

Minutes of the
48th Faculty Senate Meeting
on
Wednesday, February 16, 2022
prepared by
Alexander W. Taylor
Faculty Senate Secretary

Attendance

- All Members were present with the following exception
 - David Shadinger

Call to Order

- Meeting Called to order at 1531

Approval of the Agendum

- A motion was made to move the COVID briefing talk to 1600
 - Motion passed unanimously

Approval of the Minutes of the Last Meeting

- Minutes of the Meeting 2/2/2022
 - Passed unanimously

Reports

Provost

- Budget still not approved for the 1.3 million CORE
- MOExcels still up for grabs
- COVID numbers are dropping
 - Note: Do not have to wear mask for lecturing if 10' spacing from first row
 - Question about Spring Study Abroad still going. A: All are still approved unless something changes internationally...
 - Q: Are the wellness center doing testing for travel? A: focused on students, not on Faculty
 - Foose commented – they are sending Faculty to Mosaic.
 - Note: Some countries are requiring PCR tests
- Prioritization of Academic Strategic Plan over next five years (Reading 1)
 - Action Teams for Academic Strategic Plan will largely be built faculty membership through a request to Senate (e.g., requesting 2 Senators and 1 at-large faculty member to act on a committee)
 - 1.1.1, 2.11, 2.1.4, 3.1.3 for Next Year

- Some current actions may cross across several years.
- Q: 2.4.1 changed to Student and Employee, instead of just Student
- Headings for 2.1.4 and 3.1.3 switched on draft
- Unclear if the strategies represent start or stop times for associated actions (for example, item 4.3.2 might be better moved to a year 2 slot to ensure timely progression)
- Q: Current Prioritization is set by the prioritization effort. Does it make sense to actually do things in this order?
- Comment about cynicism of Faculty – why go through the effort when we don't have control. e.g., the Health Insurance issue...
- Q: about 1.1.1 Academic Program Transformation - what will it look like?
 - A: Will likely be on the Timeline for several years - "Bread and Butter"
- Proposed Academic Day (introduced last meeting) will require a committee and time to develop.
 - Idea for Academic Day came out of Gaunt House meetings with academic units in 2019
 - Some seeds may be laid down later this Spring, but certainly a committee with faculty input
 - Faculty Senate is against – already have many events that cuts into lecture time
 - Request from Provost that we hold a vote for or against
 - Foose comments suggests a more optional blended flexible event
 - Consensus brewing that a plan/framework be suggested before we vote yea/nay
 - Peter Adam will hold a brainstorming session with volunteers to develop a plan

COVID Update

- Cases are dropping rapidly –
 - 0 in quarantine – Only 9 active courses on Campus (99% drop since Omicron height)
 - County 7-day average of 11 (12 cases reported today) 64 in the county (78% drop since Omicron height)
 - Hospitalizations In Maryville – 0
 - State accumulating a number of deaths – JAN 2022 higher than any month in 2021
Perhaps a function of the number of cases
 - Process changing on campus – Accepting home tests – Students sending a picture of the results, and that will trigger a flag in the tracking mechanism
 - Q: Timeliness of sending the test in (e.g., must be sent in within 72 hours) A: there are no current guidelines
 - Q: Are students still required to go through wellness center? A: Yes they need to go through wellness center for tracking purposes.
 - Wilmes comment: Missouri State may be relaxing their masking policy.
 - Provost plan is to not relax policy this semester.
 - Q: What is the process on further masking guidance – Who makes the recommendation, and then who makes the decision A: Committee makes recommendation, NLT makes the decision.
 - Faculty and Staff can still get KN95 masks from UPD (contact Lt. Cullin)

