

LX No. 7
Faculty Senate Minutes
October 22, 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, Jenny Cropp, Corrie Dudley, Erin Fluegge, Pam Gershuny, Arusha Ijaz, 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. Interim Provost Doug Koch, and SGA Liaison Layne Collier were also present. The following alternates were present: Joshua Shadwick, Joseph Snyder, Hannah Kilburn, Chen Wu and Susan Fulton. Computer Science was not represented by a senator or alternate.

Call to Order & Approval of Minutes

- Meeting called to order by Chair Jenna Lee Moore at 3:00pm.
- Minutes from the October 8, 2025 meeting were reviewed and approved without corrections.

Guest Presentation

Guest: Kris Baranovic, Director of the Center for Teaching and Learning (CTL)

Presentation Overview:

- Kris Baranovic marked his 6-month return to SEMO as CTL Director and outlined CTL's strategic direction using the HITS Framework:
 - Hub: CTL serves as a central connector for faculty needing support or guidance.
 - Incubator: Focused on developing instructional strategies, especially around emerging technologies like AI. CTL is creating instructional sheets and assignment ideas for faculty to integrate AI tools.
 - Temple: Celebrates faculty achievements. CTL invites faculty to lead workshops and share best practices.

- Sieve: Data-driven analysis of instructional effectiveness. CTL tracks course data to help faculty assess the impact of changes and support publication efforts.

Operational Updates:

- CTL has hired two instructional designers (Pingping Fu and Nathan Chandler), doubling its capacity.
- Faculty can now request full course builds or redesigns. CTL will handle Canvas setup and structure, allowing faculty to focus on content.
- CTL has completed 16 course builds since Kris's return.
- Faculty can contact CTL via email: CTLsupport@semo.edu or Kris directly.

Canvas & Tool Support:

- CTL continues to provide Canvas troubleshooting and academic tool support.
- Staff now includes four instructional designers with full Canvas admin access.
- CTL is transitioning to a more responsive service model.

Faculty Development:

- CTL continues to offer workshops, institutes (Fall, Winter, Summer), and "Takeaway Fridays."
- Institutes focus on practical skills; Takeaway Fridays explore philosophical teaching questions.

Accessibility & Quality Assurance:

- CTL is implementing an accessibility tool for Canvas and web content.
- A new internal course review rubric is being developed for quality control and faculty self-assessment.

Future Plans:

- **2026 Goals:**
 - Expand course design services.
 - Launch accessibility tool and training.
 - Develop internal course review rubric.

- **2027 Goals:**

- Incorporate student feedback via focus groups.
- Reinstate online course review process.
- Create a faculty development map based on 21st-century teaching competencies.
- Align workshops and development opportunities with this framework.

Faculty Engagement Requests:

- CTL seeks faculty presenters for workshops and book clubs.
- Plans to potentially revive the SCOTs Program (Students Collaborating on Teaching).
- Faculty encouraged to share feedback and ideas directly with CTL.

New Business – First Readings of Bills

Bill 26-A-4: Removing Notification to Miss Class Motion to introduce; Senator Murphy, seconded by; Senator Schneider

- Proposal to remove outdated language regarding faculty notification of absences.

Bill 26-A-5: Teaching During Absences Motion to introduce; Senator Murphy, seconded by; Senator Schneider

- Replaces the “Sick Leave Policy” with updated language on alternate instructional delivery methods during faculty absences.
- Includes options such as asynchronous modules, guest instructors, and other flexible formats.

Bill 26-A-6: Extended Faculty Absences and Guidelines – Part 1 Motion to introduce; Senator Schneider, seconded by; Senator Taylor

- Updates Faculty Handbook to align with university business policies and procedures.
- Removes outdated HR-related sick leave language.
- Refers faculty to official HR documentation for leave and compensation policies.

Bill 26-A-7: Extended Faculty Absences and Guidelines – Part 2 Motion to introduce;
Senator Schneider, seconded by; Senator Taylor

- Strikes the final paragraph of the current sick leave policy to avoid duplication with HR policies.
- Ensures consistency and avoids conflicting information.

Discussion Highlights:

- Confusion over bill numbering; corrections to be made before second reading.
- Senators requested a “before and after” document to clarify changes to the Faculty Handbook.
- Concerns raised about linking to HR policies and ensuring accurate, accessible information.
- Committee will follow up with HR to confirm where faculty can find official sick leave and compensation policies.

Reports

Chair – Jenna Lee Moore

- VP of Enrollment Management search closed; four candidates to visit campus.
- Census report shows:
 - 7% decline in headcount.
 - International enrollment down by 494 students.
 - Domestic first-time full-time students up by 71.
 - Online enrollment up 7% (~100 students).
 - FTE currently at 6,835.
- Health insurance premiums are increasing for dependents; employee premiums remain at \$0.
- Strategic Planning Committee nominations submitted.
- Holiday celebration planned for November 19.
- Ad hoc committee forming to review plus/minus grading scale.

- Faculty Senate sponsoring a blood drive on October 30 (10:00 a.m. – 2:00 p.m.).
- Bill 26-A-3 (Grievance Process Step 3) signed by the President; under 15-day review.

Administrative Liaison – Interim Provost Doug Koch

- Dean search committees are being finalized.
- Focus on experiential learning following the presidential inauguration.
- HLC visit scheduled for January 5–6 to approve 90-hour Criminal Justice program.

SGA – Layne Collier

- New student organizations approved.
- Percussion Club funded to attend a conference.
- Dan Presson (Assistant Vice President for Economic and Workforce Development) presented on student economic impact in Cape Girardeau.
- SGA is working on bylaw updates and preparing new resolutions.

Committee Reports

- **Academic Affairs – Kyle Schneider:** Preparing bill to allow graduate students to rent textbooks for 600-level courses.
- **Compensation – Erin Fluegge:** Discussed alternatives to the current three-week sick leave policy; committee exploring new timeframes.
- **Documents – Michael Bezushko:** Finalizing Faculty Handbook review.
- **Governance – Joshua Newth & Robin Smith:** Created Canvas course with a discussion board for faculty input; updating Faculty Senate website.
- **Professional Affairs – Corrie Dudley:** RT designation survey closes October 28; awaiting GRFC committee meeting.
- **Membership – Hayley Love:** Two open spots for SGA meeting attendance; signup sheet circulated.
- **JFC – Joe Murphy:** No updates; curtain policy email pending.

Announcements

- **Theatre Production:** “Working: The Musical” runs Oct 30–Nov 2 in Rust Theatre.
- **Space Week:** Nov 3–7; nightly events. Info at semo.edu/spaceweek.
- **Food Drive:** Friendly competition between departments (Oct 27–Nov 7). Contact: Christopher Bradley.

Motion to adjourn; Senator Taylor, seconded; Senator Moore

- Meeting adjourned at 4:00PM with a reminder of the next meeting on November 5th in the UC Redhawks room.