



Southeastern Oklahoma  
State University

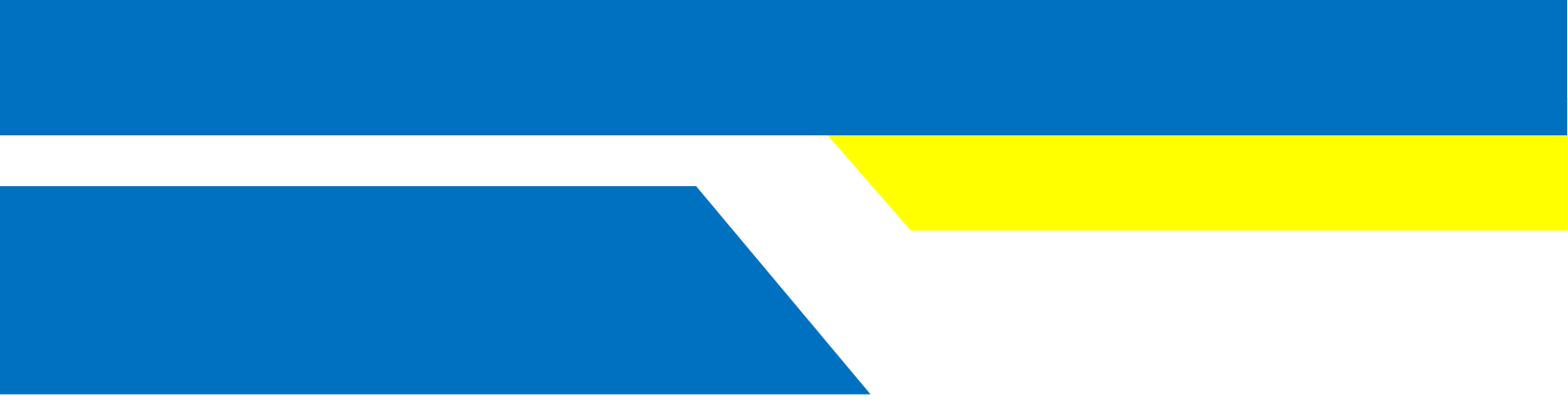
# Faculty Senate NEWS BRIEF

The purpose of the Faculty Senate **News Brief** is to keep faculty informed about Faculty Senate meetings. Agendas and minutes of meetings can be accessed by clicking on the [Faculty Senate Homepage](#).

## **FROM THE SENATE MEETING ON 1 NOVEMBER 2023**

The **Treasurer** was absent, due to a conference, and had no report.


The **Executive Committee (EC)** met with President Newsom, VPAA Golden, and VPAA Ronnenburg regarding the [Salary Card's revisions](#), the Post-Tenure Review Policy and its current practices, Shared Governance Fora and Committee Work, the role of the Dean in future iterations of the APPM and the Organizational Chart for the University, and the several issues ongoing at the campus level. President Newsom committed to regular and ongoing review and evaluation of the salary card. He further noted that he was especially grateful for the Shared Governance Forum's feedback on HLC Documentation and was looking forward to future Shared Governance Fora's contributions to meaningful faculty-administration dialogue. President Newsom and VPAA Golden also expressed their approval that Faculty Senate was pursuing the regular and appropriate review of the Post-Tenure Review Process, especially since these are the purview of the Senate and require regular oversight. VPAA Golden and the Executive Committee discussed, as a natural outgrowth of this element, the need for regular committee work and participation by full-time faculty as part of the wider shared governance commitment of faculty and administration. President Newsom also shared some developments regarding major grant applications, legislative appropriations processes, and ongoing university development that prompted the optimism underlying his "what you are doing is working" refrain from his opening remarks during faculty convocation and the year-opening meetings.



The **Planning Committee (PC)** is updating the list for Faculty Senate Awards and notes that the call for these awards should be available before the Thanksgiving Break.

**Committee on Committees (CC)** and **Budget (BC)** have scheduled their first meetings, but have no reports at this time.

**Personnel Policies (PPC) Committees** has elected a chair (Meg Cotter-Lynch) and divided up the charges and priorities for the committee. They added a charge that related to a study of the current role of department chair's duties, their selection, and the length of terms to align current practices with the policy prescriptions of the APPM. This issue was discussed with respect to current APPM guidelines and their ambiguity, which prompted widespread encouragement that **PPC** pursue clarification of the selection process for chairs, their term limits, and standardization of the same in advance of the (re-)incorporation of the Dean structure. Relative to the **PPC** report, a motion related to their charges was offered to the Faculty Senate, which was carried in proper order, that reads as follows: "A Line be added to Employee Transaction Forms (ETFs) for Faculty teaching overloads and adjuncts requiring the faculty member's signature on that form." The **PPC** has been tasked with referring this request to the appropriate administrative units, with the hope that this addition will provide greater transparency for faculty regarding ETFs. The **PPC** notes that it has received and will take up soon the issue of student document confidentiality and their security.



