

LIX No. 14
Faculty Senate Minutes
April 09, 2025

The Faculty Senate of Southeast Missouri State University met on Wednesday, April 09, 2025, in the Redhawks Room of the University Center. The following Senators were present: Michael Aide, Larry Bohannon, Abram Book, Christopher Bradley, Eric Clements, Jenny Cropp (Chair), Corrie Dudley, Barbara Lamont, Andy Liu, Hayley Love, Kelly McEnerney, Jenna Moore (Chair-Elect), Joe Murphy, Josh Newth, Tomoaki Nomi, Peter Oman, Anthony Scherer, Kyle Schneider, Robin Smith, Mike Taylor, Misty Tilmon, and David Yaskewich. Interim Provost Doug Koch was present. The following alternates were present: Belinda McMurry, and Marikit Fain. The following proxies were present: Yvonne Randolph, and Moutusi Maity.

Chair Cropp called the meeting to order at 3:01pm

Minutes to be Approved:

- The minutes from the March 26, 2025 meeting were reviewed and approved with corrections.
 - Senator Dudley was represented by Vera Campbell-Jones.

Old Business:

1. **Bill 25-A-9 Removing Eight-Week Midterm Grades Policy and Procedures (Second Reading):** Motion to Approve Senator Taylor, seconded; Senator Murphy.,
 - **Introduction:** This bill eliminates the section labeled 'Eight-Week Midterm Grades' where it is currently located, and subject to the passage of the companion bill 25-A-10, this text will be relocated

Passed with a unanimous vote.
2. **Bill 25-A-10 Assessment and Grades (Second Reading):** Motion to approve: Senator Taylor, seconded; Senator Murphy.
 - The committee discussed the proposed amendments based on feedback from the first reading.
 - **Friendly Amendments:**

- **Clarification on synchronous classes:** Addressed confusion regarding face-to-face and blended formats. Concerns were raised about the clarity of hyflex classes, which led to the amendment specifying synchronous classes.
- **Clarification on synchronous classes:** Concerns were raised about the clarity of hyflex classes, which led to the amendment specifying synchronous classes to address confusion regarding face-to-face and blended formats.
- Added language specifying that students' requests for alternate testing times require approval at the faculty's discretion.
- **Further Discussion:** The committee reviewed feedback on lines 31 to 43 regarding the clarity of entities and units mentioned. It was decided that the current language is sufficiently clear. Senators Oman and Schneider discussed the clarity of the language and agreed that the current wording is appropriate.

3. **Bill 25-A-11 Teaching During Absences v.2 (Second Reading):**

- **Introduction:** Senator Schneider presented the bill on teaching during absences, emphasizing the need for faculty to notify their chair if they will be absent for more than three days. The bill aims to clean up the language and remove references to sick leave.
- **Discussion Points:**
 - The committee discussed the three-week policy for compensating faculty who take over classes. Concerns were raised about the clarity and fairness of this policy. It was noted that HR policies and federal laws influence this timeframe.
 - Senator Schneider explained that the three-week policy is based on HR's guidelines and federal laws, which categorize faculty as exempt employees, making them ineligible for overtime.
 - The committee debated the implications of the three-week policy and whether it should be revised. Some members expressed discomfort with the policy, citing inconsistencies in how faculty are treated in different situations.

- Provost Koch provided insights into the HR policies and the rationale behind the three-week timeframe, emphasizing the need for further clarification from HR.
- The committee discussed the potential impact of the three-week policy on faculty workload and student experience. Concerns were raised about the burden placed on faculty who take over classes and the quality of education provided to students.
- The possibility of setting a maximum teaching load for faculty was discussed, with the aim of ensuring that faculty are not overburdened and that students receive a high-quality education.

Passed with a unanimous vote.

