Northwest Missouri State University
Board of Regents
Open Meeting Minutes
March 20, 2025
Approved on May 2, 2025

The Northwest Missouri State University Board of Regents met at 1:00 p.m. on March 20, 2025, in the J.W. Jones Student Union Boardroom, under public notice given March 13, 2025.

The following members of the Board were present: Shanda Durbin, Jason Klindt, John Moore, Debbie Roach, Roxanna Swaney, and Mel Tjeerdsma (joined by phone). Also present were President Dr. Lance Tatum, Vice President of Student Affairs Dr. Matt Baker, 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 and General Counsel Hayley Hanson (joined on Zoom).

A quorum being present, on behalf of Regent Tjeerdsma, Regent Swaney called the meeting to order at 1:00 p.m. Roll call was taken.

Resolution #25-037: It was moved by Regent Roach and seconded by Regent Tjeerdsma 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 #25-038: It was moved by Regent Moore and seconded by Regent Durbin that the consent agenda as presented in agenda item 3.01 be approved:

- December 12, 2024 Board of Regents Open Meeting Minutes (document on file)
- December 12, 2024 Board of Regents Closed Confidential Meeting Minutes (document on file)

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

NEW BUSINESS:

Resolution #25-039: It was recommended by Provost Jamie Hooyman, endorsed by President Tatum and the People, Finance and Operations Committee, moved by Regent Roach and seconded by Regent Klindt that the following item presented in agenda item 4.01 be approved:

appointment of two adjunct faculty for the remainder of the 2024-25 academic year (document on file).

A roll call vote was taken:

Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.

Regent Roach voted yea.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried unanimously (6-0).

Resolution #25-040: It was recommended by Provost Jamie Hooyman, endorsed by President Tatum and the People, Finance and Operations Committee, moved by Regent Klindt and seconded by Regent Roach that the following items presented in agenda item 4.03 be approved:

the Master of Public Administration effective Spring 2026 (document on file).

A roll call vote was taken:

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

The motion carried unanimously (6-0).

Resolution #25-041: It was recommended by Provost Jamie Hooyman, endorsed by President Tatum and the People, Finance and Operations Committee, moved by Regent Klindt and seconded by Regent Tjeerdsma that the following items presented in agenda item 4.03 be approved:

the Master of Science in Therapeutic Recreation effective Fall 2025 (document on file).

A roll call vote was taken:

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

The motion carried unanimously (6-0).

Resolution #25-042: It was recommended by Vice President Barcus, endorsed by President Tatum and the People, Finance and Operations Committee, moved by Regent Klindt and seconded by Regent Durbin that the following item as presented in agenda item 4.03 be approved:

appointment of the officers listed (document on file).

Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.

Regent Roach abstained.
Regent Swaney voted yea.
Regent Tjeerdsma voted yea.

The motion carried (5-0-1).

Resolution #25-043: It was recommended and endorsed by President Tatum moved by Regent Klindt and seconded by Regent Moore that the following item as presented in agenda item 4.04 be approved:

the FY 2025-26 Board meeting schedule (document on file).

Regent Durbin voted yea.
Regent Klindt voted yea.
Regent Moore voted yea.
Regent Roach 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**
  - Elections for the 103rd Student Senate are taking place next week. Students will receive a ballot to vote in their student emails.
  - After next week, the focus will be on transitioning the next Student Senate leaders.
  - Our spring blood drive will be April 22nd and 23rd!
  - Student Senate has appropriated funding to 13 organizations this semester, totaling $12,939.03
  - We have funding left for 1-2 more organizations.
  - A recap of our year will be reported at the next Board of Regents meeting.

- **Dr. Rob Voss, Faculty Senate President**

  Since the start of the spring semester, faculty have continued to engage in meaningful efforts to support student success, enhance institutional excellence, and advocate for the long-term well-being of Northwest Missouri State University.

  Faculty remain committed to maintaining Northwest's high academic standards while actively engaging in institutional decision-making. This semester, we have taken on several key initiatives:

  - Faculty representation on the Compensation Taskforce has been critical as we work toward developing a fair and sustainable compensation philosophy. We appreciate President Tatum's commitment to including faculty voices in this process, especially those with expertise in human resources and business. The work has been both rewarding and eye-opening, and as forthcoming findings will show, we face significant challenges in faculty compensation. The reality is that faculty salaries have not kept pace with inflation, and our extra-duty pay structures, such as summer teaching and overloads, have not been meaningfully adjusted to reflect economic realities. While we understand the constraints of the budget, addressing

these issues is essential for faculty retention, morale, and the long-term competitiveness of Northwest. We are working alongside administration to ensure that the taskforce's recommendations are both financially viable and aligned with the needs of faculty and the university.