President

- Reminders/Deadlines:
 - 2/25/22 - feedback on Engagement Survey from Unit Senators due to Peter Adam
 - 3/6/22 - submissions due for 4/8/22 Celebration of Quality (see 2/9/22 email)
 - 3/15/22 - applications for Summer Short NW Faculty Led Programs (see 11/22/21 email)
 - 3/16/22 - Committee Chair Survey reports due to Peter Adam and Alexander Taylor
 - 3/16/22 – Nominations for the Faculty Senate Award
 - 3/18/22 - Improvement of Teaching and Learning Grants due (see 1/24/22 email)
 - 4/25/22 - Faculty Senate attendance and end-year reports due to Peter Adam
- Presidential Search – NDA is likely for any participants
- The following is from LAT Finance 101 Meeting (2/8/22), Provost's Council (2/9/22), Executive Committee (2/9/22), and Senate Leadership (2/15/22) meetings
- Ed Walton – new Owen's Library director
- HLC (Accreditation) on track for submission of reports in June (ILOs and Ethics)
- Legislative:
 - NW employees are not considered state employees for 5.5% COLA or \$15 base wage
 - Unclear if/how NW employees may benefit (likely a June announcement)
 - 5.4% (\$1.7 M) proposed core budget increase will not even cover mandated MOSERS increase
 - MO now ranks 50th on K-12 pay schedule (start around \$25 K/year)
 - State Capital allocation set to spruce up Brown Hall (50%:50% or \$17.5 M each)
 - MO Excels funding for revamping Ag Machinery and Cyber Security (\$2.5 M)
 - Do we want Stacey Carrick to visit Faculty Senate on Finances before Summer?
 - Q: What would she talk to us about? A: What we already know..
 - Ultimately: No real value in her visiting
 - Comment that we would like to see the FY21 Fiscal statement
 - AP (Advanced Placement) Scores from 4 to 3 across the board to receive credit. Likely will pass a state vote and will lower requirement for credit to be received for:
 - American Government/Politics (34-924)
 - American History (33-905)
 - Calculus AB (17-120)
 - Calculus BC (17-120, 17-121)
 - Chemistry (24-114/115, 24-116/117)
 - Comparative Politics (34-310)
 - Computer Science A (44-241)
 - Computer Science Principles (44-101)
 - English Literature and Comp (10-908)
 - Environmental Science (04-420)
 - European History (26-103)
 - Music Theory (19-910)
 - Physics C - Mechanics (25-120/121, 25-230/231)
 - Psychology (08-103)
 - Spanish Language (14-141, 14-142, 14-242)

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Academic Petitions

- Meeting last Friday (2/11/22) 18 petitions.

Academic Appeals

- Haven't met since last meeting

CDR

- Sent out Agenda for next meeting
- Will meet next week.

DCM

- Finished collecting info about NW Core and outcomes. We identified gaps in NW core outcomes that are not being well assessed and found that Teamwork and Leadership weren't assessed in very many NW Core classes. We are requesting that Northwest Core courses that already involve some teamwork and/or leadership consider assessing teamwork and/or leadership. This will help close the gap that currently exists without asking courses to start incorporating teamwork and leadership.
- No proposals for a while

Assessment

- Met and while a Best Practices to meet HLC standards, There is no way to require anyone to follow these BPs – Have developed a Canvas site to track/enter ILOs and PLOs. Programs can jump the process and directly enter the information

Assessment and Evaluation Iteration 2 Part 1

NORTHWEST PROGRAM-LEVEL OUTCOME DEVELOPMENT

This course site is designed to provide more information and guide you in the creation, management, and tracking of your program-level outcomes. The manual includes the process and procedures the university is employing to create, align, manage, and track your program-level outcomes. The forms assist with gathering, coordinating, and reporting the outcomes to administration and accreditation bodies. Available at: [https://www.nw.edu/assessment/development](#)

PROGRAM NAME

PROGRAM CLASSIFICATION

☐ Undergraduate ☐ Graduate ☐ Certificate ☐ Other

DELIVERY METHOD

☐ Online ☐ On-Campus ☐ Both

SELECT SCHOOL/DEPT CODE

PROGRAM OUTCOMES #1

In this section, please provide your program outcomes and information about how you will assess program completion on this outcome. Include descriptions for each of the proficiency levels to provide a narrative explanation of what is expected for a program completion performance at the 4 different levels of this outcome. These descriptors will be placed in the assessment table in Northwest Canvas.

