended by the Faculty Senate and will be designated for this institution-wide purpose. This student rating form will be administered campus-wide, every spring semester, in every section of every class taught, except where the use of the instrument is deemed invalid by the developer or where an integrated set of courses may best be evaluated by a single administration of the evaluation instrument. The costs of administration of this form shall be borne by the Office of the Provost. The data collected from this administration will be used to compare and contrast Southeast to other universities. The nationally normed instrument will be administered campus-wide during specified semesters as described above. Separate departmental evaluation instruments, if approved by the department as previously described, may be administered during these same semesters if so desired by the department and/or the individual faculty member.

Appropriate Use of Student Evaluation of Instruction Information in Personnel Decisions

Faculty members may voluntarily choose to report numerical results from the nationally-normed instrument and/or the specific department assessment form(s) for evidence of teaching effectiveness in personnel decisions (such as promotion, tenure, merit pay, termination, etc.). Faculty members may not be compelled to submit student evaluation results for these purposes (see “Prohibited Use” below). Instead, however, faculty members should describe their responses to the numerical results and/or students’ written comments. They may describe the content or teaching techniques that contribute to their success or describe changes in content or teaching techniques they have made or will make, or innovations they have made or planned that might enhance teaching effectiveness. They may describe how more recent results reflect a previous change in teaching activities. They can reflect on what the results reveal or confirm. They may explain the assistance they sought from their colleagues, the Center for Scholarship in Teaching and Learning, and/or professional organizations. The narrative thus developed would be reflective and
explain how faculty
members used the results of student evaluation of instruction to improve
teaching. Narratives would be included in the faculty member’s record of
service as evidence of the implementation and response to student
evaluation of instruction. Developing a response to student evaluations
rather than merely reporting the summary numbers is more consistent with
the formative intent of student evaluations at the individual faculty
member level. It would allow faculty to avoid focusing on maximizing
numbers, but rather concentrate on explaining their response to the
numbers and students’ written comments.

When developing recommendations or making decisions on faculty
teaching effectiveness, committees and individuals must take into account
other activities presented by the faculty member consistent with
accomplishment in teaching effectiveness, including but not limited to:
• peer evaluations
• portfolios
• course improvement activities
• curriculum improvement activities
• team teaching activities
• faculty self-evaluation statements concerning philosophy and teaching
techniques
• pre-test/post-test measures designed to assess gains in student
  knowledge
• other “value added” outcomes measures
• documented informal or formal mid-semester student evaluations of
  instruction accompanied by reflections thereon
• other measures of effectiveness prescribed by departmentally-
  approved criteria

Faculty members may voluntarily choose to report the numerical summary
results of student evaluation of instruction with or without a narrative such
as that described above. It is, however, improper for individuals or
committees to draw inferences about the presence or absence of such data,
as explained below. Such individuals or committees should also be aware
that, because of the necessity of a transition period to this policy from the
preceding one, faculty members could be submitting mixed evidence of
teaching effectiveness for a period of several years. This is acceptable, and
no adverse inferences may be drawn in such cases.
Prohibited Use of Student Evaluation of Instruction Information in Personnel Decisions

Because standardized rating instruments and department assessments may not adequately capture the nuances and variations across disciplines or between types of courses within a discipline, the use of the results of these evaluations may not be compelled in any kind of personnel decision (such as promotion, tenure, merit pay, termination, etc.) and may only be used if the individual faculty member wishes them to be so used. Individuals and bodies involved in such personnel decisions are expressly directed not to draw any inferences whatsoever about the absence of these results from any faculty member’s dossier. Demonstrating teaching effectiveness, however, is the responsibility of faculty members and may be achieved in a variety of ways, such as those listed in the preceding section. It is important to reiterate that student evaluation of instruction is just a part of the teaching effectiveness. Ratings and written comments from students should be viewed as ongoing components of the overall process of professional growth and teaching improvement. Relying solely on student evaluations to assess the effectiveness of teaching and learning is inappropriate.

Approved by Faculty Senate 3-24-99. Amended Faculty Senate Bill 98-A-05. Amended Faculty Senate Bill 99-A-03.

Family Educational Rights and Privacy Act/Buckley Amendment

Faculty Senate Bill 12-A-30 begins here

Family Educational Rights and Privacy Act/Buckley Amendment Policy

The University maintains students’ educational records in a manner consistent with the Family Educational Rights and Privacy Act of 1974 (Buckley Amendment), Missouri statutes R.S.MO. 610.021(6) and 610.010(4), and the implementation of these acts. These acts are designed to protect the privacy of students and parents regarding access to records and release of such records, and to provide opportunity for a hearing to challenge such records should they be inaccurate, misleading, or inappropriate.
Under the University’s Open Meetings and Open Records Policy, adopted by the Board of Regents October 30, 1987, public records are closed to public inspection and copying to the extent that they relate to scholastic probation, expulsion, or graduation of identifiable individuals and personally identifiable student records.

Amended by Faculty Senate Bill 12-A-30 April 11, 2012, Reviewed by President April 23, 2012, Approved by Board of Regents May 12, 2012

Faculty Senate Bill 12-A-31 begins here

Family Educational Rights and Privacy Act/Buckley Amendment Procedures

The faculty member should be aware of the following areas affected by the Buckley Amendment:

1. What kinds of records are covered? The Buckley Amendment covers all records, files, documents and other materials which contain information directly relating to a student and which are maintained by an educational agency such as a University. The location or format of the record does not matter. Discipline folders, health files, grade reports, and other records found in a cumulative folder or computer file are all covered. Schools are required to provide a list of all the records maintained on students.

2. Under what circumstances is it all right to post grades? Grades may be publicly posted only if the student is not identified in any way. Posting of names, initials, social security numbers, or student identification numbers is not allowed. A faculty member can assign a code or number known only to the student and post the grades by these numbers. The numbers must be listed in a manner that assures that the students' numbers do not appear in the list in the positions that coincides with their places in an alphabetical listing of the students enrolled in the class.

3. Are there any student records that a school can refuse to show a student? Yes, the following:

   a. A teacher's or counselor's "personal notes" (these are notes that a school official makes for his or her own use and are not to be
shown to anyone else, except a substitute);  
b. Records of school security police if they are kept separate from  
the rest of the school's files, if the security agents do not have  
access to any other school files, and if they are used for law  
enforcement purposes only within the local area;  
c. Personnel records of school employees;  
d. Psychiatric or "treatment" records (but students can let a  
doctor of their own choice look at them);  
e. Financial records of parents.  

Note: School officials cannot refuse to show students a record simply because it was  
sent to them by someone outside the school system.  

4. Must the school show the record to students immediately upon  
request? No. Under the Buckley Amendment, the school has 45 days  
to grant the request.  

5. Can the school destroy records after the student has requested to see  
them? Such action is a violation of the Buckley Amendment.  
However, schools may remove or destroy records prior to a request.  

6. What if the student does not understand the records? An  
explanation must be provided by the school of the meaning or  
intent of statements made in the records.  

7. May students obtain copies of school records? Under the Buckley  
Amendment, they may obtain a copy:  
   a. When records are transferred to another school, and  
   b. When information is released to third parties.  

In addition, if receiving copies is the only practical way access can be  
obtained (e.g., the parents live in California, and the records are in  
New York), the school will have to make copies. Local school  
regulations will govern requests for copies in other situations and will  
also establish the amount that can be charged for each copy.  

Remember: Students have the right to see the records and take notes  
from them even if the school refuses to copy the papers for them.  

8. If students think information is misleading or false, how can they get it  
removed?  
First, the student may ask the school to remove it and explain why. If  
the school official agrees, then the matter is closed. If the school official
disagrees, then a hearing can be requested by the student. A hearing is a meeting between the student and school officials that is presided over by an impartial individual (known as a hearing officer) or committee. The hearing’s purpose is to let each side present the evidence in dispute within the school record and to let the hearing officer decide who is right.

9. What information may be disclosed without prior written consent? Directory information may be disclosed without prior written consent if a confidential flag does not appear in the Student Information System. The University defines directory information as student's name; local and permanent address and phone number; date and place of birth; whether student is currently enrolled; dates of attendance; major field of study; anticipated date of graduation; degree(s) earned, if any, date, major, and honors received; participation in officially recognized activities and sports; weight and height of members of athletic teams; and most recent previous educational institution attended.

Students may request restriction of release of directory information by completing a request available in the Registrar’s office or online through the portal.

10. What information requires the student's written permission for release? The student's written permission is required for release of non-directory information. Examples of non-directory information include parent name, address and phone number; class schedule; class attendance; grades; withdrawals, suspensions; and Southeast ID number. If you have a question concerning release of student information, contact the University Registrar. (Note: In addition to the University's liability for knowingly violating the Buckley Amendment, individuals are also held personally liable for knowingly violating this legislation.)

11. Who may see a student's records without consent?

   a. School officials in the same university with a "legitimate educational interest," meaning that she/he must require the student's education records in the course of performing his/her instructional, supervisory, advisory, and administrative duties
of the University;
b. School officials in the University to which the student intends to transfer (but only after the student has had a chance to challenge the contents);
c. Various state and national education agencies when enforcing federal laws;
d. Anyone to whom the school must report information as required by state statute (the state statute must have been in effect prior to November 19, 1974);
e. Accreditation and research organizations helping the school;
f. Student financial aid officials; and

g. Those with court orders.

12. May police, probation officers, or employers see student records without consent? No. Under federal law, police, probation officers, and employers cannot see or receive information from student records without obtaining the student's consent. If, however, the state has a statute that was in effect before November 19, 1974, requiring schools to give these individuals such data, then the school has the discretion to do so.

13. May the school ask students to sign a blanket consent form at the beginning of the school year so they do not have to request each release of a record or its information? No. The school must contact the student each time someone requests to see any records.

14. What must the school tell a student who is asked for consent to release records? The student must be told what records have been requested, why the request has been made, and who will receive the records.

15. Where can I find more information on the Buckley Amendment? The University officer charged with ensuring compliance with the Buckley Amendment is the Vice President for Enrollment Management and Student Success who can provide more information if needed.

Guidelines for Classroom Copying; Photocopying Copyrighted Material for Teaching

Photocopying Copyrighted Materials for Teaching and Research

A. Background

The Copyright Act of 1976 (P.L. 94-553) precludes copying materials to avoid payment to authors and publishers for the use of copyrighted materials. Copyrighted works may be reproduced for classroom use and for research without securing permission and without paying royalties when the circumstances amount to what the law calls "fair use." In 1976, educators along with publishers developed a set of minimum standards of fair use which were set forth in the "Agreement on Guidelines for Classroom Copying in Not-For-Profit Educational Institutions" (Addendum #1). These standards can be used as a practical approach to determine fair use. Any copying that falls within these guidelines is considered to be fair use and permissible.

B. General Guidelines

1. The "1976 Agreement on Guidelines for Classroom Copying in Not-for-Profit Educational Institutions with Respect to Books and Periodicals" provides guidelines which are to be used to determine whether or not the prior permission of the copyright owner is to be obtained prior to photocopying the material.

2. The responsibility for determining whether copyrighted material can be copied will reside with the individual faculty or staff member. In making this determination, individuals should carefully consider all sections of the guidelines contained in Addendum #1.

C. Procedures for Departmental, Copy Center, and Printing Service Copying
1. Departmental Copying
   a. When copying copyrighted material on department/office copiers, faculty and staff should consult the guidelines contained in Addendum #1 to determine if the material they are going to copy requires permission from the copyright owner.
   b. Any material reproduced from a copyrighted source must include a notice of copyright at the beginning of the article.
   c. Departments shall prominently post near their copying machines a notice of the existence and source of availability of the University's policy statement concerning reproducing copyrighted materials (Addendum #2).

2. Copy Center and Printing Service Copying
   a. A copy verification form (Addendum #3) must be completed and submitted with requests for reproduction of copyrighted materials.
   b. A notice of copyright must be included at the beginning of the article to be copied.
   c. Printing and Duplicating and the Copy Centers shall prominently post a notice of the existence and source of availability of the University's policy statement concerning reproducing copyrighted materials (Addendum #2).

D. Procedures for Copyrighted Materials that are Reproduced and Sold to Students

Printed or copied course material which contains copyrighted materials must be sold to students only through the University bookstore (Southeast Bookstore). Southeast Bookstore has established procedures for obtaining permission and paying permission fees to copyright holders. Departments preparing course packets for sale to students should contact Southeast Bookstore for specific requirements and procedures.

Approved by Administrative Council 1992
"1976 Agreement on Guidelines for Classroom Copying in Not-for-Profit Educational Institutions with Respect to Books and Periodicals," as adopted by 38 education organizations and the publishing industry

The purpose of the following guidelines is to state the minimum and not the maximum standards of educational fair use under Section 107 of the Copyright Act of 1976. The parties agree that the conditions determining the extent of permissible copying for educational purposes may change in the future, that certain types of copying permitted under these guidelines may not be permissible in the future, and conversely that in the future other types of copying not permitted under these guidelines may be permissible under revised guidelines.

Moreover, the following statement of guidelines is not intended to limit the types of copying permitted under the standards of fair use under judicial decision and which are stated in Section 107 of the act. There may be instances in which copying which does not fall under the guidelines stated below may nonetheless be permitted under the criteria of fair use.

Guidelines

Single Copying for Teachers

A single copy may be made of any of the following by or for a teacher at his or her individual request for his or her scholarly research or use in teaching or preparation to teach a class:

1. A chapter from a book;
2. An article from a periodical or newspaper;
3. A short story, short essay or short poem, whether or not from a collective work;
4. A chart, graph, diagram, drawing, cartoon or picture from a book, periodical or newspaper.
Multiple Copies for Classroom Use

Multiple copies (not to exceed in any event more than one copy per pupil in a course) may be made by or for the teacher conducting the course for classroom use or discussion provided that

1. The copying meets the tests of brevity and spontaneity as defined below;
2. The copying meets the cumulative effect test as defined below; and,
3. Each copy includes a notice of copyright.

Definitions

Brevity

1. Poetry: (a) A complete poem if less than 250 words and if printed on not more than two pages or (b) from a longer poem, an excerpt of not more than 250 words.
2. Prose: (a) Either a complete article, story, or essay of less than 2,500 words or (b) an excerpt from any prose work of not more than 1,000 words or 10 percent of the work, whichever is less, but in any event a minimum of 500 words.

(Each of the numerical limits stated in 1 and 2 above may be expanded to permit the completion of an unfinished line of a poem or of an unfinished prose paragraph.)
3. Illustration: One chart, graph, diagram, drawing, cartoon, or picture per book or per periodical issue.
4. "Special" Works: Certain works in poetry, prose, or in "poetic prose" which often combine language with illustrations and which are intended sometimes for children and at other times for a more general audience which fall short of 2,500 words in their entirety. Paragraph 2 above notwithstanding, such "special works" may not be reproduced in their entirety; however, an excerpt comprising not more than two of the published pages of such special work and containing not more than 10 percent of the words found in the text thereof may be reproduced.
Spontaneity
1. The copying is at the instance and inspiration of the individual teacher, and
2. The inspiration and decision to use the work and the moments of its use for maximum teaching effectiveness are so close in time that it would be unreasonable to expect a timely reply to a request for permission.

Cumulative Effect
1. The copying of the material is for only one course in the school in which the copies are made.
2. Not more than one short poem, article, story, essay, or two excerpts may be copies from the same author, nor more than three from the same collective work or periodical volume during one class term.
3. There shall not be more than nine instances of such multiple copying for one course during one class term.
   (The limitations stated in 2 and 3 above shall not apply to current news periodicals and newspapers and current news sections of other periodicals.)

Prohibitions as to Single Copying for Teachers and Multiple Copies for Classroom Use

Notwithstanding any of the above, the following shall be prohibited:
1. Copying shall not be used to create or to replace or substitute for anthologies, compilations, or collective works. Such replacement or substitution may occur whether copies of various works or excerpts therefrom are accumulated or produced and used separately.
2. There shall be no copying of or from works intended to be "consumable" in the course of study or of teaching. These include workbooks, exercises, standardized tests and test booklets and answer sheets, and like consumable material.
3. Copying shall not
   a. Substitute for the purchase of books, publishers' reprints, or
periodicals;

b. Be directed by higher authority;

c. Be repeated with respect to the same item by the same teacher from term to term.

4. No charge shall be made to the student beyond the actual cost of the photocopying.

Approved by Faculty Senate, Bill 88-A-11 - November 9, 1988
Approved by Board of Regents - December 1988
Revised 1992

Textbook Policies

The objective of the Southeast Bookstore/Textbook Rental Department is to support the educational mission of the University by providing textbooks to the undergraduate students through a cost effective rental system.

The University policy regarding the rental system is that textbooks shall be adopted for a period of two calendar years with a limit of one book per course and with all sections of a course using the same text.

A variance of the limit of one book per course is automatically granted for:

a. Five hour Courses
b. Volume I and Volume II books
c. Interdisciplinary Courses

Requests for exceptions from the stated policy shall be decided at the department or School of University Studies level and should be based on academic needs and sound financial principles. The bookstore manager will be available for consultation with the department chairperson when necessary.

In order to protect the financial soundness of Textbook Rental, adoptions will be processed in the following order: first, all requests in
compliance with the stated policy, and second, all requests for exceptions to the stated policy in the order in which they were received by Textbook Rental until the limit of budget for new acquisitions is reached.

A report will be compiled and distributed each semester, stating the number of variations granted by each department. The reports will be distributed to the Administrative Council and the department chairpersons.

Revised, July 1992
Updated August 15, 1997

Guidelines for the Establishment and Operation of Academic Internship Programs

The academic internship is a viable extension of the formal academic setting that affords students an opportunity to gain valuable professional experiences and to ensure that these are interfaced with the learning objectives in the student's major area of study. As a learning alternative, the internship provides career-related experiences that build upon and extend the more formal student experiences on campus.

This joint educational venture requires close cooperation between the various campus constituencies involved in the program and the agencies, organizations, or businesses associated with the program. Colleges and departments have specific responsibilities in terms of ensuring quality, academic standards, and consistency of operation. Faculty members assume various roles of supervising students, maintaining relations with professional supervisors, and ensuring effective administration of the program. Students assume responsibility for achieving the appropriate learning outcomes while working under the close supervision of the faculty member and one or more recognized professionals in the work setting.

Basic Definition

An academic internship affords the student a unique opportunity to
combine formal learning experiences with the professional work setting. Internships are planned experiences that are approved prior to enrollment for credit. Internship programs may be established for between three and fifteen semester hours of credit. As a normal guide, it is expected that for three hours of credit, the student would be employed in a supervised learning experience for at least 120 hours spread over the academic session. While the number of hours provides the basis for a set time frame, the emphasis throughout the internship is on the quality of the planned learning experiences.

To ensure that the internship is a meaningful learning experience requires clarity in process, consistency in standards, and shared responsibilities among various constituencies. To assist in this process, the following guidelines are utilized.

1. College Responsibilities
   a. The internship program should be implemented and maintained in a manner consistent with the guidelines outlined in this document.
   b. Regular curricular processes should be followed for the establishment and review of internship programs.
   c. Assurances should be made that the internship program is a natural extension of the desired learning outcomes appropriate to the major.
   d. Assurances should be made that the internship program is properly administered and that appropriate understandings have been developed with the cooperating business or organization.
   e. Assurances should be made that affiliated site sponsors follow practices consistent with institutional equal opportunity/Dean of the Graduate School guidelines.

2. Department Responsibilities
   a. The internship programs should be a regular part of the instructional program for majors in the department.
   b. The procedure for initiating an internship program should be the same as that for adding a course to the regular curriculum.
   c. The matters of scheduling supervision, academic credit, evaluation, instructor work load, prerequisites, eligibility, etc., should be resolved
at the department and college levels through the same procedures provided for other courses.

d. The department chairperson involved in the internship programs should exercise special care to ensure that instructor workloads be adjusted appropriately.

e. Departments should review and scrutinize their internship programs regularly and carefully to ensure that quality is maintained and that recognized goals of the department are being met.

f. In instances where federal funds are available for internship programs, the departments should avail themselves of the advice and assistance of the University officer who is knowledgeable about federal procedures to be followed in applying for such funding.

g. The department should ascertain whether each proposed field supervisor is a recognized professional in the subject area of the internship program.

3. Faculty Member Responsibilities

a. The faculty member is responsible for coordinating contacts with the field supervisors with whom the internship is to take place, for arranging the work program in consultation with the field supervisor, and for maintaining this contact with each field supervisor until the student has successfully completed the experience.

b. The faculty member responsible for the internship program should provide an appropriate course syllabus and seek approval in a manner similar to that provided for regular courses.

c. The faculty member should supervise the student and work closely with field supervisors.

d. The faculty member should carefully screen field supervisors and work environment situations.

e. The faculty member should arrange times and dates of student participation with the field supervisor and should resolve any scheduling problems which the student encounters.

f. The faculty member should apprise the student of what is expected and assign the student's grade at the end of the semester.

g. The faculty member should follow up on the student's progress with periodic contacts with the supervisor as well as conferences and
reports from the student.

h. The faculty member should file a schedule of work experiences and activity guidelines with the department.

i. The faculty member should ensure that the quality of the internship continues from semester to semester.

4. Professional Field Supervisor Responsibilities

a. The professional field supervisor should assist the faculty member in planning relevant and desirable work experiences for the student participant.

b. The professional field supervisor should provide guidance to the students in their internship programs.

c. The professional field supervisor should work closely with the faculty member to make certain the intended learning takes place.

d. The professional field supervisor should remunerate the student if such has been agreed upon in advance.

e. The professional field supervisor should record attendance of the student on the internship.

f. The professional field supervisor should notify the faculty member if any major deviations from the intended program become necessary or desirable.

g. The professional field supervisor should evaluate the student's participation in the internship program and submit the evaluation to the faculty member.

5. Student Responsibilities

a. The student is answerable to the field supervisor for on-the-job performance and to the faculty member for academic, course-related matters.

b. The student should clearly understand the nature of the internship program in terms of credit hours, salary (if any), method of grading, duration of the program, and the number of hours required for the program.

c. The student is required to attend all scheduled meetings and to complete all assignments and the schedule of activities agreed upon
by the faculty member and the professional field supervisor.

d. The student is expected to provide all transportation, personal equipment, and supplies not provided by the affiliated sponsor.

e. The student is expected to write and submit follow-up reports, a comprehensive final report, and/or a listing of work experiences to be graded or evaluated by the faculty member.

These guidelines are based upon the recommendations as presented in Faculty Senate Bill 78-A-02
Academic Services, 1982

Research

Faculty Senate Bill 12-A-6 begins here

1. Policy Regarding the Role of Research on Campus

A major goal of the University is to "contribute to the general advancement of knowledge by stimulating research, scholarly activity, and creative endeavor relevant to the academic and public service programs of the University." Such activities are integral aspects of the teaching/learning environment and directly support the major teaching function of the University. Within the context of the goal statements, research, scholarly activity, and creative endeavor emerge as key elements in the progress of Southeast Missouri State University toward mature "University" standing. With respect to teaching, these pursuits augment the capabilities of faculty members and enrich the learning experience of students. They also serve as a means to fulfill personal interests, strengthen individual competence, and continue to maintain a fresh and informed grasp of new instructional methods and the assessment of existing ones. Faculty members who are involved in the ongoing pursuit of knowledge or who are creative artists seem more apt to stimulate intellectual curiosity and exploration in their students. In short, research, scholarly activity, and creative endeavor afford still another avenue for upgrading the quality of education that the University provides.

Updated October 5, 2005

The University values these professional growth activities not only as a means to increase knowledge in an ever-expanding universe of thought but also as a practical means to benefit society. Such activities may be viewed along a continuum from the most "pure" or theoretical to the more informal which might be found in a classroom setting. Indeed, the
classroom often functions as a laboratory where these ideas and activities are inspired and launched, ultimately to the good of society. Embryonic research and scholarly and creative activity compiled in the University can provide impetus, therefore, for more ambitious research activities relevant to the needs of society that extend beyond the University.

Several factors influence the shape and course of such activities within a University. In some instances, for example, personal challenge, the quest for knowledge, or scientific curiosity may stimulate an individual faculty member. Often, financial support for the project must then be secured from the University, government, or private sources. In other instances, funding opportunities anticipate and/or stimulate research activities. When this is true, the goals, guidelines, and practices of these funding sources will frequently dictate the nature of faculty research and scholarly and creative activity.

Although forces outside the University may influence these activities, faculty attitudes, department priorities, and the general posture of the University also shape their nature. The University seeks to foster an academic climate supportive of quality research that will satisfy individual and University goals while operating within the context of broader societal needs. Encouraging such research endeavors does not lessen the University's commitment to its other functions, but rather enhances and strengthens all institutional activities.

Support from faculty colleagues, department chairpersons, deans, and other administrators provides a sound base for research and scholarly and creative activities at Southeast Missouri State University. In addition to outside sources, faculty members have access to department, college, and divisional funds as they may become available for the express purpose of fostering research among the faculty.

2. Policy Regarding the Role of the Office of Research and Grant Development

The Office of Research and Grant Development is an academic service dedicated to enriching the professional development of faculty and equivalent-level staff by providing those individuals with opportunities for research and/or public service. In turn, those activities augment the instructional processes of the University.
By monitoring the current research and development interests of public agencies, private philanthropic organizations, and business, the office provides faculty with an important repository of information which can aid them in their efforts to keep abreast of new trends in virtually any field of study.

The office provides faculty with a central location from which they can seek colleagues from around the campus and the state whose specialized knowledge or talent is needed for a complex research study. Research and Grant Development will assist faculty when they seek to identify and contact professional associations. The knowledge and skills of the office director also serve as a valuable asset.

The office provides three types of services: technical assistance, information management, and skill/knowledge development. Technical assistance is given in the proposal preparation phase, the proposal submission phase, and the project administration phase. Information management includes searching for or identifying potential fundors, monitoring external events, and communicating that information to the University community. The development of skills and knowledge related to the process of grantsmanship takes place in one-on-one sessions with interested parties, formal events such as workshops, and linkage with individuals whose talents, pooled with the proposal's author(s), might enhance the proposal's chances of acceptance.

The Office of Research and Grant Development Procedures and Guidance manual can be viewed at: http://www.semo.edu/grants/manual.htm.

*Updated August 15, 1997*

*Updated October 5, 2005*

*Updated by Change Form May 28, 2008*

**Procedures:**

Proposal categories:

1. Research or objective inquiry into any acknowledged disciplinary field using any recognized research method;

2. Creative projects, performances or imaginative work in any acknowledged area of aesthetic expression.
3. Research programs which promote further professional development.

Eligibility:

1. All members of the University faculty with the exception of those whose resignations or terminations will have taken effect after the proposed receipt or expenditure of allocated funds;

2. Prospective new faculty members contingent upon their appointment to the faculty;

3. Staff members at professional levels comparable to academic faculty;

4. Emeritus faculty.

Detailed guidelines and application procedures for these faculty development grants are periodically revised and published in a separate booklet by the Grants and Research Funding Committee. Please see http://www.semo.edu/facultysenate/committees/grantsandresearch_16438.htm

3. Policy Regarding Research Funds

Faculty Senate Bill 11-A-31 begins here

The Grants and Research Funding Committee of the Faculty Senate was organized to encourage faculty involvement in research, scholarship, and creative projects.

Amended by Faculty Senate Bill 11-A-31 November 2, 2011, Reviewed by President November 2011, Approved by Board of Regents December 15, 2011

Procedures Regarding Research Funds

Proposal categories:

1. Research or objective inquiry into any acknowledged disciplinary field using any recognized research method;

2. Creative projects, performances or imaginative work in any acknowledged area of aesthetic expression.
3. Research programs which promote further professional development.

Eligibility:

1. All members of the University faculty with the exception of those whose resignations or terminations will have taken effect after the proposed receipt or expenditure of allocated funds;

2. Prospective new faculty members contingent upon their appointment to the faculty;

3. Staff members at professional levels comparable to academic faculty;

4. Emeritus faculty.

Detailed guidelines and application procedures for these faculty development grants are periodically revised and published in a separate booklet by the Grants and Research Funding Committee. Please see http://www.semo.edu/facultysenate/committees/grantsandresearch_16438.htm

Amended by Faculty Senate Bill 11-A-32, November 2, 2011, Reviewed by President November 2011, Posted for 15 Day Review November 2011

4. Policy Regarding Patents and Copyrights

The purpose of this policy is to protect the rights and benefits of Southeast Missouri State University, the people of Missouri, and the inventor, discoverer, or author in matters pertaining to patents and copyrights. Within this purpose it should be recognized that the objectives of the University do not encompass the invention or development of a product or process for commercial use. Patentable inventions, processes, etc., will instead be a by-product of the usual intellectual endeavors of the faculty and staff of the University.

Any invention or discovery made by an employee of the University or resulting from research carried on under the direction of an employee in which the University may have an interest shall be promptly reported by such discoverer to the Grants and Research Funding Committee. The
committee shall review related data and information and make recommendations concerning financial terms and problems concerned with the development and administration of such inventions and discoveries and patents secured thereon. The committee shall make recommendations to the President concerning the disposition and terms of administration of such inventions and discoveries.


Faculty Senate Bill 12-A-07 begins here

**Procedures Regarding Patents and Copyrights**

Except in cases where other arrangements have been specifically agreed to in writing, Southeast Missouri State University shall permit University employees and students to retain in full all copyright and patent privileges resulting from their usual intellectual endeavors. In cases where University support or sponsorship has been provided, the recovery of institutional costs shall:

1. Begin only when residual profits have been accrued as a result of individual or group ownership of copyrights or patents.
2. Be limited to fifty percent of the residual profits accrued as a result of individual or group ownership of copyrights or patents.
3. Continue until all institutional costs have been recovered or until additional residual profits have not been accrued for a period equal to two years after the last instance in which residual profits were accrued, whichever comes first.

