

Fiftieth Faculty Senate

Northwest Missouri State University

Full Senate Meeting Minutes

September 6, 2023

Members in Attendance: Rhonda Beemer, Rob Voss, Kristi Alexander, John Gallaher, Jill Baker, Brett Chloupek, Elyssa Ford, Giselle Greenidge, Keely Cline, Araceli Hernandez Gonzalez, Tony Olson, Devlin Scofield, Trevor Meyer, Csilla Tasi, Mike Miller, Johnny Chuang, Kylie Wilson, Aziz Fella, Ashley Strickland, Mabelle Skinner, Jeff Bradley, Alisha Campbell (alternate for Jennifer Wall).

Members Absent: Jennifer Wall and Richard Black

- **Call to Order**
 - Past President Kristi Alexander called the meeting to order at 3:30 p.m.

- **Senate Change of Leadership**
 - Past President Kristi Alexander transferred leadership to President Rhonda Beemer
 - President Beemer presented Past President Alexander with a token of the Senate's appreciation for her service

- **Approval of Agenda Motion by Trevor Meyer/Second by Johnny Chuang**

Yea- 9 Oppose- 0 Abstain-5

- **Approval of Minutes Motion by Brett Chlpoupek/ Second by Michael Miller**

Yea-9 Oppose-0 Abstain-5

- **Reports:**
 - **NW President Report (Dr. Tatum)-** Dr. Tatum did not have anything to report today. President Beemer invited him to attend Senate at another meeting to meet the Senators and introduce himself.
 - **Provost's Report (Dr. Hooyman)-** The Provost is out today and did not have a report.
 - **Human Resources (Krista Barcus)-**
 - Ms. Barcus shared that an Employee Wellness Coordinator has been hired in Human Resources. Dr. Melissa VanBuren joined in May. Dr. VanBuren hopes to come to departments and introduce herself. She has developed a wellness website that is located on the HR webpage. She is working on a financial well-being site, as well, which will be posted this Friday 9/8. She is working to develop materials within the Wellness Wheel One of Dr. VanBuren's foci is to review the data we receive from Blue Cross/Blue Shield (BCBS) to determine the education needed around employee health and wellness.
 - The Employee Satisfaction Survey and health insurance open enrollment will happen in October, dates TBA. Ms. Barcus encourages all employees to take the engagement survey to assure that employee needs are heard by leadership.
 - Physician Health Screening with lab is due October 15th. Billing issues with Mosaic and BCBS have been worked out. Labs should all be sent to Quest rather than through Mosaic Medical Center. Employees who do not do the physician screening will have a \$50 premium differential.
 - Football employee appreciation event coming on October 7. Employees are eligible for discount single game football tickets which can be purchased online.
 - Compensation Study Information: Key stakeholders were provided with the results of the study. The Board Of Regents will be provided with the results tomorrow. Evergreen consulting has provided recommendations about what the next steps should be for compensation. HR and the NLT will partner with Evergreen to lead and guide the creation of a framework around compensation. The goal for NLT is to have decisions and plans in place for FY25. Ms. Barcus provided the answers to questions submitted by Faculty Senate, (see attached document).
 - President Beemer indicated that she would take any additional questions to Krista.
 - **University Police (Dr. Green)-** Dr. Chief Green did not have a report today

