

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

October 2, 2024

Members in Attendance:

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

Members Absent:

Dawn Gilley, Ashley Strickland

- **Call to Order**
 - President Voss called the meeting to order at 3:30 p.m.
- **Approval of Agenda Motion by Peter Adam/Second by Jeff Bradley**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Peter Adam /Second by Jeff Bradley**
 - The minutes were approved with one abstention.
- **Reports:**
 - **NW President Report**
 - None
 - **Provost Report (Dr. Hooyman)**
 - None
 - **Human Resources (Mrs. Krista Barcus)**
 - Mrs. Barcus reported that the Benefits and Wellness Committee will meet on October 10. The health benefits renewal contract will go to the NLT for approval with those benefits beginning on January 1. Mrs. Barcus reported that there is not projected to be an increase for employees, but not an increase in rate for the employees.
 - Dr. VanBuren is starting a new walking challenge through MoveSpring and more information will be in the HR Bulletin.
 - Physician screening forms are due on October 15.
 - Employee appreciation football game event will be held on November 2nd. The event will be held from 11:00-2:00 in the Hughes Fieldhouse. Refreshments, t-shirts, and tickets to the day's football game will be provided. More information as to how to secure tickets will be in the HR Bulletin and Northwest e-mail communication.

- Mrs. Barcus reported that an offer has been extended to Lee Allard to assume the role of Vice President for Institutional Research. He will begin his tenure on November 1.
- Mrs. Barcus fielded questions about the flu clinic for faculty and staff and about a ‘mock’ pay stub that would help new faculty understand the items that are on the pay stub. Mrs. Barcus indicated that faculty can reach out to Payroll to see if there can be a mock stub created. Mrs. Barcus indicated that she would assist faculty and staff in understanding what the ‘codes’ are on the pay stub by asking Payroll for this information. Mrs. Barcus will send a screenshot of the process to find that information for inclusion in the minutes. Faculty/staff flu shots will be held at the Student Union in Meeting Room A on October 8: from 2-4 pm and again on October 16. Faculty/staff need to have their insurance card to receive their immunization.
- **Special Guests**
 - None
- **Senate President (Dr. Voss)**
 - President Voss reported that he will be meeting with the Board of Regents this Thursday to discuss various faculty concerns and updates from our Senate. As always, he will Senate of any significant developments following the meeting.
 - President Voss recently participated in the initial meeting of the Compensation Taskforce. He will provide updates as this process moves forward but wants to emphasize that there is a clear commitment to making this process transparent and inclusive. He mentioned that he has noted on several occasions that we tend to be quite efficient at spending money, and he is relieved Northwest did not proceed with the recommendations from Evergreen. This gives us an opportunity to develop a compensation strategy that better reflects the needs and concerns of our faculty.
 - President Voss addressed our role as Faculty Senate within the framework of shared governance. President Voss noted that early in his tenure, he misunderstood shared governance to mean overlapping responsibilities between faculty and administration, but as he has gained a clearer understanding, he realizes that at Northwest, shared governance means something more defined.
 - President Voss stated that the Faculty Senate has full decision-making authority over all matters related to

curriculum—this is Senate’s primary jurisdiction. On other university issues, Senate serves in an advisory role, providing valuable input and perspective to the administration but not making final decisions. But advisory does not mean passive. It’s crucial that we insert our voice proactively, not just when requested. We are uniquely positioned to ensure that faculty concerns, expertise, and perspectives are integrated into decisions that impact the university as a whole. If we want to be effective, we need to be engaged partners, not just waiting to respond. We must assert our role in shaping the broader university agenda, particularly when it comes to matters affecting faculty welfare, academic standards, and institutional priorities.

- President Voss stated that Faculty Senate’s responsibility is to work collaboratively with the administration, ensuring they understand the faculty's position on key issues. But it's important for us to recognize that while we are influential, decisions outside of the curricular realm remain in the hands of administration.
- President Voss stated that by understanding this distinction, Faculty Senate can be more effective in fulfilling our role and ensuring that we are contributing where it matters most. President Voss asked all senators to continue to make sure our curricular work remains robust while also providing thoughtful, well-considered advice on broader university matters.
- President Voss reported that he and other members of Senate leadership met with the Provost to discuss several areas where faculty input is being actively sought. These topics include:
 - Supplemental Texts for Courses: Through the Teaching and Learning Committee, there will be discussions about streamlining the process for faculty to select and approve supplemental texts for their courses.
 - Degrees with Less than 120 Credit Hours: The Teaching and Learning Committee is forming a subcommittee to explore the feasibility and academic implications of degrees requiring fewer than 120 credit hours.