Residual profits shall be defined herein as total profits generated by a copyrighted or patented product or process minus all costs borne by the individual or group owning those products' or processes' copyright or patent privileges.

In all cases where University support or sponsorship has not been provided, the cost of administering or procuring copyright or patent privileges will not be borne by the University unless agreed to in writing by the Board of Regents. University support or sponsorship will be defined herein as:

1. Direct assignment by the University of an individual or group to conduct a specific intellectual endeavor whose only aim is the meeting of the objectives of the University and not the production,
improvement, or discovery of a copyrightable or patentable product or process.

2. Financial Aid in the form of grants, scholarships, awards, or purchased materials or supplies from University funds provided by the state of Missouri.

In all cases where University support or sponsorship has been provided and institutional costs have been recovered, all monies resulting from the recovery of institutional costs shall be returned to the funding unit of the University from which support or sponsorship was provided.

Southeast Missouri State University and its Board of Regents disclaim and expressly deny any liability or responsibility for patent infringement or negligence on the part of any person or entity who may elect to obtain a patent or copyright under the provisions of this policy.

Portions of the above sections include portions of Faculty Senate, Bill 83-A-04

Amended by Faculty Senate Bill 12-A-7 approved by the Faculty Senate February 29, 2012 and by the President March 7, 2012. Posted for 15 Day review March 2012

5. Research Corporation

Through its membership in AASCU, the University is able to use the services of the Research Corporation to assist faculty in obtaining a patent. The Research Corporation will evaluate the patent potential of an invention based on receipt of a Disclosure Submission and Invention Administration Agreement. Neither the faculty member nor the institution bears any direct cost for the evaluation, nor if the invention is accepted, for the cost of filing. The Research Corporation will assume responsibility for marketing the product. Gross receipts are shared with the faculty member (subject to the University Patent Policy) receiving 57.5% of the gross income. Specific details may be obtained from the Office of Research and Grants.

6. Additional Information Regarding Copyrights

Faculty wishing more information about copyrights under federal law should consult Title 17 of the U.S. Code, especially Sections 106 and 107, portions of which are duplicated below:
Exclusive Rights in Copyrighted Works

Subject to (other provisions of the law). . ., the owner of copyright under this title has the exclusive rights to do and to authorize any of the following:

1. To reproduce the copyrighted work in copies or phonorecords;
2. To prepare derivative works based upon the copyrighted work;
3. To distribute copies or phonorecords of the copyrighted work to the public by sale or other transfer of ownership, or by rental, lease, or lending;
4. In the case of literary, musical, dramatic, and choreographic works, pantomimes, and motion pictures and other audiovisual works, to perform the copyrighted work publicly; and

In the case of literary, musical, dramatic, and choreographic works, pantomimes and pictorial, graphic, or sculptural works, including the individual images of a motion picture or other audiovisual work, to display the copyrighted work publicly.

Limitations on Exclusive Rights: Fair Use

Notwithstanding the provisions of (the previous section). . ., the fair use of a copyrighted work, including such use by reproduction in copies of phonorecords or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research is not an infringement of copyright.

In determining whether the use made of a work in any particular case is a fair use, the factors to be considered shall include

1. The purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
2. The nature of the copyrighted work;
3. The amount and substantiality of the portion used in relation to the copyrighted work as a whole; and
4. The effect of the use upon the potential market for or value of the copyrighted work.

Approved by Faculty Senate, Bill 88-A-11 - November 9, 1988
Approved by Board of Regents - December 1988

Policy sections above not otherwise indicated were amended by Faculty Senate Bill 12-A-6 approved by the Faculty Senate February 29, 2012 and by the Board of Regents March 23, 2012

Research Funds

The Grants and Research Funding Committee of the Faculty Senate was organized to encourage faculty involvement in research, scholarship, and creative projects. Proposals within the following categories are considered for funding by the committee:

1. Research or objective inquiry into fields of human interest which expand one's knowledge of himself/herself, his/her institutions, or his/her physical world by any recognized research method;
2. Creative projects or imaginative work in any acknowledged area of aesthetic expression, such as the visual arts, music, or literature;
3. Research programs which promote further professional development.

Revised by Bill 06-A-09, President approved 1/9/2007

The following are eligible to submit proposals for funding consideration:

1. All members of the University faculty with the exception of those whose resignations or terminations will have taken effect after the proposed receipt or expenditure of allocated funds;
2. Prospective new faculty members contingent upon their appointment to the faculty;
3. Staff members at professional levels comparable to academic faculty;
4. Emeritus faculty.

Detailed guidelines and application procedures for these faculty development grants are periodically revised and published in a separate booklet by the Grants and Research Funding Committee.
Graduate Faculty Research

In recognition of the special responsibilities for active scholarship among the graduate faculty, a small fund has been established to support scholarship and creative activities. The intent of the fund is to provide small grants which can be used to purchase materials or provide research and/or clerical assistance, etc. The following guidelines are used in applying for funds:

1. Priority is given to faculty who have been significantly involved with student research through the sponsorship of graduate papers and theses.

2. A brief request including a description of the research to be conducted, funding level requested, and an indication of the number of graduate papers, theses, M.B.A. research papers or specialist field study reports sponsored in the prior year is prepared.

3. The request along with the endorsement of the department chairperson and college dean is forwarded to the Dean of the Graduate School.

4. At the conclusion of the project, a brief summary report is submitted to the Dean of the Graduate School with copies to the department chairperson and college dean.

Patents and Copyrights Policy

The purpose of this policy is to protect the rights and benefits of Southeast Missouri State University, the people of Missouri, and the inventor, discoverer, or author in matters pertaining to patents and copyrights. Within this purpose it should be recognized that the objectives of the University do not encompass the invention or development of a product or process for commercial use. Patentable inventions, processes, etc., will instead be a by-product of the usual intellectual endeavors of the faculty and staff of the University.

Any invention or discovery made by an employee of the University or resulting from research carried on under the direction of an employee in which the University may have an interest shall be promptly reported by
such discoverer to the Grants and Research Funding Committee. The committee shall review related data and information and make recommendations concerning financial terms and problems concerned with the development and administration of such inventions and discoveries and patents secured thereon. The committee shall make recommendations to the President concerning the disposition and terms of administration of such inventions and discoveries.

Faculty Senate Bill 83-A-04 begins here.

Except in cases where other arrangements have been specifically agreed to in writing, it shall be the policy of Southeast Missouri State University to permit University employees and students to retain in full all copyright and patent privileges resulting from their usual intellectual endeavors. In cases where University support or sponsorship has been provided, the recovery of institutional costs shall:

1. Begin only when residual profits have been accrued as a result of individual or group ownership of copyrights or patents.
2. Be limited to fifty percent of the residual profits accrued as a result of individual or group ownership of copyrights or patents.
3. Continue until all institutional costs have been recovered or until additional residual profits have not been accrued for a period equal to two years after the last instance in which residual profits were accrued, whichever comes first.

Residual profits shall be defined herein as total profits generated by a copyrighted or patented product or process minus all costs borne by the individual or group owning those products' or processes' copyright or patent privileges.

In all cases where University support or sponsorship has not been provided, the cost of administering or procuring copyright or patent privileges will not be borne by the University unless agreed to in writing by the Board of Regents. University support or sponsorship will be defined herein as:
1. Direct assignment by the University of an individual or group to conduct a specific intellectual endeavor whose only aim is the meeting of the objectives of the University and not the production, improvement, or discovery of a copyrightable or patentable product or process.

2. Financial Aid in the form of grants, scholarships, awards, or purchased materials or supplies from University funds provided by the state of Missouri.

In all cases where University support or sponsorship has been provided and institutional costs have been recovered, all monies resulting from the recovery of institutional costs shall be returned to the funding unit of the University from which support or sponsorship was provided.

Southeast Missouri State University and its Board of Regents disclaim and expressly deny any liability or responsibility for patent infringement or negligence on the part of any person or entity who may elect to obtain a patent or copyright under the provisions of this policy.

Approved by Faculty Senate, Bill 83-A-04 - April, 1983
Approved by Board of Regents - May, 1983

Research Corporation

Through its membership in AASCU, the University is able to use the services of the Research Corporation to assist faculty in obtaining a patent. The Research Corporation will evaluate the patent potential of an invention based on receipt of a Disclosure Submission and Invention Administration Agreement. Neither the faculty member nor the institution bears any direct cost for the evaluation, nor if the invention is accepted, for the cost of filing. The Research Corporation will assume responsibility for marketing the product. Gross receipts are shared with the faculty member (subject to the University Patent Policy) receiving 57.5% of the gross income. Specific details may be obtained from the Office of Research and Grants.

Faculty Senate Bill 88-A-11 begins here.

Exclusive Rights in Copyrighted Works
Subject to (other provisions of the law). . ., the owner of copyright under this title has the exclusive rights to do and to authorize any of the following:

1. To reproduce the copyrighted work in copies or phonorecords;
2. To prepare derivative works based upon the copyrighted work;
3. To distribute copies or phonorecords of the copyrighted work to the public by sale or other transfer of ownership, or by rental, lease, or lending;
4. In the case of literary, musical, dramatic, and choreographic works, pantomimes, and motion pictures and other audiovisual works, to perform the copyrighted work publicly; and
5. In the case of literary, musical, dramatic, and choreographic works, pantomimes and pictorial, graphic, or sculptural works, including the individual images of a motion picture or other audiovisual work, to display the copyrighted work publicly.

**Limitations on Exclusive Rights: Fair Use**

Notwithstanding the provisions of (the previous section). . ., the fair use of a copyrighted work, including such use by reproduction in copies of phonorecords or by any other means specified by that section, for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship, or research is not an infringement of copyright.

In determining whether the use made of a work in any particular case is a fair use, the factors to be considered shall include

1. The purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes;
2. The nature of the copyrighted work;
3. The amount and substantiality of the portion used in relation to the copyrighted work as a whole; and
4. The effect of the use upon the potential market for or value of the
Photocopying Copyrighted Materials for Research

Please refer to section on PHOTOCOPYING COPYRIGHTED MATERIALS FOR TEACHING AND RESEARCH

Faculty Senate Bill 90-A-05 begins here. Policy on Scientific Misconduct

Preamble

Science rests on a foundation of mutual trust. To an extraordinary degree, that trust is thoroughly justified. However, scientists are subject to all human frailties and temptations, including at times the temptation to engage in scientific misconduct. Though such misconduct is rare, once misconduct is detected, it must be dealt with quickly and forcefully in order to sustain the atmosphere of trust necessary for science. Not only must individual scientists behave in a trustworthy manner, scientists must also take collective responsibility for detecting, judging, and controlling scientific misconduct. This is not an easy task for an enterprise founded on integrity; trust must not be replaced with suspiciousness. However, when there is ample reason to suspect misconduct, that information should be brought to the attention of individuals responsible for assuring that scientists connected with their institution are behaving responsibly. To that end, Southeast Missouri State University has established a policy on scientific misconduct, has designated an officer responsible for receiving allegations of scientific misconduct, and has created a process for resolving such allegations.

A crucial element of any fair and effective policy on scientific misconduct is a process that will distinguish instances of genuine and serious misconduct from insignificant deviations from acceptable practices. The policy proposed in this document will allow such distinctions to be made in a manner that minimizes disruptiveness and protects the conscientious, honest scientist from false, trivial or mistaken accusations.
Definitions

Misconduct

Misconduct includes fabrication, falsification, plagiarism, or other practices that seriously deviate from those that are commonly accepted within the scientific community for proposing, conducting, or reporting research. It does not include honest error or honest differences in interpretations or judgments of data.

Inquiry

An information-gathering and initial fact-finding to determine whether an allegation of misconduct warrants an investigation.

Investigation

A formal examination and evaluation of all relevant facts to determine if an instance of misconduct has taken place. If misconduct is confirmed, the investigation should determine the seriousness of the offense and the extent of any adverse effects resulting from the misconduct.

Guiding Principles of This Policy

1. To maximize confidentiality for the respondent (the person accused of misconduct) during the full process and for the complainant (the person alleging misconduct).
2. To assure the respondent a fair hearing.
3. To minimize the number of individuals involved in the inquiry and investigative stages.
4. To follow and be consistent with the spirit of the guidelines published by the National Institutes of Health.
Process for Handling Allegations of Scientific Misconduct

Facility Senate Bill 12-A-14 begins here

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*Approved by Faculty Senate, Bill 90-A-05 - April 4, 1990*
*Approved by Board of Regents - May 4, 1990*
*Reenacted with slight amendment by Faculty Senate Bill 12-A-14 approved by the Faculty Senate April 4, 2012 and by the Board of Regents May 12, 2012*

**Procedures for Handling Allegations of Scientific Misconduct**

These procedures shall apply to faculty, administrative and professional staff, and graduate students. The University process for handling allegations of scientific misconduct involves three stages: inquiry, investigation, and resolution. All parties involved in the process shall be entitled to consultation with legal counsel (at his/her own expense) in all meetings relating to the alleged misconduct.
**Initiation of an Inquiry**

Southeast Missouri State University has a responsibility to pursue an allegation of scientific misconduct fully and to resolve questions regarding the integrity of research. In the inquiry and any investigation which may follow, the University will attempt to focus on the substance of the issues and be vigilant so that personal conflicts between colleagues do not obscure the facts.

In order to address all allegations of scientific misconduct expeditiously, Southeast Missouri State University designates the Dean of the Graduate School as the administrator to whom allegations are to be reported. If he/she has a conflict of interests with a case, the allegation will be pursued by the Provost in accordance with the procedures described in this policy document.

The Dean of the Graduate School will pursue all allegations to resolution. He/she will consult in confidence with any individual who comes forward with an allegation of scientific misconduct. If the Dean of the Graduate School determines that the concern should be addressed through this policy, the subsequent inquiry and investigation procedures will be discussed with the complainant. If the complainant chooses not to make a formal allegation but the Dean of the Graduate School believes there is sufficient cause to warrant an inquiry, the matter will be pursued. In such a case, there is no complainant for the purposes of this document.

Even if the respondent leaves the institution before the case is resolved, Southeast Missouri State University has a responsibility to continue the examination of the allegations and reach a conclusion. Further, Southeast Missouri State University will cooperate with the processes of other involved institutions to resolve such questions.

**Inquiry**

**Purpose**

Whenever an allegation of misconduct is filed, the Dean of the Graduate School will initiate an inquiry—the first step of the review process. In the inquiry stage, factual information is gathered and expeditiously reviewed to determine if an investigation of the charge is warranted. An inquiry is not a formal hearing; it is designed to separate allegations deserving of
further investigation from frivolous, unjustified, or clearly mistaken allegations.

Structure

The inquiry process may be handled with or without a formal committee. Regardless of the approach chosen, it is the responsibility of the Dean of the Graduate School to ensure that the inquiry is conducted in a fair and just manner. The Dean of the Graduate School shall informally review any allegation of misconduct and confer on the merit of the allegation and need to form an inquiry committee with a dean of one of the colleges not represented by the complainant or respondent. The Dean of the Graduate School will determine whether the allegation should be addressed through this policy. If individuals are chosen to assist in the inquiry process, they should have no real or apparent conflicts of interests with the case in question, be unbiased, and have an appropriate background for judging the issues being raised. If the alleged scientific misconduct is a failure to comply with regulations regarding the use of human subjects or laboratory animals in research, members of the inquiry committee may be selected by the Dean of the Graduate School from the appropriate University compliance committee(s) for human and/or animal subjects.

Process

Upon initiation of an inquiry, the Dean of the Graduate School will notify the respondent in writing within a reasonable period of time of the charges and the process that will follow. If the committee method is to be used, the committee members will be appointed and convened.

Whether a case can be reviewed effectively without the involvement of the complainant depends upon the nature of the allegation and the evidence available. Cases that depend specifically upon the observations or statements of the complainant cannot proceed without the open involvement of the individual; other cases that can rely on documentary evidence may permit the complainant to remain anonymous. During the inquiry, confidentiality is essential in order to protect the rights of all parties involved.

The respondent will be given copies of written documents (if any) that support the allegations. To ensure the safety of any written documents associated with the allegation, committee members will be asked to review
a copy of such documents within the office of the Dean of the Graduate School.

When the inquiry is initiated, the respondent will be reminded of the obligation to cooperate in providing the material necessary to conduct the inquiry. Uncooperative behavior may result in immediate implementation of a formal investigation and other appropriate institutional sanctions. The respondent will be invited to present a written response to the allegations, and this response will become a part of the case file maintained by the Office of the Dean of the Graduate School.

Due to the sensitive nature of an alleged case of scientific misconduct, the University will strive to resolve each case expeditiously. The inquiry phase will normally be completed and a written report of the findings filed for the institution's own record within thirty days of written notification to the respondent. A thirty-day period meets the federal regulatory requirements. If the committee anticipates that the established deadline cannot be met, a report, citing the reasons for the delay and progress to date, will be filed with the Dean of the Graduate School, and the respondent and appropriately involved individuals will be informed by the thirty-fourth day.

Findings of the Inquiry

The completion of an inquiry is marked by a determination of whether or not an investigation is warranted. There will be written documentation to summarize the process and conclusion of the inquiry. The complainant and respondent will be informed by the Dean of the Graduate School of the outcome of the inquiry. Allegations found to require investigation will be forwarded to the investigative body discussed below. At this point, any agency sponsoring the research will be notified of a pending investigation.

If an allegation is found to be unjustified but has been submitted in good faith, no further formal action other than informing all involved parties will be taken. The proceedings of the inquiry, including the identity of the respondent, will be held in strict confidence to protect the parties involved.

If confidentiality is breached, the University will take reasonable steps to minimize the damage to reputations that may result from inaccurate reports. If an allegation is found to be unjustified and to have been maliciously motivated, disciplinary actions will be taken against anyone under University jurisdiction so involved.
Southeast Missouri State University will seek to protect the complainant against retaliation. Less senior people are particularly vulnerable. Individuals under the University's jurisdiction found engaging in acts of retaliation will be disciplined in accordance with appropriate institutional policies.

**Investigation**

**Purpose**

An investigation will be initiated only after an inquiry issues a finding that an investigation is warranted. The investigation's purpose is to explore further the allegations and determine whether there has been scientific misconduct. In the course of an investigation, additional information may emerge that justifies broadening the scope of the investigation beyond the initial allegations. The respondent will be informed in writing when significant new directions of investigation are undertaken. The investigation will focus on accusations of misconduct as defined previously and examine the factual materials of each case. The investigation will look carefully at the substance of the charges and examine all relevant evidence.

**Structure**

The investigating body will be a five-person ad hoc committee appointed by the Dean of the Graduate School to handle the investigation. Members of the investigative committee should be chosen from within the University. Appropriate individuals outside the University may be selected if sufficient qualified members cannot be found from within the institution. Those investigating the allegations will be selected in full awareness of the closeness of their professional or personal affiliation with the complainant or the respondent. Any prospective member who has a conflict of interests in a case will not be permitted to be involved in that case. It is important, however, that the committee members have appropriate research expertise to assure a sound knowledge base from which to work.

**Process**

Upon receipt of the inquiry finding that an investigation is warranted, the Dean of the Graduate School will initiate the investigation promptly. The complainant and respondent will be notified in writing of the
investigation; the written summary of the inquiry stage will be included with this notification. All involved parties are obligated to cooperate with the proceedings in securing additional data related to the case. All necessary information will be provided to the respondent in a timely manner to facilitate the preparation of a response. The respondent will have the opportunity to address the charges and evidence in detail in consultation with legal counsel if he/she wishes.

In the interim, the University will, if necessary, act to protect the health and safety of research subjects, patients, and students. Administrative action could range from complete suspension to slight restrictions in the research activities of the respondent. Interim administrative action will be taken in full awareness of how it might affect other individuals and the ongoing research within the institution.

The written record for the investigative stage will be handled in the same manner as for the inquiry stage, i.e., one copy of the record will be given to the respondent. A second copy, maintained by the Office of the Dean of the Graduate School, will be available for inspection by the committee.

All significant developments during the investigation, as well as the final findings of the committee, will be reported to any sponsor of the research. When the investigation is concluded, all entities initially notified of the investigation will be informed of its final outcome.

The University will attempt to complete an investigation within 120 days. If the deadline cannot be met, an interim report will be submitted by the committee to the Dean of the Graduate School with a request for an extension.

**Findings of the Investigation**

The findings of the investigative committee will be submitted in writing to the Dean of the Graduate School. The respondent will receive the full report of the investigation.

**Appeal/Final Review**

In the event of a finding of scientific misconduct, Southeast Missouri State University will provide the respondent with an appeal opportunity. The grounds should be based either on the failure of the University to follow appropriate procedures or the presence of new evidence.
An appeal based on procedural violations should be made in writing to the Dean of the Graduate School. The appeal should be filed within 30 days of notification to the respondent of the committee's findings and include a list of specific violations. A proper reaction to the appeal should be made in writing by the Provost within two weeks of the filing of the appeal.

An appeal based on new evidence should be made in writing to the Dean of the Graduate School. The appeal should be filed within 30 days of the committee's findings and include a description of the new evidence and its relevancy to the case. A written reaction should be sent to the respondent from the Dean of the Graduate School within two weeks of the filing of the appeal. The decision of the appeal is final. The reaching of such a decision; or the failure of the respondent to submit an appeal within the stated 30 days; is considered to exhaust the appeal process.

Resolution

No Findings of Misconduct

When the investigation finds no support for allegations of scientific misconduct, all federal agencies, sponsors, or other entities initially informed of the investigation will be notified by the Dean of the Graduate School. The findings of the investigation will be sealed and retained in a confidential and secure file within the Office of the Graduate Studies.

If the allegations of misconduct were found to have been maliciously motivated, the appropriate administrative official (e.g., college dean or Provost) will be notified so appropriate disciplinary action can be taken against the responsible University employee. If the allegations, however incorrect, were found to have been made in good faith, no disciplinary measures will be taken, and efforts will be made to prevent retaliatory actions.

Findings of Misconduct

Notification - All federal agencies, sponsors, or other entities initially informed of the investigation will be notified of the findings of misconduct once the appeal process has been exhausted.

Consideration will also be given to formal notification of other involved parties after the appeal process has been exhausted. The following list of such parties is illustrative but not complete.

- Co-authors, co-investigators, collaborators
• Editors of journals in which fraudulent research was published
• Sponsoring agencies and funding sources with which the individual has been affiliated
• Professional societies

Disciplinary Action - University disciplinary action will be in proportion to the misconduct. Possible actions could include termination of employment. The Dean of the Graduate School, in consultation with the respondent's college dean, shall recommend appropriate disciplinary action to the Provost.

Approved by Faculty Senate, Bill 90-A-05 - April 4, 1990
Approved by Board of Regents - May 4, 1990
Reenacted with slight amendment by Faculty Senate Bill 12-A-15 approved by the Faculty Senate April 4, 2012 and by the President April 23, 2012, Posted for 15 Day Review April 2011

**Faculty Senate Bill 13-A-17 begins here.**

**Policy for Research Involving Human Subjects**

Southeast Missouri State University recognizes its role in society to further human knowledge, to advance the sum of such knowledge through teaching and research, and to protect the rights and welfare of human subjects involved in research. Similarly, the University acknowledges the rights of the faculty, staff and administrators to utilize appropriate educational methods and research techniques in their classes, in instructionally related activities and in Student Services programming and activities.

Human subjects are involved in many areas of research in which there is potential risk to the individual, such as experimental research utilizing drugs, vaccines, and radioactive materials. Less obvious are classroom or Student Services programming-related research activities in which risks to human subjects may be significant.

To facilitate compliance with this policy, review committees will be established at the academic college level, the student services division level, and the University level.

The University Committee on Research Involving Human Subjects is best qualified to ensure that human subjects will receive adequate protective measures, that faculty, staff and administrative privileges to pursue the
advancement of knowledge are guaranteed, and that restrictive policies which might discourage research, innovative teaching and programming are eliminated. This committee is the official review body for the University and functions as the Institutional Review Board as set forth in federal legislation. Its function is to conduct initial and continuing review of those research proposals which use human subjects and to determine that such proposals are in accordance with existing federal regulations. The committee operates under and reports directly to the Office of the Provost.

Members of the committee shall possess varying backgrounds so that their review of research proposals will assure that the rights and welfare of human subjects are adequately safeguarded. The committee must be sufficiently qualified through the expertise and diversity of its membership to ensure respect for its advice and counsel. When necessary, the committee will solicit opinions from individuals having recognized expertise in a specific area. In addition to possessing the professional competence necessary to review specific activities, the committee must be able to ascertain the acceptability of applications and proposals in terms of institutional commitments and regulations, applicable law, and standards of professional conduct and practice.

Decisions concerning human subjects in research are not made unilaterally by the committee. Through a deliberative process, it is the responsibility of the department chairperson, the College Review Committee (CRC), the college dean of the research investigator conducting the study, and the University Committee to ensure that the rights of human subjects are protected. For projects originating from Student Services personnel, the Student Services Review Committee (SSRC) will act as the CRC, and the Dean of Students will assume the review functions delegated to the college dean in this document.

**Definitions of Terms**

As used in this document, research is defined as a trial or special observation, usually made under conditions determined by the investigator, which aims to test a hypothesis or to discover some unknown principle, effect, or relationship. Activities which use experiments, tests, and observations designed to elicit non-public information are types of research.
Research does not include the conducting of classroom experiments or demonstrations or programming used for an educational purpose. Routine course and program development, including evaluation of the effectiveness of such development and the assessment of established courses or programs, is not research as defined and does not require review. (See next section for details of requirements for or exemptions from review.)

Determining the degree of risk in research involves making a series of judgments because certain risks are inherent in life itself. For certain types of research projects (especially medical), the risk is quite obvious. Somewhat different are those research procedures in which the subjects perform strenuous physical exertion or undergo varying degrees of public embarrassment and humiliation. These experiences may constitute a psychological threat to the subject, thereby posing another type of risk.

In reviewing research proposals involving human subjects, the reviewing body will place the research activity into one of two categories:

Category 1 - those research activities in which the subjects involved have no more than the risks associated with their customary everyday activities or risks associated with the performance of routine physical or psychological examinations or tests by qualified individuals.

Category 2 - those research activities in which the risk to subjects is greater than that encountered when performing customary activities under ordinary conditions.

As used in this document, human subjects are part of the investigator-subject relationship in a research activity which has the discovery of new knowledge as its primary objective. Of course, there are several types of human subjects, including adults, minors, residents of institutions, etc. Donors of organs, tissues, etc., are also considered to be subjects.

As used in this document, the definition of human subjects excludes the normal professional-client relationship which has the welfare of the client as the sole objective. Examples of such relationships are those in which the
client is receiving aid or services consistent with accepted and established practice (e.g., physician and patient).

**Treatment of Human Subjects**

It is incumbent upon the investigator to make sure that all human subjects are treated with respect and dignity, not just by the principal investigator, but by the research associates as well. The principal investigator should make it clear to the subjects that they are free to discontinue their participation in the research at any time without prejudice to the subject.

In those research projects that have potential risk to the subject, the investigator must make every effort to minimize the risks or discomfort related to the subject's participation. For example, if the research activity exposes the subject to considerable physical risk, the investigator must consider whether the subject's response should be monitored by a physician during the testing.

The investigator whose research plans place subjects at risk has the responsibility for justifying that risk. Such a justification will indicate that a thorough search of the literature has been made to ascertain that either the experiment has already been performed with animal subjects or good reasons exist for not utilizing animal subjects; that similar research has not already provided an adequate answer to the research question; and that the design of the study is adequate to yield worthwhile data on the topic under investigation.

The investigator is responsible for the research procedures during the investigation and must be sensitive to individual differences which may predispose certain individuals to experience harmful psychological or physical consequences by participating in the study. Realizing this, the researcher must exercise care to exclude such individuals from the research sample. Should unanticipated harmful effects develop during the research, the investigator shall take immediate steps to correct the situation. For those studies having the potential to produce undesirable effects which may be
manifested later, the investigator's responsibility is to plan appropriate follow-up procedures.

The responsibilities of the investigator include scheduling a debriefing session with the subjects following the conclusion of the research. The methodological procedures associated with the study may have caused certain subjects to experience anxiety, embarrassment, and loss of self-esteem. The experimenter should determine whether the subjects have suffered such effects. If they have, the investigator must take positive steps to counteract the effects the study produced. Debriefing procedures to be used must also be described to reviewers. The reviewers must then decide whether the subject's rights and welfare are adequately protected.

The investigator should make every effort to see that the subjects are rewarded or recognized for their participation. Such benefits could be material (money or gifts), educational (added information or knowledge), some other self-enhancing gains (e.g., improved health and well-being), or the award of a certificate of participation. Any payment intended for the subjects should not be so large as to constitute an excessive inducement to participate. The investigator's description of the research submitted to the committee shall include plans to reward or recognize the subjects.

The content of this policy and the procedures that follow it incorporate material from the April 18, 1979 “Belmont Report” of the National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research.

*Academic Affairs Revised April 1993*
*Reenacted with slight amendment by Faculty Senate Bill 13-A-17 approved by the Faculty Senate March 13, 2013, Reviewed by President April 5, 2013 and by the Board of Regents April 10, 2013*

*Faculty Senate Bill 13-A-18 begins here.*

**Procedures for the Review of Research Proposals Involving Human Subjects**

During the preparation of the research proposal, the research investigator has the responsibility to seek advice from the department chairperson, college dean, Dean of Students and/or Human Subjects
Committee Chairperson regarding potential implications for the rights of human subjects. If human subjects are not involved, the investigator may proceed with the study without consulting the committee.

