

**Fifty-First Faculty Senate
Northwest Missouri State University
Full Senate Meeting Minutes**

February 19, 2025

Members in Attendance:

Rhonda Beemer, Rob Voss, John Gallaher, Jenni Wall, Giselle Greenidge, Peter Adam, Ashley Black, Araceli Hernandez-Gonzalez, Tony Olson, Luke Rolfes, Bao Pham, Mike Miller, Jill Baker, Shantel Farnan, Ashley Strickland, Johnny Chuang, Jeff Bradley, Luke Campbell, Dawn Gilley, Kylie Wilson, Laura Kauzlarich, Damon Leiss (alt. for Amy Hillard)

Members Absent:

Oscar Perez-Hernandez, Cindy Tu, Amy Hillard, Alex Taylor

- **Call to Order**
 - President Voss called the meeting to order at 3:33 p.m. via Teams due to the closure of campus.
- **Approval of Agenda Motion by Tony Olson/Second by Dawn Gilley**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Tony Olson/Second by Dawn Gilley**
 - The minutes were approved unanimously.
- **Reports:**
 - **NW President Report**
 - None- President Voss noted that Dr. Tatum was to have been in attendance today, but due to the closure of campus his schedule changed and he was not able to attend. President Voss noted that he shared with Dr. Tatum and Jacob that the regular interaction by previous university presidents with Senate was typical and that Dr. Tatum is always welcome to attend the meetings. Dr. Tatum will attend Senate on March 19.
 - **Provost Report (Dr. Hooyman)**
 - Dr. Hooyman reported that there are several diversity and inclusion bills in the Missouri House and Senate. On February 18 there was an Executive Order from Governor Kehoe effectively eliminating all diversity and inclusion initiatives and programs from state institutions.
 - Dr. Hooyman reported on the transfer bill that currently impacts five programs, (business, biology, nursing, and psychology), to have a statewide agreement for 60 hours of transfer. Dr. Hooyman is working on wording based on articulation and transfer agreements between several of our closest partners so that the language of the bill will match our agreements and potentially exempt Northwest from the bill.
 - Dr. Hooyman fielded a question from a senator about the 60-hour transfer agreement specifically related to the courses that may be required for that degree. Additionally, she fielded a question about

whether or not the two-year institutions would potentially revoke their articulation agreements with Northwest. Dr. Hooyman said that she and Dr. Hoffman are working on the relationships and the articulation processes that are currently in place. Many of our partners support the agreements that Northwest has in place. She fielded a question from a senator about whether or not this five-program beginning would serve as a pilot that would expand to other programs. She stated that it has not yet been discussed to expand beyond the current five programs.

- **Human Resources (Ms. Krista Barcus)**

- Ms. Barcus reported that she did not have any updates since the previous meeting.

- **Senate President (Dr. Voss)**

- Colleagues,

- As we continue navigating a period of significant change, I want to acknowledge the challenges we face while also recognizing the opportunities before us. Our commitment to shared governance, student support, and faculty welfare remains steadfast, and I appreciate the dedication each of you brings to these discussions.

Supporting Our Students and Campus Community

The transition following the closure of the Office of Diversity and Inclusion (ODI) remains a concern for many, particularly our students. Last week, I attended the Student Senate meeting to reaffirm faculty's commitment to supporting them during this time. I also met with Student Senate President Cloie DeVries to discuss next steps, ensuring that student concerns are heard and addressed.

In addition, I have nominated several faculty senators to serve on the ODI Taskforce, chaired by Dr. Malone. This taskforce will play a key role in shaping the university's path forward on diversity, equity, and inclusion initiatives. I encourage all faculty to remain engaged and proactive in supporting students, regardless of structural changes.

Compensation Taskforce Progress

We continue to make progress in our discussions with the Compensation Taskforce. These conversations are critical as we work toward solutions that ensure fair and transparent faculty pay structures, particularly in areas like extra-duty pay, workload equity, and cost-of-living adjustments. Our next meeting is scheduled for Tuesday, and I will provide updates as we move forward. While this remains a long-term effort, the engagement from faculty and administration has been productive, and I am hopeful that we will see meaningful improvements.