4. Bill 25-A-12 Extended Faculty Absences and Compensation Guidelines (Second Reading):

- **Introduction:** Senator Schneider presented the bill on extended faculty absences and compensation guidelines, emphasizing the need for faculty to notify their chair if they will be absent for more than three days. The bill aims to clean up the language and remove references to sick leave.
- **Discussion Points:**
 - The committee discussed the three-week policy for compensating faculty who take over classes. Concerns were raised about the clarity and fairness of this policy. It was noted that HR policies and federal laws influence this timeframe.
 - The committee debated the implications of the three-week policy and whether it should be revised. Some members expressed discomfort with the policy, citing inconsistencies in how faculty are treated in different situations.
 - The committee discussed the potential impact of the three-week policy on faculty workload and student experience. Concerns were raised about the burden placed on faculty who take over classes and the quality of education provided to students.
 - The possibility of setting a maximum teaching load for faculty was discussed, with the aim of ensuring that faculty are not overburdened and that students receive a high-quality education.

It was decided to refer the bill back to the committee for further research and discussion.

New Business:

- **Graduation Resolution:** Motion to approve; Senator Love, seconded; Senator Aide.
 - **Introduction:** The committee approved the graduation resolution for 2025. Senator Love presented the resolution, which resembled previous years with updated dates.

Reports:

1. Chair – Jenny Cropp:

- Chair Cropp reported that the president signed the class syllabus policy and the three-year academic calendar. Both documents will be posted on the website for a 15-day review.
- Budget Review Committee meets on Friday to discuss the compensation memos from faculty and staff. The updated memo from Senator Fluegge was sent out with today's materials.

2. Administrative Liaison – Interim Provost Doug Koch:

- Provost Koch reported that the Administrative Council meeting was canceled. He provided updates on the moves planned for this summer, including the relocation of criminal justice, social work, and sociology to Grauel.
- The 90-hour Bachelor of Science in Criminal Justice was passed by Academic Council and will go to the Board of Governors for consideration. It will also need state and HLC approval.
- The Data Sciences MS program was passed by Academic Council and will proceed to the next steps for approval.
- GA allocations have been sent out to deans and department chairs. Departments should be working to fill these positions.

3. SGA – Sophie Martin:

- Ms. Martin reported that she is currently on a train to Chicago to present research at MPA. She announced the results of the SGA elections, with

herself as President-Elect, Drew Roth as Vice President-Elect, Karlee Ensor as treasurer, and Ella Burns as secretary.

- SGA hosted a food drive for the Redhawk Food Pantry and did a photo shoot for publicity. They passed funding board requests for SAC Homecoming Planning committee and club sports budget.
- Ms. Martin and the Vice President-Elect are collaborating to host open elections for all undergraduate students to apply for the remaining executive board seats. A blurb will be sent out to encourage students to apply.

Committee Reports:

1. Academic Affairs – Hayley Love:

- Senator Love reported on the bills discussed and approved during the meeting.

2. Compensation – Erin Fluegge:

- Senator Schneider reported that the Budget Review Committee will meet on Friday to present the faculty compensation memo.

3. Documents – Michael Bezushko and Larry Bohannon:

- Senator Bohannon reported that the committee discussed the language for the vote and constructed the vote. They are working on obtaining the email addresses of all faculty members to proceed with the vote.

4. Governance - Joshua Newth:

- Senator Newth reported that the committee did not meet due to inclement weather and the university closing. They will pick things up at the next meeting.

5. Professional Affairs – Kelly McEnerney and Michael Aide:

- Senator McEnerney reported that the committee will address their agenda items at the next meeting.

6. Membership – Joe Murphy:

- Senator Murphy reported that the survey for next session has gone out, and half of the senators have responded. The survey needs to be completed before the split session to create the ballot for the membership committee.

Senator Murphy encouraged senators to fill out the survey and mentioned that the last SGA liaison meeting is on April 28th.

7. Johnson Faculty Center – Jenna Moore:

- Senator Moore reported that the faculty social hour is scheduled for Friday at 5:00 PM at Ebb & Flow. She also announced the opening of "Into the Woods" tomorrow at 7:30 PM in the Bedell Theater.

Announcements:

- **Faculty Social Hour:** Scheduled for Friday at 5:00 PM at Ebb & Flow.
- **Into the Woods:** The theatre production opens tomorrow at 7:30 PM in the Bedell Performance Hall.
- **Student Research Conference:** Scheduled for April 15-16. Abe will be the keynote speaker.

Motion to adjourn; Senator McMurry, seconded; Senator Moore

The meeting was adjourned at 4:10pm