Any research activity conducted by the faculty, staff, or students involving human subjects will be reviewed by the college dean or Dean of Students, by the CRC or SSRC, by the University Committee, or by both the CRC or SSRC and the University Committee. However, some proposals are exempt from full review.

These include

1. Secondary use of existing data documents and pathological or diagnostic specimens if the subjects are not identifiable.
2. Use of publicly available data, regardless of whether the subjects are identifiable.
3. Non-intervening observations of public behavior. The exemption includes research involving observations of public behavior of children where the investigator(s) does not participate in the activities being observed.

**Interviews and surveys of adults (with exceptions noted below).**

Interview, survey, and observation of public behavior procedures are not exempt and must be reviewed when

Responses are recorded in such a manner that the human subjects can be identified, directly or through identifiers linked to the subjects,

AND

The subject's responses, if they became known outside the research, could reasonably place the subject at risk, or expose the subject to criminal or civil liability, or be damaging to the subject's financial standing or employability,

OR

The research deals with sensitive aspects of the subject's own behavior, such as illegal conduct, drug use, sexual behavior, or use of alcohol,
The subjects are minor children. All research using interview and survey procedures that include children as the subjects must be reviewed.

(For educational/classroom study exemption, see Definition of Terms, Research, in policy section)

Projects involving human subjects but considered exempt from full review by the investigator may be initially submitted to the college dean or Dean of Students and the chairperson of the College or Student Services Review Committee who will act for the College or Student Services Committee. The material submitted will include a brief outline of the project, including survey instruments, interview protocols and/or methods to protect the identity of subjects when secondary data, etc., are used and the rationale for considering the project exempt from full review. If the college dean or Dean of Students and the chairperson of the College or Student Services Review Committee concur that the project is exempt, the Dean or Dean of Students will inform the investigator, and she/he may proceed with the study. At that time, the investigator will submit a copy to the University Committee Chairperson for retrospective review. If either the college dean or Dean of Students or the chairperson of the College or Student Services Review Committee thinks the project is not exempt, the project must be subjected to the normal review process. In the event that the college dean, Dean of Students and/or chairperson of the College or Student Services Committee are among the proposers, the project must be submitted to the entire College or Student Services Committee and to the University Chairperson for retrospective review.

If the project is not exempt from full review, the proposal normally must be submitted to the College or Student Services Review Committee. If funds external to the University are sought and the granting agency requires approval at the University Committee level, the investigator may submit the research proposal directly to the University Committee for review.

The following materials and information will be submitted by the proposer for research requiring full review:

A brief outline of the project; if applicable, survey instruments, interview protocols, and a description of methods to protect the identity of
subjects when secondary data are used; a description of what risks to subjects can be reasonably expected; methods for obtaining informed consent; and methods for ensuring the subjects' rights of privacy and confidentiality of data.

If a designation of Category 1 is expected, the proposer may submit rationale to support risks no greater than customary everyday activities or risks associated with routine physical or psychological examinations and indicate the level of qualifications of investigators to undertake the study. If a designation of Category 2 is expected, the proposer should submit an explanation describing the need for the level of risk, what is being done to minimize risk, and qualifications of the investigators to carry out the research.

Investigators are encouraged to include only information pertinent to the safety of human subjects.

The CRC or SSRC will determine whether the human subjects to be studied in the investigation are in Category 1 or in Category 2 and will verify that procedures for human subject protection will meet University and federal guidelines. The decision of the CRC or SSRC, together with the research proposal, is then sent to the college dean or Dean of Students. When the dean or Dean of Students agrees with the CRC or SSRC that the research involving human subjects is in Category 1 and that the guidelines for protection of human subjects have been met, the dean or Dean of Students will inform the investigator that she/he may proceed with the study, and the dean or Dean of Students will send to the University Committee a copy of the researcher's proposal, together with a report of action taken by the CRC or SSRC and the dean or Dean of Students' statement of approval. In these instances, the University Committee has the responsibility for a retrospective review. All proposals subject to retrospective review by the University Committee will be examined for appropriate safeguarding of human subjects. If adequate safeguarding is not evident, the University Committee Chair will notify the appropriate dean or Dean of Students and the CRC or SSRC Chair, and the research will cease until agreement among all parties is reached.
When the dean or Dean of Students agrees with the CRC or SSRC that the research involving human subjects is in Category 2 or when the dean or Dean of Students and the CRC or SSRC do not agree on the category, the dean or Dean of Students will inform the investigator that the proposal must be submitted to the University Committee for review. When the category is in question or for proposals submitted directly to the University Committee, the University Committee will decide whether the research is Category 1 or Category 2. Following review of the proposal, recommendations of the committee are sent to the Provost. (See section "Responsibilities of the Committee: Notification of Committee Action" for details.)

Procedures Regarding Responsibilities of the Principal Investigator

The following statements are presented as guidelines for research projects involving human subjects. The investigator should consult these guides when planning the research project. The committee also will utilize these statements during its evaluation of research proposals submitted by faculty, staff, and students of the University.

The investigator must be qualified in the field in which the research is conducted. If during the research the investigator finds himself/herself in areas beyond his/her level of competency, appropriate consultation must be obtained.

Procedures Regarding Informed Consent

Research involving human subjects normally is not permitted without the voluntary consent of the human subject or the consent of his/her authorized representative if the subject lacks the capacity to consent. The investigator should provide the subject with all appropriate information, whether positive or negative, which is likely to influence the subject's decision to participate. No coercion, explicit or implicit, may be used to obtain or maintain cooperation. To assure that the subject's decision is truly free, the investigator must exercise particular care in certain circumstances. Examples include relationships involving a measure of control over the
potential subject, e.g., teacher/student, employer/employee, and in institutions such as prisons and hospitals.

Certain research studies utilize subjects (e.g., minors, the intellectually disabled, etc.) that require special consideration. Competent adults must give their own informed consent. If the research involves incompetent adults, it is the investigator's responsibility to make certain that consent for participation is obtained from authorized representatives in accordance with applicable statutes and regulations.

Assent must be obtained from competent children. "Children" are individuals below the legal age of consent. Age, maturity, and psychological state are to be considered when determining competency of the child/children. Assent means a child's affirmative agreement to participate in research. Failure to object should not be construed as consent. Informed consent must also be obtained from one of the child's parents or guardians. For research which involves greater than minimal risk and no prospect of direct benefit to the child, both parents must give their permission unless one parent is deceased, unknown, incompetent, or not reasonably available, or when one parent has legal custody of the child. This requirement may be waived for research designed for conditions for a subject population for which parental or guardian consent is not a reasonable requirement to protect the subjects (e.g., abused or neglected children).

When the research involves minimal risk to the subject (Category 1), there is no single method required to assure that the subject consents to participation. Whether the subject's consent is obtained orally or is implicit in voluntary participation in a well-advertised activity or is secured via a written document, it must be "informed consent." The term "informed consent" implies that the individual has exercised free power of choice without the presence of excessive inducement or any element of deceit, fraud, duress, force, or other form of restraint or coercion. While not mandatory, written documentation is strongly recommended.

A dilemma arises in some research because fully informing the subjects would invalidate the experiment. If it is necessary to withhold information
from the subject, the investigator must carefully inform the reviewers of what information will be withheld and must clearly justify the withholding of information. Nondisclosure of information to subjects must not be used simply to assure their participation in the research.

Investigators whose proposed research activity is in Category 2 are obligated to obtain legally effective informed consent. The basic elements of information necessary to such consent include:

1. A fair explanation of the procedures to be followed and their purposes, including identification of any procedures which are experimental;
2. A description of any attendant discomforts and risks reasonably to be expected;
3. A description of any benefits reasonably to be expected;
4. A disclosure of any appropriate alternative procedures that might be advantageous for the subject;
5. An offer to answer any inquiries concerning the procedure;
6. An instruction that the individual is free to withdraw his or her consent and to discontinue participation in the project or activity at any time without prejudice to the subject;

An explanation of appropriate complaint procedures.

A written document is preferred for obtaining the consent of subjects involved in research activity in Category 2. If consent is obtained orally, the investigator must provide some documentation of consent for the records.

However consent is obtained, the method used must be described and justified in the material sent to the committee for review. Such materials might include, for example, a summary of oral explanations to be given to the participants when obtaining their informed consent. Also, to be submitted to the committee is an explanation of how the investigator plans to monitor the risks and safeguard the subject during the course of the investigation.
Note 1: The method of obtaining consent must not include any exculpatory language through which the subject waives, or appears to waive, any of her/his legal rights, including any release of the University or its agents from liability or negligence. Obtaining a signed consent form is not a release. Rather, it is simply an evidence of disclosure to the subject of essential information necessary to obtain informed consent.

Note 2: Special procedures are required for obtaining and documenting informed consent of subjects placed at risk in activities supported by many external sources of funds.

Procedures for Confidentiality of Data Regarding Human Subjects

It is the investigator's responsibility to protect the rights of subjects against invasions of their privacy. The investigator must exercise care in obtaining and handling sensitive material and has ethical obligations to treat in confidence all private or personal information related to the subjects. The investigator should explain to those subjects providing information of a private or personal nature how such information will be used. Whenever feasible, such information from subjects should be obtained anonymously. If this is not possible, the data should be coded and the code separated from the data and kept in a secure place. Finally, the investigator should make certain such data are destroyed when the research is concluded.

The investigator must specify in the description of the project submitted to the committee for review her/his plans to ensure the confidentiality of the data and anonymity of the subjects. The following points can serve as a checklist to ensure that adequate protection will be provided:

1. The instruments for procuring data should be carefully constructed to ensure that only personal information absolutely essential to the study is acquired.

2. Personal information checklists which permit identification of the subject should be stored in files accessible only to authorized personnel.
3. Data containing personal information should be changed into coded form as soon as feasible. This means removal of the name and any other information which would reveal the subject's identity.

4. Adequate procedures for the disposal of data must be included in the research plans.

5. The identity of subjects must not be released without their express permission.

Certain research studies utilize data involving identifiable subjects that were collected previously for a different purpose. In such instances, the investigator must (a) re-evaluate the risk to the subjects, (b) determine whether the new use is within the scope of the original consent, and (c) provide for the anonymity of subjects in the intended study.

**Procedures Regarding Complaints**

It is also the responsibility of the principal investigator to advise all subjects, either in writing or orally, of their right to file a complaint with the University Committee. Each subject shall be given the name, address, and telephone number of the appropriate person to contact to register a complaint regarding her/his participation in the research. The participant or her/his legal representative should direct the complaint to the chairperson of the committee, with a copy to the Provost/Provost's representative.

The University Committee has the responsibility for investigating all complaints. After its investigation, the committee will report its findings to the Provost. Normally, these findings will indicate one of the following: (a) that the complaint is invalid, (b) that the complaint is valid and that the principal investigator must submit an amended statement of procedure for consideration by the committee, (c) that the complaint is valid and that committee approval of the research project is withdrawn. In all cases, the Provost notifies both the principal investigator and the complainant (if identified) of the findings of the investigation and of the action to be taken.
Procedures Regarding the College-Level Committees

Each college, school, and Kent Library shall maintain a College Review Committee (CRC), composed of one (or, at the discretion of the unit, two) representative(s) from each department within the unit, such representatives being elected by the full-time faculty in each department. The CRC may develop internal working procedures not inconsistent with the Faculty Handbook or those of the University Committee.

Procedures Regarding the Student Services Review Committee

The Dean of Students shall appoint and maintain a Student Services Review Committee (SSRC) consisting of no fewer than five members. These members shall be broadly representative of the personnel and administrative responsibilities of the division. The SSRC may develop internal working procedures not inconsistent with the Faculty Handbook or those of the University Committee.

Procedures Regarding the University Committee on Research Involving Human Subjects

The University Committee may develop internal working procedures not inconsistent with the Faculty Handbook.

Qualifications for Committee Membership

The Committee shall not consist entirely of persons who are officers, employees, or agents of or otherwise associated with the institution apart from their membership on the committee.

No member of the committee shall be involved in either the initial or continuing review of an activity in which he/she has a conflicting interest, except to provide information requested by the committee.
Composition and Selection of the Committee

The committee shall not consist entirely of members of a single professional group. The committee shall not consist entirely of men or entirely of women. The Provost shall appoint the membership of the committee as follows:

1. Three members from the professions outside the University,
2. One member from each college, school, and Kent Library (from two nominees submitted by each college council),
3. One at-large representative (from two nominees submitted by the Faculty Senate),
4. One representative from the Graduate Faculty,
5. One representative of the college deans,
6. One representative from Student Services,
7. The Dean of the School of Graduate Studies or his/her designee, and
8. One representative of the Provost.

Members of the committee shall be identified to appropriate agencies by name; earned degrees, if any; position or occupation; representative capacity; and by other pertinent indications of experience, such as board certification, licenses, etc., sufficient to describe each member's chief anticipated contributions to committee deliberations. Any employment or other relationship between each member and the institution shall be identified, i.e., full-time employee, part-time employee, member of governing panel or board, paid consultant, unpaid consultant. Changes in committee membership shall be reported in such form and at such times as may be required by law.

Terms of Committee Members

The terms of membership for the Committee members shall be three years, staggered to ensure an orderly rotation of members. Members may
not exceed two consecutive three-year terms, but may be reappointed following a one-year hiatus. The Dean of the School of Graduate Studies shall not be subject to any term limit. The Provost’s representative, and the designee of the Dean of the School of Graduate Studies (if used) shall not be subject to a limit on terms served. They may be reappointed at the end of their term, and they may be replaced within their term or at the end of their term by the appointing or designating authority.

Quorum Requirements

The quorum of the committee shall be defined as a majority of the total membership. Approval by a majority of the members meeting in quorum shall constitute approval of the proposal.

A research proposal which has received the endorsement of the department chairperson, College Review Committee or Student Services Review Committee, and the dean or Dean of Students requires a majority of the total committee membership for rejection.

Duties of Committee Chairperson

The Provost shall appoint the chairperson of the committee within a reasonable time following the annual appointment of new members to the committee. Duties of the committee chairperson include developing and publicizing an annual schedule of regular committee meetings, and he/she is responsible for the prompt communication of committee findings to appropriate parties. Furthermore, the chairperson is responsible for communicating annually with deans and the Dean of Students and College and Student Services Research Committees regarding criteria for research involving human subjects.

Notification of Committee Action

Following its initial review of a research proposal, the committee shall report the action taken to the Provost or designee. Recommendations by the committee are subject to further consideration by the Provost and by the President. Normally, the report of committee actions sent to the Provost or
his/her designee will (a) recommend approval, or (b) indicate any special
requirements to be met and the conditions under which approval would be
recommended, or (c) reject the proposal, in which case the reasons for
rejection are stated. With concurrence of the Provost, the chairperson of the
committee sends a notification of committee restrictions to the principal
investigator. Investigators dissatisfied with findings of the committee may
appeal to the Provost. A subsequent reconsideration of a research proposal
may, at the discretion of the Provost, involve attendance of the principal
investigator and/or consultants selected by the committee and by the
investigator. Unfavorable recommendations and restrictions cannot be
removed except by the committee. Procedural changes in a project can be
implemented only after these changes are reviewed and approved by the
committee. When reviews are completed and approval granted by the
committee, the chairperson completes a certification of review and forwards
a copy to the Provost, who agrees or disagrees and informs the principal
investigator.

It is the responsibility of the Provost to insist that restrictions and
recommendations made by the committee are fully implemented. Any
disregard of committee restrictions and recommendations by a principal
investigator shall be reported immediately to the Provost, who takes steps
for remedial action.

Academic Affairs Revised April 1993
Reenacted with slight amendment by Faculty Senate Bill 13-A-18 approved by the Faculty Senate March 13,
2013 and by the President April 11, 2013, Posted for 15 day review on April 11, 2013

Service
Faculty Senate Bill 12-A-2 begins here

Service is identified in the Faculty Tenure and Promotion Policy as one of
the “critical areas” in which faculty can make a contribution to the
University, the community, and the profession, and by which they are
judged for purposes of tenure, promotion, and merit. Service to the
University may take many forms including, but not limited to, academic
advising, membership and leadership on committees, sponsorship of
student organizations, providing student recommendations, and
participation in commencement exercises. Faculty members should consult
their departmental Promotion and Tenure criteria to understand how service is construed in their own department.


Faculty Senate Bill 12-A-3 begins here

Procedures Regarding Full-Time Faculty Attendance at Commencement Exercises

1. Each faculty member is expected to attend one commencement exercise a year
2. Each department is expected to have approximately one third of its members present for each exercise.
3. Department chairpersons are responsible for scheduling the distribution of faculty among the winter and spring exercises.

Amended by Faculty Senate Bill 12-A-3 approved by the Faculty Senate Feb. 1, 2012 and by the President Feb. 2, 2012, Posted for 15 Day Review February 2012

Commencement

Commencement exercises are held two times annually--in the winter and spring. Each faculty member is expected to attend one commencement exercise a year, and each department is expected to have approximately one third of its members present for each exercise. Department chairpersons are responsible for scheduling the distribution of faculty among the winter and spring exercises.

Academic Distinction in the Department of Major

Facult Senate Bill 11-A-12 begins here

Policy:

Academic Distinction in the Department of the Major is earned by completing a scholarly paper or special project under the supervision of a committee of at least three (3) degreed faculty and/or staff members. The
Procedure for Academic Distinction in the Department of the Major:

1. The student must first read the information in this handbook about Academic Distinction in the Department of the Major. When the student has a tentative topic, he or she will identify a member of the faculty in the major to serve as the proposed chair of the project.

2. The student completes the form “Application for Academic Distinction in the Department of the Major” available in the Registrar’s Office.

3. The Registrar’s Office determines whether the student meets minimum qualifications:
   a. Completion of a minimum of 75 degree hours
   b. Minimum grade point average of 3.25 in the major
   c. Minimum overall grade point average of 3.0
   d. The student must apply and complete steps 1-8 prior to the first day of classes in the student’s graduation or commencement semester, whichever is first.

   After evaluation of the student’s eligibility, the Registrar’s Office will forward a completed copy of the form to the proposed committee chair.

4. If the student meets the minimum qualifications, he or she, in consultation with proposed committee chair, will describe the proposed scope and nature of the project or paper, with a tentative thesis statement and the plan for completion. The proposal will be forwarded to the chair of the department of the student’s major.
5. Upon the chair’s approval, the student, committee chair, and department chair will develop a proposed committee member list numbering not less than two (2) faculty or staff members, in addition to the committee chair.
   a. If the project proposed is of an interdisciplinary nature, the committee shall include representative(s) from all disciplines.
   b. At least one member of the committee must not serve in the department of the major.
   c. Members who fulfill the requirements of Item a may also fulfill the requirements of Item b. For example: If the study involves effects of indigenous cultures on pre-school age children, and the student’s major is Child Development, a member of the Anthropology faculty could serve both as a representative of one of the disciplines and also as a member not in the department of the major.
   d. The Chair of the student’s department of major shall serve as an ex-officio member of the committee, and shall not be considered one of the three required committee members.

6. Using the “Proposed Committee” form available in the Registrar’s Office, the proposed project and committee composition will be forwarded to the dean of the college housing the student’s major. The dean may:
   a. Approve the committee and project
   b. Disapprove the committee or the project or both
   c. Return the proposal for clarification

The dean’s office shall notify the student, department chair, committee chair, and Office of the Registrar of his or her decision, using copies of the “Proposed Committee” form. The Registrar’s Office shall review the composition of the committee to verify all criteria are met and notify the committee chair of the outcome.

7. Upon approval of the project and committee, the committee chair convenes a meeting of the committee. The chair of the department, as an ex-officio member, shall be invited, but not required, to attend.

8. The committee may choose any one of three actions:
   a. Approve the project as described
   b. Suggest amendments to the project
c. Disqualify the project entirely

If the committee disqualifies the project, the rationale must be stated and reported to the dean of the college and the Registrar’s Office. Normal reasons for disqualification would include plagiarism or a project that does not require scholarly activity above and beyond normal classroom requirements. If the committee accepts the project, notification is provided to the department chair, dean of the college and the Registrar’s Office using the “Committee Action Report” form available in the Registrar’s Office.

9. The student will complete the project, distribute copies of written material associated with the project for review to all committee members, and meet again with the committee to provide an oral defense of the project. The department chair is invited, but not required, to attend the oral defense. Deadlines for completion and distribution of the finished project are: one calendar year after the committee’s initial meeting, or, if the student is graduating, as listed below:

<table>
<thead>
<tr>
<th>Graduation/Commencement</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring</td>
<td>End, 8th week of the spring semester</td>
</tr>
<tr>
<td>Summer &amp; participating in Spring Commencement</td>
<td>End, 8th week of the spring semester</td>
</tr>
<tr>
<td>Summer &amp; not participating in Spring Commencement</td>
<td>Eight weeks before end of summer semester</td>
</tr>
<tr>
<td>Fall</td>
<td>End, 8th week of the fall semester</td>
</tr>
</tbody>
</table>

10. Upon completion of oral defense, the committee may choose one of three actions:

   a. Accept project
   b. Reject project
   c. Return project to the student for revisions, which must be completed within two weeks.
The committee shall inform the department chair and dean of its actions, using the “Acceptance Page for Completion of Academic Distinction” available in the Registrar’s Office.

11. The department chair and dean will review the project and either reject it or accept it as completed. If accepted, the department chair and dean complete their portion of the “Acceptance Page for Completion of Academic Distinction” and forward copies of the form to the student, committee chair, and Registrar’s Office no later than six (6) weeks prior to commencement or end of the student’s last term of study, whichever is earlier.

12. Upon acceptance of the project at all levels, the student shall provide final copies of the project, including the acceptance page noted above, to each member of the committee and the department chair, in either printed or electronic form. The student shall also present to the Collections Librarian in Kent Library a copy of the project in electronic form. The deadline to accomplish this is six (6) weeks prior to commencement or end of the student’s last term of study, whichever is earlier.


Faculty Senate Bill 11-A-14 begins here

Jane Stephens Honors Program

Policy: Philosophy, Purposes, and Goals
By offering educational opportunities tailored to the special needs, aspirations, and motivations of students whose intellectual and creative abilities are outstanding, the Jane Stephens Honors Program underscores Southeast Missouri State University's commitment to quality and excellence in matters of knowledge, creativity, and leadership. The goals of the Stephens Honors Program reflect this basic commitment. These goals are:

1. To encourage an intellectual orientation by providing a model of academic endeavor which emphasizes analytical thought,
insight into the methodologies of different disciplines, and cross-disciplinary synthesis.

2. To address the special needs of outstanding students by providing a center of identity for formulating personal goals, developing self-esteem, and increasing the desire for self-directed learning.

3. To contribute to the general advancement of learning by encouraging the active pursuit of academic goals, as exemplified by research, scholarly activity, and creative endeavor.

Approved by Faculty Senate Bill 11-A-14 April 6, 2011, Reviewed by President April 2011, Approved by Board of Regents May 13, 2011

Faculty Senate Bill 11-A-15 begins here

Procedure for Admissions to the Honors Program

Entering students are eligible for admission into the Stephens Honors Program if they meet the following criteria: a cumulative high school grade point average of at least 3.4 on a 4.0 scale (or its equivalent) and an ACT composite test score of at least 25 (or its equivalent).

Students who do not meet the standards may be admitted to the program by petition if, at the end of at least 12 semester hours of college work, they have earned a cumulative grade point average of 3.25 or above.

Procedures for Program Completion

1. In order to remain in the program after admission, a student must 1) maintain a minimum grade point average of 3.25 and 2) maintain active involvement in the program. Falling below the required minimum cumulative GPA of 3.25 in any semester will cause the student to be placed on Honors probation. If at the end of the probationary semester the student's cumulative GPA is 3.25 or higher, he/she, will be returned to regular Honors status. If the cumulative GPA is still lower than 3.25 but the semester GPA is 3.25 or higher, the student will remain on Honors probationary status. If the semester GPA for a probationary semester is lower than 3.25, Honors status will be discontinued. A student may apply for readmission to the program if the cumulative GPA is raised to 3.25 or higher.
To maintain active involvement in the Stephens Honors Program, the student must meet the following rate of progress toward accumulating the 24 hours of Honors credit needed to complete the program.

<table>
<thead>
<tr>
<th>Honors hours completed at Southeast Missouri State University</th>
<th>Total hours completed at Southeast Missouri State University</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>30</td>
</tr>
<tr>
<td>9</td>
<td>60</td>
</tr>
<tr>
<td>18</td>
<td>90</td>
</tr>
</tbody>
</table>

Failure to meet these credit hour minimums will result in the student being placed on Honors probation. If the requisite number of Honors credits is accumulated by the end of the next semester, s/he will be returned to regular Honors status; otherwise, Honors status will be discontinued. A student may petition the Honors Council for an exemption from the criteria for active involvement if he/she was not able to meet those standards due to extenuating circumstances, or if he/she had significant involvement in Honors Program activities other than course work (e.g., serving on the Student Honors Council, presenting a paper at an Honors conference).

2. To complete the Honors Program, a student must:
   a. Earn a cumulative grade point average of 3.25 or above.
   b. Earn a minimum of 24 hours of Honors credit, including 6 hours at the 300- and/or 400- levels.
   c. Complete a senior level research project. This project must be approved by a member of the Honors Faculty, who serves as the supervisor of the project, and by the Director of the Honors Program.

3. Students who complete the Honors Program requirements will be recognized as follows:
   a. They will be designated Honors Scholars.
   b. They will be identified at both the Honors Convocation and the Commencement ceremony.
   c. They will receive a certificate noting their completion of the program, and a medallion to be worn at the commencement exercises.
   d. Notification of completion of the Honors Program requirement will be added to their academic transcript.
Procedures for Establishing Honors Curriculum

Honors Credit. Honors credit may be earned in two ways: (1) by taking specially designated Honors sections of courses in the University curriculum; (2) by contracting for Honors credit in non-Honors sections.

A. Honors Sections. Honors sections may be designated for any course in the University curriculum. This arrangement permits the creation of Honors sections in any lower-division course, whether or not it directly serves general education requirements, and in advanced upper-division courses, should sufficient demand arise. However, sections of courses in the University Studies curriculum should predominate. Honors sections will be designed and taught so as to contribute to the goals and objectives of the Honors Program; at the same time, they will meet the content requirements of their non-Honors counterparts. Credit by Contract. An individual Honors Student may contract with a member of the Honors Faculty to receive Honors credit in any course in the University curriculum. This arrangement permits students to earn Honors credit in courses which cannot support the creation of specially designated Honors sections (for example, independent study and research). The Honors contract will ensure that the student undertakes independent work which satisfies the goals and objectives of the Honors Program; at the same time, it will ensure that the normal content requirements of the course are met. A maximum of 12 hours of Honors credit can be earned by contract. Students may petition the Honors Council for exemptions to these limits based on programmatic restrictions within their majors.

B. General Characteristics of the Honors Course. While meeting the defined objectives of their non-honors counterparts, honors courses are expected to emphasize creative and active learning, analysis and synthesis, and application of background knowledge. Particular attention is paid to student initiative, methodological awareness, depth of investigation, and diversity of learning resources. Student initiative is encouraged. There is less reliance upon drill, lecture, and textbook review, and greater reliance upon independent readings, class discussion, question and answer sessions, collective problems solving, and student conducted research. Methodological awareness is the nature of professional activity in the discipline, historical development of the discipline, and current issues and problems. Depth of investigation is found where material is covered in greater
detail, where greater emphasis is placed in implications and underlying principles, and where intellectually more demanding issues and problems are discussed. Diversity of learning resources implies less reliance upon traditional textbook presentation of material, and greater reliance upon a variety of sources, including professional articles and books, books of current and historical interest, elected readings from periodicals, library resources, visiting faculty, and team teaching. Methods of student evaluation are expected to be consistent with the nature and intent of an Honors course as here defined.

C. The criteria used to evaluate students in Honors sections should be equivalent to the criteria used to evaluate students in non-Honors sections. Honors sections should be distinguished by the qualities described above rather than by the amount of work required or by the difficulty of attaining a given grade.

Procedures for Course Approval
1. It is not necessary to seek special course approval for Honors sections, since they are, indeed, sections of already approved courses. However, it is the responsibility of the department and college within which the Honors section is offered, and the Director of Honors, to ensure that the course design satisfies the requirements of an Honors course.

2. To earn Honors credit by contract, the student must provide a written description of the work to be done in addition to the regular course work. The proposed Honors work must be approved by the instructor, the appropriate chairperson and dean, and the Director of Honors. When the student completes the approved Honors work, the instructor notifies the Director of Honors; the Director of Honors notifies the Registrar; and Honors credit is duly indicated in the student's transcripts.

Procedures for Designating Honors Faculty
Honors courses are to be taught by members of the honors faculty. Honors faculty must have:
1. A doctorate or the appropriate terminal degree.
2. At least two years university-level teaching experience and a demonstrable record of excellence in teaching.

3. Recommendations from the appropriate chairperson and dean.

**Administrative Procedures**

Program oversight is provided by the Director of Honors. The Director of Honors reports to the Dean of the School of University Studies and acts on the advice of the Honors Council. The Honors Council will be composed of one representative from each college/school, an honors student representative, and the Director of Honors. College/school representatives will be selected by their respective college councils. The student representative is elected by honors students. The Director acts as chair of the Honors Council.

The Honors Program is expected to provide support services for students. Examples of student support services are orientation sessions, an honors student newsletter, an honors lounge or center, academic advising, and opportunities to attend regional and national honors meetings.


Students who do not meet the standards established in "A" may be admitted to the program by petition if, at the end of at least 12 semester hours of college work, they have earned a cumulative grade point average of 3.25 or above.
CHAPTER 4

Professional Development Opportunities

Faculty Senate Bill 11-A-21 begins here

Professional Development Program

The University utilizes a multi-faceted professional development program to serve the professional aspirations of the individual faculty member, as well as the instructional and programmatic needs of the University in its service to students. Elements of this program include opportunities for funding for professional development activities of the individual faculty member, participation in other institutional grant programs, and several different types of professional leave. These opportunities are described below.

