

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

September 4, 2024

Members in Attendance:

Rhonda Beemer, Rob Voss, John Gallaher, Jenni Wall, Giselle Greenidge, Kim Casey (alternate for Dawn Gilley), Peter Adam, Ashley Black, Osacar Perez-Hernandez, Shantel Farnan, Nathan Eloie, Araceli Hernandez Gonzalez, Tony Olson, Luke Campbell, Luke Rolfes, Bao Pham, Kurt Habreyan (alternate for Jeff Bradley), Mike Miller, Alex Taylor, Laura Kauzlarich, Kylie Wilson, Ashley Strickland, Cindy Tu, Amy Hillard

Members Absent:

Jill Baker, Dawn Gilley, Johnny Chuang, Jeff Bradley

- **Call to Order**
 - President Beemer called the meeting to order at 3:30 p.m. by addressing incoming 2024-2025 President Rob Voss.
- **Approval of Agenda Motion by Tony Olson/Second by Jenni Wall**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Tony Olson/Second by Kylie Wilson**
 - The minutes were approved with four absentions.
- **Reports:**
 - **NW President Report**-None
 - **Provost Report (Dr. Hooyman)**- None
 - **Human Resources – Krista Barcus**
 - Ms. Barcus reported that the Physician Screening reports are due October 15 and employees should be sure to request their labs be processed with Quest.
 - The Bearcat Family 5k will be held on September 7 at 9:00 am.
 - Ms. Barcus reported that the compensation task force will be working on a meeting time in September. The membership of the task force has not yet been developed.
 - Ms. Barcus provided an update on the filling of Egon Heidendal's, (former Assitant Vice President of Institutional Research) position. This search has resulted in a failed search and the committee is in the second round of interviewing.
 - Ms. Barcus answered questions regarding health insurance and labs.
 - **Special Guests**
 - **University Police Chief Amanda Cullen and Crisis Counselor Brooke McDonald**
 - Chief Cullen and Ms. McDonald reported that the university is currently looking to higher an additional crisis counselor as the previous crisis counselor has left for another opportunity. Unfortunately, this vacancy means we do not have an employee counselor, but we do have connections through Family Guidance to get those resources if an employee is in need.

- Chief Cullen reported that parking permits can be picked up at the University Police Department 24/7. Temporary permits can be picked up there, as well, and last for two weeks free of charge. To obtain a permit you will need to register online through CatPaws. Visitors in need of a permit can also go to University Police. Should a visitor pass be needed for university guests, please e-mail Police@nwmissouri.edu and request a visitor permit.
 - Chief Cullen reported that University Police continues to actively seek new officers to add to the force.
 - -Senators inquired about drills in buildings and the alert for an active shooter incident occurs. Chief Cullen reported that Run, Hide, Fight is still the system, but everything will go out on Bearcat Alert.
- **Assistant Vice President for Student Affairs, Title IX and Equity- Dr. Stephanie Krauth**
- Dr. Krauth discussed the updated policy to be complaint with Title IX and explained the difference in Disability, Temporary Services, and Pregnancy/parenting accommodations.
 - Disability and Temporary services will use *Accommodate* (the documentation system).
 - Pregnancy/Parenting, due to the Title IX connection, will go through a different system.
 - Dr. Krauth fielded several questions from senators:
 - **Question:** Is this strictly limited to women? **Answer:** Anything dealing with childbirth, lactation, recovery, or any other items related to that and involves parental. She has not had a request for a parental accommodation, but that would be a discussion needed to find out what is reasonable. Yes, it can relate to the partner.
 - **Question:** Parenting piece, nothing in our policy is stated there. **Answer:** Lactation is more of the parenting part. There has not been a parenting part.
 - **Question:** Can you provide an example for Temporary? **Answer:** Explanations were provided such as injured knee needing more time, surgeries, ongoing treatments, etc.
 - **Question:** Due to HIPAA, we cannot know what the condition is, but how will that be addressed with the Pregnancy documentation? **Answer:** It will show that it comes from the Pregnancy/Parenting accommodation, but you will not know what aspect (pregnancy, lactation, etc.) what it falls under.
 - **Access to Online Education:** This will include several options such as Zoom, Microsoft Teams, Canvas, 1:1s, etc. This is for Temporary or Pregnancy/Parenting issues. This will be discussed on a case-by-case basis.

- Experiential courses (such as labs) cannot be done online, so it will be discussed as make-up work or can they make it up. Students may need to drop the course. Again, this will be discussed.
- Dr. Krauth asked if this made people feel better. Some faculty still had concerns about faculty workload.
 - **Question:** Dr. Krauth discussed that faculty must do what is reasonable. Can faculty have input into what is “reasonable”? **Answer:** Yes, with temporary and Pregnancy/Parenting, the Faculty will have input.
 - **Question:** This Policy was developed over the summer and approved by NLT, so faculty are expected to use this? **Answer:** Yes. There were updates with Title IX, so it had to be done during the summer.
 - **Question:** Does access to online education mean that they could take the same course offered online at a different time? **Answer:** Is this about a graduation timeline? It’s all about access to the educational opportunity. It depends on what the student wants to do.
 - **Question:** What is the procedure for gaining faculty approval? **Answer:** Email chain.
 - **Question:** Do you know statistically how often it will happen (we need to take into consideration that this will not happen often)? **Answer:** Currently there are three and there will be up to five cases currently. It is hard to say an estimated number.
 - Note: this also relates to online students.
 - **Question:** Moving forward, can the Faculty Senate be informed before a policy is put in place? **Krista Barcus answered:** We do have a policy on policies. Yes, we will try to get policies to Faculty Senate, but it would not have mattered with this one since the law requires it. Yes, normally we try to get it brought to Staff Council, Faculty Senate, and others. The university was advised by legal and was told we had to take it to the Board of Regents.
- **Senate President (Rob Voss)**
 - President Voss reported on his attendance at recent meetings and events. He reported that he had the opportunity to represent the faculty at the August Board of Regents meeting, as well as at the July Provost Council.

