

## Senate Meeting Minutes Sept. 7, 2022

Present: Alexander, Beemer, Adam, Bergland, Black, Chloupek, Ford, Gallaher, Voss, Abington, Bandi, Cline, Myllykangas, Olson, Scofield, Meyer, Jornaz, Islam, Miller, Adebile, Fella, Smith, Skinner  
Absent: Rourke (Alternate: Bergland)

### **Call to Order**

Alexander called the meeting to order at 3:32.

### **Approval of the Agenda**

The agenda was approved unanimously.

### **Approval of the Minutes**

The minutes of the Aug. 17 meeting were approved unanimously.

### **Reports**

#### NW President's Report (Green)

##### *Budget*

- Finance personnel will lead budget sessions throughout campus in the fall and will also have meetings in the spring to involve staff and faculty in the budgeting process. Gallaher offered the Faculty Welfare, Budget & Finance Committee as an existing means to provide faculty input on the budget.
- Current VP Stacy Carrick is working on sending a document to the president about appropriation requests. The typical ask for the legislative budget is CPI (inflation). Last year we received 5.4%. The CPI in the most recent year is 9.1%; we will likely be asking for that amount, but are not expecting such a large jump.
- Campus personnel have met with county officials about purchasing or leasing Rodeo Arena. Currently, the Arena is used to board horses and other animals.
- Retention payment: The Board of Regents will be meeting tomorrow, and at that meeting they will be voting on a retention payment for employees. While the Board may choose to tweak the plan presented, Green was confident that 95% or more of employees would receive the proposed \$1,500 net payment. Because previous attempts to give incentives/rewards for past performance were deemed as bonuses and thus not legal, this award is designed for the future, by giving a retention bonus for those employed (excepting those on improvement plans) as of Oct. 1 and still employed Feb. 1, 2023, to be paid in February. Green said the Board recognizes pay/compensation is behind where it should be and is committed to improving compensation to recruit and retain employees. The University is working on a compensation plan.

##### *Athletics*

- Mosaic will likely be donating a second athletics person to serve on the athletic training staff, which will free up budget monies.
- Athletic Director Andy Peterson is working on an athletics plan (estimated delivery date in the summer) that will look at increasing the number of athletes in various sports as a means to boost overall enrollment. For example, the men's and women's track program, currently with 50 athletes, could have up to 150. Most sports are not fully "scholarshipped," and adding some scholarships (staying within NCAA/conference limits) could help attract more students to Northwest.

#### Provost's Report (Hooyman)

Hooyman was unable to attend the meeting.

### Human Resources (Barcus)

HR has transitioned Northwest's third party benefits consultant to USI. Preliminary projections look favorable, and they don't anticipate huge increase in health premium.

The office will be rolling out a new toolkit for hiring and onboarding training for new employees. Faculty may be interested in learning about the onboarding that is used for staff.

Barcus noted that Holly McMillan has been contracted as a wellness counselor through Family Guidance. There will be training sessions in November, and on Sept. 22 there will be a keynote speaker on well being.

### Health Line (Cullin)

Cullin said they have selected Dr. Wilmes' replacement. Estella, a nurse practitioner. She thanked faculty for turning in reports on student mental health.

In response to questions she said that at the flu vaccine will be made available at the upcoming Health Risk Assessment screening. No mass vaccination is planned for the new Omicron COVID variant. Masks are still available, however.

### **Old Business**

Brennan Lehman, assistant vice president of Information Technology, was invited by Senate to come speak about the new security policy proposal and to solicit feedback. Senators expressed concerns especially about deleting a phrase/approach of "probable cause" for investigating any employee/student computer use in the new policy, with worry about doing legitimate academic research that might involve otherwise questionable websites. Lehman said that the department and university does not have "the capacity or interest in monitoring individual accounts," and they would follow the old policy approach in terms of not investigating without a valid reason. He did note that in the case of ransomware or other attacks, that IT might need to access computers on very short notice to preserve security, and that users should not have any expectation of privacy on university computers and should be conscious of what they put on a work device. Another concern raised was with intellectual property; Lehman said that the new policy is just about security, and that the IP policy remains unchanged. Lehman noted faculty suggestions about softening the language in parts of the policy and would come back to the Senate with revisions.