Individual Professional Development Program

The Faculty Tenure and Promotion Policy requires that a one-time individual professional development allocation be awarded to a faculty member who receives promotion or post-professorial merit. These funds are to be used by the faculty member to support his/her professional development activities broadly construed, subject to the conventional university and state financial procedures.

Department Level Professional Development Program

Each academic year funds are allocated to every academic department on a full-time-equivalent basis to help individual faculty members defray the costs of their professional development activities, including attending professional meetings. Each department will establish procedures for the distribution of these funds, subject to the conventional university and state financial procedures.
College Level Professional Development Program

The Faculty Development Program at the college level exists to provide support and opportunity for faculty members to realize their potential and to improve the quality and effectiveness of the total educational effort of the University. To this purpose the Provost will allocate a specific sum of money to each college at or near the beginning of each fiscal year to support the professional needs of the faculty. The funds will be made available according to the “College Level Professional Development Procedures.”

Other Institutional Professional Development Support

The University may maintain a variety of internal grant opportunities for faculty to fund certain specified activities or goals. The eligibility requirements, funding levels, and application and selection procedures shall be determined by the granting entity.

On occasion, a faculty member may be offered a release from part of his or her usual teaching load in order to pursue approved development goals. These arrangements are typically negotiated on an ad hoc basis.

Sabbatical Leave Program

As an institution of higher education, the University is committed to maintaining a quality learning environment in which faculty and students can develop skills and ideas, acquire knowledge, and engage in creative activities covering a wide range of disciplines and fields. As an expression of this commitment, the University provides a sabbatical leave program for tenured faculty to enhance their professional competence and the total teaching/learning environment. The sabbatical leave, therefore, represents a dual investment—an investment of time and expertise on the part of the individual faculty member and a financial investment by the University—which promises to result in improved teaching, enriched programs, and the advancement of knowledge and creative activity at the University.

Sabbatical Purposes

A sabbatical leave may be granted tenured faculty for the purpose of professional advancement. A sabbatical leave is not automatic; rather, it is awarded on the basis of professional need and accomplishment. The leave provides a means for improving teaching or instructional programs,
engaging in research or writing for publication, pursuing creative activities, developing programs directly related to institutional needs, or exploring alternative career patterns. Sabbatical requests require prior joint faculty/administrative endorsement.

Because of the diversity of fields and disciplines within the University, it is possible to define a wide range of activities that constitute legitimate use of a sabbatical leave. Such activities may include, but are not limited to, the completion of books, monographs, or articles; completion of creative projects; professional travel, study or other work contributing to projects already underway; development of new instructional programs; extensive revision of existing programs; post-doctoral experiences and study; and advanced preparation for academic respecialization. If the respecialization is administratively prompted, it is assumed that a majority of those costs would come from outside the sabbatical program funds. A sabbatical leave is not to be used for work toward the completion of an advanced degree.

**Definition of Sabbatical Leave**

A sabbatical leave is a leave of absence taken for a full academic year at one-half salary plus one-half the maximum elective contribution for the Family Medical Care Plan under Southeast Missouri State University's Cafeteria Plan or for one semester at full salary. The base salary is that which would have been forthcoming in the year of the sabbatical. While on sabbatical leave, the faculty member is an employee of the University and will receive all benefits due to faculty who are regularly employed. Faculty on sabbatical leave will receive their salaries in regular payments, as they would if they were normally employed.

Since it is essential to maintain the integrity of programs and offerings at the University, arrangements must be made to compensate for the absence of faculty members on sabbatical leave.

Eligibility requirements, application and selection processes, and related procedural provisions shall be set out in the “Sabbatical Leave Procedures.”

**Other Leaves**

In addition to sabbatical leaves, there are other types of leaves which may be available to the faculty member. In most cases, these leaves will permit the faculty member to take advantage of professional development
and/or other types of personal enrichment opportunities. These leaves are of two main types:

**Leave Without Compensation**

A faculty member on this type of leave receives no salary, but will be given the opportunity to continue under the University benefits package by compensating the institution for the costs of continuing coverage, subject to the terms of existing University policy on faculty compensation. The faculty member may apply for and receive faculty development funds in accordance with conventional college procedures.

**Leave With Compensation**

A faculty member on this type of leave receives salary, benefits, and/or other compensation, the amount of which is determined through the deliberative process which awards the leave. This type of leave entails a teaching and/or financial commitment, the nature of which is also determined through that deliberative process. These leaves are of two types:

1) **Leave To Complete Appropriate Terminal Degree**

In certain circumstances, leave with compensation will be awarded to a faculty member to facilitate his/her completion of the appropriate terminal degree. These leaves will only be available to faculty hired in fields where market forces make it unlikely that a candidate with similar qualifications or characteristics and with the terminal degree can be hired.

2) **Leave To Pursue Other Professional Development Opportunities**

In certain circumstances, other professional development opportunities may be presented to the faculty member which are unique in their value to that person and the University; or which have such time constraints as to justify treating them outside the framework of the conventional sabbatical leave policy. Leaves may be awarded to support faculty pursuit of these opportunities.

Procedures regarding these Other Leaves shall be set out in the “Faculty Leave Program Procedures.”
Faculty Leave Program Procedures:

In all cases, it is essential that the temporary absence of a faculty member on leave not unreasonably compromise the quality of educational programs. The determination of the impact of the absence of a faculty member will be made by that person's department, as qualitative judgments regarding the program are most suitably made by those within that discipline. If an applicant's department agrees that appropriate measures can be taken to ensure that the absence of the applicant will not unreasonably compromise the quality of the program, the application can go forward. If the department determines that the absence of the applicant cannot be reasonably compensated for, the application will be denied and will not go forward.

Decisions regarding allocation of faculty resources among departments are normally made by the dean and the Provost. If they agree that sufficient resources are available to provide for overloads, part-time or term instructors, or other means the department feels necessary to reasonably maintain the quality of a department's program during the leave of a faculty member, the application shall go forward for action by the President and/or Board of Regents as necessary. It is understood that a lack of sufficient resources may be reason for a department to withdraw its approval of a leave application.

A faculty member applying for a leave shall be given a timely written response to that request from the appropriate individual(s) or group(s) considering the request. A faculty member applying for a leave to pursue a terminal degree must have a written educational plan approved by the appropriate parties in accordance with the requirements of the section of the Faculty Handbook on Faculty Professional Responsibilities.

Procedures contain portions of:
Faculty Senate Bill 93-A-1, approved by Faculty Senate January 27, 1993
Amended by Faculty Senate Bill 11-A-24, approved by Faculty Senate April 20, 2011, by President April 20, 2011, Posted for 15 Day Review April 2011
Professional Travel

When conducted under the auspices of the University, faculty professional travel will follow established procedures, maintained here (hyperlink).

Chapter contains portions of:
Faculty Senate Bill 93-A-1, approved by Faculty Senate Jan. 27, 1993
Faculty Senate Bill 87-A-02R, approved by Faculty Senate Apr. 1987, by Board of Regents May 1987
Faculty Senate Bill 85-A-05, approved by Faculty Senate Apr. 1985, by Board of Regents June 1985
Faculty Senate Bill 10-A-06, approved by Faculty Senate Mar. 24, 2010, by Board of Regents June 22, 2010
Entire chapter amended by Faculty Senate Bill 11-A-21, approved by Faculty Senate April 20, 2011, by Board of Regents October 21, 2011

Professional Travel Provisions

Each academic year funds are allocated to every department and college on a full-time-equivalent faculty basis to help faculty members defray the costs of attending professional meetings. Each department and college should establish procedures for the distribution of travel funds. Specific requests for travel funds must be approved by the department chairperson and the dean of the college.

Departments or divisions are responsible for establishing internal procedures for obtaining the required authorizations prior to the commencement of travel. Travel expenses are reimbursable only when the required authorizations are obtained prior to incurring the expenses.

All travel outside of the continental United States requires prior written authorization from the President or appropriate Vice President or Provost. All travel, both outside and within the state of Missouri, except local travel, requires prior written authorization from the appropriate supervisor. Unless otherwise required by the appropriate supervisor, authorization when such travel is necessary to job requirements is assumed for travel within the University's service area (as defined by Missouri statutes) or within a 150-mile radius of the campus.

Satisfactory arrangements for missed classes are to be made by the faculty member and recorded on the Request to Be Away From Assigned Duties form which must be approved by the department chairperson and
Reimbursement is made for necessary and reasonable travel expenses incurred for authorized University business. Reimbursement is not allowed for personal expenses, such as extra meals, alcoholic beverages, travel insurance, laundry, or for business expenses not in compliance with University policies and procedures. For sponsored projects, reimbursement of travel expenses must be in full compliance with the specific terms of the project, as well as with University policy and procedures. If a sponsored project specifically provides for special accountability of travel expenses, this fact must be noted on the Monthly Expense Report. Exceptions to allowed travel expenses guidelines must be approved by the Vice President for Business and Finance. The following are general guidelines on reimbursable expenses. Consult the Travel section in the Business Policies and Procedures Manual for additional explanations and procedural information.

Lodging. An itemized statement furnished by the hotel is required for reimbursement of actual costs. Summary statements or credit card receipts are not acceptable.

Meals. Reasonable and necessary amounts are allowed for meal expenses. Consult the Business Policies and Procedures Manual for current rates. Meal allowances in excess of these rates may be reimbursed only with approval by the Vice President for Business and Finance. Meal receipts are not required for reimbursement purposes except for meals which exceed standard per diem allowance rates.

Tips. Reasonable amounts (not to exceed fifteen percent for meals) will be reimbursed.

Telephone, Telegraph, Fax and Copying. Expenses incurred for official business will be reimbursed. A receipt is required if the cost is $20.00 or more.

Meeting Expenses. Registration or other meeting expenses may be
claimed when necessary to carry out the purpose of the trip. A receipt on the form normally used by the organization is required if the fee is $20.00 or more.

Transportation. To be fully reimbursed by the University, the traveler must use the most economical and feasible mode of transportation available consistent with the authorized purpose of the trip. If a more economical transportation price can be obtained by traveling on non-working days (e.g., a Saturday layover), a justification statement outlining the realizable savings and including documented airfare rates and additional meal and lodging expenses should be attached to the request for funding.

Commercial flights should be by air coach, tourist or its equivalent where possible. Air travel may be charged to personal credit cards, but arrangements can also be made in advance using a Purchase Requisition form. The customer ticket/receipt stub bearing the cost and destination and all unused tickets must be submitted for reimbursement.

If a personal vehicle is used, the driver will be reimbursed at a mileage rate not to exceed the State of Missouri Travel Regulations based on map mileage of the most direct route. Consult the Business Policies and Procedures Manual for current rates. The mileage rate is subject to reduction by the department chairperson, dean or administrative head. To be fully reimbursable, the total cost of driving (including meals and lodging en route) is not to exceed the equivalent cost of commercial air coach or tourist fare. If two or more authorized persons travel together in one personal vehicle, only the owner will be reimbursed at the established mileage rate. While using a personal vehicle on University business, the driver's personal auto insurance policy provides primary coverage.

A limited number of University vehicles are available for employee use. The Department of Public Safety schedules fleet vehicles for the use of employees traveling on University business. All University vehicles are assigned in accordance with University policy regulating their use. The driver of a University vehicle will be reimbursed for all necessary operations, such as gas, oil and repairs, if University credit cards are not
available or honored and when receipts are submitted for reimbursement.

Other modes of transportation may be used when the cost is less than or equivalent to other methods or when scheduled commitments require deviation from normal means of transportation. Authorized persons are permitted to travel by rail using first class with a roomette. For local/regional travel, the University has a contract with a local car rental agency which provides economical rates. Contact the Purchasing Department for contract information. For distant travel, travelers may rent vehicles as required for business purposes. Unless specifically approved, subcompact, compact, or mid-size cars should be rented. The rental of luxury or sport model cars is not reimbursable. While renting a car on official business, employees are covered by the Missouri State Legal Expense Fund for liability, comprehensive or collision insurance. Collision damage waivers, loss and damage waivers, or other forms of insurance purchased from rental car agencies are not reimbursable.

Miscellaneous transportation and related expenses may include taxi, bus, airport limousine, tolls or parking expenses. A receipt is required if the expense is $20.00 or more.

A cash advance of up to 75% of the approved travel application, excluding airfare, can be made upon request for trips which have anticipated travel expenses of $75.00 or more. A Travel Application form must be submitted to the appropriate supervisor in sufficient time for it to be forwarded to the Controller's Office at least ten business days prior to travel. The travel advance check will be prepared the week prior to travel commencement and forwarded to the Bursar for pickup. Travel advances should be repaid within 30 days after the end of the month in which the travel was completed. Submission of a Monthly Expense Report with expenses greater than or equal to the amount of the advance constitutes repayment of the advance. If actual travel expenses are less than the advance, the difference is to be repaid to the University at the time the Monthly Expense Report is submitted. Monthly Expense Reports not submitted with a check to repay advances when applicable within thirty (30) days after the end of the month in which the travel was completed will result in the deduction of the advance from the employee's next paycheck. The Travel section in the Business Policies and Procedures Manual should
be consulted for additional procedural information.

All authorized travel expenses are to be reported on a Monthly Expense Report. Monthly Expense Reports are to be submitted to the Controller's Office promptly upon completion of travel but no later than thirty (30) days after the end of the month in which travel was completed. Due to IRS regulations, suspension of travel privileges and/or the deduction of any outstanding travel advances from the employee's paycheck may occur for Monthly Expense Reports associated with travel advances which are not submitted within this time period. The Travel section in the Business Policies and Procedures Manual contains detailed information on completion of the Monthly Expense Report.

Faculty Senate Bill 87-A-02R begins here.

College Level Professional Development Policy

Faculty Senate Bill 10-A-06 begins here

The Faculty Development Program at the college level exists to provide support and opportunity for faculty members to realize their potential and to improve the quality and effectiveness of the total educational effort of the University. To this purpose the Provost will allocate a specific sum of money to each college at or near the beginning of each fiscal year to support the professional needs of the faculty. The funds will be made available as follows:

Faculty Senate Bill 11-A-22 begins here

A. Each college, school, and Kent Library shall maintain a Faculty Development Committee, composed of one (or, at the discretion of the unit, two) representative(s) from each department within the unit, such representatives being elected by the full-time faculty in each department.

B. The Faculty Development Committee shall recommend to the faculty of the unit a membership rotation plan for the Committee, as well as a procedure to be used for allocation of the available funds. The allocation procedure may consist of:
1) an allocation of the funds on a per capita basis to each full-time
faculty member in the unit,
2) a competitive application process incorporating criteria and
priorities, or
3) some other procedure.

The initial membership rotation plan and allocation procedure shall be
effective once approved by a majority of unit faculty voting in a unit-wide
meeting, by mailed paper ballot, or by electronic ballot. Annually, the
Committee shall review the unit procedures and submit to the faculty any
suggested revisions, subject to the required majority approval, as above.

C. One-tenth of the total amount allocated to the college, school, or Kent
Library for the fiscal year shall be designated for use by the dean. These
funds will be used at the dean's discretion to support development
activities for faculty members of the unit, and shall be listed in the annual
reports, as below.

D. For units that use a competitive application process, the dean shall
receive applications and forward them to the Faculty Development
Committee. The Committee shall evaluate the applications in
accordance with the approved procedures, and shall submit its
recommendation to the dean regarding the funding level. The dean will
consider recommendations to fund proposals in a timely fashion. If
approval is granted, the dean will provide for the appropriate
disbursement of the award. If approval is not granted, the dean will
provide explanation to the committee. If there is substantial disagreement
on the awarding of funds, the matter will be referred to the College
Council for final dispensation.

For units using a per capita allocation, the funds shall be available to faculty
members in the same manner as the departmental-level faculty
development funds.

E. Within two months of the end of each fiscal year, the dean will
compile and publish or distribute (in printed or electronic form) to the
faculty of the college, school, or Kent Library a list of recipients of all
development grants awarded, purposes, funds expended, and the
remaining balance of all available funds.
F. Information concerning the unit procedures, funding periods, and/or applications shall be made available through the dean, department chairpersons, or members of the Faculty Development Committee.

G. Unit procedures and criteria that were in force at the time of the approval of this policy, and that are not in conflict with it, shall remain in force until revised according to the provisions above.

Procedures contain portions of:
Faculty Senate Bill 87-A-02R, approved by Faculty Senate Apr. 1987, by Board of Regents May 1987
Faculty Senate Bill 10-A-06, approved by Faculty Senate Mar. 24, 2010, by Board of Regents June 22, 2010
Amended by Faculty Senate Bill 11-A-22, approved by Faculty Senate April 20, 2011, by President April, 2011, Posted for Review April 2011

Faculty Senate Bill 11-A-23 begins here

Sabbatical Leave Procedures

Eligibility and Special Conditions

1. Only tenured faculty are eligible to apply for a sabbatical leave.
2. A sabbatical leave may not be taken prior to the seventh year of full-time employment at the University. Faculty who have not yet received a sabbatical leave are eligible to apply in their sixth year of full-time employment; or in any year thereafter for a sabbatical leave to be taken in the following year.
3. A sabbatical leave may be granted the same person only once every seven years.
4. The applicant agrees to return to the University for at least one year following the year of the sabbatical.
5. The applicant will file a report summarizing the use of the sabbatical leave not more than sixty days following the return to regular employment at the University. Three copies of the report will be submitted to the department chairperson.
6. An individual may combine a grant, such as a Fulbright, or other professional awards with a sabbatical leave. Any employment for financial gain during the period of the sabbatical leave must be approved in advance by the Provost. Normally, the total income after sabbatical
leave expenses should not exceed the salary which would have been forthcoming in the period of the sabbatical leave.

7. Applications should contain a clear account of the impact of the faculty member's absence on departmental programs and of measures to be taken to absorb this impact, including an accounting of the financial commitment necessary to compensate for the faculty member's absence. As a guiding principle, no more than five percent of the faculty may be on leave in any academic year.

Faculty Replacement

When an individual is on one-semester leave at full pay, departments are expected to make appropriate adjustments in course offerings and faculty loads to maintain their responsibility to serve students. Such arrangements must be approved by the dean. In those cases where appropriate adjustments cannot be made within existing resources, additional resources may be provided by the college dean or the Provost. The awarding of the sabbatical will be contingent upon the approval of suitable arrangements. When an individual is on leave for the entire academic year at half pay, the remaining one half of the salary will be made available for part-time replacement.

Preparation of Sabbatical Proposals

Applicants should indicate the relevance of their proposals to University goals and department objectives, including the enhancement of academic programs and instruction, and the professional growth of the faculty member. The objectives of the sabbatical leave should be clearly defined, and the proposed use of time, including travel, should be justified with reference to these objectives. The itinerary of any proposed travel should be included. If the proposal requires a formal relationship with another institution or agency, these details must have full endorsement of the outside group.

In addition, there should be evidence relating to the quality of the proposal and the qualifications of the applicant to achieve the proposal's objectives. Such evidence will typically include a bibliography of past publications, an account of relevant professional activities, and supporting letters from colleagues at the University.
Supporting letters from colleagues outside the University are appropriate when another institution or agency is involved. Finally, sabbatical proposals should indicate substantial promise of success. Evidence should be included indicating the likelihood that the project can be completed in the allotted period of time and that the proposed use of time is sufficient to achieve the stated objectives. If a book or article is planned, evidence that it is publishable or will receive professional distribution should be included. If a new program is to be developed, there should be evidence that it will be instituted when completed. If academic respecialization or post-doctoral study is intended, there should be evidence that the faculty member's newly acquired knowledge and skills will be put to use in the classroom or in other professional activities.

Applicants are responsible for the submission of their Record of Service form and other appropriate documentation.

**Assessment of Sabbatical Leave Proposals**

University-wide guidelines are followed in the assessment of applications for a sabbatical leave. In general, consideration should be given to the following:

1. The potential value of the proposed project to the applicant's professional development;
2. The potential value of the proposed project to the University, to the students, and to the applicant's discipline, department, or college;
3. The evidence of preliminary planning to complete the project;
4. The qualifications of the applicant to undertake the project; and
5. The applicant's record of teaching, professional growth, and University service.

6. Departments and colleges may develop specific criteria within these guidelines.

**Application and Review**

1. At the end of each spring semester, department chairpersons should inform faculty of the application deadline for sabbatical leave requests.
2. Interested faculty should obtain an application for sabbatical leave from their department chairperson. Applicants are expected to include all information relevant to the University guidelines for sabbatical leave and
to the specific criteria developed within their respective departments and colleges/schools.

3. Initial review of requests shall take place at the department level. Chairpersons will coordinate sabbatical leave review according to procedures established by the continuing faculty members of their departments. The chairperson will make recommendations to the dean of the college/school including favorable and unfavorable recommendations, and submit all support materials. The chairperson should include an assessment of the applicant's absence on the mission of the department.

4. The dean, with the recommendation of the College/School Sabbatical Review Committee, shall select qualified applicants from the college/school and forward positive recommendations to the Provost. The College/School Sabbatical Review Committee shall be chosen by a method approved by the college faculty and shall be representative of the academic units within the college/school.

5. The Provost, in counsel with the University Promotion and Sabbatical Leave Committee consisting of the Dean of the Graduate School (non-rotating) and a member from each of the colleges, the School of Polytechnic Studies, and Kent Library, shall make recommendations to the President. Faculty members serve terms of five years, with one faculty member rotating off every year. Appointments to the committee are to be made in alternative years by the Faculty Senate and the President of the University.

6. The President will present recommendations to the Board of Regents for action.

**The calendar for sabbatical application and review is as follows:**

September 1

Faculty desiring sabbatical leave should submit their applications, including all supporting materials, to the department chairperson for review at the department level.

October 1
Recommendations from the department chairperson should be submitted to the dean for review and recommendation by the College Sabbatical Review Committee.

November 1

Recommendations from the dean should be submitted to the Provost for review and recommendation by the University Promotion Committee.

December 1

Recommendations from the Provost should be submitted to the President, who will submit the final recommendations to the Board of Regents.

February 1

Applicants should be notified of the action of the Board of Regents by the President.

**Final Report**

Within sixty days after returning to regular employment, recipients of a sabbatical leave will submit three copies of a final report to the respective department chairperson. The final report should contain a brief summary of the proposal, a review of the objectives, an assessment of the accomplishment, and copies of articles, monographs or creative works prepared during the sabbatical. The chairperson will retain one copy of the report for department files and forward the remaining two copies of the report to the dean. The dean will retain one copy for the college files and forward the remaining copy to the Provost. The Provost will forward an acceptance of the report to the individual faculty member and send copies to the department chairperson, dean and President.

*Procedures contain portions of:*

Faculty Senate Bill 85-A-05, approved by Faculty Senate Apr. 1985, by Board of Regents June 1985
Amended by Faculty Senate Bill 11-A-23, approved by Faculty Senate April 20, 2011, by President April 20, 2011, Posted for 15 Day Review April 2011.
Student Credit Hour Definition Policy

Southeast Missouri State University defines a credit hour as follows (adapted from Federal Statute 34 CFR 600.2):

An amount of work represented in intended learning outcomes and verified by evidence of student achievement that is an institutionally established equivalency that reasonably approximates not less than:

1. One hour of classroom or direct faculty instruction and a minimum of two hours of out-of-class student work each week for fifteen weeks for one semester hour of credit, or the equivalent amount of work over a different amount of time; or

2. At least an equivalent amount of work as required in paragraph (1) of this definition for other academic activities including laboratory work, internships, practica, studio work, and other academic work leading to the award of credit hours.

Application to Various Course Types

In accordance with this definition and with State of Missouri standards, this definition is applied to the various types of course offerings at Southeast Missouri State University in this manner:
<table>
<thead>
<tr>
<th>Type</th>
<th>Supervised Minutes/credit hour (Minimum)</th>
<th>Expected unsupervised student time (Minimum)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private lesson (e.g. Private lessons for music, etc.)</td>
<td>450</td>
<td>1800</td>
</tr>
<tr>
<td>Lecture (e.g. Lecture, independent study, readings, webinar)</td>
<td>750</td>
<td>1500</td>
</tr>
<tr>
<td>Workshop (e.g. Workshops, 8XX course numbers)</td>
<td>1200</td>
<td>1050</td>
</tr>
<tr>
<td>Lab (e.g. Lab, studio, independent research, rehearsal &amp; production)</td>
<td>1500</td>
<td>750</td>
</tr>
<tr>
<td>Internship (e.g. Internship, clinical, practicum, field study, travel, thesis, special projects)</td>
<td></td>
<td>2250</td>
</tr>
</tbody>
</table>

For private lessons, lecture, workshop, and lab, the time requirements refer to time with direct instructor supervision. Internship time may include any combination of time supervised by approved experts outside the institution, time supervised by an instructor, or independent work with a product evaluated by an instructor.

*Approved by Faculty Senate April 11, 2012*
*Approved by President April 23, 2012*

**Student Credit Hour Definition Procedures**

**Application During Course Proposal Or Revision**

Any proposal for a new course or for a revision to the time allocation in an existing course must identify the course type and must justify the proposed course credit hours by describing the amount of time spent by the students in lecture, lab, or other activities in accordance with the standards in the Student Credit Hour Policy. A course may include components from more than one defined type, such as lecture and laboratory, with each portion contributing to the total credit hours.
If a proposed course falls outside of the categories defined in the policy, the credit hours assigned must be justified by reference to the federal standard and the time spent in course activities.

Online and blended courses must justify the credit hours assigned by providing evidence of achievement of student learning outcomes comparable to those achieved in an equivalent face-to-face course.

In general, a course should not award significantly more than one credit per week in a session. For instance, it would be inappropriate to offer a three-credit course in one week.

Course and Curricular Approval Process

The University is composed of individuals with various perspectives and of substructures that represent the diverse nature of its mission. The organizational structures at Southeast Missouri State University foster open communication and place specific responsibilities on individual members in their respective departments. The department has a primary role in the curriculum development process and is responsible for the development and maintenance of its curriculum and instructional programs. In terms of the curricular responsibilities, the department is charged to:

Develop and maintain current curricula, instructional programs, and course syllabi.

Encourage appropriate curriculum modifications, changes, and innovations in programs offered by the department.

Approve internal modifications and solicit input from other departments where program changes and offerings may impact.

Establish and utilize procedures for reviewing and evaluating existing and new courses, programs, and curricula.
Maintain strong departmental academic, instructional, and grading standards. Select library and other materials related to its curriculum and establish internal procedures for effective and appropriate use of instructional media and other learning activities.

Foster the development of undergraduate and graduate programs within University guidelines.

**Review Committees**

While the primary responsibility for course and curricular development and review rests with the department, the collegial process in the University ensures open discussion of and dialogue about instructional related questions. Beyond the department, there are five review committees that may be involved in one or more aspects of the review process.

**College Council**

The College Council serves as a review body for all course and curricular proposals generated by departments or interdisciplinary units in the college. These items should be acted upon in a timely fashion.

The College of Education, acting through its College Council, has primary responsibility for ensuring that teacher education programs provide a consistently organized, unified, and coordinated approach to teacher education as outlined in the following section entitled College Council: College of Education. All items involving professional teacher education are referred from the College of Education Council.

**Graduate Council**

The Graduate Council reviews for approval proposals concerning graduate courses, graduate degrees, curriculum changes, new graduate programs and degrees, and instructionally related policies and procedures. Specific responsibilities of the council are outlined in the last section of this
Items involving teacher education are submitted by the College of Education Council to the Graduate Council. All other graduate items move from the college/school directly to the Graduate Council.

**University Studies Council**

The University Studies Council reviews for approval proposed curricular changes, allocations for funding, review and assessment activities, and other programmatic policies and procedures related to the University Studies program.

**Academic Council**

The Academic Council serves as a clearinghouse, an appeals body, and a recommending body to the Provost for all curricular changes. Proposals involving undergraduate teacher education flow from the College of Education Council to the Provost; graduate proposals flow from the Graduate Council to the Provost; and University Studies recommendations flow from the University Studies Council to the Provost. All other significant curricular changes are submitted by the appropriate college directly to the Provost.

**Honors Council**

The Honors Council reviews, for approval, proposals for variable topic seminars and colloquia. It advises the Director of Honors on the appropriateness of proposed honors sections of existing courses and on policies and procedures for the program as a whole. Proposals for all honors courses flow from the college/school to the Honors Council.

**Approval Process**

The course and curricular approval process maintains the responsibilities of the initiating unit and the collegial process inherent in the University structure. This process includes separate procedures for course approval
and for curricular approval. Beyond the college/school level, the course approval procedure is normally one of notification unless questions arise about the course proposal. Graduate, University Studies, and teacher education courses follow the procedures as described in this document. The curricular approval process, on the other hand, requires specific action at various levels within the University.

**Course Approval Process**

After the College Council and the dean have endorsed new courses or significant changes in courses, the dean will submit the proposed courses or changes to be posted for a 30 day review. If questions arise about the proposals, deans or department chairperson(s) should meet to resolve the issue(s).

If questions are not resolved after consultation, the Registrar will refer undergraduate course proposals and objections to the Provost for consideration by the University Academic Council. Where appropriate, the Registrar will refer proposals and objections to the University Studies Council and to the Graduate Council. These items will be dealt with in a timely fashion by the appropriate review bodies.

If no objections are raised, the course proposals will be considered to be approved. Upon approval, the Registrar will inform the Registrar and affected units.

