

Minutes of the  
48<sup>th</sup> Faculty Senate Meeting  
on  
Wednesday, March 16, 2022  
prepared by  
Alexander W. Taylor  
Faculty Senate Secretary

**Attendance**

- All Present
- Meeting Called to Order at 1530

**Approval of the Agendum**

- Passed with the following updates
  - Timing of COVID update moved to 1600

**Approval of Last Minutes**

- Approved unanimously

**Reports:**

**Provost**

- A number of bills, but few having significant movement –
  - Exceptions as follows
    - The AP credit bill
    - Cyber security bill
    - Capital Project is getting a lot of discussion
- Huron involvement strategies – they are getting close to final report
  - Not sure of availability/access of the report – presentation to BoR.
  - They were challenged with Key areas and initiatives
- Nothing on presidential search –
  - Do not anticipate anything from Board Meeting
- Campus Backup system
  - Backups on a daily basis and stored offsite
    - A comment that the back-up is “realtime”
      - *Editorial comment: Daily ≠ Realtime*
    - If there is a loss – no more than 24 hours of data lost
- New Hiring process

- Two people **recommended to must** be with each candidate at all times
- Guidance initially came from A&S - Intention is to protect Faculty and Staff from allegations
- Workshops in Teaching and Learning Center
  - Does not handle Student events – it is focused specifically on Faculty
- Talked to Darla Runyon about Faculty workshops
  - Most currently technology-focused
  - Request for other types training (i.e., non-technology **such as pedagogy**)
  - Some planning starting in reference to that. **Planning meeting Mar. 30.** (as per Foose)
- Program Cancellation
  - There is process for annual review and a 5-year program review
  - Best thing we can do is take this process seriously
  - The process is very clear for deleting programs that would eliminate personnel.
  - Question about State-flagged “Low Enrollment” programs – tied to graduation date
    - In a typical year, 7-10 per year are flagged, 2-3 come with questions, so a justification is required.
    - Over the last four years we have either we answered their questions, or we have already in the process of deleting the program independently.
- Question about the new Transgender Law.
  - It is currently stuck at the second of 5 stages.
- Bill tying allocations to enrollment and/or graduate earnings
  - It is not moving very quickly
  - Performance funding (We are doing well in this metric)
- Apparently, we have a Lobbyist – “Paul the Lobbyist”
- Results of Climate/Engagement Survey – when will the info be disseminated?

### President

- Wellbeing Steering Committee Presentation (posted in invitation)
- Summit will 2 sessions on 4/18/22: 2:00-4:00 and 3:00-5:00 PM
- Deadline reminders:
  - 3/16/22 – Committee Surveys (email 2/10/22) –
  - 3/16/22 – Faculty Senate Meritorious Award (invitation 2/16/22)
    - (one received, but up to three awardees)
  - 3/18/22 – Teaching and Learning Grants (email 1/24/22)
  - 4/6/22 – Nominations for Faculty Senate Officers:
    - President - 1
    - Secretary - 1
    - Parliamentarian – 0
- Call from Provost for 4-5 Senators to discuss Academic Day over summer
  - Check with Dr. Adam about participating
- Call for Senate to participate in Bearcat Bash
  - Contributing money/effort
- Retirement Reception (4/29/22 at 3:00 in Ballroom; 5 retirees)
  - Fred Lamar

- Jackie Lamar
- Theo Ross
- Vicki Seeger (unable to attend)
- Stephen Town
- BOR Working Session Thu. 3/17/22 (10:00):
  - People Experience/Engagement Survey (University level)
  - Northwest Wellbeing (Peter Adam and Rhonda Beemer, FS representative)
  - Inclusive Excellence (Mike Miller, FS representative)
  - Northwest Energy P3 Initiative
- BOR General Meeting Thu. 3/17/22 (1:00):
  - Student tuition rates
  - 22/23 Schedule
  - Martindale Hall renovation
- BOR Meetings in Summer:
  - Wed. 5/4/22 (1:00 General)
    - Discussion of President, potentially
  - Thu. 6/16/22 (9:00 Work Session), 1:00 (General)
    - Discussion of Pay/COLA
- Faculty Senate Meetings:
  - 4/6/22: Faculty Senate Elections
    - By-Law Changes (discussions)
    - CRT Resolution (discussion)
  - 4/20/22:
    - By-Law Changes (vote)
    - CRT Resolution (vote)