- In partnership with the Provost's Office, the Faculty Senate's Research Committee is actively organizing the Celebration of Scholars, our annual showcase of student research and academic achievement. Faculty have been nominating outstanding student work, and we invite each of you to return to Northwest on Thursday, April 3, to see firsthand the incredible scholarship being produced by our students. Events like these highlight the high-impact learning experiences that define a Northwest education and reinforce the value of faculty-student collaboration.
- The Faculty Welfare and Budget Committee remains focused on identifying and addressing key challenges facing faculty, including workload balance, professional development opportunities, and financial concerns. Their work is integral in advocating for faculty needs and ensuring that we continue to support the individuals who make Northwest a leader in student-centered education.
- Faculty Senate is undergoing an internal restructuring to align with the university's Academic Redesign efforts. We fully support President Tatum and Provost Hooyman's efforts to restructure academic units in a way that provides greater balance and increased visibility across disciplines. While this process requires adjustments within Senate, including a delay in some elections for representatives, we see it as an opportunity to refresh and strengthen our governance structure. This restructuring is a necessary and positive step in ensuring that faculty representation continues to be effective under the new academic framework.

  Northwest faculty are deeply committed to student success, research, and institutional progress. However, as we take on these initiatives, we also recognize that faculty must be supported—both in terms of compensation and in ensuring that workload expectations remain sustainable. The work we are doing now will have lasting impacts on the university's future, and we appreciate the Board's continued support in addressing these challenges.

- **Mr. Duane Havard, Staff Council Chair**
  - The Staff Council Outreach Committee held a cookie sale on Valentine's Day to raise money for our scholarship program with over $500 raised to add to the fund.
  - The Outreach committee also selected 4 students to receive a scholarship for the 2026 fiscal year. Those names will be released once they are notified.
  - Northwest Staff Council held a Spring Sips event on March 12 at Buffalo Wild Wings GO for Northwest staff members. The Employee Recognition committee organized the event and provided food and drinks for attendees for both the day and night shift employees.
  - Members of Staff Council have been discussing the last employee satisfaction survey and working on some possible suggestions to address concerns or questions that have been stated. These suggestions will be taken to the Northwest leadership team for discussion and consideration once they are finalized.

- **Mr. Pat Pijanowski, Foundation Liaison**

  <u>NW Foundation</u>

  - FY25 fundraising through March 19, 2025: $2.75M & 3,596 gifts committed….highlighted by adding another endowed professorship, this one in Chemistry.
  - Comprehensive campaign planning & stakeholder engagement continues to progress nicely, with a focus the university's three overarching initiatives:

        - Scholarships: Student Support
        - Academic Excellence: Faculty and Programming Endowment…enhancing the collegiate experience!
    - Capital Projects: Aligning projects and priorities to the University's strategic and master facility plan.
    - Campaign Counsel RFP: Campaign Counsel is on the street in hopes to hire a consultant by July 1, 2025. Priority activities will include an internal assessment of campaign readiness followed by an external feasibility study.
    - President Tatum, NWF President-Elect Angela Moskow and VP of Univ. Advancement Mike Johnson attended the Association of Governing Boards (AGB) leadership conference in Washington DC in late January and found it to be a very worthwhile experience. Valuable insights and best practices were gained from sessions focused on strengthening governance, enhancing endowment management, and growing fundraising, to name just a few.
    - Northwest Foundation Board of Directors Spring meeting will be held on campus **April 24-25th**

University Advancement Team

- The University Advancement Team held Strategic Planning Retreats in December & January. The team reflected critically on achievements and challenges, aligned goals for the future, and identified key areas for growth and improvement in our ways of working!
- Specific areas of focus included:
    - New team member training and organizational alignment
    - New strategies, technologies, and approaches to try
    - New target donor segments
    - Metrics to focus efforts and track progress