**Curricular Approval Process**

The programmatic approval process is similar to that for course approval. Prior to the initiation of the programmatic approval process, however, new degrees and majors will need preliminary endorsement by the Academic Council and the Provost. (See Guide to Institutional Planning)

After the College Council and the dean have endorsed new programs or changes in existing curricula, the dean will distribute the proposals to other
academic deans and the Registrar for information. Significant programmatic revisions and new programs are forwarded to the Provost and, when appropriate, to the Graduate Council for review. These items also are reviewed by the Academic Council and must be approved by the Provost. In addition, new programs and program deletions must be approved by the President, the Board of Regents, and the Coordinating Board for Higher Education.

Course and Programmatic Flow Charts

In general terms, the review of all course and curricular items follows the flow charts illustrated by Figures 1-3.

Approved by the Academic Council - September 4, 1990

College Council: College of Education

The College Council is to serve on behalf of the College of Education as a coordinating and reviewing body for all teacher education programs. Under the leadership of the Dean of the College of Education, who serves as chairperson, the committee has primary responsibility for ensuring that programs offered on campus provide a consistently organized, unified, and coordinated approach to teacher education. Recognizing that teacher education, and particularly secondary and K-12 programs, are the joint responsibility of the academic departments, their respective colleges, and the College of Education, it is understood that there would be a dual approval process for curricular matters and there would be joint appointments for faculty who teach both professional education courses and courses in the academic major.

Council Charge

The Council, acting on behalf of the College of Education, is charged to:

1. Review all existing and proposed teacher education programs, including majors, minors, specializations, and professional courses housed both within and outside the College of Education for
students in teacher education programs. After consultation with appropriate academic units, it should develop recommendations for Academic Council action.

2. Initiate proposals and seek advice from other individuals or units in the University and relevant professional groups outside the University on proposals related to teacher education programs.

3. Provide leadership and guidance in the establishment and implementation of follow-up studies and evaluations of teacher education programs.

4. Review and recommend to the Provost policies and procedures regarding the advising, selection, admission, and retention of students; goals and implementation strategies; and program decision-making processes for teacher education programs.

5. Establish policies to be carried out by the department and committee structure of the College of Education ensuring appropriate qualification and assignment of faculty, appropriate faculty load, faculty development and faculty evaluation for all professional education faculty (i.e., persons who teach one or more courses in professional education, provide professional services to education students such as advising or student teaching supervision, or administer some portion of the professional education unit).

6. Establish and maintain clear channels of communication with the various constituencies involved in teacher education programs. See Figure 3.

Curricular Responsibilities

The primary responsibility for the initiation, development, and implementation of teacher education programs lies with the faculty of the College of Education. The College of Education, acting through its College Council after referral from the appropriate department, is responsible for reviewing and approving such program changes and significant modifications as follows:

1. Changes in courses or new courses required in undergraduate and graduate teaching curricula, majors, minors, specializations, and concentrations.
2. Proposals for new degrees, curricula, majors, minors, specializations, and concentrations in teacher education.

3. Proposals to alter degrees, curricula, majors, minors, specializations, and concentrations that would affect the design and content of the teacher education program.

4. Changes in the list of approved majors, minors, specializations, or concentrations in teaching curricula.

5. Changes in semester-hour requirements in teaching curricula, majors, minors, specializations, and concentrations.

Approved by the Academic Council - February 7, 1989

Course and Programmatic Flow Chart for Teacher Education

The review of all curricular items for the College of Education follows the flow chart illustrated by Figure 3.

Graduate Council

The Graduate Council has the primary monitoring and policy responsibility for graduate studies. Under the leadership of the Dean of the Graduate School, who serves as chairperson, the council has primary responsibility for initiating, reviewing, and coordinating policies which affect graduate education. While the council has a primary leadership function, the responsibility for the design and modification of graduate programs rests with the departments.

Council Charge

The council is charged to

1. Initiate and recommend policies and procedures for the administration of the graduate programs of the University on matters relating to admissions, retention, curricular requirements, residency requirements, research papers and theses, advanced standing, examination, and any other duties necessary for the successful
operation of the graduate programs.

2. Approve or disapprove the recommendations originated within a college/school and considered by the College Council on the addition, deletion, or modification of graduate curricula and programs.

3. Carry on a continuous evaluation of the graduate programs of the University and recommend appropriate revisions and improvements.

4. Conduct studies and make recommendations on matters referred to the council by appropriate University bodies.

5. Confer with the Academic Council, college councils, and other appropriate committees on matters of mutual concern.

Council Membership

As representatives of the graduate faculty, members are expected to have sufficient knowledge of graduate studies to enable them to protect the autonomy of department offerings and provide responsible self-government within University-wide policies and procedures in graduate studies. Members must be regular appointees to the graduate faculty and be elected by the graduate faculty in their respective college/school to serve terms of three years. Membership on the council is composed as follows:

Designated Liaison Officers

The Provost and the chairperson of the Academic Affairs Committee of the Faculty Senate.

Graduate Student Representatives

Graduate students will have representation on the Graduate Council. Graduate student representatives will be invited to serve based on nominations by members of the Graduate Council.
Faculty Representatives

There will be two members from each college/school elected by the graduate faculties of the respective colleges for three-year terms.

Additionally, any college/school accounting for more than twenty-five percent of the total graduate credit hours produced during the preceding calendar year will be entitled to elect two additional representatives to the Graduate Council for each twenty-five percent of total graduate hours produced.

The Graduate Council will be chaired by the Dean of the Graduate School and will elect a Vice Chairperson annually.

Curricular Responsibilities

The primary responsibility for the initiation, development, and implementation of graduate programs lies with the faculty. The council is responsible for reviewing and approving such program changes and significant modifications as follows:

1. Changes in courses or new courses for which graduate credit is awarded or proposed.
2. Proposals for new degrees, curricula, and majors at the graduate level.
3. Proposals to significantly alter degrees, curricula, and majors at the graduate level.

Council Functions

The council is responsible for fulfilling the charges as stated and effectively disseminating its actions. In fulfilling this leadership role, the chairperson will

1. Distribute council minutes to members, department chairpersons,
2. Submit recommendations regarding non-curricular proposals to the Provost.

3. Accept graduate curricular items from the College Councils for approval by the council.

4. Submit for action to the Academic Council proposals for significant programmatic revisions and new degree programs.

Academic Services, 1982

Faculty Senate Bill 84-A-02 begins here.

Academic Restructuring

Faculty Senate Bill 10-A-15 begins here

Policy

Southeast Missouri State University must occasionally readjust to changes in funding and student needs, other than during a state of financial exigency. Reorganization or elimination of programs may be needed to balance priorities with resources. Such decisions will be based on sound educational and financial considerations.

The University recognizes two types of restructuring:

1. **Minor academic restructuring**: involves reorganization or renaming of departments, centers, or programs which does not involve the discontinuance of tenured or tenure-track faculty positions. Minor restructuring need not follow the longer, major academic-restructuring process.

2. **Major academic restructuring**: involves program or department discontinuance, creation, reorganization, or merger of departments, Colleges, and Schools. Major restructuring may involve the discontinuance of tenured, tenure-track, or RNTT positions.

A proposal for Academic Restructuring must be submitted in the approved format as defined in the Procedures section.
If a program is discontinued, the University will make every reasonable effort to assist affected juniors, seniors, and graduate students in the completion of their program degree.

Amended by Faculty Senate Bill 10-A-15 December 1, 2010, Reviewed by President December 2010, Approved by Board of Regents December 8, 2010

Academic Restructuring Procedures

Faculty Senate Bill 11-A-2 begins here

Proposal Format:

1. **Rationale, two pages or less:** a Statement of Purpose stating the name of the current program, the name of the proposed program, if applicable, the name of the initiator of the proposal, an explanation of the reasons for the changes, and an explanation of costs and benefits of the proposed changes.

2. **Supporting Materials:** supporting data up to ten pages that includes impact upon students, personnel considerations, budget, and resource considerations. If the proposal is made by the Faculty Advisory Committee for Academic Program Review, the affected department’s associated impact documents should also be attached.

Procedure for Minor Academic Restructuring:

1. A minor restructuring proposal may be initiated by a department, chair, dean, or the provost and must be written in the approved format. For purposes of this process, the library is considered a department that reports directly to its dean.

2. The proposal will be evaluated by the appropriate department, College/School Council(s), and dean(s), and, when appropriate, by the Graduate Council or University Studies Council.

3. The proposal, in the appropriate format, is posted for a 30-day review.

4. If no written objections are submitted, the proposal is forwarded to the provost for consideration and action.

5. If any written objections are filed, the objection and the proposal with its written approvals and dissenting statements is submitted
to the Academic Council for deliberation. The Academic Council’s recommendation is sent to the provost for his/her decision.

6. If students are significantly affected, the provost informs students of the changes.

**Procedure for Major Academic Restructuring:**

1. A major restructuring proposal may be recommended by the Faculty Advisory Committee for Academic Program Review as a part of the ongoing program-review process.
2. A proposal may be initiated by a department, chair, dean, or the provost and must be written in the proposal format. The written proposal is submitted to the provost for distribution to all affected departments. For purposes of this process, the library is considered a department that reports directly to its dean.
3. Consideration of proposals proceeds from the initiator to 1) the affected departments, 2) their respective College/School Councils and deans, 3) the Graduate School Council or School of University Studies Council, if appropriate, 4) the Academic Council and provost, and 5) the president. Each deliberating body forwards with the proposal a report endorsing or rejecting the proposal, indicating the degree of support and suggestions, and including any separately authored minority viewpoints. Department chairpersons and deans may, if they wish, submit separate reports. Copies of these reports are sent to all affected departments, academic deans, and the provost.
4. The provost reviews the recommendations and associated data, and makes his/her recommendation to the president.
5. The president reviews the information, determines the next course of action, and makes his/her recommendation to the Board of Regents, as appropriate.
6. The Board of Regents takes action on any recommendations presented by the president.
7. If a student program is affected, the provost informs students that a program is being discontinued. The affected students are advised that provisions have been made to continue to offer courses for a limited period of time so that juniors and seniors enrolled in the program will have an opportunity to graduate from that program. Freshmen and sophomores in the program are
advised to move into other related programs at Southeast Missouri State University.

**Timeline for Major Academic Restructuring:**

1. **In the first week of the fall or spring semester:** the proposal is submitted to the provost.
2. **Within 5 working days of the submission date:** The provost distributes the proposal to all affected departments. Departments consider the proposal. The initiator is allowed to present the proposal to each affected department.
3. **Within 15 working days of the distribution to departments, with 5 additional working days waiver through permission from the provost:** All proposal documents are submitted to the appropriate College/School Councils. College/School Councils consider the proposal. Authors of department-level reports are allowed to present their positions, summarized in a one-page written document.
4. **Within 15 working days of the distribution to College/School Councils, with 5 additional working days waiver through permission from the provost:** All College/School Council documents are submitted to the appropriate deans. The deans consider the proposal. Authors of College/School Council-level reports are allowed to present their positions, summarized in a one-page document.
5. **Within 5 working days of the submission to the deans, with 5 additional working days waiver through permission from the provost:** All documents from the department, College/School Councils, and dean levels are submitted to the Academic Council (and Graduate Council and University Studies Council, as appropriate) for recommendations. The affected parties may present their positions to the Council(s), summarized in a one-page document.
6. **Within 10 working days, with 5 additional working days waiver through permission from the provost:** Academic Council submits its recommendations, the reports, and all other documents to the provost.
7. **Within 5 working days of responses being submitted to the provost:** The provost submits a recommendation and all documents to the president for his/her recommendation.
8. Within 10 days of the provost’s recommendations being submitted to the president: The president informs the provost and the affected parties of his/her response to the provost’s recommendations and informs the Board of Regents of his/her recommendation, as appropriate.

9. The Board of Regents takes action on any recommendations by the president.

Procedure for All Faculty Terminated through Major Academic Restructuring:

1. When a major restructuring proposal is approved which affects faculty positions, the affected department’s full-time tenured and probationary tenure-track faculty, including the chairperson, will convene as a special advisory committee to recommend a phase-out schedule for any discontinued courses and a termination date for any discontinued program. If no Department Advisory Committee is available, the College/School Tenure and Promotion Committee will serve as advisory committee for the department. The advisory committee will determine:
   a. ongoing programmatic needs for unaffected programs (those programs in the department/College/School which are not being discontinued) and the University,
   b. courses which need to remain in the University curriculum,
   c. the frequency, numbers (quantity), and sequence of the retained courses, which leads to a determination of the number of faculty to retain, and
   d. qualified faculty who have the credentials to teach courses within the unaffected departmental programs or to teach retained courses from the discontinued program.

2. Prior to any analysis and evaluation by the special advisory committee, criteria for making recommendations regarding programmatic need, courses to retain, and qualifications of faculty to teach courses must be submitted to the university’s legal counsel through the Office of the Provost for consideration and advice.

3. The foremost issue to be considered by the departmental advisory committee will be which faculty are qualified to teach in departmental programs and courses, in adherence to the primary criterion of
programmatic need. The individual faculty members’ votes will be submitted by secret ballot to the department chair and will remain confidential.

4. Based upon the Department Advisory Committee’s recommendations, the department chair will recommend which faculty positions should be discontinued. RNTT, term contract, and part-time faculty who are not essential to or not qualified for programmatic need will be the first faculty to be released. Following this, should further need remain for programmatically non-essential or non-qualified tenured or probationary tenure-track faculty positions to be discontinued, the department chair will send his/her recommendations for discontinuance and a written explanation to the dean who will forward the recommendations and explanation to the College/School Tenure and Promotion Committee, which will serve as the College School Advisory Committee.

5. Any member of the College/School Advisory Committee who is also considered to be a potentially affected faculty member, according to the department chair’s recommendation, will be replaced during the College/School Advisory Committee deliberations. The dean will appoint a replacement, first from the replaced member’s department or, if a replacement is not available from the department, from the tenured members of another department in the College or School.

6. The tenured and probationary tenure-track faculty under consideration for discontinuance by the College/School Tenure and Promotion Committee will have three weeks in which to prepare their professional dossiers for review by the College/School Committee. The criteria for this review will be teaching effectiveness, professional achievements and qualifications, and service to the university as described in that department’s Tenure and Promotion Guidelines for promotion, with an examination period of the previous five years.

7. Based upon the criteria described in #5 above, the College/School Committee creates a ranking of faculty retention for the affected department. Their recommendation is forwarded to the dean.

8. The dean reviews the recommendation and forwards his/her recommendation and that of the College/School Committee to the provost. The affected faculty member is notified of the dean’s recommendation. Affected faculty members may respond to the notification within 5 working days.
9. The provost reviews the recommendations of the dean and College/School Committee and forwards his/her recommendation to the president, along with the College/School Committee’s and the dean’s recommendations.

10. The president reviews the documents and consults with the provost on a recommendation to the Board of Regents.

11. The president makes his/her recommendation to the Board of Regents.

12. The Board of Regents takes action on any recommendations by the president.

13. The provost determines the possibility of reassignment for affected tenured or probationary tenure-track faculty to vacant tenure-track academic positions for which the affected faculty members are qualified, that would be in the best interests of the receiving academic program and would enhance the educational mission of the University. Reassignment would be at the faculty member’s current rank and tenure-track status. Based on review of the proposed reassigned faculty member’s professional dossier, the receiving department makes a recommendation to the dean and provost on whether to accept that faculty member.

14. As part of the process of transfer, the receiving program must review the faculty member’s record with respect to future promotions, using the receiving department/program’s promotion criteria, and apprise the faculty member of that evaluation. The reassigned faculty member may elect to take up to a 3-year grace period, without prejudice, in which to apply for future tenure or promotion using the receiving department’s guidelines.

15. If reassigned to a tenure-track position, the faculty member will retain his/her current rank and same tenure-track status, receive a salary equal to the average salary listed for that department and rank, or, if none is available, by the CIP code (Classification of Instructional Programs) for that position and percentage of CUPA (College and University Professional Association) at the College/School average for that position, and adhere henceforth to the Tenure and Promotion Guidelines of the program to which he/she is reassigned.

16. If a tenure-track position is not vacant, but an RNTT position for which the faculty member is qualified is vacant, the tenured/probationary tenure-track faculty member may choose to enter that position. The receiving department will have the option to
recommend the tenured/probationary tenure-track faculty member as a tenure-track or RNTT appointment. If the receiving department elects to retain the vacant position as RNTT, the faculty member choosing to accept the RNTT position must relinquish rank and tenure-track status. If the department elects to hire at the faculty member’s current rank and tenure-track status, the position becomes tenure-track, retaining all the rights appertaining therein, and the next vacant tenure-track position in that department will revert to an RNTT position. In either case, the starting salary provided will adhere to the salary guidelines described above.

17. The provost communicates to the affected faculty members his/her decision on reassignment, based upon the receiving program’s need, the University’s best interests, and the existence of a vacant position.

18. The provost makes his/her recommendation to the president.

19. The president reviews the recommendation and informs the Board of Regents of his/her recommendation, as appropriate.

20. The Board of Regents takes action on any recommendation by the president.

21. Written notice of the institution's intention to terminate a faculty appointment is given by the provost to the member of the faculty by: (1) March 1 during the first or second academic year of service, exclusive of the summer session; (2) the first class day of the spring semester for the third, fourth or fifth year of service, exclusive of the summer session; (3) the first class day of the fall semester for the remaining years of non-tenured or tenured service, exclusive of the summer session. If the financial exigency is not declared so as to provide tenured faculty notice of termination by the first day of the fall semester, a minimum of one year’s notification will be given.

22. On the recommendation of the Budget Review Committee and the president, the Board of Regents, may determine what, if any, severance payments will be made beyond the effective date of termination, and may take into account the length of service of the faculty member.

23. The provost will provide a personal letter of reference for each terminated faculty member, stating that the termination is due to financial exigency and is not a negative reflection of the faculty member’s performance.

24. The University will provide career counseling and placement services for the released faculty.
25. The institution will not hire in the same area of teaching expertise of an involuntarily terminated probationary tenure-track or tenured faculty member for three years following the date that the program is approved for discontinuance by the Board, unless reinstatement at previous rank, same tenure-track status, and salary is first offered to that faculty member, within a one month time period in which the faculty member may accept or decline the offer.

26. Deviations from the above procedure for faculty reduction or program discontinuance may be appealed. Appeals are limited to claims regarding whether the Procedure for All Faculty Terminated through Major Academic Restructuring has been followed. The Faculty Senate Grievance Committee will provide the opportunity for the affected faculty member(s) to demonstrate a claim of deviation in the procedure.


Policy on Academic Honesty

Faculty Senate Bill 11-A-16 begins here

Policy:

Academic honesty is one of the most important qualities influencing the character and vitality of an educational institution. Academic misconduct or dishonesty is inconsistent with membership in an academic community and cannot be accepted. Violations of academic honesty represent a serious breach of discipline and may be considered grounds for disciplinary action, including dismissal from the University.

Academic dishonesty is defined to include those acts, which would deceive, cheat, or defraud so as to promote or enhance one's scholastic record. Knowingly or actively assisting any person in the commission of the above-mentioned act is also academic dishonesty.

Students are responsible for upholding the principles of academic honesty in accordance with the “The University Statement of Student Rights” found
in the Student Handbook and in accordance with "Academic Policy and Procedures" found in the Undergraduate or Graduate Bulletin. The University requires that all assignments submitted to faculty members by students be the work of the individual student submitting the work. An exception would be group projects assigned by the instructor; in this situation, the work must be that of the group. Academic dishonesty includes:

**Plagiarism:**

In speaking or writing, plagiarism is the act of passing someone else's work off as one's own. In addition, plagiarism is defined as using the essential style and manner of expression of a source as if it were one's own. If there is any doubt, the student should consult his or her instructor or any manual of term paper or report writing. Violations of academic honesty include:

1. Presenting the exact words of a source without quotation marks;
2. Using another student's computer source code, or algorithm, or copying a laboratory report; or
3. Presenting information, images, judgments, ideas, or facts summarized from a source without giving credit.

**Cheating:**

Cheating includes using or relying on the work of someone else in an inappropriate manner. It includes, but is not limited to, those activities where a student:

1. Obtains or attempts to obtain unauthorized knowledge of an examination's contents prior to the time of that examination;
2. Copies another student's work or intentionally allows others to copy assignments, examinations, source codes, or designs;
3. Works in a group when she or he has been told to work individually;
4. Uses unauthorized reference material during an examination; or
5. Has someone else take an examination or takes the examination for another.

**General Responsibilities for Academic Honesty:**

It is the University's responsibility to inform both students and faculty of their rights and responsibilities regarding such important matters as cheating and plagiarism. Most of what is considered unethical or dishonest behavior can be avoided if faculty and students clearly understand what constitutes such practices and their consequences. The University community should also be aware of the procedures to be followed should a breach of academic honesty occur.

The faculty member is responsible for clarifying to his or her classes those standards of honesty for class assignments or functions where such standards may be unclear or when such standards vary from the accepted norm. Further, some faculty may choose to utilize preventive measures (multiple exams, alternate seating, etc.) to help ensure the maintenance of academic honesty. However, the use of such measures is the prerogative of the individual faculty member and is not a responsibility or requirement of faculty in general.

The fundamental responsibility for the maintenance of honesty standards rests upon the student. It is the student's responsibility to be both familiar with the University policy on academic honesty and to uphold standards of academic honesty at all times and in all situations.

*Amended by Faculty Senate Bill 11-A-16 April 6, 2012, Reviewed by President April 2011, Approved by Board of Regents May 13, 2011*

*Faculty Senate Bill 11-A-17 begin here*

**Procedure for Adjudicating Alleged Violations of Academic Honesty:**

Faculty members who discover evidence of academic dishonesty should contact the student within five business days of discovering the alleged dishonesty to arrange to meet and discuss the allegation. Prior to this meeting the faculty member may consult with the Department Chairperson, the appropriate Dean, and the Office of Student Conduct. The following
Informal Resolution When Student Acknowledges the Violation:

1. The faculty member will meet with the student suspected of engaging in academic dishonesty. Faculty for online courses will contact students via email with copies of the assignment under review attached.

2. If the student acknowledges the act of academic dishonesty, the faculty member will resolve the issue informally or move to the first step of the Procedure for Formal Resolution. Students enrolled in ITV or online courses who fail to respond to electronic correspondence from the faculty within five (5) business days will either receive academic sanctions or be referred for a formal hearing.

3. The faculty member has the discretion to determine the course of action after conferring with the student and may either excuse the student based on the facts or impose an appropriate sanction. If the faculty member considers the student's actions not to be an egregious violation of the academic honesty policy or his or her action resolves the matter, then the matter is resolved.

4. In imposing a sanction or sanctions, faculty members must adhere to the grade sanction policy, if any, as described in the faculty member's course syllabus. A faculty member's grade sanction policy may not include permanent removal of the student from the course or suspension or expulsion from the University.

5. If a faculty member's course syllabus does not include a grade sanction policy, a faculty member may impose one or more of the following sanctions: require the student to redo the work, fail the student on the work, or require the student to receive additional instruction as provided by the University Library, Writing Center, or other University resources.
Informal Resolution When Student Does Not Acknowledge the Violation or Does Not Accept Faculty's Sanctions:

1. If the student does not acknowledge the violation or believes the faculty's sanctions are excessive, he/she can request a formal hearing.
2. Upon requesting formal hearing the student will follow Procedure for Formal Resolution.

Formal Resolution When Student Acknowledges the Violation and Faculty Refers for Judicial Action:

1. Faculty member determines whether the violation warrants referral to the Department Chairperson for judicial action.
2. If the faculty member believes that the violation warrants judicial action, notification should be provided to the student and the faculty member's chairperson within five (5) business days following the initial faculty-student discussion.
3. The Department Chairperson shall submit written notification (utilizing the approved form) to the appropriate Dean and the Office of Student Conduct with a copy to the student, within five (5) business days of receiving the faculty notification.
4. Within five (5) business days after receiving notification from the Department Chairperson, the Office of Student Conduct will schedule a judicial conference to address the charge (assign sanctions) of academic dishonesty. The Office of Student Conduct will immediately initiate written contact with the student enrolled in online or ITV courses per electronic correspondence.
5. In addition to being required to complete the sanction or sanctions imposed by the faculty member in accordance with the guidelines in the Procedure for Informal Resolution When Student Acknowledges the Violation, the student will be placed on Disciplinary Probation at least through the next semester in which the student is enrolled at Southeast Missouri State University. If the student is not in good disciplinary standing, the Office of Student Conduct will follow the Code of Student Conduct to determine the appropriate disciplinary
In addition to the original faculty sanctions, the Chair can impose additional sanctions in accordance with the guidelines in the Procedure for Informal Resolution When Student Acknowledges the Violation.

7. The Department Chair may recommend failing the course, suspension or expulsion if he/she believes the incident warrants more severe action than Disciplinary Probation. These recommendations, along with supporting documentation, will be shared in writing with the appropriate Dean and Office of Student Conduct (with a copy to the Dean of Students).

8. The Office of Student Conduct will review documentation, meet with the student, and impose sanctions as warranted.

Formal Resolution When the Student Denies the Violation

In cases of alleged academic dishonesty where facts are disputed or denied by the student, the following procedures will be completed.

1. The faculty member will forward a written summary within five (5) business days of the initial discussion with the student to the department Chairperson. This summary must contain copies of all relevant materials and the names of any witnesses. Student access to information about the alleged incident will be determined in accordance with the guidelines published in the “Code of Student Conduct” found in the Student Handbook.

2. Within five (5) business days after receiving the written summary of the incident from the faculty member, the Department Chairperson will contact the faculty member and the student to arrange a formal hearing. The formal hearing will be conducted within two weeks of notification. The Department Chairperson will also notify the Office of Student Conduct of the formal hearing as soon as it is scheduled.

3. For online or ITV courses, the Department Chairperson will notify the student of the formal hearing via email. The student will be given
five (5) business days to respond to the Department Chairperson's notification.

4. The Office of Student Conduct will immediately initiate written contact with the student to review the student's rights in the judicial process, the allegations against the student, and the hearing procedures. The Office of Student Conduct will inform the student that he or she may select a person of the student's choosing to accompany him or her to the formal hearing. Such a person may act only in an advisory capacity during the formal hearing. Students in online or ITV courses may have this advisory person review the evidence and the student's response.

5. The Department Chairperson shall consult with the Office of Student Conduct or the Dean of Students regarding the student's due process rights before proceeding with the formal hearing.

6. The hearing will be conducted by the Department Chairperson in accordance with the standards provided in the University's “Code of Student Conduct” found in the Student Handbook. For students enrolled in online or ITV courses, the Department Chair will send the evidence to the student electronically. The student will be given five (5) business days to respond to the email. The Department Chair will review the evidence presented by the faculty and the student's response.

7. After the hearing (or review of evidence and online student response), the Department Chairperson will submit written notification of the result of the formal hearing to the appropriate Dean and the Office of Student Conduct with a copy to the student within five (5) business days.

8. If the student is found not in violation of the academic honesty policy, then the case will be dismissed.

9. If the student is found in violation of the academic honesty policy,
then the student will be required to complete the sanction or sanctions imposed by the faculty member in accordance with the guidelines in the Procedure for Informal Resolution When Student Acknowledges the Violation.

10. The Department Chair will refer the student to the Office of Student Conduct who will place the student on disciplinary probation at least through the next semester in which the student is enrolled at Southeast Missouri State University. If the student is not in good disciplinary standing, the Office of Student Conduct will follow the Code of Student Conduct to determine the appropriate disciplinary sanction.

11. In addition to the original faculty sanctions, the Chair can impose additional sanctions in accordance with the guidelines in the Procedure for Informal Resolution When Student Acknowledges the Violation.

12. The Department Chair may recommend failing the course, suspension, dismissal or expulsion if he or she believes the incident warrants more severe action than disciplinary probation. These recommendations, along with supporting documentation, will be shared in writing with the appropriate Dean and the Office of Student Conduct (with a copy to Dean of Students).

13. The Office of Student Conduct will review documentation, meet with the student, and impose sanctions as warranted.

Appeals:

Either the student or the faculty member may appeal the result of the formal hearing.
1. An appeal must be made within five (5) business days after the decision is rendered.
2. Appeals must be in writing through e-mail, local mail or personal delivery.
3. There are two levels of the appeals process. The All University Judicial Board is the first level and the Provost is the second and final level of appeal.

The appeals process is not for retrying or rehearing a case. At each level, an appealed case merits being heard based on the following conditions.

1. An excessive sanction when compared with previous sanctions for similar violations under similar circumstances. *
2. The discovery of significant new information relevant to the case.
3. Procedural error regarding the student's rights involving error in the administration of judicial procedures by the faculty, Department Chair or Office of Student Conduct.

Decisions made during the appeals process can result in one of the following.

1. The sanction being altered based on a finding that the sanction is not consistent with past practice.
2. A new hearing being granted based on new information.
3. A new hearing being granted because the Protocol for Adjudicating Alleged Violations of Academic Honesty was not applied appropriately.

No grade penalty should be assigned by the faculty member until the judicial process determines that an act of academic dishonesty has occurred. If the charges cannot be resolved prior to the end of the current semester, a grade of 'I' should be assigned pending the outcome of the hearing. The 'I' will remain on the student's transcript until the charges are resolved. If the charges are still not resolved before the time frame for the 'I' expires, the faculty member will request from the Registrar's Office an extension of the grade of 'I'. The faculty member and the Department Chair will be notified of the outcome of the disciplinary case in order to assign a grade for the course. If the student is found not to be in violation of the Academic Honesty Policy, neither the faculty member nor any other member of the University community may take any other action against the student.

*Specific sanctions in syllabus are not subject to appeal
General Responsibilities for Academic Honesty

It is the University's responsibility to inform both students and faculty of their rights and responsibilities regarding such important matters as cheating and plagiarism. Most of what is considered unethical or dishonest behavior can be avoided if faculty and students clearly understand what constitutes such practices and their consequences. The University community should also be aware of the procedures to be followed should a breach of academic honesty occur.

