

**Fifty-First Faculty Senate  
Northwest Missouri State University  
Full Senate Meeting Minutes**

**January 15, 2025**

**Members in Attendance:**

Rhonda Beemer, Rob Voss, John Gallaher, Jenni Wall, Giselle Greenidge, Peter Adam, Ashley Black, Araceli Hernandez-Gonzalez, Tony Olson, Luke Rolfes, Bao Pham, Mike Miller, Alex Taylor, Oscar Perez-Hernandez, Cindy Tu, Amy Hillard, Jill Baker, Shantel Farnan, Ashley Strickland, Johnny Chuang, Jeff Bradley, Luke Campbell, Dawn Gilley, Kylie Wilson, Kyungjoong Kim, Laura Kauzlarich

**Members Absent:**

None

- **Call to Order**
  - President Voss called the meeting to order at 3:31 p.m.
- **Approval of Agenda Motion by Tony Olson/Second by Peter Adam**
  - The agenda was approved with the addition of special guests.
- **Approval of Minutes Motion by Tony Olson/Second by Peter Adam**
  - The minutes were approved unanimously.
- **Special Guests:**
  - **University Police Chief Amanda Cullen and Dacey Hassey, Crisis Counselor**
    - Chief Cullen reminded senators of the Concerning Behavior Report function on the Northwest webpage. Chief Cullen indicated that it is important to include the individual's name so that UPD can follow up quickly
    - Chief Cullen reported that the Simplex messaging system phrasing is being evaluated and updated phrasing will be put into place
    - Chief Cullen introduced Dacey Hassey as the new university Crisis Counselor.
    - Ms. Hassey introduced herself and provided contact information for each senator.
- **Reports:**
  - **NW President Report**
    - None
  - **Provost Report (Dr. Hooyman)**
    - Dr. Hooyman welcomed senators back to the spring semester. Dr. Hooyman acknowledged Kat Bilbo's loss and gave her well wishes and thoughts to the Department of Fine and Performing Arts and the Bilbo family.
    - Dr. Hooyman reported that there are legislative issues relative to Diversity and Inclusion, but most of the bills will not impact higher education. She indicated that the 60-hour transfer bill has begun to get renewed traction. HB 183 SB 69. Five

programs at the state level will require 60 transferable hours. Dr. Hooyman indicated that Northwest's current curricular infrastructure should allow for a successful transition to this, but that programs must be willing to give and take. Career and technical education continues to be an emphasis at the state level. Dr. Hooyman indicated that there is a bill that states that first responders, their spouses, and their dependents can go to college for essentially 'free'. There are challenges with this bill.

- Dr. Hooyman reported that the MDHE is attempting to match up the legal language and standards for the state based on test-optional requirements for several institutions. MDHE is also taking a deep look at program reviews. Dr. Hooyman indicated that Northwest has rigorous and effective program reviews in place. MDHE is reviewing ways to process three-year Bachelor's degrees.
- Dr. Hooyman reported on the weather/closure procedures. If the institution is reported as "university closed" or "classes canceled". The requirement is that every faculty member communicates with their students on a day on which weather causes closure. There is no requirement to adjust to fully online, just to communicate with students.
- Dr. Hooyman responded to a senator's question about the academic restructure. She indicated that she will be meeting with chairs and directors to discuss what will begin to happen. She indicated that there will be four or five categories. The goal will be to implement the restructure beginning in fall 2025.
- Dr. Hooyman responded to a senator's question about the cancellation of classes due to low enrollment and indicated that she would investigate the equity of the process.
- **Human Resources (Mrs. Krista Barcus)**
  - Mrs. Barcus indicated that there will be office hours for immigration attorneys to assist foreign national employees to assist with their immigration status, etc.
  - Mrs. Barcus reported that Dr. VanBuren who worked with employee wellness is no longer with Northwest.
  - The tobacco-free policy will go into effect on July 1.
  - Mrs. Barcus indicated that the new crisis counselor can see faculty members as a part of a crisis, but cannot see faculty on an ongoing basis.
- **Senate President (Dr. Voss)**
  - I am pleased to provide you with updates on our recent activities and ongoing initiatives.
  - Report to the Board of Regents
    - In December, I had the opportunity to present a report to the Board of Regents, showcasing the breadth and depth of faculty contributions both in

the classroom and beyond. I highlighted Dr. Gilley's innovative Research Seminar in History, which explored video games as a medium for historical understanding. Additionally, I underscored the vital role of the Institutional Review Board (IRB) in supporting research by facilitating efficient and thoughtful review processes for project approvals. These examples reflect the remarkable work faculty are doing to advance learning and scholarship at our university.

