

LX No. 10

Faculty Senate Minutes

January 21, 2026

The Faculty Senate of Southeast Missouri State University met on Wednesday, January 21, 2026, 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, Michael Holm, Courtney Kisat, Hayley Love, Kelly McEnerney, Jenna Moore (Chair), Joe Murphy (Chair-Elect), Josh Newth, Tomoaki Nomi, Peter Oman, Anthony Scherer, Kyle Schneider, Mike Taylor, Misty Tilmon, David Yaskewich. Interim Provost Doug Koch and SGA Liaison Layne Collier were also present. The following alternates were present: Nicholas Kenney and Shannon Clapsaddle. The following proxies were present: Juefei Yuan.

Minutes for Approval

- **Minutes to be approved:** November 19, 2025 (as listed on agenda). With no objections voiced on the floor, the **minutes were approved**.

Old Business

Bill 26-A-9: RNTT Titles and Role Definitions (Second Reading)

- **Summary of intent:** The bill **does not change roles, rules, or responsibilities** for RNTT faculty; it simply provides optional title designations departments may choose to use.
- **Amendment:** A friendly amendment was offered to insert “**certain**” in line 19 (“Recognizing that within *certain* disciplines...”). There were no objections.

Vote: This Bill passed with a unanimous vote.

Reports

Chair – Jenna Lee Moore

The Chair presented institutional updates, key timelines, and engagement items for senators to take back to departments.

Budget Review Committee (BRC) update

- The BRC received a **briefing from the new VP of Enrollment** on enrollment status, future outlook, and projections.
- The committee reviewed **three projection scenarios** (ambitious, moderate, conservative) and recommended **starting the budget with the conservative scenario** to reduce the risk of mid-year shortfalls and reactive cuts; projections could be adjusted upward if enrollment trends warrant.

Administrative Council & divisional budget planning

- **Every VP** has been tasked to identify **10%, 15%, and 20%** reduction models for their areas. These scenarios are being developed now in parallel with other processes.
- **Budget Review Hearings** are scheduled for **February 12–13**, where units will present needs; BRC will **categorize** requests rather than cut or rank them. (BRC is **not** the cutting body; **VPs** are responsible for reductions.)

Legislative watch

- Two bills of note in Jefferson City: **(i)** a higher-ed **funding model** bill; **(ii)** a **community college degree authority** bill that could allow CCs to offer bachelor's degrees without partnering with four-year institutions and relax certain program exclusivities (e.g., **engineering**). University leadership, along with COF's **Paul Wagner**, is engaged with legislators to articulate implications and concerns.

Website & systems

- The main site has launched the **new brand** on the homepage, but **4,000 pages** still require conversion; the **primary migration** will be performed over **spring break**, during which the site will likely look **messy**. Departments should be advised accordingly.
- Separately, the new **Banner** interface is live and has caused confusion (PINs, terminology, navigation). Faculty were encouraged to consult the

Toolkit/Dashboard resources and contact **IT** as needed; this is **independent** of the web brand migration.

Upcoming guest speakers at next Senate

- **Dr. Hodson** and **Diana Harley** will discuss the budget and financial context at the **next meeting**; they are expected at **4:00 p.m.**, with Senate handling routine business first. Senators should bring forward **department-level questions**.

Town Hall

- **January 22, 12:00 p.m., Academic Hall Auditorium** (livestream available). Senators were urged to **attend in person** for Q&A. Some concerns were noted about the **Thursday** noon timing conflicting with teaching; Chair will relay the feedback.

Next Senate meeting location reminder

- **Show Me Center North Meeting Room**; brief navigation notes were shared informally (near the main entrance between stairways).

Administrative Liaison – Interim Provost Doug Koch

The Interim Provost led a comprehensive briefing and Q&A covering **budget, restructuring, extraordinary program review, timelines, employment policies, and curriculum impacts**.

Budget magnitude & scenarios

- **Academic Affairs budget: \$57M**. Required scenario planning at **10% (\$5.7M), 15% (\$8.5M), 20% (\$11.4M)**. Given that personnel is the majority of the spend, even a 10% reduction could equate to **71 positions** if taken entirely from personnel (using an \$80k salary/benefits modeling assumption).

Extraordinary Program Review (EPR) — purpose & expectations

- The current EPR uses a **holistic** set of indicators, including **enrollments & trends, completers, instructional cost vs. revenue, and market demand**; several programs were also flagged due to **sharp declines over five years** or **incomplete prior transformations**.

- Example: **Data Science**—newly launched but under review to document recruitment trajectory and implementation realities (e.g., anticipated international demand not materializing yet). Programs can justify **time to mature** when warranted.
- **Templates** ask chairs to diagnose issues and propose **transformation**. While the template language references “transform or eliminate,” Provost noted that a well-supported case could argue “**continue as is**” (e.g., if issues are recruitment/marketing rather than curriculum). Deans will consider context and evidence.