The faculty member is responsible for clarifying to his/her classes those standards of honesty for class assignments or functions where such standards may be unclear or when such standards vary from the accepted norm. Further, some faculty may choose to utilize preventive measures (multiple exams, alternate seating, etc.) to help ensure the maintenance of academic honesty. However, the use of such measures is the prerogative of the individual faculty member and is not a responsibility or requirement of faculty in general.

The fundamental responsibility for the maintenance of honesty standards rests upon the student. It is the student's responsibility to be both familiar with the University policy on academic honesty and to uphold standards of academic honesty at all times and in all situations.

Protocol for Adjudicating Alleged Violations of Academic Honesty

Introduction

Faculty members who discover evidence of academic dishonesty should contact the student within five business days of discovering the alleged dishonesty to arrange to meet and discuss the allegation. Prior to this meeting the faculty member may consult with the Department Chairperson, the appropriate Dean, and the Office of Student Conduct. The following
sections describe the procedures to be adhered to in each of the listed instances: the student acknowledges the violation, the student denies the violation, and the appeals process. If the faculty member is the Department Chairperson, a departmental designee will assume the Department Chairperson's role in this protocol and references to the Department Chairperson should be read as departmental designee. The procedures below should be followed with online, ITV or face-to-face classes.

I. Informal Resolution

The Student Acknowledges the Violation

The faculty member will meet with the student suspected of engaging in academic dishonesty. Faculty for online courses will contact students via email with copies of the assignment under review attached. If the student acknowledges the act of academic dishonesty, the faculty member will resolve the issue informally or move to the first step of the formal process (Section II A). Students enrolled in ITV or online courses who fail to respond to electronic correspondence from the faculty within 5 business days will either receive academic sanctions or be referred for a formal hearing.

The faculty member has the discretion to determine the course of action after conferring with the student and may either excuse the student based on the facts or impose an appropriate sanction. If the faculty member considers the student's actions not to be an egregious violation of the academic honesty policy or his/her action resolves the matter, then the matter is resolved.

In imposing a sanction or sanctions, faculty members must adhere to the grade sanction policy, if any, as described in the faculty member's course syllabus. A faculty member's grade sanction policy may not include permanent removal of the student from the course or suspension or expulsion from the University. If a faculty member's course syllabus does not include a grade sanction policy, a faculty member may impose one or more of the following sanctions: require the student to redo the work, fail the student on the work, or require the student to receive additional
instruction as provided by the University Library, Writing Center, or other University resources.

**The Student Does Not Acknowledge the Violation or Does Not Accept Faculty's Sanctions**

If the student does not acknowledge the violation or believes the faculty's sanctions are excessive, he/she can request a formal hearing.

**II. Formal Resolution**

It is the faculty member's discretion to determine whether the violation warrants referral to the Department Chairperson for judicial action.

**Student Acknowledges the Violation and Faculty Refers for Judicial Action**

1. If the faculty member believes that the violation warrants judicial action, notification should be provided to the student and the faculty member's chairperson within five business days following the initial faculty-student discussion. The Department Chairperson shall submit written notification (utilizing the approved form) to the appropriate Dean and the Office of Student Conduct with a copy to the student, within five (5) days of receiving the faculty notification.

2. Within five business days after receiving notification from the Department Chairperson, the Office of Student Conduct will schedule a judicial conference to address the charge (assign sanctions) of academic dishonesty. The Office of Student Conduct will immediately initiate written contact with the student enrolled in online or ITV courses per electronic correspondence.

3. In addition to being required to complete the sanction or sanctions imposed by the faculty member in accordance with the guidelines in Section I A, the student will be placed on Disciplinary Probation at least
through the next semester in which the student is enrolled at Southeast Missouri State University. If the student is not in good disciplinary standing, the Office of Student Conduct will follow the Code of Student Conduct to determine the appropriate disciplinary sanction.

4. In addition to the original faculty sanctions, the Chair can impose additional sanctions in accordance with the guidelines in Section I A.

5. The Department Chair may recommend failing the course, suspension or expulsion if he/she believes the incident warrants more severe action than Disciplinary Probation. These recommendations, along with supporting documentation, will be shared in writing with the appropriate Dean and the Office of Student Conduct (with a copy to the Dean of Students). The Judicial Coordinator will review documentation, meet with the student, and impose sanctions as warranted.

**The Student Denies the Violation**

In cases of alleged academic dishonesty where facts are disputed or denied by the student, the following procedures will be completed.

1. Hearing with Department Chair

   a. The faculty member will forward a written summary within five days of the initial discussion with the student to the Department Chairperson. This summary must contain copies of all relevant materials and the names of any witnesses. Student access to information about the alleged incident will be determined in accordance with the guidelines published in the Code of Student Conduct.

   b. Within five business days after receiving the written summary of the incident from the faculty member, the Department Chairperson will contact the faculty member and the student to arrange a formal hearing. The formal hearing will be conducted within two weeks of notification. The Department Chairperson will also notify the Office of Student Conduct of the formal hearing as soon as it is scheduled.
For online or ITV courses, the Department Chairperson will notify the student of the formal hearing via email. The student will be given five (5) business days to respond to the Department Chairperson's notification.

c. The Office of Student Conduct will immediately initiate written contact the student to review the student's rights in the judicial process, the allegations against the student, and the hearing procedures. The Office of Student Conduct will inform the student that he or she may select a person of the student's choosing to accompany him or her to the formal hearing. Such a person may act only in an advisory capacity during the formal hearing. Students in online or ITV courses may have this advisory person review the evidence and the student's response.

d. The Department Chairperson shall consult with the Office of Student Conduct or the Dean of Students regarding the student's due process rights before proceeding with the formal hearing.

The hearing will be conducted by the Department Chairperson in accordance with the standards provided in the University's Code of Student Conduct. For students enrolled in online or ITV courses, the Department Chair will send the evidence to the student electronically. The student will be given five (5) business days to respond to the email. The Department Chair will review the evidence presented by the faculty and the student's response.

After the hearing (or review of evidence and online student response), the Department Chairperson will submit written notification of the result of the formal hearing to the appropriate Dean and the Office of Student Conduct with a copy to the student within five business days.

e. If the student is found not in violation of the academic honesty policy, then the case will be dismissed.

f. If the student is found in violation of the academic honesty policy, then the student will be required to complete the sanction or sanctions
imposed by the faculty member in accordance with the guidelines in Section I A.

g. The Department Chair will refer the student to the Office of Student Conduct who will place the student on disciplinary probation at least through the next semester in which the student is enrolled at Southeast Missouri State University. If the student is not in good disciplinary standing, the Office of Student Conduct will follow the Code of Student Conduct to determine the appropriate disciplinary sanction.

h. In addition to the original faculty sanctions, the Chair can impose additional sanctions in accordance with the guidelines in Section I A.

i. The Department Chair may recommend failing the course, suspension, dismissal or expulsion if he/she believes the incident warrants more severe action than disciplinary probation. These recommendations, along with supporting documentation, will be shared in writing with the appropriate Dean and Office of Student Conduct (with a copy to Dean of Students). The Office of Student Conduct will review documentation, meet with the student, and impose sanctions as warranted.

III. The Appeals Process

Either the student or the faculty member may appeal the result of the formal hearing. An appeal must be made within five business days after the decision is rendered. Appeals must be in writing through e-mail, local mail or personal delivery. There are two levels of the appeals process. The All University Judicial Board is the first level and the Provost is the second and final level of appeal. At each level, an appealed case merits being heard based on the following conditions.

A. An excessive sanction when compared with previous sanctions for similar violations under similar circumstances. *
B. The discovery of significant new information relevant to the case.
C. Procedural error regarding the student's rights involving error in the administration of judicial procedures by the faculty, Department Chair or
The appeals process is not for retrying or rehearing a case. Decisions made during the appeals process can result in one of the following.

A. The sanction being altered based on a finding that the sanction is not consistent with past practice.

B. A new hearing being granted based on new information.

C. A new hearing being granted because the Protocol for Adjudicating Alleged Violations of Academic Honesty was not applied appropriately.

No grade penalty should be assigned by the faculty member until the judicial process determines that an act of academic dishonesty has occurred. If the charges cannot be resolved prior to the end of the current semester, a grade of 'I' should be assigned pending the outcome of the hearing. The 'I' will remain on the student's transcript until the charges are resolved. If the charges are still not resolved before the time frame for the 'I' expires, the faculty member will request from the Registrar's Office an extension of the grade of 'I'. The faculty member and the Department Chair will be notified of the outcome of the disciplinary case in order to assign a grade for the course. If the student is found not to be in violation of the Academic Honesty Policy, neither the faculty member nor any other member of the University community may take any other action against the student.

*Specific sanctions in syllabus are not subject to appeal

Approved by Faculty Senate, Bill 85-A-07, October 9, 1985
Approved by President, November, 1985
Approved by Board of Regents, December 5, 1985
Revised & Approved by Faculty Senate, Bill 03-A-04, April 23, 2003
Approved by President, April, 2003
Approved by Board of Regents, May 16, 2003
Approved by Faculty Senate, Bill 05-A-06, April 20, 2005
Academic Fresh Start

Faculty Senate Bill 11-A-7 begins here

Policy

The Academic Fresh Start policy is an appeals procedure which allows a student returning to Southeast Missouri State University after a prolonged absence to request academic forgiveness of prior cumulative grade point average. The policy is designed for undergraduate students who have gained maturity outside higher education and have demonstrated acceptable academic performance following their return.

Amended by Faculty Senate Bill 11-A-7, Reviewed by President April 2011, Approved by Board of Regents May 13, 2011

Faculty Senate Bill 11-A-8 begins here

Procedures

The granting of an Academic Fresh Start is subject to the following conditions:

1. Academic Fresh Start applies only to returning undergraduate students who had previously completed 30 or fewer semester hours and have had an absence of at least three calendar years from any post-secondary institution.

2. Academic Fresh Start will affect all courses (including transfer credit) taken prior to the three-year absence. It may be elected only one time and is irrevocable.

3. A minimum of 12 semester hours of graded courses with a grade point average of 2.0 must be completed after returning to Southeast before an Academic Fresh Start may be requested. For purposes of consideration for Academic Fresh Start, degree and non-degree credit courses will be used to compute grade point average. No requests will be considered after the student's first application for a baccalaureate degree.

4. The student must submit a written request to the Office of the Registrar. The request must have the written approval of the student's advisor or designee.
5. Upon the approval of the University Registrar, the student will be granted an Academic Fresh Start. The student's permanent academic record will remain a record of all coursework completed, including transfer credit recorded on the permanent academic record. Courses taken prior to the three year absence will not be used in computing grade point average and CANNOT be used to meet any requirements (e.g., degree, prerequisite, certification).

Note: Academic Fresh Start is a policy of Southeast Missouri State University and may not be recognized by outside agencies or other institutions.

CHAPTER 6

Information Technology

Computer Use on Campus

Faculty Senate Bill 88-A-13 begins here.

Notice of Access to Mainframe Computer on Campus

1. Access to Computer Services provided data processing resources is controlled by the issuance of user codes. An employee or student receiving a user code assumes responsibility for all computing activity performed under that user code (whether he or she personally performs the activity or not).

2. User codes are normally granted to individuals. Upon approval of the Computer Services manager, a user code may be issued for use by a group. Such approval is contingent upon acceptance of responsibility for all computing activity performed under that user code by the group's supervisor (whether group members perform the activity or not).

3. Computer facilities made available by user code should only be used to conduct University business (either job- or class-related activities).

4. User codes may not be transferred to another person or group.

5. Requests for access to CICS transactions must be submitted in memo form to the Computer Services manager. Requests must include the following:
   • Signed endorsement from the employee's supervisor.
   • List of specific CICS transactions to which access is desired.
   • Type of access (review only or update) desired for each transaction.

If a transaction is administered by an office other than that of the requestor, a signed endorsement from the administering office will also be required. The manager of Systems Analysis and Programming will provide guidance in preparing these requests. Some transactions require authorization beyond a user code. The manager of Systems Analysis and Programming can supply the name of the appropriate application administrator to contact.
6. Requests for MUSIC user codes are made on a User Code Request form obtained from Computer Services. Requests by faculty/staff members for personal administrative or research codes must be signed by the employee's supervisor. Faculty members requesting instructional user codes for use by their students must obtain the signature of a faculty sponsor.

7. A password is issued with each user code. The password should be changed by the user a minimum of once each month. Passwords are never to be displayed openly in written material.

8. CICS user codes remain valid as long as the employee's job status and computer access requirements remain the same.

9. MUSIC administrative and research user codes remain valid as long as the employee's job status and computer access requirements remain the same. Instructional user codes expire at the end of the semester in which they are issued.

10. Supervisors must report to the Computer Services manager on a timely basis any change in an employee's status that affects his/her computer access requirements (transfer, termination, reclassification, etc.).

11. A list of personnel with user codes will be provided to departmental supervisors on a semi-annual basis. Upon reviewing the list and indicating any necessary changes, the supervisor will sign and return the list to the Computer Services manager.

Approved by Faculty Senate, Bill 88-A-13 - November 16, 1988
Approved by Board of Regents - December 1988

Faculty Senate Bill 88-A-14 begins here.

**Notice of Microcomputer Laboratory Guidelines and Procedures**

**User Priorities**

Southeast Missouri State University students, faculty, and staff are the primary constituencies served. Other educators, adult members of the community, and high school students are eligible to use the laboratory on a space available basis.

Persons below high school age are not permitted to use the laboratory.
Guidelines for Users

Users agree to comply with all guidelines and restrictions outlined in this statement. Those who do not comply will be asked to leave the laboratory.

Users must sign in upon entry to the laboratory and will be required to give the laboratory assistant their official I.D. card (for Southeast Missouri State University students, faculty, and staff) or a valid driver's license (for other users) when assigned a computer. All materials issued on a borrower's I.D. are the responsibility of the cardholder who will pay for fines, damages, or losses.

Users must return all University-owned software before leaving the lab. Failure to return software at the time of original departure will result in fines and/or replacement cost charges.

Several manuals describing software operation are available. Users are expected to read and follow these directions carefully.

When there are more users than available computers, user time will be limited to a 90-minute period. A waiting list will be established to ease scheduling at such times. Also, one IBM-PC and one Apple IIe computer will be designated for express use with a time limit of 45 minutes for any user.

Use of certain machines may be restricted to printer use only during peak user hours.

Users will be asked to vacate the laboratory 30 minutes before the official closing of the library.

Restrictions

Under no circumstances are users permitted to duplicate copyrighted programs on University equipment.

Laboratory software cannot be checked out for use outside the laboratory. Users are not permitted to alter computer hardware or change hardware
configurations.

Theft, or deliberate destruction of University equipment (i.e., hardware, software, manuals, etc.) will be reported to the Department of Public Safety; users will be held financially liable for the replacement cost of lost or stolen software.

Use of the telephone in the laboratory is restricted to official business by employees only.

Food, beverages, and smoking are not permitted in the laboratory. Use of laboratory computers for game playing is not permitted. Excessive printer output, such as signs or banners, is not permitted. Functions of Laboratory Assistants

Laboratory assistants have been hired to supervise the operation of the laboratory in accordance with guidelines noted above.

The laboratory assistants are also responsible for:

1. Distributing, monitoring, and collecting laboratory-owned software;
2. Removing and filing completed printouts from the mainframe computer every 30 minutes.

As time permits, laboratory assistants will be available to provide basic directions on the use of the laboratory hardware. The laboratory assistants will not be familiar with all the software available for use in the laboratory.

The laboratory assistants cannot provide users with help in the completion of course assignments.

Comments and Complaints

Comments and complaints about the operation of the Microcomputer Laboratory should be sent to the Director of Computer Services.

Approved by Faculty Senate, Bill 88-A-14 - November 16, 1988
Approved by Board of Regents - December 1988
Notice of Software Copyright Procedures

In accordance with the 1980 Computer Software Copyright Act and in the interest of upholding a sound code of ethical behavior, Southeast Missouri State University does not condone any illicit use of software. What constitutes licit use depends upon the individual software licensing agreement. Negotiation of liberal site licensing agreements with vendors is encouraged.

Generally speaking, the following will be considered to be lawful use of software by someone with legitimate access to a copy:

1. Making backup copies for one's personal use, even if the software is copy protected.
2. Configuring the software and making other reasonable modifications specifically designed to fit the software to the user's needs. (Note: In some instances, such action may void any warranty on the software.)
3. Using the software on only one machine at a given time.
4. Selling or giving the original copy and documentation to another, provided that the transferor keeps no copies whatsoever of either the software or documentation and provides the transferee only the original copies. (This assumes that the copy of the software is owned rather than borrowed or leased.)

The following are actions that are considered illicit and may subject the actor to sanctions by the University:

1. Providing copies of copyrighted or licensed software to others while maintaining copies for one's own use unless there is a specific provision in the license allowing such activity. The activity is forbidden even if the software is provided without cost for an educational purpose.
2. Using software or documentation known to have been obtained in violation of the copyright law or a valid license provision. Use of a copy of a copyrighted program obtained from another party for which no license exists that allows such a transfer will be presumed to be knowing, and the burden of demonstrating that the use was innocent will rest with the user.
3. Using a copyrighted program on more than one machine at the same time, including use on a local area network or multiple workstations accessing the same copy of the program unless a specific license provision permits such activity.

For Display in All Student Labs:

Illegal copying of copyrighted programs on University equipment is prohibited and will be considered a breach of the University Code of Academic Honesty.

Approved by Faculty Senate, Bill 88-A-12 - November 16, 1988
Approved by Board of Regents - December 1988

Additional Access Server Installed

Faculty, staff, and students at Southeast may make use of the Internet dial-up service. For software and installation instructions, bring two blank high density (1.44 MB) diskettes to the Computer Services office in Academic Hall Room 110.
CHAPTER 7

Other Areas of Interest to Faculty

Affirmative Action Plan

This section is under revision by the University's Equity and Diversity Issues Office.

Sexual Harassment Policy


Notice of Nondiscrimination

Applicants for admission and employment, students, employees' sources of referral of applicants for admission and employment, and all union or professional organizations holding collective bargaining or professional agreements with Southeast Missouri State University are hereby notified that this institution does not discriminate on the basis of race, color, national origin, gender, age, or disability in admission or access to, or treatment of employment in, its programs and activities. Any person having inquiries concerning Southeast Missouri State University's compliance with the regulations implementing ADA, Title VI, Title IX, or Section 504 is directed to contact the Assistant to the President for Equity Issues, One University Plaza, (573) 651-2524. The Assistant to the President for Equity Issues has
been designated by Southeast Missouri State University to coordinate the institution's efforts to comply with the regulations implementing ADA, Title VI, Title IX, and Section 504. Any person may also contact the Assistant Secretary for Civil Rights, U. S. Department of Education regarding the institution's compliance with the regulations implementing Title VI., Title IX., or Section 504 and the Office on Americans with Disabilities Act, Civil Rights Division, U.S. Department of Justice; Equal Employment Opportunity Commission; or state human rights agency regarding issues related to the ADA.

The Americans With Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) is designed to grant full citizenship to Americans with disabilities and to entitle them to equal opportunity and access to mainstream America. The ADA addresses access to employment, public accommodations, commercial facilities, state and local government services, transportation and telecommunications. A disability is a physical or mental impairment that substantially limits one or more of the major life activities of such individual, a record of such an impairment, or being regarded as having such an impairment. Major life activities are those basic activities that the average person in the general population can perform with little or no difficulty.

All entities supported fully or partially by state funds, including educational institutions, must comply by assuring that their services, programs, policies, etc., do not discriminate against or exclude from full participation individuals with disabilities. The University must reasonably accommodate known disabilities of qualified applicants, employees and students. Reasonable accommodation is a modification or an adjustment to a job, work environment, learning environment or learning activity that will enable a qualified individual with a disability to perform essential job or learning functions. The purpose of providing accommodations in learning environments and activities is to enable the individual to develop and demonstrate mastery of the subject to a degree that reflects his/her abilities and efforts and not the disability. Although alternative methods of delivery and evaluation may be required, academic standards should not be compromised.
In postsecondary education, requests for accommodation and support services must originate with the student. Students who enter the University with a documented disability may self-identify to the Learning Enrichment Center (LEC). Students who think they may have a disability may contact the LEC for information on obtaining diagnostic services and proper documentation. Information about a student’s disability is confidential. The LEC will, upon the student's request, notify appropriate faculty of the student's disability and suggest reasonable accommodations. Methods to implement these accommodations should be jointly decided by the faculty member and student involved in the learning activity. In cases where agreement cannot be reached, the LEC will act as a consultant. The LEC will provide faculty and students with information on the availability and use of auxiliary aids, such as special computers, calculators, Brailers, and communications devices, and the procedures for obtaining special materials, such as Brailed or "Talking" books. The LEC will also assist students in finding individuals to serve as readers, scribes, note takers, sign language interpreters, etc. The LEC also serves as a resource for faculty by offering information on different disabilities and strategies for accommodation.

Southeast Missouri State University’s Accessibility Plan

Although certain facilities are not fully physically accessible to people with disabilities, Southeast Missouri State University will take such means as are necessary to ensure that no qualified person with a disability is denied the benefits of, excluded from participation in, or otherwise subject to discrimination because Southeast Missouri State University's facilities are physically inaccessible to or unusable by persons with disabilities. The accessibility standards required by federal law for "existing facilities" are that the recipient's programs or activities when viewed in their entirety must be readily accessible to persons with disabilities and that a qualified individual with a disability shall not be excluded from participation in or be denied the benefits of services, programs, or activities because a facility is not accessible.
Southeast Missouri State University may meet these standards through such means as reassignment of classes or other services to accessible locations, redesign of equipment, assignment of aides, alterations of existing facilities, and construction of new accessible facilities. Southeast Missouri State University is not required to make structural changes in existing facilities where other methods are sufficient to comply with the accessibility standards described above.

Because scheduling classes and arranging housing in accessible facilities may require reasonable advance planning, students with disabilities accepted for admission who desire support services and/or accommodations should identify themselves within five (5) days of the start of the semester of enrollment and indicate the nature of the accommodation needed. Students should contact the Learning Enrichment Center.

Faculty Senate Bill 88-A-02 begins here.

University No Smoking Policy

Southeast Missouri State University will provide as close to a tobacco-free environment as practicable for its faculty, staff, and students. In all cases, the right of the tobacco non-user to protect his or her health and comfort will take precedence over another person's desire to use tobacco. Consequently, as of September 1, 1988, the use of all forms of tobacco is prohibited in all University buildings except in those locations designated by the President of the University as "smoking areas."

The success of the policy depends upon the thoughtfulness, consideration and cooperation of users and non-users of tobacco. All faculty and staff share the responsibility for adhering to and enforcing this policy. Any concern with the possible violation of this policy should be brought to the attention of the appropriate supervisor, dean, or director.

Approved by Faculty Senate, Bill 88-A-02 - February 17, 1988
Approved by Board of Regents - May 23, 1988
University Relations

University Relations encompasses areas of communication and service for both internal and external constituencies. University Relations formulates strategies for communications, public relations, and public affairs in order to foster greater understanding, influence, and support for the University and thus contribute to its recognition and high regard as an institution of quality and service. Major units of University Relations are the News Bureau, Photographic Services, Public Services/Publications, Special Projects, Web Design and Support, and Video Services. For more information visit http://www.semo.edu/urelations.

Guidelines for Users of University Printing and Duplicating Services

The following guidelines have been formulated to assist in the orderly and efficient operation of the University Printing and Duplicating Service. It is hoped that the statements which appear below will assist those who wish to make use of these services by informing them of the policies and procedures which will govern their requests.

The Printing and Duplicating Service offers services in two major areas. The Copy Center Parker Room 105 is designed to quickly reproduce pages of copy. The Printing Service Parker lower level former pool area is designed for quality printing and large quantities of printing or operations such as binding, cutting, etc.

The University Printing and Duplicating Service will do work only for the University community. To avoid any conflicts of interests, printing for outside sources--such as personal business, industrial, political, or commercial enterprises--will not be accepted. Printing as a community service in the public interest will be accepted on a limited, time-available basis at the discretion of the Director of Business Operations. Faculty should examine relevant chapters in the Business Policies and Procedures Manual,
available in the department office, for further procedural information.

Authorization for Printing

1. University Departments Cost for printing and copying will be charged to the department, office, etc., that requests the service. The responsibility for charging to an account rests with the administrator of that account. A "Printing and Duplicating Authorization Card" will be issued to the administrator of an account upon request. The authorization card must be presented to the Printing and Duplicating Service when initiating a request for service.

An authorization card may be obtained by filling out a "Request for Printing and Duplicating Authorization Card" form available at the Printing and Duplicating Service. The request must be signed by the account administrator and returned to the Printing and Duplicating Service, Parker- lower level former pool area. The card will usually be prepared within twenty-four hours upon receipt of a signed request. Multiple cards may be requested if needed.

The Printing Service will accept orders placed through the campus mail with a completed "Printing Request Form" signed by the account administrator. Forms are available at the Printing and Duplicating Service.

2. Student Organizations Printing and copying services are available to student organizations. Authorization cards will be issued to a student organization upon approval from the Vice President for Student Affairs or her/his designee.

3. External Organizations (Professional Organizations, Special Events, etc.) Printing and copying services for external organizations can be provided if approved by the dean of the college or Vice President concerned. Charges for services to these organizations will be made at a rate designed to recover the costs incurred by the University. Charges will be billed to the appropriate University departmental account through the use of its authorization card. Reimbursement to the department from the organization is the responsibility of the department charged.
Personal Work

1. Copy Center
   As a service to the faculty and staff of the University, personal copying in the Copy Centers may be completed on a cash basis. All personal copying must be placed as the lowest priority and shall not include business ventures, paid advertising, industrial, political, religious, commercial enterprises, or production to be resold. Copying must be paid for when picked up.

2. Printing
   No personal printing will be done. Binding and other miscellaneous jobs may be completed for faculty and staff when time and work load permit. Such jobs must be paid for on delivery of the completed work.

3. All charges for personal work will be at a rate designed to recover the costs incurred by the University.

   Any exceptions to these policies must be endorsed by the Vice President providing oversight to the program or person seeking the exception. A formal list of approved exceptions will be maintained in the Office of the Vice President for Business and Finance.

(Administrative Services, 1983, Revised 1984)
Finance and Administration, 1983, Revised 1984, Revised 1993

Guidelines for On-Campus Promotion of Events

1. Events are classified as either "University sponsored" or "non-University sponsored."
For an event to be "University sponsored":
   a. The event must be produced by a unit of the University.
   b. The event must be at least partially funded by University funds.
c. The University must sign or co-sign a contract or agreement for the production of the event.

d. The event must be held in or on property owned, operated, or controlled by the University.

e. Events conducted by or sponsored by non-University affiliated organizations and groups but held on University property will not be considered "University sponsored" but must conform with University policy for "University sponsored" events.

2. Events classified as "non-University sponsored" may be promoted on campus only through the usual commercial means of communication (KRCU, CAC-10, event programs and tickets, The Capaha Arrow, etc.) or on the Public Information Boards.

3. Tickets for "University sponsored" events must contain notification that University policy prohibits possession or consumption of alcohol at University sponsored events.

4. On-campus promotions of "University sponsored" events may be conducted in the same place and manner as the promotion of "non-University sponsored" events. Additionally, "University sponsored" events may be promoted in all other on-campus areas designated for posting provided:

   a. That the location of the promotional material is approved by the University staff member responsible for the particular building or area.

   b. That the promotion material is not of an adhesive nature.

   c. That the material is removed from the posting area within twenty-four hours after the event.

   d. That the material does not promote or encourage the violation of local ordinances, state or federal law, or University policy, such as promote possession of alcohol by minors or encourage the use of controlled substances.

   e. That no reference is made to any commercial sponsor or product.

The last provision may be waived for instructional-related programs which have received support from a professionally associated commercial enterprise.

5. Promotion of "non-University sponsored" events may not contain any
reference to association with the University or its units or any reference to the event being "All University," "All School," or other similar designation. "University sponsored" events may not contain the name, trademark, or designation of a commercial product or sponsor in the title of the event, nor may a University entity or organization endorse a commercial product.

Approved by Board of Regents, 1983

Guidelines for Partisan Political Action on Campus

Faculty Senate Bill 11-A-33 begins here.

Partisan Political Action Policy

A University exists, in part, as an institution in which the free and vigorous exchange of ideas is not only welcomed but encouraged. Partisan political activity should be welcomed on the campus of Southeast Missouri State University as an important ingredient in the life, of the mind and in the broad education of the students. The University should remain strictly neutral regarding partisan political activity. Therefore, procedures shall be set forth and maintained to enhance the neutrality of the University with respect to partisan political activity.

For purposes of this policy and the procedures promulgated to accompany it, the following definitions shall apply:

1. “University” shall include the actual legal entity and any employee(s) or representative(s) thereof authorized to speak on behalf of the actual legal entity.

2. “Partisan” shall include political parties, candidates thereof, and officials of a political party or political party related campaign.

Policy contains portions of Faculty Senate Bill 90-A-07 approved by the Faculty Senate May 14, 1990 and by the Board of Regents June 18, 1990

Amended by Faculty Senate Bill 11-A-33 approved by the Faculty Senate November 16, 2011 and by the Board of Regents March 23, 2012, Reviewed by President November 2012
Procedures Regarding Partisan Political Action

1. The University shall not support or endorse any candidate for local, state, or national office, nor shall it endorse or support any political committee organized for the purpose of supporting any candidate for office, nor shall it permit any activity on campus by any person, candidate, or political committee which suggests that the University endorses or supports any candidate or committee.