- **Special Guest- Dr. Tyler Tapps, Director of Wellness Services**
 - Wellness Support link in every Northwest class providing immediate ‘real-time’ access to 24/7 counseling, alcohol checkups, cannabis checkups, and Therapy Assistance Online (TAO) and Teleshealth (telehealth services) for all students and staff
 - With RESPOND training no longer accessible: we have developed a comprehensive yet more time-efficient training for mental health awareness called CALM. It will launch in September
 - Developing and implementing our “Mental Health Playbook” a guide for instructors/staff and students for all things mental health to keep our students in the classroom. It comes complete with drafted email responses and motivational interviewing techniques for all those who really don’t know how to engage someone suffering from all forms of mental health
 - Includes the new resources developed by the county related to access to care
 - University Seminar updates related to Wellness- Wellness Center staff is making the rounds to University Seminar to help educate students on the importance of making good decisions around alcohol
 - Dr. Tapps reminded faculty that ‘don’t cancel that class’ is available to any faculty
 - Questions were asked about statistics related to binge drinking, statistics, and the ability to verify absences under HIPPA
- **Senate President’s Report (Dr. Beemer)**
 - President Beemer asked all senators to introduce themselves to begin the year.
 - Missouri HOPE is October 13-15 and is in need of volunteers to play victims. Contact Peter Adam for more information.
 - Northwest is now a registered Exercise is Medicine Campus
 - <https://www.exerciseismedicine.org/eim-in-action/eim-on-campus/>
 - October is EIM month- will be many activities for faculty, staff, and students
 - Movespring app challenges are coming from Dr. Van Buren and Human Resources
 - October 15 Flu Clinic and Physician Screening Forms due
 - Committees are done and were sent to chairs. A new survey system is in place and will be used for future committee assignments. President Beemer has received a few charges from the Provost and she will work with committee chairs to share the Provost’s charges
 - Updated senators and alternate sheets will be provided in the next agenda
 - President Beemer will present to the Board of Regents on 9/7/23
 - Senator Meyer asked about the ratification of the constitution and by-laws and those will be completed and edits made
- **Academic Petitions (Dr. Miller)**
 - First meeting next Thursday, 9/14
 - Smaller committee with probation, expulsion, and suspensions separated and those cases are now heard by the Student Persistence Committee.
- **Academic Appeals (Dr. Greenidge)**
 - Senator Greenidge Committee has not yet met, waiting on information from the Registrar’s Office
- **CDR (Dr. Meyer)**
 - CDR has not met yet. First meeting will be 9/12. If there are new programs that need to be approved those programs must be approved by the end of October. Senator Meyer indicated that he hopes that proposals come with all pieces of the proposal complete with as much information as the proposer can provide
- **DCM (Dr. Hill)**
 - Senator Meyer provided the report for Dr. Hill and indicated that CDR and DCM will work together this year
- **Assessment(Dr. Fellah)**
 - Senator Fellah indicated that the committee has not met yet

- **Teaching and Learning (Dr. Gallaher)**
 - Senator Gallaher indicated that the Teaching and Learning committee will be taking over the PD days in the fall. Dr. Gallaher indicated that he would be looking for another chair for the committee should someone be interested in chairing the committee
- **Academic Integrity Panel (Dr. Scofield)**
 - Senator Scofield indicated that the first meeting of the committee would be 9/27
- **Parliamentarian (Dr. Gallaher)**
 - Senator Gallaher indicated that changes to the by-laws, etc. can be collected during the year or can be acted upon in real time as needed
 - Senator Gallaher engaged a discussion about the relationship between CDR and DCM and the relationship of the two committees relative to the Senate by-laws
 - Senator Gallaher indicated that committees could review the by-laws and determine the need for tasks, etc.
 - Senator Gallaher engaged a conversation about the report given regarding the compensation study
- **Faculty Welfare, Budget, and Finance (Dr. Ford)**
 - Senator Ford indicated that the committee has not met but will meet in October.
- **Legislative (Dr. Chloupek)**
 - Senator Chloupek indicated that the committee has not met
- **COTE**
 - COTE meets 9/7 and the new chair will be appointed then
- **Graduate Council, Research, IRB, Animal Welfare, University Seminar**
 - No reports
- **Old Business**
 - None
- **New Business**
 - Proposals
 - No proposals were in need of review
- **Items from the Floor**
 - Senator Ford asked for some time to introduce new senators to the Faculty Senate process, work product, etc. President Beemer indicated that she has acquired the old minutes and would encourage all new senators to read the old minutes to learn about the work that Senate has done in the previous year.
 - Past President Alexander indicated that the Canvas site is still a work in progress. President Beemer showed the Canvas site and encouraged senators to use the site as a great resource for all faculty
 - Senator Gallaher encouraged each senator to take their faculty members through the Canvas site to familiarize faculty with the resources available on the site.
 - President-Elect Voss shared that former committee chairs should serve as ex-officio members of committees for the first few meetings so that there is a continuance of information and support.
 - Senator Skinner noted that there is a discrepancy on the academic calendar for Thanksgiving and spring breaks. She indicated that those who are teaching both face-to-face and online are given essentially no break from teaching. President Beemer indicated that she would share that information with the Provost
 - Senator Miller has agreed to serve on the academic calendar committee and he will bring concerns about the calendar to the committee
- **Closed Session (When Necessary)**
 - No closed session

President Beemer adjourned the meeting at 5:00 p.m.

Respectfully submitted on 9/7/2023,
Jill Baker, Secretary