Alumni Engagement

- The Northwest Alumni Association will be hosting in the following locations next week:
- **March 25** Springfield, MO area
- **March 26** Oklahoma, City OK
- **March 27** Dallas, Texas (downtown)
    - The Dallas event will have students and faculty from the Melvin D. and Valorie G. Booth School of Business in attendance. These students will be visiting Dallas for some field work and will also get to network with our Alumni attending the event.
- **April 2-3** - The Day of Green, our annual fundraising blitz spanning 1905 minutes. We appreciate all the support in challenges and ambassadors who have stepped up with their gifts and roles of engaging donors! That, of course, includes many of YOU……and we're grateful for your support!!
- **April 4** - The Northwest Alumni Board of Directors will meet
- **April 5** - We will honor award 8 recipients at the annual Northwest Alumni Awards Banquet being held at the Agricultural Learning Center
- **April 12** will be an "Alumni Day" for the Baseball program; specifically celebrating the 1975 National Championship team.
- **April 26** is MIAA Day at the K – Royals vs Astros @ 6:10 pm
- **May 1-3 -** The Alumni Association will hold "Gradfest" in the Student Recreation Center to celebrate our graduating students complete with drinks, snacks and games, and will also provide graduation goodies to all graduates.

- **Dr. Lance Tatum, President**
    - We are post-spring break and are in the final push to the end of the spring semester.
        - Highlights include-

        - Continue to see an engaged and energized freshmen class
            - ❖Evidenced through our Resident Life program.
            - ❖We see indicators this engagement will carry over to the fall.
        - Commencements are scheduled for Friday, May 2nd (10:30 am & 2:30 pm) and Saturday, May 3rd (9:00 am & 1:00 pm)
- Jill and I continue to host student groups, faculty/staff, and donors at the Gaunt House
    - Next week, we will host Student Government
    - We will host an Eggstravaganza for NW students in April
- Our Spring sports are in full swing – seeing success across the board!
    - Women's basketball made the MIAA tournament
    - Track and Field placed second at the Indoor MIAA championships and competed in the National Indoors, finishing just off the medal platform. Northwest had 20-All Americans named at Nationals.
    - Baseball had a great win this week, beating #3 UCM.
    - Women's golf continues to shine, placing in the top five in the recent
    - Our Women's tennis team is ranked 47th in the nation
- We continue to remain focused on our three priorities
    - Enrollment/Enrollment stability
        - You heard an update to our work with Vision Point earlier and our current position to our fall outcomes
    - The Collegiate Experience
        - Presidential Scholars – Fall activity for sophomores
            - ❖ Recognize this group on Family weekend.
    - People
        - Heard from VP Barcus on our progress with the Compensation Taskforce
        - Visits to faculty and staff governance groups
        - Continue to meet with the President's Student Advisory Council
        - Participated in Great Northwest Days in Jeff City
- The Energy Modernization Project is progressing
    - Thank you to Facilities Staff
    - Thank you to faculty, staff, and students for their patience (parking)
- The Creamery project continues to progress.
- Martindale addition is on schedule and is expected to be completed in May 2026.
- More visibility in Jeff City
    - Made multiple trips to Jeff City this session
        - Met with House Budget Chair
        - Met with Senate Appropriations Chair and Vice. Chairs
        - Met with members of both the House and Senate Education Committees.
    - Working with our Lobbyists
        - Budget
            - ❖ Line items for various departments
            - ❖ Currently working on UPD equipment
            - ❖ Beginning to see productive activity.
- Alumni Awards will be held on April 5th at the ALC
- We continue to keep a close eye on the activities in Washington DC
    - Have met with Congressman Graves' field office
    - Met with Senator Hawley's field office
    - I will be in Washington DC in late April to meet with Congressman Graves' office, as well as with Senators Schmitt and Hawley's offices

- My final item is that last week, Gov. Kehoe's office announced Mr. Steve Black's appointment to the Northwest Board of Regents.
    - Mr. Black resides in Maysville and is a Northwest graduate
    - He will fill the vacant position held by Lydia Hurst
    - He will officially join the Board after his confirmation process and we anticipate he will join the Board in late spring/early summer
    - We look forward to working with Regent Black.

Adjourn Open Session

Resolution #25-044: It was moved by Regent Klindt and seconded by Regent Roach 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(1)(13):

- R.S. Mo 610.021(1) Legal actions, cause of action, litigation or privileged communications between the Board/University's representatives and its attorney
- R.S. Mo 610.021(13) Individually Identifiable Personnel Records

A roll call vote was taken:

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

The motion carried unanimously (6-0).

The open session adjourned at 1:44 p.m.

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