

Faculty Senate Minutes
Wednesday, March 9, 2016

3:00 PM: General Classroom Building 118

Hyperlinks to supporting documents are included

**As approved at the meeting of March 23, 2016*

I. Call to Order and Welcome – Faculty Senate Chair Steven Emge called the meeting to order at 3:00 p.m.

a. Attending:

Daniel Althoff	Randy Clark	Kay Daigle
Blythe Duell	Steven Emge	Riley Coker
Hal Poovey	Brad Ludrick	Tom Harvey
Diane Dixon	Patrick Schoettmer	Jeremy Blackwood
George Jacox	William Fridley	Han-Sheng Chen
Krista Ramirez	Chris Moretti	

b. Not Attending

Martin Bressler

c. Guests –

President Sean Burrage	Tascha Bond	Crystal Jensen
Vice-President Doug McMillan	Charla R. Hall	Gleny Beach
Associate VP Bryon Clark	Karl Frinkle	Dyanna Bowen
Carolyn Fridley	Virginia A. Parrish	
Shannon McCraw	Stewart Mayers	

II. Approval of the minutes from February 17, 2016

a. Sen. Daigle moved to accept the minutes, Sen. Schoettmer seconded. The motion passed 13 in favor - 0 opposed - 0 abstentions.

III. President Burrage

President Burrage provided an update following the announcement that was e-mailed to faculty and staff on February 29, 2016 indicating the required furlough days and the non-reappointment of six faculty and three staff for the next fiscal year. President Burrage informed the Faculty Senate that the plan was his idea and was apologetic for the impact of the outcomes. The retirement incentive was re-opened for the non-reappointed personnel who qualify. The new reduction of approximately \$647,000 in additional cuts brings the total amount of reduction since December 31 to \$1.6 million. President Burrage is looking for additional avenues for savings, and he is positive that the university will be in good shape. He expressed an anticipated 10% cut for the 2016-2017 fiscal year. He is most disappointed that there is no plan on the state-level to address the funding concerns for education.

IV. Vice-President McMillan and Associate Vice-President Bryon Clark

Vice-President McMillan and Associate Vice-President Bryon Clark presented three concepts that are being proposed for the organization structure of the university. The reorganization and restructuring of academics will be necessary for at least three years to compensate for the vacated positions from the retirements combined with the salary that is paid out over the three years. Each scenario was presented with their advantages and disadvantages.

Scenario A would provide a familiar system from years past and would likely involve some teaching responsibilities for division heads. Scenario B would provide a new team-leadership approach that would involve costs for training. Time factor and committee-led responsibilities could be potential risks. The positive is that more individuals would be involved in decision-making processes. Scenario C would provide one line for academic units and one for educational support. The three scenarios are not the only ones to consider. He anticipates that the one that will be recommended to President Burrage will be a combination of them. VP McMillan is open to suggestions and is encouraging the Faculty Senate to think about the scenarios and to come up with a recommendation. Additionally, a forum-type meeting for the entire faculty and staff has been suggested.

IV. Committee Reports

a. Executive Committee - None

b. University Affairs – The second Scholarly Brown Bag Lunch was hosted by Drs. Amy Madewell and Tara Hembrough on Wednesday, March 9. Attendance for the event was low. ([Report provided](#))

c. Committee on Committees – None

d. Planning Committee – Sen Coker informed the senate that an e-mail was sent to the faculty and staff to begin voting for the Faculty Senate Awards. The top five results in each category will be presented to the Faculty Senate for their vote. Currently, no one has provided information for the Lifetime Achievement Award. Sen. Coker reported that the Planning Committee is fine if faculty wish to nominate an individual in lieu of an official written letter. If no one provides a nomination, no Lifetime Achievement Award will be given this year. The Faculty Senate voting will occur after Spring Break. Communication from the Office of the President has affirmed that the Faculty Senate Awards will be funded at this time.

e. Personnel Policies Committee – ([Report provided](#))

f. Budget Committee – None

g. Advisory Councils – Dr. Glen Melancon has resigned as Chair for the President’s Budget Advisory Committee. The process has begun for finding a new chair.

V. Old Business

a. Sen. Emge encouraged all Faculty Senators to review the Faculty Senate Survey and to provide him with any changes.

VI. New Business

a. Selection of new recorder to finish the year. Lane Heitz resigned from the Faculty Senate. Sen. Clark made a motion to nominate Jeremy Blackwood. Senator Ludrick seconded. The motion passed 13 in favor - 1 opposed - 1 abstention.

b. Adjournment: Sen. Clark moved the senate adjourn. Sen. Schoettmer seconded. The motion failed at 4:31 PM.

c. Termination Decisions. Sen. Duell expressed concern about how the decisions were made concerning the termination decisions. Discussion occurred as to the nature of the decisions and how to address the issue with

President Burrage. Would a direct question be appropriate? Should the Executive Committee voice the concern? Should the Faculty Senate be proactive and begin the creating of a policy, as mentioned by Sen. Jacox, that addresses the situation? Sen. Dixon addressed that if we knew how the decisions were made, it may be possible that we could assist in providing suggestions and solutions for criteria that may be in the proposed policy. Several Senators voiced that a collective voice needs to be heard from Southeastern to those at the state level. Silence has no value. At this time, the Executive Committee will continue seeking out the appropriate approach for this concern.

d. Forum on Shared Governance. Tabled for the next meeting.

VII. Adjournment: Sen. Clark moved the Senate adjourn. Sen. Jacox seconded. The meeting adjourned at 4:56 PM.

Respectfully submitted by Jeremy Blackwood, Faculty Senate Recorder