2. The University shall not make any contribution, real or in kind, to or expenditure on behalf of any clearly identifiable candidate (or highly likely candidate) for any office. For the purposes of these guidelines, the terms "contribution" and "expenditure" are defined by relevant state and federal laws.

3. The University shall not make any expenditure associated with an event that expressly advocates the nomination, election, or defeat of any specific candidate(s) or party.

4. The University shall not make any expenditure associated with an event at which campaign contributions are solicited, made or accepted.

5. The University shall specifically request in writing that legally independent organizations affiliated with the University (e.g., the Boosters, the Foundation, etc.) agree to adhere to these guidelines. Failure of such organizations to so agree should give the University reason to reconsider the nature of the relationship which exists between the University and such organizations.

6. The presence of a candidate for office or political office holder at an event sponsored by the University or on campus as a result of an invitation by the University shall not constitute a violation of these guidelines unless the election or defeat of an identifiable candidate or party is advocated at
the event or campaign contributions are solicited, made, or accepted at the event.

7. The presence of a political candidate, office holder, or political party on campus for the purpose of an educational exercise (e.g., a discussion of the nature of political campaigns) shall not constitute a violation of these guidelines unless the election or defeat of an identifiable candidate or party is advocated at the event or campaign contributions are solicited, made, or accepted at the event.

8. Since the University is a place in which the free and open exchange of ideas is both welcomed and encouraged, no political candidate or political party or organization on campus for the purpose of an educational exercise shall restrict in any way the freedom of expression or freedom of assembly of those at the event. This provision is not intended to prevent the University itself from enacting reasonable restrictions (e.g., limiting the number of persons within a facility, preventing the shouting down of a speaker, etc.).

9. While it is recognized that participation in political activity is part of the total educational experience of our students, the University shall not require or encourage that students be excused from class in order to attend campaign events and partisan political events, nor shall the University require or encourage any deviation from its routine operation or its published calendar.

10. The provision of facilities, generally open for noncommercial use, by the University to a candidate or political committee shall not constitute a violation of these guidelines unless such facilities are denied to opposing candidates or parties. Provision of such the University should take great care, and should see that affiliated organizations take great care, in such provision of facilities not to give the appearance of support for one candidate or party at the expense of another. Facilities generally open for commercial use shall be made available only under normal commercial terms.
Limitations and Exclusions

1. These procedures are not meant to restrict any student political organizations (e.g., College Republicans, Young Democrats, candidates for elective Student Government offices, etc.) from the conduct of their usual activities, which are by their nature partisan or campaign-related. These organizations, however, should take care that their actions not be misconstrued as actions of the University.

2. These procedures are not meant to restrict or in any way apply to the actions of individual University employees outside of their official responsibilities.

Procedures contain portions of Faculty Senate Bill 90-A-07 approved by the Faculty Senate May 14, 1990 and by the Board of Regents June 18, 1990

Amended by Faculty Senate Bill 11-A-34 approved by the Faculty Senate November 16, 2011 and by the President November 2011, Posted for 15 Day Review November 2011.

Official Mileage Chart

To view the Official Mileage Chart, visit the Accounts Payable Travel Information web page at http://www.semo.edu/apdept/travel.htm

Policy and Procedures for Prevention of Alcohol/Drug Abuse


Faculty Senate Bill 00-A-08 removed “Faculty Senate and University Committee Structure” from chapter 8 and placed a revised version in section I.G.4.a. 8/28/07

Faculty Senate Bill 82-A-02 begins here. Approved by the Faculty Senate, April 1982
Modified and Approved by President, August 1982
Amended by Faculty Senate, September 1982
Amended by Faculty Senate, April 1985
Updated August 15, 1997

Faculty Senate Constitution

Preamble

Southeast Missouri State University is a complex organization composed of interrelated components, to each of which is delegated a particular function for achieving the primary ends of the University, which are the discovery and the dissemination of knowledge through teaching, research, and service.

The faculty of Southeast Missouri State University believes that the institution best fulfills its purpose when its several components act in harmony and cooperation to achieve the common goals of the educational community.

The faculty of this institution further believes that this cooperative endeavor is most likely to succeed when each component understands its proper powers and distinctive functions and at the same time views these powers and functions as shared and interdependent.

With these principles in mind, the faculty of Southeast Missouri State University, seeking to define itself accurately; to outline its rights, responsibilities, and powers precisely to describe its functions exactly; and to set forth clearly its relations to the other components of the University, hereby establishes and
Articles

Article I: Name

The name of this assembly shall be the Faculty Senate of Southeast Missouri State University.

Article II: Purposes

As the official representative body of the entire faculty, the Faculty Senate of Southeast Missouri State University shall uphold the principles of the collegial form of governance; encourage mutual contributions from the various sections of the University community; provide an appropriate forum for discussing matters involving the professional staff; inform all segments of the academic community of the Faculty Senate's concerns, findings, and actions; safeguard and advance the welfare and effectiveness of the University; serve as a regular channel of communication between the faculty and the administration and, through the office of the University President, between the faculty and the Board of Regents and review proposals and develop recommendations for changes in academic policy. The University vests in its faculty, acting through its representative body, the Faculty Senate, the ultimate authority to make formal recommendations for new University academic policy and changes in existing policy.

Article III: Membership

A. Membership of the Faculty Senate shall be determined by application of the formula given below.

B. Plan of Representation.
   1. Department Units.
      a. The Faculty Senate shall by resolution establish department units with
representation of faculty members as equal as practicable.

b. Librarians shall have one representative.

c. On or before October 1 of each year, the Provost shall certify to the Faculty Senate Membership Committee the official faculty roster of all full-time faculty members by department. On or before November 1, the Membership Committee shall recommend to the Faculty Senate for approval any necessary adjustments in representation. The committee shall strive for maximum representation for each department unit.

2. The University President may appoint one member of the administrative staff to serve as the Administrative Liaison. The Student Government Association may appoint a student to serve as its liaison. Liaison members shall not vote.

C. Eligibility for Membership on the Faculty Senate.

1. All full-time faculty members who have completed one academic year of service at this University are eligible to be candidates for the position of department unit representative.

2. In the event a member of the Senate shall lose eligibility as a result of resigning from the staff, as a result of change of status, or as a result of resignation from the Senate, the Senator shall promptly be replaced by the elected alternate.

3. If the alternate position is vacated, a department unit election shall be conducted to replace that alternate.

4. The Faculty Senate Membership Committee shall be the final judge, with Faculty Senate approval, of voting eligibility and the qualifications of Senate membership by procedures described in Senate Bylaws.

5. The Faculty Senate may enact bylaws to set forth specific requirements for attendance and individual decorum during its meetings.

D. Term of Office.

1. The term of office for Senate members shall be three years.

2. One-third of the membership shall be elected each year.

3. In departmental units having two or more representative positions, only one representative may be elected in a given year.
Article IV: Elections

A. Eligibility for Voting for Representatives.
   1. All full-time faculty members are eligible to vote.

B. Process of Election.
   1. The Faculty Senate Membership Committee shall conduct all elections.
   2. The primary and general elections for departmental unit representatives shall be completed by March 31 each year.
   3. The secret ballot shall be used in all elections. In counting ballots cast in any election, over-voted or unofficial ballots shall be disqualified.
   4. The Faculty Senate Membership Committee shall send a notice of impending elections to qualified voting faculty members at least 15 days prior to the initial balloting.
   5. Faculty who wish to stand for election must give written notice of that fact to the Chairperson of the Membership Committee within seven days of the date appearing on the election notice and inform in writing all members of the department unit of this intention.
   6. If only two faculty members from a department unit declare themselves candidates, no primary election will be necessary.
   7. In a primary election, the voter shall cast a ballot for one candidate. The two candidates receiving the highest number of votes in each department unit shall be entered in the general election as nominees for the position of unit representative.
      a. In case of ties in the primary election, a member of the Membership Committee shall in the presence of the candidates break the tie in any manner approved by the affected candidates.
      b. Each departmental unit shall then vote in a general election to select its representative. The candidate receiving the highest number of votes shall serve as department unit representative, and the other candidate shall be declared the unit alternate.
Article V: Officers

A. The Faculty Senate shall choose its officers from the elected members of the Faculty Senate. The officers shall consist of a Chairperson, Chairperson-Elect, and such other officers as the Faculty Senate may deem necessary.

1. The term of office shall be for one year.
2. The officers of the Senate and the Chairperson of the Membership Committee shall constitute an Executive Committee of the Faculty Senate. The powers, duties, and responsibilities of this committee, if not named in the constitution, shall be established in Faculty Senate Bylaws.
3. The Executive Committee shall serve as the liaison between the Faculty Senate and the University President.

B. Election of officers shall be held at the organizational meeting of the Senate-elect following the spring election. The Senate Chairperson shall call and preside over this meeting.

1. The Chairperson shall ask for nominations from the floor for each office separately.
2. If only two nominees are named for any office, election shall be by a simple majority of Senate members present and voting.
3. If one candidate receives a simple majority vote of the Senate members present and voting.
4. All elections shall be conducted by secret written ballot.

C. The Faculty Senate may remove an officer by a three-fourths vote of its membership at a regular meeting no sooner than one week following the introduction of the removal motion.

D. The Senate Chairperson shall appoint a parliamentarian from the Senate membership.

1. The Faculty Senate Constitution and Senate Bylaws shall be the authority for the parliamentarian.
2. On points of order not outlined in the Senate Constitution or Bylaws, the latest edition of Robert's Rules of Order shall be the authority.

3. The parliamentarian shall be responsible for an annual review of Senate Bylaws and for making recommendations to the Senate for any necessary changes.

Article VI: Meetings

1. Organizational, Initial, Regular, and Special Meetings.

   1. Organizational Meeting. An organizational meeting shall be held by the Senate-elect following the spring elections for the purpose of electing a Chairperson, Chairperson-Elect, a Membership Committee, and such other officers as have been deemed necessary. No other business shall be conducted at this meeting.

   2. Initial Meeting. The initial business meeting of the Faculty Senate shall be held during the first two weeks in May.

   3. Regular Meetings. At least one regular meeting of the Senate shall be scheduled during each of the months of September, October, November, February, March, and April. Other regular meetings may be scheduled by the Senate Chairperson.

   4. Special Meetings. Special meetings may be called by the Senate Chairperson on request of the Executive Committee or the University President or upon receipt of a petition signed by twenty-five or more faculty members. Senate members and alternates shall be notified of the time, meeting place, and purpose for the meeting. Discussion and action taken shall be limited to the stated purpose.

2. Convening of Meetings.

   1. Meetings of the Faculty Senate shall be scheduled by the Senate Chairperson.

   2. The regular Senate meeting time shall be between 3:00 and 5:00 on Wednesday afternoon.

   3. Every effort should be made by each department chairperson to ensure that the Senate member's academic schedule does not conflict with the Senate meeting time.
4. Faculty Senate meetings are open to all members of the University community and other interested persons, but without voice unless recognized by the Senate Chairperson.

5. The Senate reserves the right to meet in Executive Session, to which liaison representatives may be invited.

6. A simple majority of the Senate membership shall constitute a quorum for the transaction of business.

7. If a Senate member is unable to attend a meeting, that Senator shall notify the department unit alternate, who shall serve in the absent member's place, having the same rights and privileges of any other Senator.

8. The agenda for Senate meetings shall be determined by the Senate Chairperson after consultation with the Executive Committee and mailed to the Senate members and alternates at least two days prior to the meeting.

9. Both Senate and non-Senate members may submit in writing items to be placed on the agenda.

3. **The Legislative Process.**
   1. The Faculty Senate may adopt bylaws to regulate the legislative process.
   2. Senate Bylaws shall be approved, amended, or rescinded with one-week prior notice during a regular meeting by a simple majority of Senate members present and voting.
   3. Any member of the University community, when recognized by the Senate Chairperson, may introduce items of new business for Senate consideration.
   4. Action cannot be taken on items of new business until a subsequent meeting except when two-thirds of the Senate membership present votes to suspend the rules.
   5. Passage of legislation shall require a simple majority of Senate members present and voting. Voting shall be viva voce, by show of hands, or by the calling of the roll when requested by a Senate member.
Article VII: Functions, Duties and Responsibilities

A. Under a collegial form of governance, all segments of the University community are involved in reviewing and making recommendations for changes in existing policies. The University vests in its faculty, acting through its representative body, the Faculty Senate, the ultimate authority to make formal recommendations for new University academic policy and changes in existing policy. Regular areas of Faculty Senate concern include, but are not limited to, the following:

1. Responsibility for determining the position of the faculty on any matter of University policy.
2. Development of procedures for academic freedom, tenure, and due process.
3. Programs for faculty welfare.
4. Representation of faculty interests to the administration in University financial matters.
5. Form and content of the Faculty Handbook.
6. Responsibility for the University curricula and requirements for graduation.
7. Direct involvement in the process of selection of administrative officials by selecting and/or serving on search committees.
8. Planning and utilization of buildings and grounds.
11. Such other matters as might come to merit regular consideration by the Senate or which shall be designated as areas of Senate action by the University President or the Board of Regents, assuming Senate acceptance.

Faculty Senate and University Committees

1. The Faculty Senate reviews proposals and develops recommendations for changes in academic policy through its committee system. While the
function of University committees is to facilitate the administration of existing University policies, the function of Faculty Senate committees is to recommend policy in academic affairs and in all other matters involving the faculty. Recommendations must be approved by the Faculty Senate unless the authority to make such recommendations has been specifically delegated. The Faculty Senate may create such committees as it may find necessary to carry out its responsibilities and such committees may include faculty, staff and student members. The appointment, charges, and membership of these committees shall be regulated by appropriate bylaws to this Constitution.

Procedures Governing the Submission of Recommendations to the University President and the Board of Regents.

1. Recommendations from the Faculty Senate to the University President shall be submitted along with two copies of the Faculty Senate Recommendation Form. Sufficient copies of the recommendation will be provided so that a copy can be given to the University President, each member of the Board of Regents, and the Administrative Liaison to the Faculty Senate.

2. The University President will sign both copies of the Faculty Senate Recommendation Form and return one copy with the appropriate box checked to the Faculty Senate Chairperson. This action shall take place preferably within 15 days, but not later than 30 days, after receipt of the recommendation. The second copy shall be retained by the University President as a record of his action.

3. In the event the University President wishes the Faculty Senate to reconsider a recommendation, he will make suggestions for modification in writing or refer the Faculty Senate to other sources for specific information.

4. If it becomes clear that the Faculty Senate and the University President cannot reach an agreement on a recommendation, the Faculty Senate, has the right to submit the recommendation to the Board of Regents for its consideration. This process shall consist of two steps:
   a. Before such a recommendation can be considered for placement on the Board's agenda, it must be submitted to the Board of Regents in writing for its review.
   b. Following such a review, if the issue remains unresolved, the Senate shall request that the recommendation be placed on the Board's
agenda at its earliest convenience or within 60 days. The Faculty Senate Chairperson or any other person authorized by the Senate has the right to appear before the Board of Regents to present the case for the Faculty Senate and to receive an answer with all deliberate speed.

**Article VIII: Procedure for Amending**

A. *This Constitution may be amended only during the regular academic year and only in the sequential procedure herein outlined, except as provided in Article VIII. C below.*

1. Any member of the Faculty Senate may introduce an amendment in writing during a regularly scheduled meeting of the Senate.
2. The amendment shall be referred to the committee responsible for constitutional revision for review and recommendation to the Senate. The Administrative Liaison shall be an ex officio member of this committee.
3. An amendment must be placed on the agenda of the Faculty Senate within thirty (30) days of its introduction.
4. An amendment must be voted on by the Faculty Senate at a regularly scheduled meeting within thirty (30) days after being placed on the Senate agenda.
5. Approval of an amendment by the Faculty Senate requires a two-thirds majority vote of Senate members present and voting.

B. *If it is approved by the Faculty Senate, the amendment with ballot attached shall be sent to all faculty members, along with any recommendations of the Faculty Senate, not more than thirty (30) days after Step A has been completed.*

1. The amendment shall be voted on by the faculty within fifteen (15) days following its submission to the faculty.
2. A two-thirds majority of votes cast by the faculty is required to ratify an amendment.
3. The approved amendment shall become a part of the Senate Constitution.
C. Editorial Modifications

1. Without recourse to the procedure prescribed above, the Faculty Senate may by a two-thirds vote editorially modify the constitutional language to reflect changes in such matters as official titles of University officers and administrators, administrative and academic units, and University and Faculty Senate committees, provided that the modified language introduces no substantive alteration in the principles or procedures governed by the article(s) so modified.

2. Such editorial modifications shall be published to the faculty within two weeks after Senate action but shall not require formal ratification and shall take effect fifteen (15) days after such notice, unless objections in writing shall have been received from five percent (5%) of the total faculty. In case of such objections, the modifications shall proceed through the normal ratification process prescribed in Article VIII. B above.

Comprehensively Revised, 1977
Amended, 1981
Adopted by the Faculty Senate, February 1982
Amended, April 1982
Amended, May 1983
Amended, April 1993
Updated August 15, 1997

Faculty Senate Bylaws

Faculty Senate Resolution 01-2 begins here.

[NOTE: The bylaws are numbered so as to correspond to relevant sections of the Faculty Senate Constitution. For example, By-Law Section 4 "Elections" relates to Article IV of the Constitution, which also covers elections.]

Section 1--Name

(reserved)
Section 2--Purposes

(reserved)

Section 3--Membership

3.00 Duties/Responsibilities of Senators

3.10 Senators are expected to:
   a. Assertively and capably represent the interests of faculty to the administration, to the broader University community, and to the community at large.
   b. Attend meetings of the Senate and meetings of the Senate committee(s) to which they are appointed.
   c. Prepare themselves for meaningful participation in the meetings of the Senate and its committees.
   d. Take on and capably accomplish the research and projects necessary for the effective operation of the Senate and its committees.
   e. Inform their department of Senate issues and actions.
   f. Represent the views of their department(s) in the meetings and activities of the Senate.
   g. Recruit faculty colleagues for service on committees, task forces, etc.

   3.20 "Department Units" authorized in Article III, Section B (1) of the Faculty Senate Constitution shall be defined as "academic departments," and each department shall be entitled to one Senator. Changes in representation necessitated by changes in department alignment shall be accomplished by means of Senate resolution.

Section 4--Elections

(reserved)
Section 5--Officers

5.00 Duties/Responsibilities of the Officers of the Faculty Senate

5.10 The duties of the Chairperson are to:
   a. Preside over all meetings of the Faculty Senate, including the organizational meeting of the Senate-elect following the spring elections.
   b. Supervise the functioning of the Faculty Senate.
   c. With the advice of the Executive Committee, prepare an agenda for each Faculty Senate meeting and mail said agenda to the Senate members and alternates at least two days prior to the meeting.
   d. Schedule all meetings of the Faculty Senate.
   e. Represent the faculty to the administration and to the Board of Regents.
   f. Serve as a member of the Executive Committee.
   g. Serve as ex officio member of all Senate committees.
   h. Act as spokesperson for the established policies and positions of the faculty to officers of the administration, to the press, to student leadership representatives, and, consistent with Board policies and regulations, to the Board of Regents.

5.20 The duties of the Chairperson-Elect are to:
   a. Act as Chairperson in the temporary absence of the elected Chairperson.
   b. Under the direction of the Chairperson, supervise the functioning of Faculty Senate committees.
   c. Serve as an ex officio member of the Membership Committee.
   d. Serve as a member of the Executive Committee of the Faculty Senate.
   e. Assist in the supervision of the working of the Senate in such manner as directed by the Chairperson of the Faculty Senate.
   f. Serve as Chair of the Johnson Faculty Centre Governing Committee.

Amended by Faculty Senate, Res 07-03, 8/28/07

5.30 The duties and responsibilities of the Executive Committee are to:
   a. Serve as consultant to the Senate Chairperson.
b. In the legislative process, serve as the liaison between the Faculty Senate and the University President.

c. Call special meetings of the Faculty Senate, as needed.

d. Assist the Senate Chairperson in preparing the agenda for Senate meetings.

e. To see that every item legitimately proposed for Senate action does indeed come before the Senate within a reasonable period of time after the item has been proposed.

f. Function on behalf of the Faculty Senate under the following circumstances and conditions: When classes are not in session, the Faculty Senate shall have an opportunity to respond to proposed administrative decisions and activities that normally fall within the domain of the Senate if a quorum cannot be obtained. During such times, the Executive Committee is empowered to act as a quorum of the full Senate. If a quorum of the Executive Committee is not present on campus, the current Chairperson of the Senate or the highest ranking Executive Committee member present on campus will formally ask the University Provost to delay administrative action on the matter in question until the Executive Committee can meet and act.

5.40 Succession of Officers.

5.41 If the office of the Faculty Senate Chairperson becomes permanently vacant, the Chairperson-Elect of the Faculty Senate shall become the Chairperson.

5.42 When the office of the Faculty Senate Chairperson-Elect becomes permanently vacant, an election shall be held immediately to fill the office of Chairperson-Elect.

Section 6--Meetings and Legislative Process

6.10 The agenda for organizational, initial, and regular meetings of the Senate shall be determined by the Senate Chairperson in accordance with Article VI, Section B (8) of the Faculty Senate Constitution and shall be posted on the Faculty Senate web site and communicated electronically to all Senators, Alternates, and others on the Senate mailing list at least 5 days before the meeting. Notices and agendas of special meetings (as authorized by Article VI, Section A (4) of the Constitution) must be communicated electronically to the same parties, but may
be done with less advance notice if circumstances do not permit 5 days' notice.

6.40A Department unit alternate may attend a meeting of the Senate in place of an absent Senator in accordance with Article VI, Section B (7) of the Constitution. In addition, the Department faculty may establish a mechanism to select a temporary representative to attend a meeting which neither the Senator nor the alternate is able to attend. For a temporary representative to have voting rights, notice of such temporary appointment must be given by either the Senator or alternate and received by a member of the Executive Committee or the Senate staff secretary prior to the meeting.

6.50In accordance with Article VI, Section C (5) of the Constitution, voting in the Faculty Senate shall be by voice, by show of hands, or by roll call. When a roll call vote is requested by a member of the Faculty Senate, it shall be taken and the votes shall be recorded in the minutes and the appropriate documents of the Senate.

6.55Types of legislation. Senate legislation shall take one of the following forms:

6.551A "bill" is an item which requires the approval of the university President and/or Board of Regents in order to go into effect. A bill is typically used to change university policy, such as that policy contained in the Faculty Handbook.

6.552A "resolution" does not require any further approval beyond the Senate. A resolution may be used to express the sense of the Senate on an issue, or to conduct internal Senate matters, such as revising by-laws.

6.60Records of the Faculty Senate. The records of the Faculty Senate are vital materials for documenting the history of the University. Therefore, the records of the Senate, including all relevant bills, resolutions, committee reports, and minutes, will be preserved in the collections of the University Archives. The University Archivist and the Faculty Senate Documents Committee are charged to create and maintain procedures for transferring records to the Archives regularly, at least at annual intervals.
6.61 The Faculty Senate shall maintain a web site which shall contain at a minimum the following information: (1) a current list of Senators and Alternates and their contact information, (2) a list of the current Senate officers and their contact information, (3) a list of the Senate legislative and reporting committees, their chairpersons and members, and their current contact information, (4) a searchable database of approved minutes of Senate meetings, resolutions adopted, bills adopted (with their approval or rejection by the University President noted in the heading), and committee or officer reports issued, (5) an online forum for discussion of Faculty Senate issues by all faculty, (6) copies of, or links to, the Faculty Senate Constitution and Bylaws, and (7) a link to the web site of the Missouri Association of FacultySenates and such information as is suggested by that organization.

6.62 Minutes of the meetings of the Faculty Senate shall be taken by the Senate staff secretary, and shall include summaries of oral reports and copies of written reports presented, resolutions and/or bills introduced or adopted, records of motions made and their outcome, and insofar as practicable, summaries of the main themes of discussion. By the second business day after adjournment, a draft of the minutes of a meeting shall be communicated electronically to all Senators, Alternates, and others on the Senate mailing list, and shall be posted on the Faculty Senate web site with a notation of their draft status. By the second business day after adjournment of the meeting at which the minutes are approved, copies of the approved minutes (containing a notation of their approved status and date) shall be communicated electronically to the same parties, and shall be posted on the Faculty Senate web site replacing the draft version. In addition, links to these documents shall be communicated to the campus through the Southeast Newswire or similar means.

Section 7--Functions, Duties and Responsibilities

Chair of the Faculty Senate is an ex officio, non-voting member of all Faculty Senate reporting committees

7.50 Committee Structure of the Faculty Senate

7.51 The Faculty Senate may on its own initiative or upon recommendation of the Membership Committee create or dissolve committees at any meeting by
simple majority vote, a quorum being present. To expedite its business the Faculty Senate may grant executive, legislative, and judicial authority to certain Senate committees by the adoption of appropriate bylaws. Faculty Senate committees are charged directly by the Senate and each must report to the Senate through its Chairperson. The chairperson of the committee is responsible for keeping the Senate informed of committee activities by appropriate interim reports and formal recommendations. The number of established Faculty Senate committees should not be increased appreciably in the future. Two means are available to achieve this objective: a) Ad hoc committees should be utilized to handle specific, short-term issues. The charge to such a committee must specify a deadline for the committee action. Members are appointed to these committees in the same manner as they are appointed to established Faculty Senate committees.

b) When a long-term issue arises, an attempt should be made to find an existing Faculty Senate committee which may handle the issue approximately within its existing charge. If the charge of an existing committee is closely related to a long-term issue, the charge of the committee should be expanded to cover the issue. Only as a last resort should a new permanent committee be charged.

7.52 The Faculty Senate normally maintains a group of relatively permanent committees, of two main types. Legislative Committees are made up primarily of members of the Faculty Senate. They are charged to fulfill certain responsibilities of the Senate, such as developing legislation to modify existing University policy and/or procedures. Reporting Committees may be made up primarily of faculty who are not members of the Faculty Senate. They are charged by the Senate to conduct certain non-legislative activities on behalf of the faculty, and to report their work to the Faculty Senate.

7.53 Legislative Committees shall, as a routine component of their legislative activities, take steps to inform, consult with, and/or invite input from groups or parties external to the Senate who might be affected by a measure under consideration. The purpose of soliciting this type of input is to guarantee that multiple perspectives are considered during the early policy formulation stages. This does not mean that the final Senate proposal is required to have the support of all potentially affected groups, and nothing in this section shall be construed to require the Senate to abrogate its unique role in University governance as described in the Faculty Handbook.

7.55 Procedures Regarding Legislative Committees:
7.5503 A voting member who is unable to attend a meeting of a Faculty Senate legislative committee may, by providing clear notice to the Committee or its chair, designate another voting member of that committee to cast a proxy vote on behalf of the absent member.

7.5504 Makeup of Legislative Committees: The Membership Committee, after elections for new Senators are completed, shall solicit requests from individual Senators regarding their preference for assignment to specific legislative committees. The Membership Committee shall prepare a recommended assignment of Senators to legislative committees so that, insofar as possible, each college, school, and Kent Library is represented on each committee. The Membership Committee shall also recommend a Senator to serve as Chairperson for each legislative committee, provided that no committee may be chaired by the same person for more than two consecutive years. For legislative committees other than the Membership Committee, faculty who are not Senators but who meet the same eligibility qualifications as required of Faculty Senators, may serve as additional voting members. These non-Senator voting members shall serve one-year renewable terms, and shall make up no more than one-half of the voting membership of a committee.

Amended by Faculty Senate Resolution 11-08, 11/16/11

7.5505 Procedures Regarding Legislative Committees: By the first Wednesday in April, the Membership Committee shall notify the faculty of available positions on Faculty Senate legislative committees. Interest in serving on specific committees should be communicated to the Membership Committee by faculty by the second Wednesday in April. After preparing a recommended assignment of each Senator to a legislative committee, the Membership Committee may supplement the makeup of each committee by recommending from the pool of faculty applicants, non-Senators to serve as additional voting members of that committee. These recommendations shall be made with the goals that each college, school, and Kent Library be represented on each committee.

Amended by Faculty Senate Resolution 11-08, 11/16/11

7.5506 Procedures Regarding Legislative Committees: By the fourth Wednesday in April, the Membership Committee shall form its recommendations and designation of a chair for each committee. The recommendations of the Membership Committee regarding the makeup of the legislative committees shall
be confirmed by the Faculty Senate by no later than its last meeting of the Spring semester. Appointments are effective immediately upon confirmation. The Legislative Committees of the Faculty Senate shall consist of the following:

Amended by Faculty Senate Resolution 11-08, 11/16/11

7.551 Membership Committee--the membership of the Membership Committee shall consist of one Senator from each of the colleges, schools, and Kent Library, elected by the Senate in accordance with Article VI, Section A (1) of the Faculty Senate Constitution. In addition, the Chair and Chair-Elect of the Faculty Senate shall serve on the Membership Committee. The chair of the Membership Committee shall be elected from within the committee by its members. Membership Committee members, other than the Chair of the Membership Committee, shall also serve on other Faculty Senate legislative committees. The Membership Committee is charged: to recommend changes in the Faculty Senate committee system on basis of continuing study of the system; to review continuously the Faculty Senate committee assignments to secure equitable utilization of faculty talents and interests; to nominate members of Faculty Senate Committees to the Faculty Senate; to nominate faculty members for positions on University Standing Committees to the President of the University; to be available to the University President for recommendations concerning the organization and personnel of all University Standing Committees; to recommend termination of committee membership for faculty who do not fulfill committee obligations; to conduct all Faculty Senate elections and report the results to the Faculty Senate; and to recommend to the Faculty Senate any necessary adjustments in Faculty Senate representation.

