

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

February 5, 2025

Members in Attendance:

Rhonda Beemer (via Zoom), Rob Voss, John Gallaher, Alisha Campbell (alternate for Jenni Wall), Giselle Greenidge, Peter Adam, Ashley Black (via Zoom), Araceli Hernandez-Gonzalez, Tony Olson (via Zoom), Luke Rolfes (via Zoom), Bao Pham, Mike Miller, Oscar Perez-Hernandez (via Zoom), Cindy Tu, Amy Hillard (via Zoom), Jill Baker, Shantel Farnan, Ashley Strickland (via Zoom), Johnny Chuang (via Zoom), Jeff Bradley, Luke Campbell (via Zoom), Dawn Gilley, Kylie Wilson (via Zoom), Alex Taylor (via Zoom), Laura Kauzlarich

Members Absent:

Jenni Wall

- **Call to Order**
 - President Voss called the meeting to order at 3:31 p.m.
- **Approval of Agenda Motion by Tony Olson/Second by Peter Adam**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Peter Adam/Second by Araceli Hernandez**
 - The minutes were approved unanimously.
- **Reports:**
 - **NW President Report**
 - None
 - **Provost Report (Dr. Hooyman)**
 - Dr. Hooyman reported that the academic restructure plan has been discussed with each chair, director, department chair, and administrative assistant. Dr. Hooyman discussed, in detail, the structure of the academic units. She shared that there will be four colleges and eleven schools, but the names of the colleges are not yet finalized. All eleven departments will stay intact and in their current locations and all departments will become schools. Naming opportunities at the college level will be an opportunity for future fundraising. The colleges will be organized as follows: College 1- School of Fine and Performing Arts, School of Communication and Mass Media, School of Humanities and Social Sciences, and School of Language, Literature, and Writing. College 2- School of Education and School of Health Science and Wellness. College 3- Booth School of Business, School of Computer Science and Information Systems, and School of Mathematics and Statistics. College 4- School of Agricultural Sciences and School of Natural Sciences. Four deans will lead the colleges. Northwest will post positions, nationwide, for three deans. Dr. Hooyman reported that the anticipated timeline for the hiring of the deans would be to have job descriptions put together and posted by March. Internal candidates will be

considered as well as those gained from a national search. Deans will be put into place first, then if there is internal movement of individuals, the chair positions will be filled. Dr. Hooyman reported that the reason for doing the restructuring is that academics are the revenue drivers for the campus. The hope of the restructure is to clear up lines of communication and to make things more consistent. Chairs should be focused on the organization of the school day-to-day. The deans will be more holistic and will work with the Northwest Foundation to become involved in fundraising, finances, and HLC accreditation. The deans will be centrally located so that they will be able to be trained and collaborate closely. The location of those deans is yet to be determined. Administrative assistants and office managers will stay with departments. Rhonda and Jen will support the four deans. The restructure will go into place on July 1.

- Dr. Hooyman fielded a question about the term of the contract of department chairs whether they will be nine or twelve months. Dr. Hooyman stated that she will work with directors, chairs, etc. on the complexities of salary, etc. Chairs will become faculty contracts, six and six, with release time and stipends. The stipends will be \$5,000 for fall, \$5,000 for spring, and \$5,000 for fall.
- Dr. Hooyman fielded a question about the potential delay in the approval of open faculty positions as a result of the shift in structure. Dr. Hooyman indicated that the process will not change.
- Dr. Hooyman fielded a question about the change in the faculty handbook as a result of the restructuring. She indicated that the nomenclature will need to be changed in the fall.
- Dr. Hooyman fielded a question about the graduate school in the restructure. She indicated that Dr. Haddock will remain an Associate Provost over the Graduate School, International Office, and Online Learning.
- Dr. Hooyman fielded a question about Dr. Johnson's position. Dr. Tyler Tapps has been offered that position and the start date for Dr. Tapps is in negotiation to begin on March 1.
- Dr. Hooyman fielded a question regarding the early discussions of the restructuring, in which it was stated that there would not be any additional administrative positions. Dr. Hooyman confirmed that due to the nature of this restructure the addition of deans was needed.
- Dr. Hooyman fielded a question about H1-B visas. Dr. Hooyman and Ms. Barcus both indicated that they are monitoring the visa process at this time. Additionally, Dr. Hooyman answered a question about the additional international students being able to come to campus. She indicated that the anticipation is that there will be a smaller

international student population due to visa issues, but it is not clear as of yet.