- Bachelor of Applied Science (BAS) Programs: We're seeking faculty input on how we structure the BAS fields. This will help us assess and enhance our offerings in applied sciences.
 - Return on Investment (ROI) of the 4-Year Professional Advising Models: We'll be investigating the effectiveness of this model to ensure that we're providing the best academic support for our students while managing resources effectively.
 - Assessment Committee's Crosswalk for HLC Reports: The committee is working on aligning the university's assessment framework by using four key criteria from the Higher Learning Commission's (HLC) five criteria for reporting purposes.
 - President Voss noted that as we approach Homecoming week, the administration encourages faculty to get involved in various activities across campus. There are several opportunities for participation, so please stay tuned for details on how faculty can engage.
 - As always, President Voss encouraged senators to share this information with their departments and bring forward any additional feedback or concerns.
 - President Voss thanked senators for their continued dedication and participation.
- **Academic Petitions (Dr. Campbell)**
 - Senator Campbell reported that the committee meets this coming Thursday.
- **Academic Appeals (Dr. Greenidge)**
 - Senator Greenidge reported that there are no appeals at this time, but that she has reached out to the student representative regarding membership.
- **CDR (Dr. Elo)**
 - No report
 - **DCM (Dr. Thornsberry)**
 - No report
- **Assessment (Dr. Farnan)**
 - Senator Farnan reported that the committee met last Thursday to formulate a plan for the membership of the Outcomes Committee.

- Senator Farnan reported that Dr. Mike McBride and his team are putting together a Data Literacy Canvas site to allow coordinators, etc. to access university data for grant writing and other purposes. Dr. McBride has asked the Assessment Committee to review the site before it goes live.
- Senator Farnan reported that she and Dr. McBride have a meeting with Dr. Johnson to review the number of criteria for program reviews relative to HLC accreditation.
- **Teaching and Learning (Dr. Strickland)**
 - In a written report, Senator Strickland reported that the committee met on September 30th.
 - The committee is currently reviewing proposals for the professional development day in January and reviewing proposals as they come in. The committee will then meet with Brooke McAtee to make final decisions.
 - The committee continued the discussion about OP textbook deadlines for faculty via email as we received more information from one of the committee members, Leslie Cuenca. Once this information comes in, the committee will bring the information to the Faculty Senate.
 - The committee formed two subcommittees to work on upcoming charges from the Provost: the impact of HLC approving degree programs of less than 120 credits and 4-year professional advising model
- **Academic Integrity Panel (Dr. Adam)**
 - Senator Adam reported that the committee will meet again in October.
- **Faculty Welfare and Budget (Dr. Gray-Smith)**
 - Dr. Gray-Smith reported that the committee met on Monday to put together a presentation form to meet with the Chairs and Directors. Dr. Elyssa Ford and President Voss will present the Grievance Policy on Tuesday.
 - Dr. Gray-Smith also reported that the committee discussed the health insurance bands. The committee is interested in exploring the amount that health insurance costs relative to the salary earned by the employee.
- **Legislative**
 - No report
- **COTE (Dr. Davis-Black)**
 - Senator Davis-Black reported that COTE did not meet due to the lack of business in the form of proposals, but plans to meet for their regularly scheduled meeting in October.
- **Graduate Council**

- Senator Wilson reported that the Council has their next meeting on October 15.
- **Research Committee (Dr. Kauzlarich)**
 - Senator Kazlaurich reported that the committee met last week and the informational email requesting research proposals has been set. Proposals are due October 21 and the committee will meet again on October 23.
- **IRB**
 - No report
- **Animal Welfare**
 - No report
- **University Seminar**
 - No report
- **Old Business**
 - **Faculty Grievance Policy**
 - President Voss reported that he and Dr. Ford will present to the meeting of the chairs and directors to assist them in understanding the process and intention of the policy.
- **New Business**
 - **Curriculum Proposals**
 - 123-29-01 – Public Relations Major, 54 hours
 - 124-29-02 – Public Relations Major, 60 hours
 - 224-44-04 – Course Change CSIS 44144 Web Development
 - 123-10-01 – Course Change ENGL 10306 U.S. Literature to 1865
 - Motion to bundle the proposals by Senator Olson/Second by Senator Hernandez Motion passes unanimously.
 - Motion to table the bundle of proposals by Senator Olson/Second by Senator Campbell Motion passes unanimously.
 - **Senate Committee Charges**
 - Assessment Committee
 - Crosswalk 5 criteria vs. 4 criteria for HLC impacts
 - Teaching and Learning Committee
 - Exploring the impact of degrees less than 120 hours
 - Bachelor of Applied Science Degrees and certificate areas
 - ROI on 4-year advising models
 - Faculty Welfare and Budget
 - Investigate extra duty pay scales at peer institutions
- **Items from the Floor**
 - Compensation Task Force Discussion- Task Force members asked for concerns to bring forward to the Task Force. The following were recommended by senators as important discussion points:
 - COLA at promotion

- Insurance bands
 - Lab and discussion credit hour load equity
 - Summer pay scales and equity
 - Online Professional pay
 - University Seminar pay
 - Internship/experiential learning pay
 - Blended vs. non-blended course pay differential
 - Pay post-full professor incentivizing
 - New salary matrix
 - Dual credit liaison pay
 - Independent study pay, many faculty teach independent studies and other types of courses for free
- Missouri HOPE will be coming up soon. Volunteer role players are at about ½ of last year and many more are needed.
 - Distinguished Lecture Series is bringing Dr. Omar Tesdell on Monday, October 14, at 7:30 p.m.
 - October is Exercise is Medicine Month. Past President Beemer provided a flier to senators to distribute amongst their departments.
 - A question was raised about providing a standing Zoom link for meetings. President Voss will add a Zoom link to the agenda moving forward.

- **Closed Session**

- No closed session was necessary.

Move to adjourn by Tony Olson/seconded by Amy Hillard. President Voss adjourned the meeting at 4:52 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary