Northwest Missouri State University
Board of Regents
Open Meeting Minutes
October 3, 2024
Approved December 12, 2024

The Northwest Missouri State University Board of Regents met at 1:00 p.m. on October 3, 2024, in the J.W. Jones Student Union Boardroom, pursuant to public notice given September 26, 2024.

The following members of the Board were present: Steve Coppinger, Shanda Durbin, Jason Klindt, John Moore, Roxanna Swaney, and Mel Tjeerdsma (joined by phone). Also present were President Dr. Lance Tatum, Interim Vice President of Culture Krista Barcus, Vice President of Finance and Administration Stacy Carrick, Provost Dr. Jamie Hooyman, Vice President of Advancement Mike Johnson, Athletics Director Dr. Andy Peterson, Assistant Vice President of Information Technology Kevin Cagg and Attorney Sean Tassi.

A quorum being present, Vice Chair Coppinger called the meeting to order at 1:00 p.m. Roll call was taken.

Resolution #25-016: It was moved by Regent Klindt and seconded by Regent Moore to approve the agenda as presented in agenda item 2.02:

adopt the agenda as presented.

The motion carried unanimously (6-0) by voice vote.

Resolution #25-017: It was moved by Regent Swaney and seconded by Regent Moore that the consent agenda as presented in agenda item 3.00 be approved:

August 2, 2024 Board of Regents Open Meeting minutes (document on file)

The motion carried unanimously (6-0) by voice vote.

Recognitions

- Provost Hooyman recognized the recipients of the 2024 Academic Impact Award: Ms. Miranda Hoyt, Dr. Ming Hung, Mr. Charles Mayfield and Mr. Tye Parsons,
- Provost Hooyman recognized Faculty Excellence Award recipients: Dr. Rachel Day, Dr. Tina Ellsworth, Dr. Elyssa Ford, Dr. Shelly Hiatt, Dr. Bayo Joachim and Dr. Sarah Naramore.
- Provost Hooyman recognized Dr. Shelly Hiatt as the recipient of the 2025 Governor's Award for Excellence in Education.

Annual Cybersecurity Report: An annual update on cybersecurity was given by Vice President Carrick and Assistant Vice President Cagg. No action was required (document on file).

FY26 State Appropriations Requests: An update on the FY26 State Appropriations requests was given by Vice President Carrick. No action was required (document on file).

Resolution #25-018: It was recommended by Provost Jamie Hooyman, endorsed by President Tatum and the People, Finance and Operations Committee, moved by Regent Moore and seconded by Regent Klindt that the following consent item as presented in agenda item 4.04 be approved:

the appointment of seven adjunct faculty for the 2024-2025 academic year (document on file).

Regent Coppinger voted yea.
Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried unanimously (6-0).

Resolution #25-019: It was recommended by Provost Hooyman, endorsed by President Tatum and the People, Finance and Operations Committee, moved by Regent Durbin and seconded by Regent Swaney that the following item as presented in agenda item 4.05 be approved:

to ratify the Cengage Learning, Inc. contract for $535,600 effective August 2024 through August 2027, as signed by Provost Hooyman and President Tatum (document on file).

Regent Coppinger voted yea.
Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried unanimously (6-0).

Resolution #25-020: It was recommended by President Tatum, approved by the People, Finance and Operations Committee, moved by Regent Moore and seconded by Regent Klindt that the following item as presented in agenda item 4.06 be approved:

adoption of the FY25 Institutional Goals (document on file).

Regent Coppinger voted yea.
Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried unanimously (6-0).

Resolution #25-021: It was recommended by Vice President Carrick, endorsed by the People, Finance and Operations Committee, moved by Regent Moore and seconded by Regent Klindt that the following item as presented in agenda item 4.07 be approved:

the president annual evaluation procedure (document on file).

Regent Coppinger voted yea.
Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried unanimously (6-0).

Verbal reports were presented by the following individuals**:**

- Ms. Chloe DeVries, Student Senate President
  - Student Senate finished Fall Elections on Tuesday and welcomed in our freshmen representatives.
    - We had 13 candidates that ran for four positions.
    - 347 total votes were cast by first-year students at Northwest, and the positions were decided on by as little as one vote.
  - Student Senate is still putting a major emphasis on voter registration and turnout.
    - We hosted an informed voter jeopardy event back in September.
  - Last night, Student Senate held its annual President's Banquet to celebrate the Presidents of the organizations on campus and to refresh them on how to use Student Senate as a resource.
  - We are two weeks away from the 100th Homecoming! Lots of student organizations are working to get ready for this super fun weekend. Student Senate is participating in the banner competition!
  - So far this year, we have approved the formation of six new student organizations and allocated funding to four organizations.

