

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

Attendance

- All Present with the following exceptions
 - Patrick Immel
- Meeting Called to Order at 1530

Approval of the Agendum

- Passed with the following updates
 - LT Cullin and Dr. Wilmes at 1600

Approval of Last Minutes

- Approved unanimously

Reports:

Provost

- Legislative update
 - MoExcel
 - Capital Items – should be approved.
 - AP – May not be approved
 - Dr. J announced leaving
 - Board about to meet in next 10-15 days with an announcement for interim based on media sources.
 - Question about Timeline for replacement (Search)
 - A: Preliminary work during summer, Launch Hiring action in Fall
 - Likely not until June Next year to get on board
 - Question: Has the BoR talked with NLT about needs for Interim?
 - A: They called NLT in - not much shared info, more about expectations in the future and generalities.
 - Expect a quick announcement about the Interim.

- Question: If Provost/Vice Provost is appointed (internal) – would backfill their position with another interim (cascading interims)
- Question Has Dr. J. found another position?
 - Nothing has been announced
- Directors and Chairs met with Buddy Mayfield (Financial Aid)
 - If assigning an F to a student – date of last contact with student needs to be entered.
 - Question about when the timestamp should be. If a student logs in and completed an assignment (but doesn't attend class, etc) that is the last date of contact
 - Q: Stance on Professors to academically drop students.
 - A: We have the ability to do so.
 - Maybe have Mayfield come talk to us about implications of faculty doing admin drops and the implications on financial aid
 - Q: Attendance Policy – Provost-approved absences - What are they (e.g., Athletics)
 - Only “official” are events involving visits to the Capitol.
 - Q: about evaluations for Chairs and Directors. What was purpose?
 - For reasons of consistency, same questionnaire was used.
 - Retirement reception on 4/29/22.
 - Email response (4/6/22) from Provost concerning absences:
 For any students who are assigned a grade of F, please remember you are encouraged to provide a date confirming the student's last date of academically related activity. This option will be presented to you when submitting your grades on the CatPAWS page titled “Final Grade Entry Sheet”. The field to submit the last date of attendance or academic activity is labeled “Last Attend Date MM/DD/YYYY”. Also remember not to use “attend Hours” as the clock hour attendance system is not applicable to any of our academic programs. The intent of this process is to allow the University to acknowledge any portion of the term where the student remained engaged in academically related activity. For reference, below is a portion of the published guidance that helps define what is and what is not considered attendance or academically related activity.
 Academic attendance or attendance at an academically related activity **may include:**
 physically attending a class where there is an opportunity for direct interaction between the instructor and students; submitting an academic assignment; taking an exam, completing an interactive tutorial, or participating in computer-assisted instruction;
 attending a study group that is assigned by the school;
 participating in an online discussion about academic matters; or
 initiating contact with a faculty member to ask a question about the academic subject studied in the course.

Academically related activity **does not include** activities where a student may be present but not academically engaged, such as: logging into an online class without active participation, living in institutional housing, participating in the school's meal plan, or participating in academic counseling or advisement.