Amended by Faculty Senate, Resolution 05-01
Amended by Faculty Senate, Res. 07-03, 08/28/07
Amended by Faculty Senate, Res. 12-1, 3/21/12

7.552 Academic Affairs Committee--in addition to the voting members who shall be assigned to the committee according to Section 7.5504, the following serve as non-voting members: the Provost, the Graduate Dean, the Vice President for Enrollment and the Registrar. The Academic Affairs Committee is charged: to study and make recommendations concerning academic policies and standards; to review admissions and academic standing policies and to recommend appropriate changes; to propose calendars for each academic period on an annual or multi-year basis; to consider and make recommendations regarding calendar topics such as the number of class meetings per credit hour, length of class sessions, number of class meetings per week and semester.

Amended by Faculty Senate, Resolution 07-03, 08/28/07
7.553 Documents Committee--the Documents Committee is charged: to review proposals to amend the Faculty Senate Constitution and formulate them as recommendations to the Faculty Senate; to review periodically the contents of the Faculty Handbook to ensure that the contents reflect current University policy; to recommend changes in the Faculty Handbook to make it consistent with current University policy or practice: to prepare, distribute, and tabulate ballots for amendments to the Faculty Senate Constitution; and to make certain that Faculty Senate records are preserved according to the requirements of Section 6.60.

*Amended by Faculty Senate, Res. 07-03, 08/2/07*

7.554 Faculty Compensation Committee--in addition to the voting members who shall be assigned to this committee according to Section 7.5504, the following serve as non-voting members: the Provost, the Vice President for Business and Finance, and the Director of Institutional Research. The Faculty Compensation Committee is charged: to research all relevant contexts in which the determination of faculty salaries and benefits at the University should be considered (e.g. AAUP reports, regional salary report, etc.); to recommend criteria by which faculty salaries at the University are to be determined; to monitor the availability and costs of various benefits and retirement programs; to make recommendations to the Faculty Senate regarding faculty participation in benefits and retirement programs.

*Amended by Faculty Senate, Res. 07-03, 08/28/07*

7.555 Governance Committee--the Governance Committee is charged: to collect information (e.g., from other universities and from the AAUP) on alternative governance models; to study ways in which the role of the faculty in university governance can be improved; and to recommend organizational changes in the patterns of university governance.

7.556 Professional Affairs Committee--in addition to the voting members who shall be assigned to this committee according to Section 7.5504, the Provost serve as a non-voting member. The Professional Affairs Committee is charged: to monitor and review matters which affect the professional growth of faculty members; to monitor the promotion and tenure policies and practices of the University; to make recommendations concerning promotion, hiring termination, retrenchment, and tenure policies and practices; to make recommendations concerning the general professional stature of the faculty (e.g., sabbatical policies,
professional development funds, travel allowances); to recommend rights/privileges and emeritus status for retiring faculty.

*Amended by Faculty Senate, 07-03, 08/2/07*

7.60 Procedures Regarding Reporting Committees:

The term for faculty members of all Faculty Senate reporting committees (unless otherwise directed by the Senate) shall be three years, one third of the membership being rotated each year. The number of faculty, administrators/staff, and students who should serve on Faculty Senate committees shall be recommended by the Membership Committee. In accordance with the appointment procedure set forth below, the Membership Committee shall recommend all appointments for reporting committees, including the chairs, to the Faculty Senate, which must act on these recommendations. The Chair of the Faculty Senate is an ex officio, non-voting member of all Faculty Senate reporting committees.

7.601 Appointment Process

7.6011 By the third Monday in March, the Chair of the Faculty Senate should notify the Membership Committee of any requests for changes in membership on Faculty Senate reporting committees other than those which occur through normal rotation. Such requests may be initiated by individual committee members, by the chairs of the several committees, or by the Faculty Senate Chair, who may also submit a request for specific expertise which may enhance the functioning of particular committees; the Membership Committee should attempt to match these requests to available faculty applicants.

7.6012 Appointment Process: By the first Wednesday in April, the Membership Committee shall notify the faculty of available positions on Faculty Senate reporting committees. Interest in serving on specific committees should be communicated to the Membership Committee by faculty by the second Wednesday in April.

*Amended by Faculty Senate Resolution 11-08, 11/16/11*

7.6013 Appointment Process: The Membership Committee shall fill vacancies from among faculty applicants. By the fourth Wednesday in April, the Membership Committee shall form its recommendations, including a plan of rotation and designation of a chair for each committee; chairs shall serve one-year terms but may succeed themselves. Faculty Senate confirmation shall occur no later than the last meeting of the Senate in the Spring.
7.6014 Chairs of Faculty Senate reporting committees should notify the Membership Committee when unexpired faculty positions on committees become vacant during the academic year. The Membership Committee will recommend replacement members through appropriate channels from available faculty applicants.

7.6015 Removal of Faculty Committee Members. Chairs of Faculty Senate reporting committees should notify the Chair of the Membership Committee when a faculty member does not fulfill normal committee responsibilities (e.g., when the member regularly does not attend committee meetings). The Membership Committee will then determine a) if the matter should be dropped; b) if an inquiry should be sent to the faculty member; c) if the faculty member's removal from the committee should be recommended. Any recommendation for removal will be presented to the Faculty Senate for action. By a majority vote, notice of the vote having been given at the previous meeting, the Senate may remove members from Faculty Senate committees. Replacements for members who are removed from committees will be made through the established procedures for filling vacancies.

7.61 Faculty Senate Reporting Committees. The Reporting Committees of the Faculty Senate shall consist of the following:

7.611 Grants and Research Funding Committee--the membership of the Grants and Research Funding Committee shall consist of one faculty member from each of the colleges, schools, and Kent Library; one alternate faculty member from each of the colleges, schools, and Kent Library; and the Director of Institutional Research, who shall serve as a non-rotating member. (Serving as an alternate on this committee does not preclude membership on another committee.) The Grants and Research Funding Committee is charged: to encourage and promote scholarly activity of the faculty; to solicit local funding support for scholarly activity; to devise guidelines for the administration of such funds; to publicize the nature and extent of research aid available; to receive and evaluate proposals and to recommend allocation of funds to the Provost; and to make patent and copyright recommendations to the Provost.
7.612 Grievance Committee--the membership of the Grievance Committee shall consist of one faculty member from each of the colleges, schools, and Kent Library. The Grievance Committee is charged: to hear and make appropriate recommendations regarding complaints of individuals or of groups of faculty members concerning specific application of University policies, practices, standards, and decisions (e.g., academic freedom, tenure, and due process); to report issues to the Faculty Senate when it believes a grievance has made the issue of broader relevance to the faculty; to hear and make appropriate recommendations regarding complaints or charges of actions implying malfeasance, moral turpitude, or incompetence that are believed to be damaging to the personal and professional reputation of a faculty member or administrative official; to prepare a written report to be forwarded to the Faculty Senate Executive Committee, which within 20 business days shall frame the recommendation of the Grievance Committee to be communicated to the appropriate decision maker(s) or decision-making body(ies) for timely action.

Amended by Faculty Senate, Resolution 04-05

7.70 Faculty Senate Role in University Standing Committees

7.71 University standing committees are charged by the President of the University and must report to the President and/or an individual designated by the President. Faculty Senate Bill 82-A-02 (as amended September 1, 1982; April 1985; and April 2000) defined mutually acceptable principles of Faculty Senate participation in the University committee system, which are outlined therein.

7.72 A complete list of University committees, including their charges, membership structure, and dates of creation/dissolution for each, shall be kept current and made a part of the Faculty Handbook.

Section 8--Amendment of Constitution

(reserved)

Adopted by the Faculty Senate, 1977
Amended, July 1983
Updated August 15, 1997
Reorganized and revised April 26, 2000
Amended April 18, 2001 by Faculty Senate Resolution 01-2
Johnson Faculty Centre

Bylaws

Articles I - Members

A. All persons in the following categories are eligible for regular membership:
   1. All continuing full-time members of the faculty, staff, and administration of Southeast Missouri State University.
   2. All emeritus and retired members of the faculty, staff, and administration of the University.
   3. All present and former members of the Board of Regents of the University.

B. All persons in the following categories are eligible for associate membership:
   1. All persons on temporary faculty appointment employed at the University.
   2. All part-time and temporary staff with three months' employment with the University.
   3. Surviving spouses of any individual who, if living, would be eligible for regular membership.
   4. All members of the Copper Dome Society at the advocate or above level, including the President's Council.
   5. Any person who has, in the unanimous judgment of the Johnson Faculty Centre Governing Committee, made a significant contribution to the University may in writing petition the committee for membership.

C. Membership Requirements:
   All persons in the above-designated membership categories shall upon
payment of membership fees be entitled to all of the rights and privileges of their respective membership classification.

D. Fees, Dues, and Assessments:

Individuals in the various classes of membership shall pay such membership fees and assessments as from time to time shall be determined by the Johnson Faculty Centre Governing Committee, hereafter known as the Governing Committee, as approved by the membership at the annual meeting.

E. Suspension and Termination of Memberships:

1. The Governing Committee shall have full power by a majority vote to suspend or expel any member for cause, provided that fifteen (15) days' notice shall have been given to such member of the charges against him/her and that he/she shall have had an opportunity to be heard by the Governing Committee.

2. Membership in all classes may be terminated by resignation. Such resignation shall be submitted in writing to the secretary and shall not be effective until all of the member's indebtedness to the Centre shall have been discharged.

3. Persons who resign at times other than the end of the fiscal year shall be responsible for dues for the entire year.

4. All full-time members of the faculty, staff, or administration of the University who have been members of the Centre may elect to retain their membership after they leave the University. They shall be eligible for continued membership if they are in good standing and indicate in writing their intention to retain their membership.

Article II - Governing Committee

A. General Powers:

1. The Governing Committee shall have full power to conduct, manage, and direct the operations of the Centre in accordance with the University's policies and under the auspices of the Board of Regents.

2. The Governing Committee shall fix the amount of annual dues and such other charges as it considers necessary and may make all such dues,
assessments, and charges payable at such times and by such methods of collection as approved by the membership at the annual meeting.

B. Composition of the Governing Committee:
   The Governing Committee shall consist of the Executive Committee of the Faculty Senate of Southeast Missouri State University and one representative from each of the colleges and the School of Polytechnic Studies as recommended by the Membership Committee of the Senate and approved by the Senate and one staff representative chosen via election by staff members. Only staff members in good standing may vote for the Centre representative.

C. Vacancies:
   Should a vacancy occur on the Governing Committee, the appropriate procedure outlined in the Faculty Handbook shall be followed to fill the position.

D. Organization Meeting:
   Immediately after their selection in the fall semester, the Governing Committee shall meet for the purpose of organization, election of their own officers, and transaction of other business.

E. Regular and Special Meetings:
   1. Meetings of the Governing Committee shall be held at least once each semester on such dates as the Governing Committee may determine.
   2. Special meetings of the Governing Committee may be held whenever called by the Chairperson of the Centre or by not less than a majority of the members of the Governing Committee in office.

F. Notice of Meetings:
   Written notice of the annual meeting and of each regular meeting of the Governing Committee, stating the day, hour, and place, shall be given by the secretary to each member of the Governing Committee at least five (5) days before such annual or regular meeting. Written notice of each special meeting, stating the day, hour, and place, and the general nature of the business to be transacted thereat, shall be given by the secretary to each member of the Governing Committee at least one day before such special meetings.
G. Quorum:
The presence of not less than half of the number of members of the Governing Committee shall be necessary to constitute a quorum for the transaction of business.

H. Remuneration:
Members of the Governing Committee shall receive no remuneration for their services. In the discretion of the Governing Committee in each case, members of the Governing Committee may be reimbursed for reasonable expenses incurred in connection with their activities as such.

Article III - Meetings of Members

A. Place of Meetings:
Meetings of the members of the Centre shall be held in the Johnson Faculty Centre.

B. Annual Meeting:
An annual meeting of the members of the Centre shall be held in October of each year for the transaction of any such business as may properly be brought before the meeting. If the annual meeting shall not have been called and held within one month after the designated time, any regular member may call such a meeting.

C. Special Meetings:
Special meetings of the members of the Centre may be called by the Chairperson or by the Governing Committee.

D. Notice of Meetings:
Written notice of every meeting of the members of the Centre shall be given by the secretary by mail to each member at least ten (10) days prior to the day fixed for the meeting. Such notice shall specify the day, hour, and place of the
meeting, and shall, in case of a special meeting, specify the general nature of the business to be transacted.

E. Quorum of Members:

The presence in person of not less than a majority of the Governing Committee and regular members in attendance who are in good standing shall be necessary to constitute a quorum for the transaction of business.

F. Organization of Meetings:

At every meeting of the members, the Chairperson or, in his/her absence, the Vice Chairperson or, in the absence of both the Chairperson and the Vice Chairperson, a chairperson chosen by vote of the majority of the members present entitled to vote shall act as chairperson; and the secretary or, in his/her absence, a person appointed by the chairperson shall act as secretary.

G. Members' Voting Rights:

Only regular members of the Centre shall have the right to vote on Centre matters. Each such member shall be entitled to one vote, and all voting shall be in person. Proxy voting shall not be allowed.

Article IV - Committees

A. Powers and Duties:

All committees shall have such powers and duties as the Governing Committee or, where a committee is appointed by the Chairperson, the Chairperson shall determine and shall exercise their powers subject to the direction and control of the Governing Committee.

B. House Committee:

The Chairperson of the House Committee, who must be a member of the Governing Committee, shall be selected by the Governing Committee. He/she is free to select three members of the Centre as members of his her committee. The committee shall make recommendations for keeping Centre property in good
order, condition and repair. It shall receive and review complaints from members and redress grievances. The responsibilities and authority of the committee may be delegated by management agreement (as approved by the Governing Committee) subject to recall by the House Committee with the approval of the Governing Committee.

C. Program Committee:

The Program Committee shall consist of the Governing Committee who may appoint committees for event planning.

D. Other Committees:

The Governing Committee or the Chairperson, subject to the control of the Governing Committee, may appoint other committees to perform such duties as the Governing Committee by resolution or the Chairperson, respectively, shall determine. Each such committee shall consist of at least three (3) regular members of the Centre.

E. Appointment of Members of Committees:

The members of each committee, except as otherwise noted, shall be elected by the Governing Committee, or where the Chairperson establishes the committee, shall be appointed by the Chairperson.

F. Financial Restriction:

No committee shall expend or make a contract for expending any sum of money without the previous authority of the Governing Committee.

Article V - Officers and Agents

A. Number and Qualifications:

The officers of the Centre shall include a chairperson, a vice chairperson, a secretary, and such other officers as the Governing Committee may from time to time appoint. No officer may hold two or more offices. Only members of the Governing Committee shall be eligible for election as an officer.
B. Election and Term of Office:

The officers of the Centre shall be elected by majority vote of the members of the Governing Committee at its organizational meeting. Each officer shall hold office for a term of one year and until his/her successor shall have been duly elected.

C. The Chairperson:

The Vice Chairperson of the Faculty Senate shall serve as Chairperson of the Centre and shall have general supervision over the operations and affairs of the Centre, subject to the control of the Governing Committee. The Chairperson shall preside over all meetings of the Governing Committee. He/she shall sign, execute, and acknowledge, in the name of the Centre, instruments authorized by the Governing Committee, except in cases where the signing and execution thereof shall be expressly delegated by the Governing Committee to some other officer or agent of the Centre, shall have the power to appoint committees as set forth in Section 4.E. of Article IV of these bylaws, and in general shall perform all duties incident to the office of Chairperson and such other duties as from time to time may be assigned by the Governing Committee.

D. The Vice Chairperson:

In the absence or disability of the Chairperson, the Vice Chairperson may perform all of the duties of the Chairperson, and when so acting, shall have all the powers of and be subject to all the restrictions upon the Chairperson. The Vice Chairperson shall serve as the ex officio member of all Centre committees and shall perform such other duties as may from time to time be assigned by the Governing Committee or by the Chairperson.

E. The Secretary:

The Secretary shall record all votes of the regular members of the Centre and of the Governing Committee and shall record the minutes of the meetings of the members of the Centre and of the Governing Committee in a book or books to be kept for that purpose. The Secretary shall see that notices are given and records and reports properly kept and filed by the Centre as required by law and shall perform such other duties as may from time to time be assigned by the Governing Committee or the Chairperson. The Secretary shall serve as the Vice Chairperson Elect.
F. Additional Officers and Agents:
   Additional officers and agents may be appointed by the Governing Committee and shall have such authority and perform such duties as the Governing Committee may from time to time determine.

G. Removal of Officers:
   Any officer of the Centre may be removed by the Governing Committee whenever it shall find that sufficient cause for such removal exists. Before any such action is taken, at least five (5) days' notice shall be given in writing by mail to the officer whose removal is proposed, setting forth the grounds of such proposed removal, giving notice of the meeting at which it is proposed to act on such removal, and affording an opportunity to the officer to be heard prior to action being taken to effect such removal.

Article VI - Miscellaneous

A. Financial Affairs:
   Income generated through the collection of fees, assessments, and special functions (other than fees for the use of the guest suites) will be credited to the Faculty Centre and used as a portion of the money available to support the annual budget. The Centre will adhere to the standard University budgeting process and submit an annual budget request. All new personnel expenditures and any operations/student labor/or equipment requests which cannot be funded by the Centre income must be requested in the University budgeting process.

   Income received from the rental of guest suites will be billed by the University and deposited to a designated fund which will be used to cover expenses appropriately charged to the guest suites.

B. Limitations:
   No part of the net earnings of the Centre shall inure to the benefit of any member or individual.

Article VII - Amendments
Any or all of the provisions of these bylaws may be amended, altered, or repealed by majority vote of the regular members in attendance at the annual meeting of the Centre in October of each year.
## Index

### A
- Academic Administrative Organization
- Academic Advising Council
- Academic Council
- Academic Departments
- Academic Distinction
- Academic Freedom
- Academic Fresh Start
- Academic Honesty
- Academic Internship Programs
- Academic Policies
- Administrative Council
- Administrative Organization of the University
- Administrative Organization Chart
- Administrative Positions
- Administrative Professional Job Evaluation Committee
- Advisement of Students
- Affirmative Action Plan
- Alcohol/Drug Abuse Prevention
- Americans with Disabilities Act (ADA)
- Appendix
- Assistant Provost of Extended Learning

### B
- Board of Regents
- Buckley Amendment

### C
- Campus Planning and Beautification Committee
- Class Attendance Policy
- Clerical/Service Job Evaluation Committee
- College Council
- College Council/School of Polytechnic Studies Council
- College Tenure and Promotion Advisory Committee
- Collegiality, Principles of
- Commencement
- Committees and Councils
- Academic Advising Council
- Administrative Council
- Administrative Professional Job Evaluation Council
- Campus Planning Beautification Committee
- Clerical/Service Job Evaluation Committee
- College Council/School of Polytechnic Studies Council
- Council of Deans
- Council of Deans
- Funding for Results Team
- Graduate Council
- Information Technology Committee
- International Council
- Native American Culture Committee

### Research Involving Human Subjects Committee
- Traffic/Textbook Appeals Committee
- University Academic Council
- University Assessment Review Committee
- University Athletic Committee
- University Budget Review Committee
- University Commencement Committee
- University Equality Issues Committee
- University Planning Committee
- University Promotion and Sabbatical Leave Committee
- University Student Affairs Committee
- University Studies Council
- Computer Use on Campus
- Microcomputer Laboratory Guidelines and Procedures
- Notice of Access to Mainframe Computer on Campus
- Software Copyright Procedures
- Conflict of Interests Policy
- Copyrighter Materials
- Definitions
- Guidelines
- Procedures
- Council of Deans
<table>
<thead>
<tr>
<th>Page</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>274</td>
<td>Course and Curricular Approval Process</td>
</tr>
<tr>
<td>276</td>
<td>Academic Council</td>
</tr>
<tr>
<td>283</td>
<td>Academic Restructuring</td>
</tr>
<tr>
<td>279</td>
<td>College Council</td>
</tr>
<tr>
<td>87</td>
<td>Honors Council</td>
</tr>
<tr>
<td>276</td>
<td>Review Committee</td>
</tr>
<tr>
<td>84</td>
<td>University Studies Council</td>
</tr>
<tr>
<td>74</td>
<td>Deans</td>
</tr>
<tr>
<td>26</td>
<td>Academic Information Services And Director of Kent Library</td>
</tr>
<tr>
<td>27</td>
<td>Assistant Provost of Extended Learning</td>
</tr>
<tr>
<td>58</td>
<td>College Director, Center for Scholarship in Teaching and Learning</td>
</tr>
<tr>
<td>31</td>
<td>Graduate School</td>
</tr>
<tr>
<td>27</td>
<td>School of University</td>
</tr>
<tr>
<td>28</td>
<td>Studies</td>
</tr>
<tr>
<td>31</td>
<td>Students</td>
</tr>
<tr>
<td>39</td>
<td>Department Chairs</td>
</tr>
<tr>
<td>40</td>
<td>Administrative Functions</td>
</tr>
<tr>
<td>40</td>
<td>Faculty-Personnel Functions</td>
</tr>
<tr>
<td>43</td>
<td>Leadership Functions</td>
</tr>
<tr>
<td>42</td>
<td>Liaison Functions</td>
</tr>
<tr>
<td>44</td>
<td>Operational Functions</td>
</tr>
<tr>
<td>45</td>
<td>Review of</td>
</tr>
<tr>
<td>49</td>
<td>Selection Process</td>
</tr>
<tr>
<td>43</td>
<td>Student-Related Functions</td>
</tr>
<tr>
<td>128</td>
<td>Department Tenure and Promotion Advisory Committee</td>
</tr>
<tr>
<td>123</td>
<td>Dossier</td>
</tr>
<tr>
<td>96</td>
<td>Faculty Designations</td>
</tr>
<tr>
<td>102</td>
<td>Emeritus Status</td>
</tr>
<tr>
<td>96</td>
<td>Faculty Appointments</td>
</tr>
<tr>
<td>105</td>
<td>Graduate Faculty Assignments</td>
</tr>
<tr>
<td>104</td>
<td>Graduate Faculty Status</td>
</tr>
<tr>
<td>110</td>
<td>Honors Status</td>
</tr>
<tr>
<td>89</td>
<td>Merit Pay Guidelines</td>
</tr>
<tr>
<td>179</td>
<td>Office Hours</td>
</tr>
<tr>
<td>88</td>
<td>Policies and Procedures</td>
</tr>
<tr>
<td>170</td>
<td>Professional Ethics</td>
</tr>
<tr>
<td>102</td>
<td>Status of Librarians</td>
</tr>
<tr>
<td>152</td>
<td>Termination of</td>
</tr>
<tr>
<td>96</td>
<td>Faculty Professional</td>
</tr>
<tr>
<td>170</td>
<td>Responsibilities</td>
</tr>
<tr>
<td>60</td>
<td>Role</td>
</tr>
<tr>
<td>339</td>
<td>Faculty Senate BYLAWS</td>
</tr>
<tr>
<td>329</td>
<td>Faculty Senate Constitution</td>
</tr>
<tr>
<td>330</td>
<td>Preamble</td>
</tr>
<tr>
<td>329</td>
<td>Faculty Status of Librarians</td>
</tr>
<tr>
<td>102</td>
<td>Faculty Tenure and Promotion Advisory Committees</td>
</tr>
<tr>
<td>128</td>
<td>College Tenure and Promotion Advisory Committee</td>
</tr>
<tr>
<td>129</td>
<td>Departmental Tenure and Promotion Advisory Committee</td>
</tr>
<tr>
<td>128</td>
<td>University Tenure and Promotion and Sabbatical Leave Advisory Committee</td>
</tr>
<tr>
<td>130</td>
<td>Family Educational Rights and Privacy Act</td>
</tr>
<tr>
<td>190</td>
<td>Funding for Results</td>
</tr>
<tr>
<td>270</td>
<td>Funding for Results Team</td>
</tr>
<tr>
<td>181</td>
<td>Grade Appeal Procedures</td>
</tr>
<tr>
<td>275</td>
<td>Graduate Council</td>
</tr>
<tr>
<td>109</td>
<td>Adjunct</td>
</tr>
<tr>
<td>108</td>
<td>Associate</td>
</tr>
<tr>
<td>107</td>
<td>Regular</td>
</tr>
<tr>
<td>106</td>
<td>Responsibilities</td>
</tr>
<tr>
<td>110</td>
<td>Honors Faculty</td>
</tr>
<tr>
<td>250</td>
<td>Honors Program</td>
</tr>
<tr>
<td>253</td>
<td>Administration</td>
</tr>
<tr>
<td>249</td>
<td>Admissions Standards</td>
</tr>
<tr>
<td>252</td>
<td>Course Approval</td>
</tr>
<tr>
<td>251</td>
<td>Curriculum</td>
</tr>
<tr>
<td>253</td>
<td>Honors Faculty</td>
</tr>
<tr>
<td>249</td>
<td>Philosophy</td>
</tr>
<tr>
<td>249</td>
<td>Program Completion</td>
</tr>
<tr>
<td>180</td>
<td>Incomplete Grades</td>
</tr>
<tr>
<td>309</td>
<td>Information Technology</td>
</tr>
<tr>
<td>309</td>
<td>Computer Use on Campus</td>
</tr>
<tr>
<td>75</td>
<td>Information Technology Committee</td>
</tr>
<tr>
<td>76</td>
<td>Institutional Priorities and Goals</td>
</tr>
<tr>
<td>76</td>
<td>International Council</td>
</tr>
<tr>
<td>201</td>
<td>Internship Programs</td>
</tr>
<tr>
<td>352</td>
<td>Johnson Faculty Centre</td>
</tr>
<tr>
<td>352</td>
<td>ByLaws</td>
</tr>
<tr>
<td>266</td>
<td>Leave Procedures</td>
</tr>
<tr>
<td>89</td>
<td>Merit Pay Guidelines</td>
</tr>
<tr>
<td>326</td>
<td>Mileage Chart</td>
</tr>
<tr>
<td>8</td>
<td>Mission Statement</td>
</tr>
</tbody>
</table>

Southeast Missouri State University
Missouri Coordinating Board for Higher Education.....12

Native American Culture Committee.....76
No Smoking Policy.....318
Non Tenure-Track Faculty Appointments.....89
Non-Continuing Faculty Appointments.....87
Nondiscrimination.....315
Notice of Software Copyright Procedures.....313

Office Hours.....179
Office of Research and Grant Development.....206
Role.....205
ON-CAMPUS PROMOTION OF EVENTS.....321
Organizational Chart.....14

Partisan Political Action on Campus.....323
Patents and Copyrights.....214
Patents and Copyrights Policy.....209
President.....14
Printing and Duplicating Services.....319
Authorization for Printing.....320
Personal Work.....321
Professional Development.....273
College Level Policy.....265
Faculty Instructional Grants.....260
Faculty Leave Program.....259
Leave With Compensation.....258
Leave Without Compensation.....258
Professional Ethics.....171
Professional Travel Provisions.....261
Protocol for Adjudicating Alleged Violations of Academic Honesty.....300
Provost.....18

Regular Faculty Appointments.....96
Repeating Courses.....184
Research.....205
Copying Copyrighted Materials.....217
Funds.....212
Graduate Faculty.....213
Involving Human Subjects.....227
Patents and Copyrights Policy.....214
Research Corporation.....216
Research Involving Human Subjects Committee.....40
Complaint Procedures.....240
Confidentiality.....239
Definitions of Terms.....229
Informed Consent.....236
Operational Policy.....227
Principal Investigator.....235
Procedure for Review of.....232
Treatment of Human Subjects Committee.....230
Research Involving Human Subjects Committee.....77

Sabbatical Leave
Calendar.....269
Policies and Procedures.....266
Scientific Misconduct.....219
Service.....245
Commencement.....245
Sponsorship of Student Organizations.....244
Student Recommendations.....244
Sexual Harassment Policy.....315
Sick Leave Policy.....88
Smoking Policy.....318
Sponsorship of Student Organizations.....244

Student Evaluation of Instruction.....185
Student Recommendations.....244

Teaching and Classroom Practices.....174
Academic Internship Programs.....201
Advisement of Students.....179
Class Attendance Policy.....178
Copying.....194
Eight-Week Interim Grades.....177
Examinations.....179
Family Educational Right and Privacy Act.....190
Grade appeal Procedures.....180
Incomplete Grades.....180
Office Hours.....179
Repeating Courses.....184
Student Evaluation of Instruction.....185
Teaching Responsibilities.....174
Textbook Policies.....199
Tenure and Promotion Criteria.....118
Development of.....121
Exceptions.....121
Expectation.....120
Guides for Collecting Evidence.....124
The Dossier.....123
Tenure and Promotion Policy.....111
Academic Preparation.....117
Appeals.....140
Calendar.....135
Creditable Experience.....116
Eligibility.....117
Eligibility Standards.....117
Hiring at Appropriate Rank.....118
Leave or Temporary Institutional Reassignment.....116
Procedures.....134
Rewards.....140
Summary Form.....141
Termination of Faculty Employment.....152
Academic Due Process.....153
Initiated by a Faculty Member.....156
Period of Retrenchment.....157
Probationary Period.....152
Textbook Policies.....199
Traffic/Textbook Appeals Committee.....82
Travel Provisions.....260

U
University Academic Council.....77
University Assessment Review Committee.....78
University Athletic Committee.....72
University Budget Review Committee.....82
University Commencement Committee.....81
University Equity Issues Committee.....81
University governance.....52
Department and Department Chairperson.....55
Principles of Collegiality.....53
University Planning Committee.....78
University Promotion and Sabbatical Leave Committee.....79
University Relations.....320
University Standing Committees and Councils.....71
University Student Affairs Committee.....80
University Studies Council.....84
University Tenure and Promotion and Sabbatical Leave Advisory Committee.....79

V
Vice President for Finance and Administration.....24