#### Committee Reports

- Petitions
  - Meeting this Friday
- Appeals
  - Want to update by-laws
  - Have not met since last Meeting
- Curriculum and Degree Requirements
  - Setting Precedence for proposals and processes
  - Questions about deadlines between print and online catalogs
- Designated Curriculum Matters
  - No updates
- Assessment
  - Met yesterday to work on learning outcomes met about data and policies
  - They have data, now. 70K points on learning outcomes
  - Some pushback from Associate Provost as to who sets outcomes (Top down rather than bottom up)
- Faculty Welfare

- 1. Yearly Faculty Evaluation Document Revision – This green team that is revising the evaluation document hasn't met yet this semester. So, no new info since we last talked.
  - 2. Faculty Grievance Policy – It looks like this is going to happen. I believe the university is going to create one, similar to other universities. And we'll be very involved in creating it, either the Welfare committee, the senate, or a green team. The provost and the HR director both agree to the need. Conversation on exactly how it's going to look will commence after spring break. Maybe something will happen this semester, but if not, then the fall.
  - 3. Evaluation of Administrators – We're waiting to move on this until the after action review of the faculty satisfaction survey. Maybe it will start this spring, likely the fall, though. The larger question is that our current survey isn't capturing what we want to capture. And the process isn't using that information as well as it could. It sounds like there's a big job ahead for senate. I suggest we start over. But that's a question for next semester, it looks like.
  - 4. Faculty Promotion/ Tenure Event – Richard Black lead that, and it looks like something will be happening in the fall.
  - 5. Faculty tickets to sporting events – Rhonda Beemer has taken this to the athletic committee, which is pursuing more faculty recognition at sporting events. It's very general right now. More needs to be done on this.
- Budget and Finance
    - Met with Haddock regarding Salary Matrix Update – talked about the process (2023 Matrix)
    - We are currently using the 2019 Matrix (University has not adopted the updated matrices)
    - CUPA Data
    - Salary for New-hire Asst professors at 100% of average
    - Associate at 92%
      - Full Professor promotions at 95% of the average
      - What is the total dollar amount required to bring salaries up to the 2023 matrix?
      - What about the COLA increase?
        - Better for an across the board COLA or bringing us up to the Matrix?
- Teaching and Learning
    - Request for more pedagogical sessions for faculty and general study strategies for students
    - Will be working with CITE to plan next year's training sessions. March 30<sup>th</sup> at 1430 is the next meeting
    - Another Meeting in April addressing issues. Working on items to carry forward (such as issues with copying canvas, etc)
    - Send any training requests to Alice Foose (afoose@nwmissouri.edu) and contact if you are interested in being part of this planning process
- Legislative
    - See Provost's report

- COTE, Grad Council, Research, IRB, Animal Welfare, University Seminar
  - Nothing to Report