President

- Recycling Competition (Readings 1 and 2, Presentation 1)
 - April 1-22, 2022 (Student-focused)
- Northwest Awards and Recognition Ceremony
 - Mon. Apr. 4, 2022, 3:00-4:30 Student Union Ballroom
 - Already passed – probably need greater Faculty appearance
- Celebration of Quality
 - Fri. Apr. 8, 2022, 3:00-8:00 PM Student Union
- Northwest Well-Being Summit
 - Mon. Apr. 18, 2022, 2:00-3:30 PM or 3:30-5:00 PM Student Union Ballroom
 - Cancelled since posting of agendum. Will be in Fall. (TBA)
- Bearcat Bash presented by Staff Council and Faculty Senate
 - Wed. April 27, 2022, 4:00-6:00 PM in the Pavilion
 - Call for volunteers (from Senate) for planning
 - Mike Miller
 - Renee Oyotode-Adebile
 - Kenton Wilcox
- Northwest Faculty Retirement Reception
 - Fri. Apr. 29, 2022, 3:00-5:00 in the Student Union Ballroom
- Director, Student Success Centre (via Allison Hoffmann)
 - Call for volunteers to participate in Interviews for the position
 - Mike Miller
- Faculty Senate report given to Board of Regents (3/17/22)
 - Met on 3/27/22 – briefed on Senate Report.
- Board of Regents (3/17/22)
 - During finance report, Chair Moore suggested looking at idea of paying lower wages to allow workers to claim Federal help for Medical Insurance
 - Krista Barcus reported that most NW employees are on “employee only” plan and seek external coverage for family. Followed by suggestion to get rid of family plan. We should follow up and see if the 8-12 individuals driving cost increases are staff or family?
 - Presentation by Wellbeing Steering Committee met with skepticism. Chair Moore stated that while it was good to get information for improvement of (primarily employee) wellbeing, he is concerned about costs and says that implementation must be a thoughtful process. Moore also asked if rather than developing new programs as a result of the wellbeing survey, will it be possible to eliminate some things?
 - Presentation by Justin Mallett identified a switch in goals from access to equitability. Mallett working with partners on City Council and Mosaic to spread message of DEI

- Presentation on Infrastructure by Stacey Carrick – 4 steps to solving energy crisis:
 1. Select 2-3 vendors to generate proposal (now)
 2. Choose final vendor (September)
 3. Implementation
 4. Verification
- Approval of average 5% cost hike, representing a combination of tuition and fee increases that differed slightly between undergrad, grad, and OP students and as approved by Student Senate. Approved by BOR: 7-2-0
- President Search: Public letter of outcry:
 - <https://docs.google.com/document/d/1B9ChORg143RoGhoSlxT8tWaoVF8HL39A/edit?fbclid=IwAR3b90wj5gK3x2YbDI2gW295HdXAhfKe8IYMvQc2LJYNpCEuKCfEjqvVuWM>
- Engagement Survey:
 - Met with Selena Foreman (Staff Council) Fri. 3/25/22 and presented to NLT Tue 4/29/22. Staff report dissatisfaction with:
 - Well-being and perks (flex hours, 4-day work week, parking, work-life balance, access to fitness center, discount for Horrace-Mann)
 - Compensation (duties and job descriptions, money in budget for appreciation, evaluations and no incentive for excellence, stagnant wages (CUPA and longevity) and inability for promotion)
 - Communication (transparency, big picture, all-employee meeting)
 - (Minority) Healthcare, collaboration, technology, training, personnel, physical campus
 - (Top 3 for Faculty: Healthcare, Compensation, Trust/Communication)
 - Dr. Adam will be meeting with Chairs/Directors next week

Committee Reports

- Petitions
 - ⊖ Had a meeting 2 weeks ago – 13 appeals
- Appeals
 - Have not met
- Curriculum and Degree Requirements
 - Last meeting of semester next Tuesday.
- Designated Curriculum Matters
 - Meeting tomorrow – will talk with Student Affairs about teamwork leadership in the assessment.
 - Request to look at NW core classes and see if assessment of Teamwork and Leadership is being done
- Assessment
 - Ongoing meetings regarding PLOs – process established – will be disseminated to departments (likely next Fall)

- Faculty Welfare
 - Meeting with Provost and Director, HR about grievance policy – Policy will be created, and will go into Policy Library. Gallaher will write policy, Director and Provost will deal with process.
 - Question about looking into Missouri West policy?
 - Yes, they have.
- Budget and Finance
 - I spoke with Dr. Haddock on Monday. He has completed the updates to the faculty salary matrix and forwarded the new matrix to Provost Hooyman, VP Green, and VP Carrick for review. Once he has received feedback from them, he will contact me to review the updated version and share a comparison of the current matrix to the fall 19 version (which is currently in use).
- Teaching and Learning
 - Met with CITE & Student success to plan for professional development for the 2022-2023 academic year; based on recommendations gathered from the teaching and learning committee.
 - CITE still welcomes input for sessions (e.g., specific types of information/ areas of pedagogy). Some of the recommendations included short sessions to learn and then implement learning; recommended drop in work-day prior to course development, and recommended .EDU conference of sharing innovative ideas from faculty, trainings that involve process (e.g., NW360), and incorporating social media and new apps into the teaching process. (They need specific requests for implementation of Social Media)
 - CITE will also develop tips on the various ways that faculty can document attendance and participation in the trainings. Faculty should sign-up for trainings to get links to recorded videos and to count towards professional development. Next meeting April 21st to finish final report and set goals for next year.
- Legislative
 - No report
- COTE, Grad Council, Research, IRB, Animal Welfare, University Seminar
 - No Report