- Dr. Rob Voss, Faculty Senate President
  - As we embark on the 2024-2025 academic year, the faculty at Northwest Missouri State University are optimistic. We are particularly encouraged by the energy and commitment of our current student body. After navigating the challenges of the post-COVID era, we are witnessing a renewed focus among our students. This cohort y7seems to have developed a deeper appreciation for education. Their engagement in classrooms and extracurricular activities has brought a new sense of purpose and motivation to our academic community. We are excited to support and guide them as they continue to adapt to and excel in this dynamic academic environment.
  - In addition to the enthusiasm of our students, the faculty are making significant strides in their respective fields, both academically and through interdisciplinary collaboration. A prime example is the upcoming **Missouri HOPE disaster preparedness exercise**, an initiative that brings together faculty and students from multiple departments and schools. This effort breaks down the traditional silos of higher education, promoting cross-disciplinary cooperation that benefits not only our faculty but also our students and broader community. I want to extend a special invitation to the members of the Board and President Tatum to join us at **MOERA next weekend** to experience this collaborative effort firsthand.
  - We are also excited about the **upcoming changes in our academic structure**. From the perspective of faculty, a more standardized structure will enhance **accountability and fairness** while positioning faculty to work more effectively with colleagues at other institutions. These changes will improve our capacity for collaboration and ensure that we continue to raise the bar for academic excellence across all areas of the university.

- A recent experience I had reinforces my appreciation for the strong partnership we have at Northwest between our faculty and administration. I was honored to join the **National Council of Faculty Senates** this year and, after meeting with colleagues from institutions across the country, I now have a much deeper understanding of how fortunate we are. Many universities are facing significant divisions and misunderstandings between faculty and administration. In contrast, we enjoy a collaborative and supportive relationship here at Northwest. This partnership is vital to our continued success and growth, and I am grateful for the mutual respect and open communication we share.
- An equally important issue is the **value of investing in faculty**, a matter that is at the core of our discussions about the university's future. Faculty are the heart of the university, driving its mission, research, and educational quality. Attracting and retaining top-tier faculty is both essential and increasingly challenging. As the higher education landscape grows more competitive, it's crucial that Northwest continues to be seen as an attractive destination for talented academics. Investing in faculty not only helps to maintain the university's reputation but also ensures we offer the highest quality education to our students. This is an interest **for us as faculty**, and we hope to continue working with the Board to make strategic investments that strengthen the university's position.
- I would also like to express our gratitude to the Board for recognizing the importance of **faculty expertise and academic freedom**. These principles are foundational to our work, and we deeply appreciate the Board's commitment to preserving them. As a historian, I am keenly aware of the pressures facing my discipline, and many others, from external forces that seek to reshape what and how we teach. At Northwest, the administration's unwavering support for academic freedom has allowed us to continue our pursuit of knowledge without compromise. This commitment is vital to maintaining the university's academic integrity and the trust of both faculty and students.
- Turning to infrastructure, we recognize that ongoing and upcoming construction projects present challenges, but these developments signal progress and potential for our university's future. As these projects come to fruition, they will undoubtedly enhance our ability to deliver quality education and foster a stronger sense of community on campus.
- On a more serious note, I'd like to touch on the **Compensation Taskforce** and the importance of its work. Faculty compensation remains a crucial issue, and many of our colleagues have voiced concerns about the relative decline in compensation over the years. While we are hopeful that the taskforce will address these concerns, it is vital that any recommendations align with the hard work and dedication that faculty continue to show in service to our students and the institution. We are cautiously optimistic that positive changes are on the horizon, but it is critical that the value of our faculty's contributions is acknowledged through fair and competitive compensation.
- Thank you for your time and continued support of Northwest's faculty. We are excited about the possibilities that this academic year holds and look forward to working with all of you to further the mission of our university.

- Mr. Duane Havard, Staff Council Chair

  - The Northwest Staff Council is in the process of welcoming a few new members and have been working on ideas for staff recognition events for later this fall.
  - Plans are also being discussed for fundraisers to support the annual Staff Council scholarship fund and the employee recognition committee is working on an employee wellness event the week of homecoming.
  - In October Dr. Shay Malone is expected to attend our meeting to discuss the Inclusive Excellence plan and we also hope to also have University police Chief Amanda Cullin and or some of the staff giving us updates from the University police department.