Academic Restructuring — scope, structure, savings

- Proposal consolidates **12 departments into 6**, with some units designated as **schools** (terminology flexible; structure may be led by a **Director** or **Associate Dean** rather than a traditional chair). Targeted savings: approximately **\$1.5M** (largely via vacant lines and administrative synergies).
- **Process/timeline**: Follows the Handbook’s major restructuring process; **Board approval targeted for May** with **implementation** aimed for **August** where feasible (acknowledging some exceptions may require a longer runway).
- **Department viability** discussion included heuristics (e.g., sustainable ranges for majors and credit-hour production vary by discipline, accreditation, labs/clinicals, etc.). No single numeric threshold governs decisions.

VRIP (Voluntary Retirement Incentive Program)

- Full details to be provided by **HR** at the **January 22 Town Hall**. VRIP would apply to retirement-eligible employees regardless of retirement system (**MOSERS/TIAA**).

Employment timelines & policies

- **Faculty non-renewal notifications**:
 - **3+ years** of service: by the **first day of spring semester**.
 - **Years 1–2**: by **March 1**.
 - Current actions are **not** under **retrenchment**; **financial exigency** has **not** been declared, so retrenchment timelines do **not** apply.

- **Staff timelines:** A transition period will be afforded; additional details forthcoming from HR/Town Hall.

Cost & margin awareness

- Instructional cost modeling: a course's cost can be approximated by allocating **salary+benefits per course** and comparing to **tuition revenue** (enrolled credit hours × per-credit rate). Some departments generate strong **positive margins**, others operate with **deficits**; continuous improvement in efficiency is expected, acknowledging that some units will subsidize others.

Curriculum, catalog-year, and teach-outs

- Eliminated programs will require **HLC-compliant teach-outs** (often ~2 years).
- **Catalog-year** obligations will be honored “within reason”; where courses remain available (e.g., shared service courses like **Math**), longer completion paths may be accommodated.
- Expect **expedited/streamlined curricular processing** (e.g., batch spreadsheets for large-scale prerequisite removals or sunset updates) rather than hundreds of individual course forms.

Facilities/moves

- While co-location is ideal, **moves and renovations are expensive** (e.g., a prior relocation within existing space cost roughly **\$500k**), so widespread moves are **unlikely** during the reduction cycle unless cost-effective.

Recruitment & Enrollment Management collaboration

- Faculty raised concerns about **growing recruitment workload** for departments and **staffing levels** in Enrollment Management. The Provost committed to closer **coordination between Academic Affairs and Admissions**, and is exploring a **college-embedded recruitment support staff** model to handle **event coordination, outreach collateral, and school visits** alongside departments.

Strategic Planning (parallel process)

- Institution is developing a **3–5 year** strategic plan by **June 30**, aiming for **actionable objectives** with **metrics** (e.g., enrollment growth cascaded to college and department targets). Faculty/staff sessions, surveys, and open-text input are available; contributions are encouraged.

SGA – Layne Collier

- **Spring kick-off:** SGA Senate reconvenes **January 26** with a “**Dinner with the Deans**” that evening (first-year senators meet with Dean of Students). **Regular SGA reports** to Senate resume in **February**.

Committee Reports

Academic Affairs – Kyle Schneider

- No meeting over the break; no report.

Compensation – Erin Fluegge

- No meeting; committee requests guidance on whether the **annual memo** is required this year. Chair will provide direction via email.

Documents – Michael Bezushko

- No report

Governance – Joshua Newth & Robin Smith

- No report

Professional Affairs – Corrie Dudley

- Met during break; working on **tenure & promotion clarifications** and an **update to the GRFC Handbook**.

Membership – Hayley Love

- **Call for SGA representatives** circulated to departments.

Johnson Faculty Center – Joe Murphy

- **South-facing shades** installed; planning underway for **spring Faculty Social**, with a goal to host it at the **Johnson Center**.

Announcements

- **Jan 22:** Town Hall (noon, Academic Hall Auditorium).
- **Feb 3:** Observatory Open House, 6–8 p.m.
- **Feb 4:** Next Faculty Senate meeting, Show Me Center North Meeting Room; guest speakers arrive at 4:00 p.m.
- **Feb 12–13:** Budget Review Hearings (units present needs to BRC for categorization).
- **Spring Break:** Major website migration; expect a messy public web during the work window.

Adjournment

Motion to adjourn; Senator Taylor, seconded Senator Book

The meeting was adjourned at 4:40PM

Next Meeting

February 4th, 2026: Show Me Center, north meeting room