### Old Business

ID	Initiator	Proposal	Type	Name	Notes
1	Miranda Myles Jackson	113-21-01	Change Course	<a href="#">ART 13191 2D Design</a>	
2	Miranda Myles Jackson	113-21-02	Change Course	<a href="#">ART 13294 Typography</a>	
3	Miranda Myles Jackson	113-21-03	Change Course	<a href="#">ART 13292 Introduction to Digital Art Studio</a>	
4	Miranda Myles Jackson	113-21-04	Change Course	<a href="#">ART 13394 Advanced Digital Art Studio</a>	
5	Miranda Myles Jackson	113-21-05	Change Course	<a href="#">ART 13497 Motion Graphics</a>	
6	Miranda Myles Jackson	113-21-06	Change Course	<a href="#">ART 13498 Illustration</a>	
7	Miranda Myles Jackson	113-21-07	Change Course	<a href="#">ART 13396 Brand Identity Design</a>	
8	Miranda Myles Jackson	113-21-08	Change Course	<a href="#">ART 13401 Graphic Design Senior Capstone</a>	
9	Miranda Myles Jackson	113-21-12	New Course	<a href="#">ART 390 Sequential Art</a>	
10	Miranda Myles Jackson	113-21-13	New Course	<a href="#">ART 388 Interface Design</a>	
11	Rod Barr/Jackie Lacy	121-03-01	Change Program	<a href="#">Teaching: Secondary Agricultural Education M.S.Ed.</a>	
12	David Richardson	121-25-01	Change Program	<a href="#">Physics Comprehensive Major, 66-67 hours: B.S.— No Minor Required</a>	
13	Kamala Tabor	121-46-04	Change Course	<a href="#">CRIM 46301 Research Methods in Criminology and Criminal Justice</a>	
14	Shantel Farnan and Jill Baker	121-62-12	Change Course	<a href="#">EDCI 62396 Special Education: Implementing Techniques and Strategies of Evaluation, Instruction, and Behavior</a>	
15	Shantel Farnan and Jill Baker	121-62-13	Change Course	<a href="#">EDCI 62408 Transition and Career Readiness, Families, and Partnerships: Theory and Techniques</a>	
16	Alexander W. Taylor	222-03-02	Change Course	<a href="#">AGRI 03543 Soil Chemistry: Environmental Quality and Plant Nutrition</a>	

### Items 1-10

- Any to be set aside? – No
  - Vote (Yeah:Nay:Abstain) 20:0:0

### Items 11-16

- Motion to set aside #16 due to formatting errors
  - Motion to Set aside passed
- Items 11-15 Vote (Yeah:Nay:Abstain): 20:0:0

### New Business

- Covid Update
  - 4 new cases in county (1 is NW related)
  - 10-day rate of 12
  - 1 death
  - Wilmes – cases 60/200K – well below the “threshold”
  - We have been in single digits late Feb to March
  - Comment about Nodaway is currently at Medium – there is a lag in CDC reporting
  - Question from Wilmes to Senate. What other diseases are we seeing? We are seeing other diseases, including Influenza A

- Faculty Senate Elections
  - We have all At-Large and Alternates filled
  - We have at least one candidate for every position **except Parliamentarian**
    - President Elect – Rhonda Beemer
    - Secretary – Robert Bergland
  - We are still waiting on elections for the following departments
    - Fine and Performing Arts
    - Language, Literature and Writing
    - Computer Science
    - Known Departmental Elections
      - Humanities and Social Sciences – Devlin Scofield
      - Agricultural Science – Mike Miller

- Electees are:

**At-Large**

**Name**

**Agreed?**

**Yea/Nay**

**C of A&S (3)**

Elyssa Ford	Yea
Brett Chloupek	Yea
Richard Black	Yea

**Professional Schools (2)**

Ajay Bandi	Yea
Keely Cline	Yea

**Alternates**

**C of A&S (2)**

Wayne Chandler	Yea
Michael Bellamy	Yea

**Professional Schools (3)**

Sue Myllykangas	Yea
Stephen Ludwig	Yea
William Daniel Gordon	Yea

**Items from the Floor**

- Dr. Wilcox would like to pass off the Distinguished Lecturer Series – need a co-chair for next year, and would eventually take it over

**Closed Sessions**

**Zoom Door Prizes and Adjournment**

Flowers in background

- Jennifer Wall

Fish Tank in background

- None

Word - Tahiti

- Mike Miller

Adjourned at 1704