

LXNo. 4
Faculty Senate Minutes
September 10, 2025

The Faculty Senate of Southeast Missouri State University met on Wednesday, April 30, 2025, in the Redhawks Room of the University Center. The following Senators were present: Michael Bezushko, Larry Bohannon, Abram Book, Christopher Bradley, Jenny Cropp, Corrie Dudley, Erin Fluegge, Pam Gershuny, Arusha Ijaz, Barbara Lamont, Hayley Love, Kelly McEnerney, Belinda McMurry, Jenna Moore {Chair}, Joe Murphy {Chair-Elect}, Josh Newth, Tomoaki Nomi, Peter Oman, Anthony Scherer, Kyle Schneider, Robin Smith, Mike Taylor, Misty Tilmon, David Yaskewich. Interim Provost Doug Koch, and SGA Liaison Layne Collier were also present. The following alternates were present: Joseph Snyder and Hannah Kilburn. The following proxy was present: Juefei Yuan.

Chair Moore called the meeting to order at 3:00pm.

Call to Order and Approval of Minutes

- Chair Jenna Lee Moore called the meeting to order.
- Minutes from August 27, 2025 were reviewed for approval.
- No corrections were noted.
- Minutes were approved.

Guest Speaker: Dr. Brad Hodson, University

President Welcome and Introduction

- Dr. Hodson expressed gratitude for the warm welcome received since joining SEMO.
- Shared personal background and transition from Joplin to Cape Girardeau.
- Highlighted his commitment to transparency, student engagement, and shared governance.

Enrollment Update

- 20th-day census approaching; expected decline of 400+ international students.
- Domestic enrollment (first-time, transfer, online) is up.
- Net impact: If international numbers had remained stable, overall enrollment would be up by 200 students.
- Financial implications: International students pay double tuition and typically reside on campus. Loss equates to ~1,000 domestic students in revenue impact.

Budget Review Committee Proposal

- Presented a new structure for the Budget Review Committee:
 - Six workshops: Deferred maintenance, capital equipment, tuition/fees, room/board, compensation, athletics.
 - Recommendations will be forwarded to executive staff, then to the President and Board of Governors.
 - Faculty representation increased from 2 to 4 members based on feedback during that meeting.
 - Proposed 3-year terms for committee members to ensure continuity.
 - Committee will begin meeting in October and conclude in April.

Deferred Maintenance and Vacant Buildings

- Henderson Hall: Demolished.
 - Dearment: Sealed; demolition prep underway.
 - Myers: Severe water damage; costly to remediate.
 - Parker Hall: Partial demolition planned post-Blunt Hall opening; future academic building site.
 - Brandt Hall: Likely to be demolished due to poor condition.
 - Cheney and Art buildings: Architecturally significant; no immediate action planned.
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Student Experience and Support

- Dr. Hodson emphasized improving the student experience and reducing bureaucratic hurdles.
- Frequently visits dining halls to engage with students.
- Encouraged faculty to invite him to departmental meetings, student events, and classrooms.

Financial Aid and Student Drops

- Concerns raised about students being dropped due to financial aid delays.
- VA and tribal scholarship delays discussed.
- Proposal to review and possibly adjust drop deadlines to accommodate known funding delays.

International and Domestic Student Support

- Faculty raised concerns about students affected by deportation of family members.
- Recommendation: Refer international students to Kevin Timlin and Brooke DeArman for support.
- Refer Domestic students who are facing family issues due to this to the Dean of Students.
- Emphasis on empathy and awareness among faculty and staff.

Emergency Fund

- Student Emergency Fund depleted; efforts underway to replenish via Foundation.
- Suggested as a priority for future fundraising campaigns.

Professional Development

- Strong support for protecting professional development funds.
- Viewed as critical to institutional success and faculty retention.

Compensation Study

- RFP issued for staff compensation study.
- Goal: Identify market gaps and address compression issues.
- Timeline: Results needed by January for March Budget Review workshop.

Hiring and Budget Cuts

- No current freeze on faculty hiring.
- Decisions decentralized to division heads, for faculty this means the provost, who may also have further given these decisions to the deans.
- Future budget adjustments may be necessary due to enrollment decline.

Old Business

Approval of Legislative Committees Motion to approve: Senator Schneider seconded; Senator Murphy.

- All committees are now full except for one vacancy (representative on Documents Committee from HCAM).

Passed with a unanimous vote.

New Business

Bill 26-A-3: Restoring Step 111.G. to the Formal Grievance Process Motion to introduce; Senator Newth, seconded; Senator McEnerney

- First reading of the bill.
- Bill reinstates executive involvement in the grievance process, previously erroneously removed during Husch Blackwell's review.
- Senators asked to take the bill back to departments for feedback.

Reports

Chair-Jenna Lee Moore

- Attended SGA meeting; discussed plus/minus grading scale.
- Faculty Social Hour scheduled for September 26, 5-7 PM at Ebb and Flow.
- Spring social may be held at Johnson Faculty Center.
- Headcount reported at 8,900 (down 7%); international student decline noted.
- Facilities report and Budget Review Committee structure to be emailed to senators.

Administrative Liaison - Interim Provost Doug Koch

- Strategic planning process to be presented at next Administrative Council.
- Enrollment Management VP search progressing: interviews expected in October.
- Facilities project prioritization underway; departments asked to submit proposals.

SGA- Layne Collier (New Representative)

- Introduced himself as a senior Mass Communications major.
- Shared SGA goals: River Campus Rep, Dining Advisory Committee, bylaws development.
- Senate nearly full; interviews ongoing.
- Observations on student feedback and grading scale discussions.

Committee Reports

Academic Affairs- Kyle Schneider

- Prioritized charges.
- Discussed integrating state-mandated questions into SmartEvals.
- Concerns raised about low response rates and public visibility.

Compensation - Erin Fluegge

- Meeting with HR pending.

- Addressing 3-week paydelay concern.
- Holly Bauwens willing to speak to Senate.

Documents - Michael Bezushko

- Confirmed archival of last session's records.
- Working on file structure and ADA compliance.
- Reviewing handbook for title accuracy.

Governance - Joshua Newth & Robin Smith

- Reviewed charges and prioritized work.

Professional Affairs- Corrie Dudley

- Focused on designation and promotion timeline.
- Gathering peer group data.

Membership - Hayley Love

- Legislative committees filled.
- Seeking representative for Environmental Health & Safety Committee.
- Bridget Dixon will be fulfilling the SGA liaison role, but more senators are still needed to volunteer.
- Facilities Management Committee representative secured.

Johnson Faculty Center- Joe Murphy

- Committee now full.
- Working on implementing approved rate increase from \$35 to \$50.

Announcements

- **Faculty Social Hour:** Sept 26, 5-7 PM at Ebb and Flow.
- **Career Expo:** Sept 24.
- **Trivia Night by Nursing Students:** Sept 20, 3-6 PM in the Ballroom.
- **Observatory Viewings:** Sept 19 & Sept 25, 7:30-9:30 PM.

- **Library Speaker Series:** Launching in Spring; faculty encouraged to submit proposals.

Adjournment

Motion to adjourn; Senator Bradley, seconded; Senator

Murphy The meeting was adjourned at 4:40PM

Next Meeting Date: September 24, 2025 **Time:** 3:00-5:00 p.m. **Location:** Dempster 128