

LX No. 11
Faculty Senate Minutes
February 4, 2026

The Faculty Senate of Southeast Missouri State University met on Wednesday, February 4, 2026, in the Show Me Center North Meeting Room. The following Senators were present: Michael Bezushko, Abram Book, Christopher Bradley, Jenny Cropp, Corrie Dudley, Erin Fluegge, Pam Gershuny, Michael Holm, Arusha Ijaz, Courtney Kizat, Barbara Lamont, Hayley Love, Kelly McEnerney, 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: Dixie McCollum. The following proxies were present: Juefei Yuan.

Call to Order

The meeting was called to order at 3:00 p.m.

Approval of Minutes

Minutes for Approval: January 21, 2026

- *Correction:* Senator Kizat was omitted from the previous minutes; this was formally corrected.
- No additional corrections offered.
- Minutes approved as corrected.

Guests (Scheduled for 4:00 p.m.)

- **Dr. Brad Hodson**, University President
- **Diana Harley**, Interim Vice President for Finance & Administration
Detailed report under **Guest Session**.

New Business

Bill 26-A-11 — First Reading Motion to introduce; Senator Bradley, seconded; Senator Taylor.

Revising Title & Description of the Vice President for Equity, Access, and Behavioral Health

Summary

- Responsibilities under this position have been redistributed among the Dean of Students, Title IX Coordinator, and Provost.
- A Handbook paragraph incorrectly describing the Dean of Students as a faculty member and Council of Deans member will be removed.

Discussion

- Senators recommended adding language clarifying the difference between:
 - *Academic deans* (faculty appointments)
 - *Administrative deans* (e.g., Dean of Students)
- Senators asked to share revisions with departments for feedback.

Bill 26-A-12 — First Reading Motion to introduce; Senator Love, seconded; Senator Taylor.

Revising Contact Points for the Office of Equity Initiatives

Summary

- Outdated contact (Office of Faculty Initiatives) removed; office no longer exists.
- Updated compliance contact now directed to the **Dean of Students Office** with new website link.

Resolution 26-5

Continuity of Faculty Senate Representation During Restructuring Motion to consider; Senator Murphy, seconded; Senator Love.

Purpose

- Affirm that Faculty Senate retains authority over representation.
- Representation structure will remain unchanged until academic restructuring is finalized and approved by the Board.
- Next Senate session (Session #61) will evaluate representation after restructuring.

Discussion

- Concerns raised regarding temporary over- or under-representation of departments during mergers.
- Senators noted that elections must follow the current academic structure due to Handbook deadlines.
- Chair reiterated commitment to:
 - Preserving full terms for currently elected senators
 - Addressing representation adjustments only after restructuring is finalized

Motion to approve; Senator Moore, seconded; Senator Taylor.

- Resolution passed unanimously (no objections recorded).

Reports

Chair's Report — Jenna Lee Moore

Administrative Council / Budget Review

- No new updates since last meeting; more information expected next session.

- Budget Review Committee (BRC) will categorize proposals based on priority levels before forwarding recommendations to VPs.

Academic Program Review (APR)

- APR committee has begun reviewing programs in the regular 5-year cycle.
- Extraordinary program review items remain separate.

Guest Speakers

- **Feb 18:** VP Enrollment Management
- **Mar 4:** Director of Facilities
- **Apr 8:** Director of Research & Sponsored Programs

Strategic Plan Engagement Sessions

- Final session scheduled for Feb 9; faculty encouraged to attend or complete the survey.

Student Concerns & Messaging

- Chair encouraged faculty to avoid speculation with students regarding restructuring.
- Reassurances should focus on continuity, teach-outs, and avoiding rumor escalation.

Attendance Verification & Grade Reporting

A significant discussion addressed concerns with reporting systems, including:

- Lack of confirmation emails
- Inconsistent reminder timing
- Difficulty navigating multi-page rosters
- Accidental omissions penalized inconsistently
- Conflicts between verification deadlines and 2nd-8-week classes during spring break
- Long-term goal: tie verification directly to Canvas gradebook

Action: Provost will explore improvements with Registrar.