Senate Elections and Restructuring

Nominations remain open for Faculty Senate President-Elect, Secretary, and Parliamentarian. I encourage anyone interested in stepping into these leadership roles to consider serving—our collective voice is strongest when faculty are actively engaged in governance.

At the same time, with the university's academic restructuring shifting us to a model of four Colleges and eleven Schools, we must also take this opportunity to review and revise our Faculty Senate bylaws. I suggest that we empanel a

group to look at the structure of senate as a whole. Ensuring that faculty representation remains strong within the new structure is essential, and we will work diligently to update our governance framework in alignment with these changes. Your input will be critical in shaping these revisions, and I look forward to working with you on this effort.

Looking Ahead

- The ODI Taskforce will begin meeting soon, and updates will be shared as progress is made.
- The Compensation Taskforce meets again on Tuesday, and discussions remain ongoing.
- We will begin the process of revising Senate bylaws to align with the new academic structure.
- Faculty Senate elections are open—please consider nominating yourself or a colleague.

Despite the challenges, I remain confident in our ability to adapt, advocate, and lead through this period of transition. Thank you for your engagement and dedication. As always, I welcome your thoughts and questions.

Respectfully,
Rob Voss
Faculty Senate President

- **Academic Petitions (Dr. Campbell)**
 - Senator Campbell reported that the committee met last Thursday and heard eight petitions.
- **Academic Appeals (Dr. Greenidge)**
 - Senator Greenidge reported that there are no current appeals.
- **CDR (Dr. Eloë)**
 - No report
 - **DCM (Dr. Thornsberry)**
 - No report
- **Assessment (Dr. Farnan)**
 - Senator Farnan reported that the committee continues to wait on new charges and Dr. Tyler Tapps's onboarding with regard to curriculum scorecards and APR.
- **Teaching and Learning (Dr. Strickland)**
 - Senator Strickland reported that the committee is still working on subcommittees related to four-year advising and the teaching and learning grant proposals.
- **Academic Integrity Panel (Dr. Adam)**
 - No report
- **Faculty Welfare and Budget (Dr. Gray-Smith)**
 - Dr. Gray-Smith reported that the committee met and President Voss joined the committee to share ideas about the grievance policy and ways that the policy may be presented to others who have interest.

- Dr. Voss reported that he met with Dr. Hooyman and shared the ideas that he shared with the Faculty Welfare and Budget Committee. Specifically, he shared with her that the structure for appeal and grievance would go through the Deans for review. This structure would allow for peer oversight and ease of process. Dr. Hooyman was in favor of this initial proposal and will review it and share it with others who will be in the Dean position in the restructure.
 - Dr. Gray-Smith reported that the committee also looked at the equity of sabbatical leave across schools and colleges. There is hope that the restructure will allow for the discussion of these issues as well as other inconsistencies in Chapter 2.
 - The committee will meet again on Tuesday, March 4.
- **Legislative**
 - No report
- **COTE (Dr. Davis-Black)**
 - Senator Davis-Black reported that the committee met on February 13 and voted on 20 proposals.
- **Graduate Council**
 - Senator Wilson reported that the committee met last week to review proposals. The next meeting will be Monday, March 3 at 4:00 p.m.
- **Research Committee (Dr. Kauzlarich)**
 - Senator Kauzlarich reported that the committee has been tracking proposals still outstanding to see if they will be accepted. They will hopefully hear about this in May.
 - Senator Kauzlarich encouraged all to attend the Celebration of Scholars event. Dr. Hooyman has a draft email ready to send that is going to the department heads to ask for involvement from departments. She mentioned that there is a need for a committee to operate the Celebration of Scholars given the heavy workload. Dr. Hooyman is hoping for strong Faculty Senate support and a discussion ensued about what that support looks like.
- **IRB**
 - No report
- **Animal Welfare**
 - No report
- **University Seminar**
 - No report
- **Old Business**
 - **Discuss Senate By-Laws and revisiting the composition of Senate**
 - President Voss noted that the purview of the composition of Faculty Senate falls with the Faculty Senate Executive Committee.