PROGRAM LEVEL OUTCOME	3 - HIGHLY PROFICIENT	2 - PROFICIENT	1 - EMERGING PROFICIENT	0 - NOT PROFICIENT
Program Outcome #1				

How will this outcome be assessed only in the program? Include the assessment name and in which course the assessment will be given.

COURSE NUMBER: _____

COURSE TITLE: _____

ASSIGNMENT: _____

How will this outcome be assessed not only through the program? Include the assessment name and in which course the assessment will be given.

COURSE NUMBER: _____

COURSE TITLE: _____

ASSIGNMENT: _____

- Next step is meeting with Provost
- Question about Tracking as Outcomes change A: Dashboard will track current and past outcomes.

Faculty Welfare

- Met last week – Four ongoing items
- Evaluations – Both committees are working – but nothing will change this year.
 - Faculty Eval form – Unit Leaders will like new form
 - New Form will be brought to Senate
 - Administrator Evaluations
 - “Can of Worms”
 - Waiting for AAR of Faculty Survey
- Grievance Policy – HR has a process, built is not Faculty-aligned. Not generally followed.
- Faculty Celebration for Promotion/Tenure – trying to develop mechanism to enhance celebration
- Conversation with Faculty perks WRT Athletics – Athletics skeptical about how this would work because they do not wish to lose revenue generated by ticket sales.

Budget and Finance

- Met recently
- These notes from Rhonda Beemer, One faculty Rep at Benefits and Wellness Meeting 2/10/22
 - BC/BS dropped TAVI for our fitness challenges. This affects our events because TAVI is not taking any more clients. This is part of the “Be a better bearcat” program.
 - Virtual Care is now in the Blue KC app. It is no longer a separate app. The service is still there to be used though.
 - OTC covid-19 tests are available to get 8 FREE tests per month (at home tests) by showing your pharmacy card. This is in the HR Bulletin. If you have to pay, use the form for reimbursement. Contact HR for more information.
 - Optim Tax documentation: HSA tax form is incorrect that was on Optim’s website. The contribution that was on the form is not correct. They will be reaching out to employees regarding updates. If you have already filed taxes, they will work with you. It was suggested to find another vendor as employees have had other issues as well with other aspects (portal for example). (Reviewed in email of 2/9/22 sent to Faculty)
 - Be A Better Bearcat: Fitness challenge discussions. I can talk to you about this as I’m on the sub-committee. Lecture series, activities, etc. What does everyone want? Surveying people to see what they need and want was suggested. Rhonda discussed the difference in the dimensions of wellness and wellbeing in general
 - Wellbeing Summit was mentioned. Waiting on finalized date and more information before we discuss in detail. Adam addition – Wellbeing Summit will be introduced at next full Senate meeting when Chris Dawe will be visiting
 - Lockton: No info as of yet regarding claims experience.
 - Healthier You: Points system discussion. Do not forget about this. It has been recommended that the University may want to move to a point system as well. Not sure if it is BC/BS or Lockton that suggests this (I missed it). It’s a discussion though.

Reviewing benefit consultant. Do we want to explore other companies other than Lockton. Searching for members on the sub-committee from Benefits and Wellness.

- Partnership with Family Guidance (Callie Loyde) – 2 days a week. She does not provide long term care. She is here to help triage and well help find long term care/additional resources. She is not meant to be the ongoing resource

Teaching and Learning

- Teaching and Learning Grants
- Agenda being developed for next year's training
- "Human Books" having a dialog with folks with a different view on 4/5/22 – form on the Owens library
 - <https://libguides.nwmissouri.edu/human>
- The teaching and learning committee is looking into the process of copying Canvas courses
 - Specifically, to clarify the processes/ policy with CITE for copying content put in Canvas for courses. (Clear, uniform standards)
 - Issues to include:
 - Does copying a Canvas site developed by another person constitute Academic Plagiarism?
 - In person course with another faculty teaching course, notifying faculty who developed course prior to copying
 - Credit given to faculty who developed course (non-OP) and (OP)
 - OP = online profession or online only courses; should this be the same or different?
 - Ability to modify past course (to delete old or outdated material)
 - Standards for OP courses in having another faculty teach course (any directions); Unclear directions what can and should be modified and what should not be modified to meet standards
 - Updating OP class or course shells
 - Other issues – Potential for Academic Plagiarism
 - Q: About equity between Fulltime and Adjunct faculty.