- Staff Council has also put out some fun ideas to celebrate homecoming week with clothing themes for each day that include: Color Explosion Day, Decade day, Future self day, farmer country day and bearcat spirit day. We do ask that staff work with their department on what is appropriate.

- Mr. Pat Pijanowski, Foundation Liaison
  - **Mike Johnson began as the Vice President of University Advancement on August 5.**
    - An operational assessment has been completed and recommendations are forthcoming.
    - Filling key personnel vacancies
      - Melissa Wellhausen has been hired to replace Lori Steiner as our CFO. Melissa's planned start date is October 14.
      - Renee Schlag was hired as our Executive Secretary and started October 1
      - Christian Dixon began as an Annual Giving Specialist on August 28.
    - Key Stakeholder Engagement
      - A considerable amount of Mike's time is also being spent re-connecting with a lot of major donors and/or VIP Alumni & NW Foundation Board members.
  - **NW Foundation Board Updates**
    - Q1 Fundraising results - $1.1M, representing 1,470 gifts committed.
    - Campaign planning and readiness assessments have been initiated:
      - Donor Canvassing & Development – ongoing with data mining, wealth and peer screening. Our leading conversations will seek to tee up interests toward our "3 big buckets"…student support/scholarship, academic programs/faculty support, and capital interests.
      - Campaign Initiative Development – defining marketable funding priorities aligned to the university's Strategic and Master Facility Planning. We will conduct campus focus groups helping us develop details about each campaign priority (description, costs, non-donor resources needed).
      - Campaign Consultant screening/selection – identifying the right consultant to assist in our Case Development (compelling story) and conduct a Feasibility Study. Once we have those recommendations, we will finalize our case, define our communication/marketing plan complete with campaign materials and toolkit. We will decide on campaign chair, champions and overall goal, as well as when to launch the "Quiet Phase" of our campaign.
      - Timeline Development – timelines are fluid at this stage of planning…and will be refined in close collaboration with University leadership and NW Foundation board.
        - Powering Dreams, the annual event that celebrates scholarship donors and recipients, was held on Sunday, Sept. 29, in the Agricultural Learning Center.
        - The next Northwest Foundation Board of Directors meeting is Oct. 17-18.
    - The Tourin' Bearcats Alpine Lakes and Scenic train trip is scheduled for June 1-11, 2025, and is considering adding a second bus, due to high demand. Contact Alumni Office if interested before November 25, 2024.
  - **NW Alumni Association updates**
    - The Office of Alumni Relations, in conjunction with Admissions, Marketing and Communications and the School of Agricultural Sciences, hosted informational displays at the Iowa and Missouri state fairs August 8-18.
    - Alumni gatherings for the Northwest Marching Band and Northwest Choirs was held on Saturday, September 14th with performances during the football game. (75 in attendance)
    - Northwest Alumni Board of Directors meeting was held Friday, September 27th.

- The Northwest Alumni Association recognized Grant Gose and members of his family as the 2024 Family of the Year as the September 28th football game.
- Preparations are underway for the Class of 1974, 50th reunion event on homecoming weekend.
- The Northwest Alumni Association tent will be set up in the Raymond J Courter Park prior to every home football game.

- Dr. Lance Tatum, President
  - The fall semester started off well with a successful move-in day with high family satisfaction.
  - Student groups are being hosted at the Gaunt House throughout the fall.
  - There was great participation for Family Weekend.
  - Powering Dreams Donor Event was well attended.
  - Newly formed Student President's Council has met.
  - Compensation task force has begun work.
  - Thanks for Mrs. Lori Steiner for her outstanding years of service to the Foundation.
  - Energy infrastructure modernization project continues. Parking is an issue.
  - The new micro-creamery is on schedule for completion in February 2025.
  - U.S. News and World Report rankings improved which is significant since peer review is a factor.
  - 100th Homecoming scheduled for Oct 19th.

Adjourn Meeting

Resolution #25-022: It was moved by Regent Klindt and seconded by Regent Swaney to adjourn the open session and move into closed session to consider matters pursuant to exemptions to the open meeting requirement as specified in R.S. Mo 610.021:

- Individually Identifiable Personnel Records: §610.021(13) R.S. Mo.

A roll call vote was taken:

Regent Coppinger voted yea.
Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried unanimously (6-0).

The open session adjourned at 2:10 p.m. to move into closed session.

Respectfully submitted,
Diane Hargrave
Diane Hargrave, Secretary to the Board of Regents