

LVII No. 12
Faculty Senate Minutes
February 22, 2023

The Faculty Senate of Southeast Missouri State University met on Wednesday, February 22, 2023, in the RedHawks Room of the University Center. The following Senators were present: Michael Aide, Larry Bohannon, Marcus Bond, Vera Campbell-Jones, Shannon Clapsaddle, Eric Clements, Jenny Cropp, Erin Fluegge, Susan Fulton, Stephanie Hallam, Andy Liu, Kim Louie (Chair), Hayley Love, Jenna Moore, Josh Newth, Pam Parry, Tim Schmidt, Sophia Scott, Songyon Shin, Mike Taylor, Haohao Wang, David Yaskewich, and James Youn. Provost Mike Godard was also present. SGA representative David Oliver was absent. Eric Billington was not present or represented by an alternate. The following alternates were present: Christopher Baldwin.

Chair Louie called the meeting to order at 3:02 p.m. and asked for a motion to approve the minutes from the last meeting on February 8, 2023. Senator Clapsaddle made a motion to approve the minutes; seconded by Senator Bohannon. Senator Scott's attendance was not recorded in the minutes but will be added. The minutes were unanimously approved and will be posted on the webpage.

The SGA sign up sheet was passed around for faculty representation as well as information regarding a free fitness/group incentive program offered by the Student Recreation Center. For more information on the fitness program, visit: [Spring Into Fitness Incentive Program Kicks Off \(semo.edu\)](https://www.semo.edu/sports-recreation/fitness-program)

Next on the agenda was the second reading of **Faculty Senate Bill 23-A-6 Revising Grade Appeal Procedures**. Senator Hallam made a motion to approve the grade appeal procedures; seconded by Senator Scott. There was discussion about student access to their exams and work in Canvas; faculty can open the course if needed. Senator Schmidt moved to amend 23-A-6 with proposed language; seconded by Senator Moore and unanimously approved. Senator Schmidt then made a motion to approve **Bill 23-A-6 Revising Grade Appeal Procedures**; seconded by Senator Scott and was unanimously approved.

Senator Schmidt then moved to introduce **Faculty Senate Bill 23-A-XX Revising Academic Program Review Procedures**; seconded by Senator Taylor. Clarification regarding accredited programs was discussed; the provost said that the accredited context will be helpful to the committee even though a consistent template is used across all programs. Program review was being confused with accreditation and assessment and hopefully can return to reviewing programs—its intended purpose. Also, some language will be changed regarding meetings before final reports are submitted to the provost. The bill will now go to departments for discussion.

Senator Fulton moved to untable the faculty merit bill; seconded by Senator Clapsaddle. The motion was unanimously approved. **Faculty Senate Bill 23-A-7 Faculty Merit Pay** was discussed, and some language changes were made. Senator Fulton made a motion to approve **23-A-7**; seconded by Senator Taylor. The bill was unanimously approved.

Next, Senator Fulton moved to untable the department chairs policy and procedure bills (**Faculty Senate Bills 23-A-8 Revising the Policy Section Chapter 1: Department Chairs** and **23-A-9 Revising the Procedure Section Chapter 1: Department Chairs**). The motion was seconded by Senator Schmidt and unanimously approved by the senate. Minor editorial changes were added to **23-A-8 Revising the Policy**. The senate discussed who is accountable for evaluating the chair when the procedure bill (**23-A-9**) was reviewed. The dean is responsible for choosing which option is used to evaluate the chair, especially if the chair is completing all faculty evaluations. Senator Schmidt suggested the following language to address the concern: *“the college dean shall ensure that department procedures are in place to designate who among the faculty will review the chair’s teaching effectiveness, professional growth, and service.”* There were other changes—language added and removed, plus the bill will go to the Documents Committee for editorial review. With the approved changes, Senator Fulton asked for a motion to approve **Faculty Senate Bills 23-A-8 and 23-A-9**. The motion was seconded by the floor and was unanimously approved.

Chair’s Report:

Chair Louie and Senator Fulton attended the SGA meeting. Redhawk food pantry can assist with wholesale purchases; can contact them directly. Upcoming faculty senate guests will be Wendell Snodgrass, Vice President of University Advancement and Nora Bouzihay, Assistant to the President for Equity Initiatives on March 8 and Dr. Brad Sheriff, Vice President of Finance and Administration on March 29. Work continues on Academic Program Review.

Provost’s Report:

The provost continues to visit departments.

SGA Report: Chair Louie and Senator Fulton provided the report. At the last meeting, the SGA created guidelines for conference accounts and funded two trips. Two new senators were sworn in.

Academic Affairs: Worked on the program review bills and modifications on grade appeal bills; Summer commencement resolution will be brought to the senate on March 29 and vote on it on April 12.

Compensation: Have not met yet; Senator Parry has communicated with Sue Wilde regarding rntt faculty paying into the post-professorial merit. There are concerns about staff not having a merit pay system and the ramifications of drawing attention to a group of employees receiving benefits and opportunities that other employees do not receive. Senator Kearney asked about interest bearing accounts for the post-professional merit; the provost said that there is one pot of money. Discussion continued about funding post-professorial and rntt merit; the senate may follow up with Dr. Sheriff when he visits on March 29.

Documents: Reviewing options for digital handbook.

Governance: Writing legislation on leave time.

Professional: Met last week and discussed the graduate faculty bill

Membership: Senators were contacted whose terms end in 2023; election notices will go out to departments on Friday and will be due by March 22. Please let Senator Cropp know by Friday if you will not be returning. Will bring forth two resolutions: grievance committee language that allows alternates and to fix senate rotation—to extend 2 senators’ terms—temporarily suspends the rule for a three-year term.

Special Report: Chair-Elect Fluegge thanked everyone for their feedback on the remote work proposal. The committee met last week, and Floyd Davenport outlined some considerations to review including employee eligibility, support, security, and cost. Chair-Elect Fluegge said that the remote access that some individuals currently use from home will be suspended or phased out. More discussions will be held regarding information security. She will continue to keep the senate informed and please email her if there are questions.

Announcements:

Restock the Redhawk Food Pantry

[Spring Into Fitness Incentive Program Kicks Off \(semo.edu\)](http://semo.edu)

Adjournment: Chair Louie called for a motion to adjourn. A motion was made by Senator Clapsaddle and seconded by Senator Moore. The Faculty Senate adjourned at 4:59 p.m.

The next Faculty Senate meeting will be held on Wednesday, March 8 from 3-5 p.m. in the RedHawks Room of the University Center.