Administrative Liaison Report — Interim Provost Doug Koch

Academic Restructuring

- Not solely cost-driven; goals include efficiency, collaboration, visibility, and improved alignment with industry.
- Some restructuring changes may cost money but support long-term improvement.

Budget Considerations

- Strategic, not across-the-board, cuts will occur.
- All divisions—not only Academic Affairs—will contribute to budget adjustments.

Class Size / Load

- No mandated class size target; departments encouraged to manage efficiently while respecting accreditation and safety constraints.

Compensation

- Summer and winter compensation models being reviewed; no changes expected for Summer 2026.

Faculty Employment Timelines

- Non-renewal deadlines:
 - **March 1** for TT/RNTT in their first or second year
 - **First day of spring semester** for those beyond 3 years
- Tenured and TT faculty affected by restructuring follow academic due process procedures.

SGA Report — Layne Collier

- Approved registration for three student organizations.
- Approved funding for:
 - Greek Week Executive Board (Polar Plunge)

- Psi Chi Honor Society travel
- Graduate funding eligibility varies; SGA will clarify.

Committee Reports

Academic Affairs — Kyle Schneider

- Plus/minus grading discussions paused due to restructuring.
- Committee will meet soon to finalize 3-year academic calendar.

Compensation — Erin Fluegge

- No meeting this past week; charter review scheduled next week.

Documents — Michael Bezushko

- Most accessibility changes complete; only formatting margins needed adjustments.

Governance — Joshua Newth & Robin Smith

- Working on conflict-of-interest policy for faculty.
- Finalizing updates to chair and chair-elect committee roles.

Professional Affairs — Corrie Dudley

- No report.

Membership — Hayley Love

- No volunteers yet for SGA liaison; senators encouraged to assist.

Johnson Faculty Center — Joe Murphy

- Window shade installation delayed pending window repair.
- Planning faculty social and possible open house.
- Women's restroom lock reported broken; a work order is being submitted.

Announcements

- Winter Dance Collection (Feb 6–9), free for students with ticket

- SEMO Jazz Festival (Feb 14), morning sessions open to public
- SNA Trivia Night (Feb 14)
- Women's History Month programming underway
- Astronomy Observatory Night (Feb 17)
- Alumni Haley Russell receiving national Assistant Principal of the Year award

Guest Session (4:00 p.m.)

Guests: Dr. Hodson & Diana Harley

Budget Context

- President emphasized the university is *not* in budget crisis; fluctuations are normal in Missouri higher education.
- BRC process designed for long-term sustainability.

Voluntary Retirement Program

- Approximately 100 eligible employees.
- Decision deadline: March 13.
- Participation is **irrevocable** once submitted.

State Income Tax Elimination Discussion

- Eliminating Missouri income tax requires future replacement revenue sources.
- Hancock Amendment restricts state ability to reinstate taxes without a public vote.

Vendor Contracts & Transparency

- Senate requested clearer ROI details for major contracts (e.g., ABM, Archer).
- Administration committed to analyzing all contracts prior to renewal.

Campus Maintenance & Parking

- High-priority mechanical issues consume most facilities funding.
- Staffing shortages reduce parking enforcement.
- Efforts underway to increase coverage in problem areas.

Faculty Job Security

- All restructuring-related employment decisions will follow Faculty Handbook timelines for major academic restructuring and due process.
- Program teach outs will be honored for students currently enrolled in affected programs.

Health Professions Building

- Construction fully funded through ARPA, philanthropy, and capital funds.
- Equipment and furniture bid packages likely already finalized due to construction sequencing requirements.

Motion to adjourn; Senator Taylor, seconded; Senator Moore

Meeting was adjourned at 5:00pm.

Next Meeting:

Wednesday, February 18, 2026

3:00 – 5:00 p.m., UC Redhawks Room