

LX No. 8

Faculty Senate Minutes

November 5, 2025

The Faculty Senate of Southeast Missouri State University met on Wednesday, November 5, 2025, in the Redhawks Room of the University Center. The following Senators were present: Michael Bezushko, Larry Bohannon, Abram Book, Christopher Bradley, Corrie Dudley, Erin Fluegge, Pam Gershuny, Arusha Ijaz, Barbara Lamont, Hayley Love, Kelly McEnerney, Joe Murphy (Chair-Elect), Josh Newth, Tomoaki Nomi, Peter Oman, Anthony Scherer, Kyle Schneider, Mike Taylor, Misty Tilmon, David Yaskewich. SGA Liaison Layne Collier was also present. The following alternates were present: Missy Nieveen-Phegley, Hannah Kilburn and Chris Haug. The following proxies were present: Adam Criblez and Juefei Yuan. Leadership, Middle, and Secondary Education was not represented. There was no administrative liaison present.

Call to Order

Chair-Elect Joe Murphy called the meeting to order at 3:00 p.m.

Guests

Introductions:

- **Dr. Brooke DeArman**– Chair, Professional Staff Council (PSC)
- **Jayne Calder** – Chair, Clerical Technical Staff Council (CTS)

PSC Report (Brooke DeArman):

- **Membership:** ~350 professional staff (full-time, part-time, remote).
- **Council Structure:** 12 voting members (3-year terms), 4 alternates (1-year terms). Leadership includes Chair (1-year), Chair-elect (2 years), Secretary.
- **Current Initiatives:**

- **Salary Study:** PSC has advocated for a salary study for several years; now moving forward with HR and President Hodson's support.
- **Bylaw Revisions:** Addressing departmental representation imbalance (e.g., 4 members from Student Financial Services). Considering limiting it to two representatives per department.
- **Communication:** Regular meetings with administration; positive engagement with President Hodson.
- **Representation Concerns:** PSC feels current structure works but lacks clarity on departmental diversity.

CTS Report (Jayne Calder):

- **Membership:** ~140 clerical/technical staff; 17 voting members, 2 alternates (vacant).
- **Leadership:** Chair (2-year term), Past Chair, Vice Chair, Secretary, Treasurer.
- **Key Activities:**
 - **Staff Day:** Successful event celebrating staff contributions.
 - **Staff Development:** Winter and spring break sessions on practical topics (work orders, event planning, telecom).
 - **Onboarding Program:** New HR initiative with 30/60/90-day sessions, including campus tour and cross-group introductions. Jayne will represent CTS and PSC at 60-day onboarding.
 - **Participation:** Increased attendance from non-voting members; meetings open to all CTS staff.

Discussion with Guests:

- **Budget Review Committee (BRC):**
 - Major changes: memos from employee groups may be eliminated; representation now by appointment rather than ex officio positions for chairs.

- Concerns: Loss of advocacy by the employee groups; lack of transparency since there is no guarantee that BRC members will communicate with the Senate if they are not Senators; potential morale issues.
- Dr. DeArman noted PSC submitted four names for BRC; selection was random to ensure diversity.
- Ms. Calder expressed frustration: chairs previously guaranteed seats; now selection process undermines bylaws.
- **Compensation Memo:** Employee groups want input; PSC and CTS will discuss internally.
- **Collaboration:** Guests encouraged joint training and cross-attendance at meetings; emphasized shared mission to support students and staff.

Approval of Previous Minutes

Minutes from **October 22, 2025** approved unanimously.

Old Business

Bills Discussed:

- **Bill 26-A-4 & 26-A-5:** Motion to Approve; Senator Taylor, seconded; Senator Scherer
 - *Removing Notification to Miss Class and Teaching During Absences.*
 - **Key Changes:**
 - Moved absence notification language from page 66 to Teaching During Absences section.
 - Added alternate delivery methods for instruction and office hours.
 - **Discussion:**
 - Debate over office hours wording; suggestion to add cross-references for clarity.

- The assurance that future editorial improvements can be implemented by Documents Committee without Senate action was satisfactory to the discussion.
- **Bill passed with majority vote:**
 - Votes in favor: 24
 - Abstentions: 1
- **Bill 26-A-6 & 26-A-7:** Motion to approve; Senator Bohannon, seconded; Senator Love
 - *Extended Faculty Absences and Guidelines – Parts 1 & 2.*
 - **Updates:**
 - Removed outdated HR language.
 - Added link to official Business Policies and Procedures.
 - Compensation paragraphs remain under review; will return to committee.
 - **Bill passed with majority vote:**
 - Votes in favor: 23
 - Abstentions: 2

New Business

- **Bill 26-A-8: Textbook Rental Policy (First Reading)** Motion to consider; Senator Schneider, seconded: Senator Taylor
 - **Proposal:**
 - Allow textbook rental to carry books for graduate (600 level) courses.
 - Permit multiple rentals for graduate courses.
 - **Discussion:**

- Cost structure may differ from undergraduate rentals.
- Not all graduate courses eligible (e.g., low-enrollment or infrequent courses).
- Faculty encouraged to maintain textbook consistency for cost efficiency.
- Accessibility benefits emphasized for graduate students.

Reports

Chair (Jenna Moore as reported by Joe Murphy):

- Blood Drive: 24 donors, 21 units collected.
- Grading Scale Ad Hoc Committee nearly complete; seeking graduate student representative.
- Next meeting guest: new Registrar.

Administrative Liaison (Doug Koch as reported by Joe Murphy):

- Department visits with President Hodson ongoing.
- EMS candidate forum scheduled for Nov. 13.
- Dean searches: committees formed; meetings scheduled.
- (This was introduced by Senator Schnieder as a recollection of the Academic Council.) Encouraging review of reduced credit-hour programs (e.g., 90-hour pathways).

SGA (Layne Collier):

- Event season underway; promoting student attendance at college events.
- Encouraged faculty to share SGA social media for event updates.

Committee Reports

- **Academic Affairs (Kyle Schnieder):** Working on textbook rental bill; filling ad hoc committee.

- **Compensation (Erin Fluegge):** Bills approved; future work on absence compensation.
- **Documents (Michael Bezushko):** Accessibility updates; handbook language review.
- **Governance (Joshua Newth):** Bills forthcoming next meeting.
- **Professional Affairs (Corrie Dudley):** RNT designation work in progress.
- **Membership (Hayley Love):** No new updates.
- **Faculty Center (Joe Murphy):** No new updates.

Announcements

- **Art & Design Faculty Biennial:** Opens Nov. 7 and runs through Nov. 25 at the Crisp Museum on River Campus.
- **Royal Challenge Food Drive:** Ongoing; donations benefit Redhawk Food Pantry.
- **Library Game Night:** Nov. 19, 4–7 p.m.
- **Space Week Events:** Observations and lectures through Nov. 7.
- **Theatre & Dance:** *Twelfth Night* runs Nov. 20–23 in the Rust Flexible Theatre.
- **Redhawk Food Pantry:** Volunteers needed; contact Dayna Northington.

Adjournment

Motion to adjourn; Senator Taylor, seconded Senator Love

The meeting was adjourned at 4:13PM

Next Meeting Date: November 19, 2025 **Time:** 3:00-5:00 p.m. **Location:** UC Redhawks Room