Old Business

- Update on proposal 222-03-02 – Change Course AGRI 03543 Soil Chemistry: Environmental Quality and Plant Nutrition (passed with conditional amendment by Faculty Senate 3/16/22)
- Update on Faculty Senate endorsement of new staff position for proctoring center (from 1/19/22). Point is moot.

New Business

- Guest Speakers LT Cullin and Dr Wilmes (CV-19 update)
 - 1 active case on campus
 - Q: Any update on Omicron XE variant?
 - Omicron BA1 and BA2 – currently in Europe. Doesn't appear to be causing any surges.
 - Wilmes is still attending meetings – no BA2 is the dominant strain in US – Not evidence of XE. BA2 not quite as prevalent in Missouri.
 - Nodaway 1 current hospitalization (not local) – in Mosaic System.
 - 7-day average has been 1 for last several weeks
 - Meetings have been suspended
 - Governor, announced that we are endemic (not pandemic)
 - i.e., no longer overwhelming government systems (medical, academic, etc)
- Faculty Senate Officer Election for AY22-23 – last call for nominations and vote
 - VP-Elect Voting (Rhonda Beemer)
 - Yea/Abstain/Write-in 18/0/0
 - Secretary-Elect (Robert Bergland)
 - Yea/Abstain/Write-in 17/1/0
 - Parliamentarian-Elect (Peter Adam)
 - Yea/Abstain/Write-in 18/0/0
 - All voted into roles
- Faculty Senate Meritorious Awards for AY22-23 – last call for nominations and vote
 - LT Cullin & Dr. Wilmes (nominated twice)
 - Yeah/Nay Abstain 17/0/1
 - Dr. Victoria Seeger
 - Yeah/Nay Abstain 14/3/1
 - Dr. John Jasinski
 - Yeah/Nay Abstain 16/1/1
- Faculty Senate By-Laws Changes – Discussion
 - Abbreviated Results of Committee Survey (Reading 3)
 - Proposed edits to the By-Laws are presented piece-meal to streamline discussion and voting. Each proposal includes red-line and highlighted edits to the current By-Laws:
 - *Note: Assistant Chairs and Assistant Directors on Faculty Senate*
 - *Will not be considered until individuals in question are notified.*
 - Each proposal includes red-line and highlighted edits to the current By-Laws:
 - By-Law Proposal 01: Inclusive language (changes throughout)
 - By-Law Proposal 02: Minor edits (changes throughout)
 - By-Law Proposal 03: Provision for committee leadership (Section 17)
 - By-Law Proposal 04: Clarification of quorum (Section 17)
 - By-Law Proposal 05: Assessment Committee (Section 17.20)
 - By-Law Proposal 06: Teaching and Learning Committee (Section 17.23)
 - By-Law Proposal 07: Budget and Finance Committee (Sections 16 and 17)
 - By-Law Proposal 08: CDR (Section 17.12)
 - By-Law Proposal 09: DCM (Section 17.13)
 - By-Law Proposal 10: AIP (Section 17.24) (see also Reading 04)
 - Proposal to bundle By-Law Changes brought up and passed unanimously
 - Amendments

- Suggestion to change to name of the combination of Budget and Finance with Welfare – new name will be **Welfare, Budget and Finance**
 - Replace old Name of T&LC
 - Motion to Table vote until later
- Discussion of accessibility to Faculty Senate and Committee agenda, minutes, attendance, records, and year-end-reports
- Resolution for Bill 1634 of the Missouri General Assembly concerning Critical Race Theory (Reading 05)
 - Suggestion to inform the NLT (president, Provost and BoR), officially, how the Senate feels about the resolution
 - Motion to put resolution up to vote
 - Vote: Yea/Nay/Abstain 12/1/4
- Curriculum Proposals
 - Postponed to next time due to time constraints