Legislative Committee

- AAUP chapter now official. Contact Dave Shadinger for more info.
- The situation in the State Senate is currently bleak, as they are gridlocked over the redistricting map for Congressional Districts, which the one Republican camp supported a 7-1 gerrymander, with the other group supporting a map echoing the current 6-2 split. Much other funding, including Federal Government covid funds for education, are being held up by this gridlock.
- The Missouri Department of Higher Ed and Workforce Development presented the higher ed budget and capital improvement proposals to the House Budget Committee. The proposal included the \$468 million in Higher Ed projects as part of the \$2.8 billion American Rescue Act.
- The House Higher Education Committee, chaired by Brenda Shields (R-St. Joseph) voted to pass a bill that would allow A+ students to spend up to \$5,000 in unused A+ funds toward a bachelor's degree

- The Committee also passed a bill that would grant religious organizations protections from being treated differently than other campus organizations.
- The House has rejected Parson's call to improve all state jobs to a minimum of \$15/hour, scaling it back to \$12 as a new minimum (which will be the entire state rate next January) and \$15 only for frontline workers. His 5.5% increase for all state workers is still up in the air. Missouri's state employees are the lowest paid in the entire country, and not surprisingly, its 26% turnover rate is very problematic.

Old Business

- None

New Business

- Faculty Senate Elections for AY22-23:
 - Only a single Nomination for Vice President – No other nominations
 - At-Large Senator voting ends 2/15/22
 - Election and confirmation of Departmental/School Senators start next week
 - New Senators needed for:
 - Dept. Fine and Performing Arts
 - Dept. Humanities and Social Sciences
 - Dept. Language, Literature, and Writing
 - Sch. Agricultural Sciences
 - Sch. Computer Science and Information Systems
 - Sch. Health Science and Wellness
 - Confirmation of Alternates needed for all Departments and Schools
- Nominations for Vice-President-Elect, Secretary-Elect, and Parliamentarian-Elect: submit nominations to Secretary Alexander Taylor on or before 3/2/22
- Faculty Senate Meritorious Award nominations due by 3/16/22 (Reading 4):
 - These non-monetary awards are presented to individuals in recognition of their contribution to the Northwest Community. Academic Unit Senators – please survey your faculty for nominations. All nominations must complete the accompanying form (and letter) and be received by Peter Adam by 3/16/22
- Senate Committee Survey (Reading 5):
 - Survey is being discussed in Senate Committees in order to reveal issues with membership, quorum, attendance, and distribution of minutes and reports. Results may be discussed in future meetings and/or result in proposal for changes to the Faculty Senate By-Laws.

Proposals

ID	Initiator	Proposal	Type	Name	Notes
1	Miranda Myles Jackson	113-21-09	Course Deletion	ART 13392 Typography 2	
2	Miranda Myles Jackson	113-21-10	Course Deletion	ART 13406 Professional Portfolio Review	

Vote on Proposals

- Yeah:Nay:Abstain 19:0:0 on both
 - Both proposals passed

Items for Discussion: Changes to Faculty Senate:

- Proposal and discussion followed by official wording in subsequent week
 - Dissolution of Budget and Finance, incorporation into Faculty Welfare
 - Floater Chair for ad-hoc committees
 - Assistant Chairs and Directors to serve on Senate

Items from the Floor

- None

Closed Sessions

- None

Zoom Prizes/Adjournment

- Rob Voss – has a white picket fence
- Adjournment at 1722