Faculty Senate Minutes

LXI No. 5

September 30, 2026

Attendance

The Faculty Senate of Southeast Missouri State University met on Wednesday, September 30, 2026, in the UC Redhawks Room. The following Senators were present: Frederick Adjei, Michael Bezushko, Abe Book, Charlotte Cervantes, Corrie Dudley, Sam Duncan, Erin Fluegge, Susan Fulton, Jennifer Gadberry, Pam Gershuny, Chris Haug, Michael Holm, Arusha Ijaz, Barbara Lamont, Hayley Love (Chair-Elect), Joe Murphy (Chair), Josh Newth, Tomoaki Nomi, Peter Oman, Anthony Scherer, Matt Sissom, Mike Taylor, and Juefei Yuan. Interim Provost Doug Koch, and SGA representative Mo Ewen were also present. The following alternates were present: Joshua Shadwick, Jill Wright, and Joseph Snyder.

Call to Order

Chair Joseph Murphy called the meeting to order at 3:04pm.

Approval of Minutes

The minutes were reviewed and approved with the correction of Senator Oman being listed as attended and his alternate was left off. The correction was accepted and the minutes were approved as corrected

Guests

No guests were present.

Unfinished Business

There was no unfinished business.

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New Business

Approval of Updated Legislative Committee Rosters

The updated legislative committee rosters, including all at-large positions, were presented for approval.

Motion to approve; Senator Taylor, seconded by Senator Love.

The Legislative Committee Roster was approved with a unanimous vote.

Reports

Report of the Chair – Joseph Murphy

Chair Murphy reported on the following activities:

- Senate Executive Committee meeting regarding faculty handbook review assignments.
- Attendance at the Budget Review Committee orientation.
- Participation in the university town hall meeting.
- Meetings with executive leadership and the Council of Deans.
- Faculty Senate representation at the Board of Governors meeting.
- Participation in the Leadership SEMO meeting where the leaders of the employee governance groups were part of a panel discussion.

Chair Murphy also announced a collaborative blood drive being organized by PSC and CTS and indicated that Faculty Senate would assist with promotion and volunteer recruitment.

Additionally, Chair Murphy provided an update on the provost search process. The search profile and timeline have been posted on the HR website, with applications due October 13 and a goal of selecting a provost by December 12, 2026.

Administrative Liaison Report – Doug Koch

Dr. Koch reported on several university initiatives:

- Development of criteria for identifying Centers of Excellence and High-Demand Programs.

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- Pending Memorandum of Understanding with Mineral Area College to serve students not meeting university admission requirements.
- Exploration of a needs-based advising model that focuses support on students requiring greater intervention.
- Concerns regarding compressed advising timelines for spring and summer registration.
- Implementation of course waitlists of up to 50 students to better assess enrollment demand.

Dr. Koch also discussed:

- Recruitment and enrollment initiatives.
- Increased collaboration between academic departments and admissions.
- Continuing budget challenges and anticipated restructuring efforts.
- Ongoing extraordinary program reviews.
- Enrollment figures showing a decline in both overall headcount and new first-time freshmen.

Faculty members discussed enrollment trends, program reviews, restructuring concerns, tenure dossier link disruptions resulting from organizational changes, and potential impacts of future budget reductions.

Student Government Report – Mo Ewen

No report was presented.

Legislative Committee Reports

Academic Affairs Committee (Corrie Dudley)

The committee divided its work into subcommittees addressing:

- Grade appeals and incomplete grades.
- Graduate faculty qualifications and graduate faculty status requirements.

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The committee reviewed peer institution practices and plans to develop recommendations for future Senate consideration.

Documents Committee (Abe Book)

The committee established two subcommittees to examine:

- Faculty employment termination and academic due process.
- Faculty outside employment.

Draft revisions are being developed for committee review.

Faculty Compensation Committee (Anthony Scherer)

The committee began reviewing:

- RNTT appointments and faculty structure.
- Retrenchment and financial exigency language.

Members are gathering peer institution comparisons and identifying areas requiring further study.

Governance Committee (Erin Fluegge)

The committee reviewed its charges relating to:

- Faculty grievance procedures.
- Academic restructuring.

Discussion focused on previous legal review, policy intent, and procedural consistency.

Professional Affairs Committee (Susan Fulton)

The committee is responsible for reviewing:

- Merit and faculty evaluation.
- Tenure, promotion, professorial merit, and sabbatical leave.

A committee meeting was postponed and rescheduled for the following week.

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Membership Committee (Michael Bezushko)

The committee continues filling committee vacancies and recruiting faculty volunteers to serve as Senate liaisons to Student Government Association meetings.

Johnson Faculty Center Report (Hayley Love)

Faculty were reminded that the Johnson Faculty Center Social Hour is scheduled for:

October 23, 2026
5:00 p.m. – 8:00 p.m.
Johnson Faculty Center

Executive Committee Update

Chair Murphy reported that the Executive Committee will review:

- Faculty Handbook Chapter 1.
- Faculty office hours language.

Discussion focused on clarifying the distinction between office hours, workload expectations, and faculty availability, including considerations for online instruction.

Announcements

- Nursing will host a Breast Cancer Awareness Walk on October 1 at 5:00 p.m. at Chris Paul.
- The River Campus production of *Footloose* opens October 30 and runs through November 1.
- The River Campus Writers' Conference will return October 22-24, featuring keynote speaker Dr. Eric Gary Anderson. Volunteers are being sought to assist with conference activities.

Adjournment

Motion to adjourn; Senator Taylor, seconded; Senator Love

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- Meeting adjourned at 4:10PM with a reminder of the next meeting on October 14th in the UC Redhawks room.

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