ID	Initiator	Proposal	Type	Name	Notes
1	Miranda Jackson	113-21-11	Course Deletion	ART 13415 Interactive Digital Media Seminar	
2	Anthony Olson	119-22-15	Change Course	MUS 19482 Methods in Secondary School Instrumental Music	
3	Anthony Olson	119-22-16	Change Course	MUS 19484 Methods in Secondary School Vocal Music	
4	Jenni Wall	121-17-01	Change Course	MATH 17625 Number and Operation for Elementary Mathematics Specialists	
5	Jenni Wall	121-17-02	Change Course	MATH 17626 Rational Numbers and Ratio and Proportional Relationships for Elementary Mathematics Specialists	
6	Jenni Wall	121-17-03	Change Course	MATH 17627 Algebraic Reasoning for Elementary Mathematics Specialists	
7	Jenni Wall	121-17-04	Change Course	MATH 17628 Geometry and Measurement for Elementary Mathematics Specialists	
8	Jenni Wall	121-17-05	New Course	MATH 17-630 Practicum for Elementary Mathematics Specialists	
9	Jenni Wall	121-17-06	Change Program	Elementary Mathematics M.S.Ed.	
10	Charles Hoot	121-44-02	Change Course	CSIS 44566 Machine Learning	
11	Jenni Wall	121-62-14	Change Course	EDCI 62623 Mathematical Leadership: Foundations of Curriculum Development	
12	Jenni Wall	121-62-15	Change Course	EDCI 62624 Mathematical Leadership for Elementary Mathematics Spec.: Influencing and Facilitating Improvement	
13	Denise Case	221-44-01	New Course	CSIS 44-630 Continuous Intelligence and Interactive Analytics	
14	Joni Adkins	221-44-02	Change Program	Master of Science in Data Analytics	
15	Terry Long	222-22-01	New Course	HPER 22-671 Healthcare Delivery Systems	
16	Terry Long	222-22-02	New Course	HPER 22672 Healthcare Finance	
17	Terry Long	222-22-03	New Course	HPER 22673 Trends and Opportunities in Healthcare Management	
18	Terry Long	222-47-01	New Course	NUTR 47-680 Dietetics Internship	
19	Blackford/Lim	222-54-01	New Program	MBA with Healthcare Management Emphasis	
20	Ben Blackford	222-55-01	Change Course	MKTG 55434 Marketing Management	

Items from the Floor

- Kenton Wilcox – Written statement from Cali Lloyd – her role and resources provided (Mental Health Advocate):

For Northwest employees needing help accessing mental health resources:

Northwest has partnered at Cali Lloyd, at Family Guidance, to assist us as our Mental Health Advocate. Email Cali at any time, clloyd@fgcnw.org.

It can be hard for someone in crisis to select services from a website. We can get frustrated calling an 800 number and getting a busy signal. And we can feel uncomfortable walking into a university office or calling HR for help. That is why we've partnered with Cali. She is our Mental Health Advocate, to help us navigate our mental health options and provide support. Her services are confidential. Her office is off campus. She understands the services available to us.

As a mental health professional, Cali is also able to provide counseling that we may need in acute crisis. The following numbers may be helpful while waiting for a response from Cali:

University Police 660-562-1254

Mosaic Medical Center 660-562-7922

Mindful By Blue KC 833-302-MIND (6463)

Employee Assistance Program 800-964-3577

Comprehensive Mental Health Services Support Line 888-279-8188

Children & Family Center Crisis Hotline 866-382-7867

National Suicide Prevention Hotline 800-273-8255

For more information, contact the Office of Human Resources at 660-562-1127.

- Award presented to Peter Adam for acting as Faculty Senate President.

Closed Sessions

- none

Zoom Door Prizes and Adjournment

Adjourning at 1730