He reported that at the Provost Council, he presented on the evolving role of AI in higher education, which sparked valuable discussions about how we can support our faculty and students in navigating these changes. Additionally, the Provost recently sent potential syllabus language to department chairs and directors for handling AI use, though there was some hesitancy to mandate its inclusion. President Voss encouraged all of us to reflect on how this affects our classrooms and be prepared to offer feedback.

- President Voss reported on upcoming changes and initiatives and that Northwest is eagerly awaiting the arrival of Dr. Elise Hepworth, our new Dean of the College of Arts and Sciences, who will join us on Monday, September 9th. Dr. Voss reported that he is sure she will bring fresh perspectives and leadership to the table, and we look forward to welcoming her into the fold.
 - President Voss also noted that Northwest is also anticipating the formation of the Presidential Taskforce on Compensation, which will include members from the Faculty Senate. This task force will be crucial in addressing compensation issues, and he urged all to remain engaged in this process as it unfolds.
 - In addition, Dr. Voss reminded the Senate that the proposed restructuring of the university's schools and departments is on the horizon. While we do not yet know the full scope of these changes, Dr. Voss emphasized that Senate's role will be to offer thoughtful input as more details emerge.
 - President Voss asked that as Senate moves through the year and reviews numerous proposals—ranging from curriculum changes to policy updates, he charged Senators with giving each one the attention it deserves. He reminded Senators that our decisions shape the academic experience for our students and faculty alike, and we must ensure they reflect our university's mission and values.
 - President Voss asked that Senate continue to be a space where ideas, concerns, and innovations can be shared freely. He encouraged Senators to bring forward feedback from colleagues and departments and to make this forum a collaborative space where we can work together toward shared solutions.
 - President Voss asked that Senate focus on reinforcing good academic practices across Northwest. This includes supporting initiatives that promote academic integrity, maintaining high standards for curriculum, and ensuring we are creating an inclusive and supportive academic environment.
 - President Voss noted that Senate is not only a decision-making body but also a key driver of collaboration and integrity within the Bearcat community. He asked each of us to embrace that responsibility and continue to serve with pride and dedication.
 - Dr. Voss indicated his gratitude for Senators' service and indicated that he was eager to continue to work together this year.
- o **Academic Petitions (Dr. Campbell)**
- Senator Campbell reported that the committee will meet on the second Thursday of the month at 3:30 p.m online.

- o **Academic Appeals (Dr. Greenidge)**
 - Senator Greenidge reported that the committee will meet as needed in an online format.
- o **CDR (Dr. Eloë)**
 - No report
- o **DCM (Dr. Thornsberry)**
 - In a submitted report Dr. Thornsberry reported that the committee will meet on the third Thursday of the month at 4:00 PM, virtually, beginning September 19th.
- o **Assessment (Dr. Farnan)**
 - Senator reported that she has reached out to all committee members and once they have more of a charge and a direction they will begin meeting.
- o **Teaching and Learning (Dr. Strickland)**
 - Senator Strickland reported that Brooke McAtee has reached out to plan the all-employee January professional development meetings. This committee will assist in choosing the proposals that will become presentations for the professional development day. The committee will meet on the first Monday of the month.
- o **Academic Integrity Panel (Dr. Adam)**
 - Senator Adam reported that the committee has not yet met, but its regular meeting time will be on the third Monday of the month at 9:00 a.m.
- o **Faculty Welfare and Budget (Dr. Gray-Smith)**
 - Dr. Gray-Smith reported that the committee has set its meeting dates for the third or fourth Monday of the Month. Past President Beemer discussed that she, as a member of the Benefits and Wellness Committee, will work with Linday Gray-Smith.
- o **Legislative**
 - No report
- o **COTE (Dr. Davis-Black)**
 - Senator Black reported that the first meeting of the COTE will be on September 5.
- o **Graduate Council**
 - Senator Wilson reported that meets the 1st Monday of the month, except for September at 4:00 pm via Zoom.
- o **Research Committee (Dr. Kazlaurich)**
 - Senator Kazlaurich reported that research proposals may come out sooner. The committee does not have a set meeting time but will meet as needed.
- o **IRB**
 - No report
- o **Animal Welfare**
 - No report
- o **University Seminar**
 - No report
- **Old Business**
 - o None, however, Past-President Beemer stated that the Grievance Policy may need to be posted as Old Business due to past work that was conducted on this. President Voss reported that he attended National Faculty Senate meeting and NWMSU is doing very well compared to other universities. President Voss stated

that Senate needs to discuss whether or not we need the grievance policy. President Voss stated that the policy is located on Canvas and that the charge for Senate is to re-read the policy and discuss it solely at Faculty Senate before taking it to the faculty.

- Senators discussed that unionized faculty a grievance means something different than the way we are using it. It is a policy with how to handle conflict among colleagues.
- **New Business**
 - None
- **Items from the Floor**
 - Missouri HOPE will be held October 11-13. Fliers will be distributed and the organizers are seeking volunteers
- **Closed Session**
 - No closed session was necessary.

Move to adjourn by Tony Olson/seconded by Amy Hillard. President Voss adjourned the meeting at 4:58 p.m.

Minutes taken during the meeting by Past President Beemer in the absence of Secretary Jill Baker.

Respectfully submitted on 9/10/2024,

Jill Baker, Secretary

Attachment: Northwest Missouri State University Pregnancy Policy presentation