

**LII No. 9**  
**Minutes of the Faculty Senate**  
**December 6, 2017**

The Faculty Senate of Southeast Missouri State University met on Wednesday, December 6, 2017 in the UC Missouriiana/Redhawks Room. The following Senators were present: Rick Althaus, Jennifer Bengtson, Larry Bohannon, Shelba Branscum, Henry Clark, Eric Clements, Gary Cwick, Kevin Dickson, Joni Hand, Jonathan Hayes, Avery Henry, Carl Hess, Tom Holman, Roberta Humphrey Don Jung, Carl Kinnison, Jim McGill, Kathie Miller, David Powell, Willie Redmond, Desma Reno, Tim Schmidt, Julie Tipton, Jingjing Tong, Janice Ward, Nicolas Wilkins, Bart Williams, and Diane Wood. Provost Kunkel and Madison Smith, Student Government Liaison, were also present. Xianping Wang was present as an alternate; and David Mauk was neither present nor represented by an alternate.

**Approval of Minutes**

The minutes for November 15, 2017 (53.8) were approved.

**Reports**

Chair McGill reassured the Senate that he continues to work on faculty success, retention, and valuing faculty, and will continue to work on this during Spring semester. He also asked that if any faculty is interested in forming a task force to be more involved with and try to improve faculty success, faculty retention, and valuing faculty then to let him know. He stated that he would like to get this activity started in the Spring. Lastly, he stated that he plans to send out information about having office hours in the Johnson Faculty Center; giving faculty the opportunity to come discuss any issues or concerns they have.

Senator Powell reported that the Faculty Social Hour for this Friday, December 8 has been canceled due to conflicting events by other departments and colleges. He stated that the next Faculty Social hour will be in the Spring and he will send out information about it when the date gets closer.

Provost Kunkel reported that the University is almost finished with the extraordinary review. The results have been sent to the Missouri Department of Higher Education (MDHE). He stated that he is in the process of sending reports to the departments that were under this review and hopes to have them out by next week. Last Spring, he asked the Deans to work with the Chairs to look at the list of programs that was given to us from MDHE. The Deans reported that there were five certificate programs they wanted to cut: Teaching Assistant/Substitute Teacher Certificate, Facilities Management Certificate, Historic Preservation Certificate, Health Care Facilities Operations Two-Year certificate, and the Family Nurse Practitioner Graduate Certificate. There were 19 programs that went through the review process; of those 19, there were 15 recommended for continuing, and four that were recommended to be cut. Those four programs were: secondary education French program, technology engineering education undergraduate program, master's degree in STEM education, and the two-year certificate in teaching English as a second language. With these four programs being cut and the five programs that were voluntarily cut, there are a total of nine programs being cut.

Provost Kunkel reported the extraordinary program review process is almost finished and reports will be sent to departments in the near future. He also informed the Senate that the two department merger proposals, creating a new Department of Criminal Justice, Social Work, and Sociology; Department of Communication Studies and Modern Language; and Department of History and Anthropology will be presented to the Board of Regents at the December 15, 2018, meeting. If approved by the Board, these mergers will be implemented July 1, 2018. He also stated an additional large-scale restructuring model, based on conversations and feedback occurring during the Fall 2017 Semester, will be entered into the major academic restructuring process the first week of the Spring 2018 Semester.

The Provost also conveyed the Board of Regents agenda on December 15 includes proposals for a new Bachelor of Applied Science in Applied Technology degree program and new options in agriculture communications and agriculture systems management for the Bachelor of Science in Agribusiness. In addition, the Board will consider *Bill 17-A-18- Academic Program Review Policy* from the Faculty Senate.

Lastly, the Provost invited Senate members and all faculty to the retirement reception for Dean Chris McGowan on Thursday, December 14, 3:00 – 5:00 p.m. in the Academic Hall Dome Room. Dean McGowan served as an administrator at Southeast Missouri State University for 20 years.

Madison reported that the Student Government met for the last time this Fall on Monday, December 4. They will be having a special election at the beginning of the Spring semester and there are currently 13 open seats. She asked the Senate to spread the word of the election, and if any faculty know of a student interested or would be good for Student Government, to please tell them to apply. Ms. Smith also mentioned that Phi Delta Theta has been doing the Hot Pepper Challenge to promote awareness of ALS. The rule of this challenge is that you have to pick a pepper to eat; the milder a pepper, the more money you're supposed to donate to the ALS Foundation. The Student Government has challenged the Faculty Senate to do the challenge.

### **Legislative Committee Report**

**Academic Affairs** – No report.

**Compensation** – Senator Miller reported that she has the information from the last Budget Review Committee meeting sent to the Senate. She stated that if anyone has any questions or comments to let her know.

**Documents** – No report.

**Governance** – Senator Wood reported that the committee has been working to take Faculty Senate in a different direction by doing community outreach. So, the committee has signed up for four Take-Aways Friday presentation in the Spring. She asked the Senate to promote this within their departments, and are hoping these will be informative, entertaining, and interactive.

**Professional Affairs** – Senator Althaus reported that the Committee had met the previous week (November 29). A discussion took place about revisions to the current Student Evaluation of Instruction policy and procedures that were recommended by the Academic Affairs Committee, given the recent changes regarding the required instrument. Most of the changes were supported, but there were a couple about which the Professional Affairs Committee would like to have a discussion with either the Academic Affairs Committee chairperson, or the full Committee.

The Committee also discussed the matter of the role of electronic dossiers in the promotion, tenure and post-professorial merits processes. Committee members reviewed the recommendations made by the Provost's Spring 2017 task force, headed by Dean Diana Rogers-Adkinson.

Upon the arrival of Provost Kunkel to the meeting, the discussion shifted to the matter of termination of faculty members for cause. The Provost and the Committee had apparently both been independently considering adding a certain number of consecutive "unsatisfactory" ratings on annual performance review as one possible rationale for termination of a tenured faculty member. Other facets of the termination topic were discussed, and later, a brief conversation took place over the matter of the "Conflict of Interest" policy and procedures. The Handbook currently asks faculty who are engaged in outside employment for remuneration during the academic year to notify their supervisor of that fact, not for approval, but simply for information. Because individual faculty members may not be aware of that requirement, it may be useful to ask all faculty members once per year to fill out a short form on which they report whether or not they are engaged in such employment.

**Membership** – Senator Redmond reported that Senator Branscum will be retiring at the end of this semester. He stated that her alternate will finish out her term, which is the end of Spring semester, and will take her place on the Professional Affairs Committee. Senator Redmond, then asked more a volunteer to serve in Senator Branscum's spot on the Membership Committee; Senator Reno volunteered.

### **Executive Session**

Senator Althaus moved to break for an Executive Session. Senator Schmidt seconded. The Senate broke for an executive session at 4:30 p.m.

### **Adjournment**

The Faculty Senate adjourned at 4:46 p.m.

**The next Faculty Senate meeting will be January 24, 2018 at 3:00 p.m. in the UC Missouriiana/Redhawks Room.**