- **Compensation Taskforce Progress**
  - The Compensation Taskforce continues to move forward with deliberate action. As mentioned to the Board of Regents, this group is working toward actionable solutions to address challenges related to pay scales and extra-duty compensation, aligning these with cost-of-living adjustments and institutional priorities. I remain hopeful that valuable recommendations will emerge from this process soon.
- **Exploration of Workday as a Replacement for Banner**
  - I recently participated in a sampling of Workday, a potential replacement for our current Banner system. If selected, Workday promises significant improvements in operational efficiency and functionality. However, transitioning to this software suite will demand a multi-year commitment, requiring careful planning and support across the university.
- **Development of AI Guidelines and Guardrails**
  - In collaboration with Kevin Cagg and others, I have been working on drafting AI guidelines and guardrails. This document aims to provide clear, thoughtful guidance for the use of AI in our academic and administrative settings. The proposed guidelines will be presented to Faculty Senate and Staff Council for review and input before implementation, ensuring a collaborative approach to this important policy.
- **Faculty Advocacy and Communication**
  - Finally, I want to emphasize the importance of sharing the value of our work across the university. The flexibility of academic work allows us to excel in multiple arenas, but this flexibility is often misunderstood.
  - When working off-campus, let us refrain from saying, "I'm not working," and instead say, "I'm working from home" or "I'm working off-site." This subtle shift reinforces the significant contributions we make outside the office, from research to grading, curriculum development, and professional service.
- **Next Steps**
  - I encourage senators to engage their departments and colleagues in conversations about these initiatives. Your feedback is essential to ensuring transparency and trust in our shared governance processes. Let us also continue to promote the visibility of faculty contributions and the value of our collective efforts.
- **Thank you for your ongoing dedication and contributions. I look forward to our discussions and continued collaboration.**
- **Academic Petitions (Dr. Campbell)**
  - Senator Campbell reported that the committee met last week and will meet on the second Thursday of the month. The committee heard three petitions.
- **Academic Appeals (Dr. Greenidge)**

- Senator Greenidge reported that presently there are no appeals. The committee met on December 12 and heard one appeal.
- **CDR (Dr. Eloë)**
  - No formal report from Dr. Eloë, but senators participated in discussion about the timeline for submission for proposals to be accepted for inclusion in the Fall 2025 academic catalog. Following the meeting, the due date for proposals was verified by the Registrar's Office as February 17.
    - **DCM (Dr. Thornsberry)**
      - No report
- **Assessment (Dr. Farnan)**
  - Senator Farnan reported that the committee has not met since December, but she and two committee members presented on program outcomes during the faculty professional development day and their presentation was well received.
- **Teaching and Learning (Dr. Strickland)**
  - Senator Strickland reported that the committee is splitting into subcommittees to work on different issues. One such workgroup is on a four-year advising task force and other members will work on the improvement of teaching and learning grants.
- **Academic Integrity Panel (Dr. Adam)**
  - Senator Adam reported that the committee has had 27 new cases arrive in the system and will be working through those.
- **Faculty Welfare and Budget (Dr. Gray-Smith)**
  - Dr. Gray-Smith reported that the committee will now meet on the second Tuesday of the month at 3:30 pm.
- **Legislative**
  - No report
- **COTE (Dr. Davis-Black)**
  - Senator Davis-Black reported that there is nothing new to report at this time, but the first meeting of the term will be 1/16/25.
- **Graduate Council**
  - Senator Wilson reported that the committee met Monday and got the results of the completer survey for graduate students. Graduate students indicate that they are satisfied by the programs.
- **Research Committee (Dr. Kauzlarich)**
  - No report
- **IRB**
  - No report
- **Animal Welfare**

- No report
- **University Seminar**
  - No report
- **Old Business**
  - **Faculty Grievance Policy Updates**
    - President Voss indicated that a response was received from Chairs and Directors. The response was shared and is attached to the minutes.
  - **Board of Regents Report for Faculty Senate**
    - President Voss reported that the Board of Regents was supportive of compensation issues and impressed by the breadth of the research conducted by faculty.
- **New Business**
- **Items from the Floor**
  - CERT (community emergency response team) 24 hours of training will be held on the afternoons of March 20 and 21 and all day on March 22 and 23.
- **Closed Session**
  - The meeting moved to closed session at 4:34 pm

The meeting adjourned at 5:03 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary

### **Response to Faculty Senate RE: Grievance Policy**

Dr. Rob Voss

President, Faculty Senate

Re: Director/Chair feedback on Faculty Grievance policy

Dr. Voss,

Thank you for the opportunity to provide you and your senators feedback on the proposed grievance policy. The directors and chairs had a few discussions about our thoughts, and I wanted to provide what the collective feedback was from everyone present. I'm going to provide the general themes that emerged and try to be succinct in doing so.

The collective group did support, in concept, the idea of a grievance policy. We all believe in the right of a faculty member to have a voice in their work experiences and the ability to present their own perspective on various issues that they find troubling. However, the present proposed policy is problematic in a few areas that give us (unanimously) some concerns. First, we had a

number of concerns with the issue of privacy and confidentiality that would prohibit effective peer involvement for the proposed faculty committee. There are things such as work performance and course and annual evaluations that could and would likely emerge that would create a number of issues for the committee.

There were also some questions on record keeping and the hearing part of the policy (mostly the composition of the committee and the process during the meeting). The fact that the committee is very heavy in faculty and with no academic administrators was also seen as an impediment to gain our support. Finally, it seems very difficult to be able to separate the grievance from personnel issues that would compromise confidentiality issues. Those two seem likely to be coupled, and hard to isolate one from another in many scenarios.

We did, again, appreciate the thought of providing faculty with another voice/opportunity to help them feel heard and present their concerns to administrators. We discussed some form of mediation or advocacy to possibly be a means to help those faculty who feel aggrieved in these situations. We would be open to further discussions at any time, but summarily have serious concerns with the policy as it is designed presently.

Thank you,

Matt Walker

Director of Directors/Chairs Committee

Director, School of Communication and Mass Media