However, he emphasized that with the restructure a larger conversation amongst the full Senate is advised.

- A senator noted that due to the revision of the bylaws and constitution of the Senate, the Parliamentarian should chair the committee on the revisions.
- A discussion about the timeline for the restructuring of the Senate ensued. President Voss asked senators to reach out to him with ideas and input.

- **Faculty Grievance Policy Updates**

- President Voss shared this during the Faculty Welfare and Budget Committee report. He fielded a question about the process, specifically, and a discussion was held about who might best be a first line of review for grievances.

- **New Business**

- **AI Guidelines and Guardrails Discussion**

- President Voss reported that the statement comes from a multi-disciplinary committee of individuals who worked together to create the document for all students, faculty, and staff. President Voss reported that the statement was approved by NLT and will go to the Staff Council and Student Senate for input.

- **Proposals**

- Move to open proposals 2-6 for discussion by /second by Senator Bradley. Motion passes.
- Motion to vote via poll on items 2-6 by Senator Adam/second by Senator Olson.
- 2.. AGRI - 03376 - Dairy Products
 - Yay-17 Nay-0 Abstain-0 Motion Passes
- 3. Agricultural Science Comprehensive Major, 59 hours: B.S.- No Minor Required
 - Yay-17 Nay-0 Abstain-0 Motion Passes
- 4.. COM - 29420 - Crisis Communication
 - Yay-16 Nay-1 Abstain-0 Motion Passes
- 5. Food Science Minor, 26 hours
 - Yay-17 Nay-0 Abstain-0 Motion Passes
- 6. GEOG - 32621 - Business Location Analytics
 - Motion to approve #5 by/second by
 - Yay-17 Nay-0 Abstain-0 Motion Passes
- Motion to open up items 7, 8, and 9 for discussion by Senator Adam/second by Senator Olson.
- Motion to vote via poll by Senator Olson/Second by Senator Adam.
- 7. MUS - 19126 - Applied Euphonium
 - Yay- 17 Nay-0 Abstain- 0Motion Passes

- 8.. MUS - 19326 - Applied Euphonium
 - Yay- 17 Nay- 0 Abstain-0 Motion Passes
- 9. Precision Agriculture Minor, 25-26 hours
 - Yay-17 Nay-0 Abstain-0 Motion Passes
- Motion to bundle items 10- 14 by Senator Gilley/second by Senator Adam
- Motion to vote via poll by Senator Olson/second by Senator Adam.
 - Yay- 17 Nay-0 Abstain-0 Motion passes for proposals 104
- 10. REC - 45247 -Introduction to Travel and Tourism
- 11. REC - 45248 - Introduction to Hospitality
- 12. REC - 45347 - Ecotourism
- 13. REC - 45348 - Sustainable Tourism
- 14. REC - 45442 - Service Management
- 14. REC - 45447 - Event Planning
- **Items from the Floor**
 - A senator posed a question to the Research Committee regarding the Celebration of Scholars Committee. The senator proposed giving the event to the Student Senate.
 - A senator asked whether or not there was faculty representation on the searches for the Deans. President Voss will reach out to Dr. Hooyman to discuss.
- **Closed Session**
 - No closed session was required.

The meeting adjourned at 5:10 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary

An Interdisciplinary Academic Symposium **Celebration of Scholars**

The Society of President's Scholars, in collaboration with Career Services, the Honors Program, and the Provost's Office, invites ALL undergraduate and graduate students to present their work at the Celebration of Scholars!

> **Mark Your Calendars**

The event will take place on **Thursday, April 3rd, from 1:00 to 5:30 PM** on the 3rd floor of the Student Union. If you would like to participate, be sure to **submit your project by March 21st at 5:00 PM**.

> **Build Your Future**

Participating gives you a unique opportunity to share your passion with a broader audience and showcase your achievements beyond the classroom.

> **Showcase Your Work**

Accepting ANY type of student work, including: research papers, creative writing, business plans, scientific research, panel discussions, artwork, and photography. Whether it's an individual or group project, if you're proud of it, you can present it!

All submissions require a faculty sponsor. Scan the QR Code to submit your work today!