The **University Affairs Committee (UAC)** met to collate reports from delegated tasks. Senators Anderson, Zhu, and Morrison note that the Faculty Survey's two major themes were failed searches and compensation. Given the publication of the new salary card, the same senators are working on gathering more feedback from search chairs about the causes of failed searches. Senator Maple has received feedback from Maintenance about ongoing projects, but the Maintenance department has asked that faculty report work order requests through [SchoolDude](#), so that the departments can track those elements that are of the most pressing need. Senator Xu reported that compiling a list of adjuncts to facilitate more meaningful engagement with adjuncts on campus is ongoing. Senator Lincoln noted that early efforts to reach out to Student Government are ongoing.

Faculty Senate discussed opening the Post-Tenure Review Policy for review. The same issue was raised in March of 2020, before COVID-19 concerns postponed the review of this policy. Senators Moretti and Clark, who were in leadership roles in Senate at the time, provided a brief and informal history of the policy as it was devised and implemented in 2015. Senator Clark noted that the 2020 review was *pro forma* and related to five years having elapsed since its original implementation. Although *in absentia*, **EXCOM** members noted that Senate Chair Shannon had originally raised the need to review the policy when she had been informed by some faculty members that the process was not taking place—or was taking place in conflict with existing APPM guidelines—in some departments. Senator Moretti noted that the original goal of Post-Tenure Review was to maintain regular “check-ins” for tenured faculty to ensure that their continued work was documented and given a “paper trail” and that, where absolutely necessary and with complete due process, a formal procedure for documenting unsatisfactory performance by already-tenured faculty would be in place. He further noted that this was to prevent capricious dismissals of tenured faculty, as was the fear at the time the policy was crafted. Senator Clark noted that the ongoing review of the Post-Tenure Review process was “baked in” the APPM language to ensure that the Post-Tenure Review process was a faculty-governed activity.

Faculty Senate then examined how committee participation is intended to function in relation to faculty roles in shared governance. Senator Clark suggested that one reasonable and prudent remedy to the lack of regular participation in committee work by faculty would be to set aside time during the Fall Faculty Convocation for **EXCOM** to sketch these responsibilities for all faculty, in the spirit of mutual accountability. The issue was favorably received and the **EXCOM** provided their general assent to add it to their meeting agenda, both internally and with Academic Affairs.

### **ANNOUNCEMENTS & REMINDERS**

The **McNair Scholars Program** is still looking to recruit students and faculty mentors. As a mentor, you would be paired with one, perhaps two, students who are interested in pursuing a graduate education in your discipline. For more information about this program, please [CLICK HERE](#). If you are willing to place your name in that pool, please email Kate Shannon ([kshannon@se.edu](mailto:kshannon@se.edu)) or Darla Ellett ([dellett@se.edu](mailto:dellett@se.edu)).

Senator Lincoln reported that the applications portal for the [Middlebury Language Schools](#) are open now, and that SE students have—by virtue of SE's status as an MSI—access to additional need and merit-based funding for these summer programs. Faculty are encouraged to refer students that could benefit from these programs to his attention. Similar openings are available with the [Critical Language Scholarship](#) and the [Boren Awards](#) Short-term study abroad programs to [Belize/Guatemala](#) and [England/Scotland](#) still have available space for SE students, faculty, staff and select community members. Programs in AY 2024-5 to [South Africa](#) and [Iceland](#) are also accepting enrollees.



Faculty members are always invited and welcome to attend meetings of the Faculty Senate. **The Faculty Senate will next meet at 15:00 on 15 November 2023 in Russell 100 and on Zoom.** The Senate will also meet on 29 November. Please visit the [Faculty Senate website](#) for detailed information concerning *your* representative body!

**This Faculty Senate News Brief was produced by the Executive Committee of the Faculty Senate: Kate Shannon, chair; Sondra Petty, Chair-Elect; Amy Gantt, vice chair; Randy Clark, past-chair; B. Steve Csaki, treasurer; Andy Kramer, archivist; Kyle C. Lincoln, recorder; Christopher Moretti, parliamentarian.**

