

LX No. 6
Faculty Senate Minutes
September 24, 2025

The Faculty Senate of Southeast Missouri State University met on Wednesday, October 8, 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 alternate was present: Joseph Snyder. The following proxy was present: Juefei Yuan.

Call to Order and Approval of Minutes

- Chair Jenna Lee Moore called the meeting to order at 3:00 PM.
- Minutes from the September 24, 2025 meeting were reviewed and approved without corrections.

Guest Presentation – Holly Bauwens (Director of HR)

Topic: Faculty Compensation During Absences

- Holly addressed concerns regarding the current policy that faculty are not compensated for covering another faculty member's classes unless the absence exceeds three weeks.
- The origin of the policy dates back to 1983, with limited documentation on its rationale.
- Holly explained:
 - Staff overload compensation begins at one month and is not retroactive.
 - Faculty policy is separate from HR policy but may be influenced by administrative consistency.

- The three-week threshold may have been chosen to avoid frequent compensation for short-term coverage.
- Staff and faculty classifications differ under FLSA, affecting compensation eligibility.
- Senators raised concerns about:
 - Planned vs. unplanned absences (e.g., parental leave vs. medical emergencies).
 - Equity between staff and faculty workloads.
 - Using percentage of course missed, credit hours, or workload hours as alternative metrics.
- Holly confirmed that the policy is not legally mandated and can be changed through Faculty Senate recommendations.
- HR is open to collaborating with the Compensation Committee to explore revisions.

Outcome:

- Recommendation to separate the bill into two parts:
 1. Teaching flexibility during absences.
 2. Compensation structure for coverage.
- Compensation Committee will work with HR to draft a new proposal.

Old Business

Resolution 26-2: Adding Student Evaluation Questions to SmartEvals

Motion to consider; Senator Taylor, seconded; Senator Schneider

- Minor correction made to statute reference: changed to 173.1004.1 RSMo.
- Friendly amendment added:
 - The data will only be reported to IR if the minimum number of students consistent with the policy on “Student Evaluation of Instruction” in the faculty handbook is met.
- Concerns discussed:

- Student anonymity in small classes.
- Confusion between SmartEvals and other evaluation platforms.
- Ensuring compliance with state mandates.

Motion to approve; Senator Moore, seconded; Senator Schneider

This resolution passed with a unanimous vote.

New Business

Resolution 26-3: Creating an Ad Hoc Committee to Investigate Plus/Minus Grades

Motion to introduce; Senator Schneider, seconded; Senator Taylor.

- Purpose: To investigate the feasibility and impact of implementing a plus/minus grading system.
- Committee composition:
 - Chair of Academic Affairs
 - One Executive Committee member
 - One undergraduate student
 - One graduate student
 - Representative from Registrar's Office
 - Representative from CTL
- Discussion points:
 - Impact on GPA calculations.
 - Peer institution practices.
 - Student concerns about transcript implications.

Motion to approve; Senator Bohannon, seconded; Senator Schneider.

This resolution passed with a unanimous vote.

Tenure and Promotion Research Findings: Presented by Professional Affairs Committee.

- Reviewed tenure and promotion outcomes over the past five years.
- Only three faculty were not recommended for tenure, all in the same year.
- Committee concluded:
 - No major issues with current timeline.
 - No recommendation for changes to the overall tenure and promotion process.
- Discussion included:
 - Potential value of moving the pre-review earlier (e.g., spring instead of November).
 - Clarification of expectations for probationary faculty evaluations.
 - Consideration of making pre-review optional for post-tenure faculty.

Reports

Chair – Jenna Lee Moore

- Faculty Budget Review Committee members announced:
 - Ziping Liu, Harrison College of Business & Computing
 - Erin Fluegge, Harrison College of Business & Computing
 - Joe Murphy, College of Science, Technology, Engineering, & Mathematics
 - Jenna Lee Moore, Holland College of Arts & Media
- Not faculty representatives, but faculty adjacent
 - Shonta Smith (Department Chair Rep), College of Education, Health & Human Studies
 - Rhonda Weller-Stilson (Dean Rep), Holland College of Arts & Media
- Faculty Senate, Professional Staff, and CTS Staff sponsoring a Blood Drive on October 30 (UC Ballroom, 1–5 p.m.).

- Volunteers needed for registration and refreshments.

Administrative Liaison – Interim Provost Doug Koch

- President attending departmental meetings.
- Strategic planning underway with consulting firm Huron.
- Committee formation in progress; feedback requested from Deans.

SGA – Layne Collier

- Increase in student funding requests for conferences.
- Open Senate seat in Humanities and Social Sciences.
- SGA collaborating on Blood Drive.
- Clarification needed on student funding application links.

Committee Reports

- **Academic Affairs (Kyle Schneider):** No meeting held.
- **Compensation (Erin Fluegge):** Meeting scheduled next week to address compensation policy.
- **Documents (Michael Bezushko):** Reviewed tenure and promotion timeline; no changes recommended.
- **Governance (Joshua Newth & Robin Smith):** Working on Faculty Senate website updates.
- **Professional Affairs (Corrie Dudley):** RNTT designation deadline extended to October 28.
- **Membership (Hayley Love):** Budget Review Committee finalized.
- **Johnson Faculty Center (Joe Murphy):** Upcoming meeting to discuss curtain replacements.

Announcements

- Lanford Wilson Short Plays: Oct 16–18, Rust Flexible Theater.

- Faculty Reception: Oct 8, 3:00–4:30 p.m., Dempster Hall.
- Wise Lecture: Oct 21, Graham Hall – Dr. Abby Brooks (Eastern Kentucky University).
- Space Week: Nov 3–7; Full Moon Observation on Nov 5.
- SEMO Series Panel: Oct 8, Rose Theater – Discussion on “Good Night, and Good Luck”.

Motion to adjourn; Senator Taylor, seconded; Senator Moore

- Meeting adjourned at 4:35PM with a reminder of the next meeting on October 22nd in the UC Redhawks room