### **Huron presentation**

The group from Huron, which is serving as a consultant on enrollment management, gave a 40-minute overview of their findings and recruitment plan, a condensed version of what they will give to the Board of Regents at the upcoming meeting. The Powerpoint is available for everyone. Some key highlights:

- Demographics indicate a declining number of high school graduates and a more diverse population, with an increase especially in the number of Latinx students (those students this year outnumbered African-American students)
- The cost of college has increased significantly both overall and as a percentage of household income, especially for minority students
- Retention and graduation rates for minority students shows a gap compared to white students
- The increased numbers of international students is promising, but more resources may need to be devoted to supporting those students
- The plan for how to face some of these challenges is detailed in the Powerpoint and involves having a more centralized and coherent university approach to recruiting, a coordinated marketing and communication effort and improvements in data and technology to find opportunities to target recruiting and retention efforts.

### Senate President's Report (Alexander)

Some highlights from Alexander's report:

- Dorm maintenance costs:
  - North Complex – occupied \$195,00
  - Dieterich Hall (when unoccupied) \$75,000
  - Phillips Hall: All utilities now completely shut down. Not incurring Facility-related operational expenses.
- Adams list from “Desired Qualities of the Next NW President” meetings was forwarded on to Regent Moore and the search committee
- Student Senate extended a formal invitation to designate one Faculty Senator to attend Student Senate meetings (Tuesdays 7 p.m.).
- Total Compensation Committee: Faculty representative Matt Symonds reported to Alexander that the group has met several times, reviewed the proposals from consultant vendors and conducted a Zoom interview with each of the vendors. Purchasing has also followed up with reference checks and we have received answers to follow-up questions we had after the interviews. The evaluation team will be scoring each vendor's proposal and submitting scores to Purchasing. A vendor will be selected in the next couple weeks

### Committee Reports

- Academic Petitions (Miller): Meet twice, heard a total of 17 petitions and will meet next week
- Academic Appeals (Bandi): Met three times in Aug., heard four appeals, approving one.
- Curriculum and Degree Requirements (Meyer): Will meet next week. Meyer once again encouraged representatives to push for their units to submit materials by Oct. 18 for the Oct. 25 meeting, avoiding a forced push for new programs.
- Designated Curricular Matters (Richardson): No report.
- Assessment (Voss) : No report.
- Faculty Welfare, Budget, and Finance (Gallaher): Will meet soon. There is a full agenda for this year, with numerous things carrying over from last year.
- Teaching and Learning (Myllykangas): Will meet Friday. There are also numerous proposals from last year that the committee will be working on.
- Legislative Committee (Brett Chloupek) : No report.
- COTE, Graduate Council, Research, IRB, Animal Welfare, University Seminar: No reports

### New business

#### *Tenure and promotion committee*

The following people were elected to serve on the Tenure and Promotion Committee:

Language, Literature & Writing: Rytting

HSW: Symonds

Comm/MMED: Joachim

Math & Stats: Sadek

The motion to accept these results passed unanimously.

*CDR Proposal 222-51-01* (adding a new course, ACCT 51-302 Accounting Analytics)

Motion passed: 19-0-0

*AAUP (Adam)*

Adam noted that the chapter needs a minimum of eight people to retain its chapter status, and with the loss of some former members to retirement, the chapter needs to add more members soon.

*Presidential Search Update (Adam)*

The search committee has prepared a pamphlet of information (prospectus) about the university and qualities being sought for prospective candidates. The Prospectus can now be downloaded at <https://www.nwmissouri.edu/aboutus/president/search.htm>. The prospectus will be sent to people recommended/nominated, instead of openly advertising (a place for nomination is on the committee website; nominations can be made using the email address at the bottom of the search page (NorthwestPresident@anthemexecutive.com). The number will be winnowed down to about 20 for the committee to look at/conduct Zoom interviews, and then the committee will further narrow down the list to three. At that point, the names will be public and the three will be invited to campus for presentations and forums.

*Faculty Athletic Report (Beemer)*

Beemer invited comments and suggestions from faculty about any issues regarding athletes. She encouraged advisers to be conscious of NCAA eligibility requirements in terms of hours (preferably 15 hours, but 12 minimum each semester, full-time) and in terms of schedules (especially being conscious of labs). She also encouraged good communication between students and faculty and coaches in terms of providing documentation and advance notice of any absences, which carries over also into all other non-athletic university-sponsored organizations and events.

**Adjournment**

Alexander adjourned the meeting at 5:34.

Fall Senate Meetings: September 21, October 5, October 19, November 2, November 16, December 7,