- Dr. Hooyman reported that the compliance process for textbooks is ongoing. Darla is working very hard to get supplemental textbooks in compliance. March is the deadline for supplemental textbooks, which will be outlined in one system. More information will come. Faculty members need to be aware that textbooks must be outlined at the time of registration to be compliant.
- Dr. Hooyman addressed the dissolving of the Office of Diversity and Inclusion. She opened the discussion up for questions. She stated that the employees are protected. The goals are employee protection and protecting the student learning environment. The dissolution of the named office doesn't change the fact that students are being supported. There is no desire to disrupt the learning environment or to put the institution in peril. She indicated that the ODI space will remain for students. ODI activities will remain scheduled for Black History Month. The ODI name was removed from the flyers for the events. She indicated that there is a plan to put a plan together to care for students.
- Dr. Hooyman indicated that Inclusive Excellence plans should be completed as planned.
- Dr. Hooyman fielded a question about what the impetus was to dissolve the center. Dr. Malone had been working with students to come up with a new name for the center. The fiduciary responsibility of the president is of the utmost importance, and this change protects the institution.
- A senator mentioned that the university has been thinking about this for a very long time. Given that and the time that there was to plan, the closure of the ODI gave the appearance of an afterthought. The senator remarked that this is another situation in which lines of communication are not happening even after individuals have asked many times. Dr. Hooyman hoped that senators understood that often emergencies happen and that she hopes that there is trust that something caused it to need to be pushed out in the way that it was. She apologized for the communication going out the way that it did and understands the feelings.
- Dr. Hooyman remarked that the students should have received a direct communication regarding the dissolving of the ODI. She indicated that she is aware that there is a protest planned, but she is impressed with the students who are planning the protest in the right way.
- Dr. Hooyman mentioned that Dr. Tatum plans to meet with Student Senate and is planning to come to Faculty Senate on February 19.

- Dr. Hooyman fielded a question about the potential dissolution of the Department of Education at the federal level. Dr. Hooyman indicated that she is apprehensive about the funding that accompanies the US Department of Education. The current thinking is that the work of the USDOE will be pushed to the states, but there isn't clarity. Dr. Hooyman is watching the funding for the TRiO program very closely.
- Dr. Hooyman fielded a question from a senator about what proactive steps the university is taking in light of several issues that are coming. Dr. Hooyman stated that for the last nine years, Northwest has been very financially conservative, which helps allay some of the financial burden. She stated that Northwest is keeping a very close eye on everything that's happening and addressing those issues as they arise.
- Dr. Hooyman fielded a question about courses and minors that address Diversity, Equity, and Inclusion. She stated that she isn't sure what will happen, but we must be aware of nomenclature. We must be cognizant of what is happening around us.
- Dr. Hooyman indicated that bills related to Diversity, Equity, and Inclusion are rapidly being filed in the Missouri House. She stated that Governor Kehoe reported in his State of the Union that he would not support DEI efforts.
- Dr. Hooyman fielded a question from a senator regarding when an actual plan for ODI will be presented and when students will have an idea of what will happen. She indicated that Dr. Tatum is planning to go to Student Senate at their next meeting and then have a preliminary plan in place shortly thereafter.
- Dr. Hooyman reported on the Celebration of Scholars which will take place on April 3. See the attached flyer for more information. She encouraged all faculty to attend and support and encourage the students to present.
- **Human Resources (Ms. Krista Barcus)**
 - Ms. Barcus reported that she has spoken with the immigration attorneys. The attorneys will be on-site in mid-March to meet with the faculty impacted. As of right now, all employees who are in the immigration/visa process are still legally able to be at Northwest via the sponsorship process.
 - Ms. Barcus reported that the part-time wellness coordinator position is being evaluated. Brooke Hull in the HR office will coordinate the health and wellness benefit processes such as Movespring, etc. as the position is being evaluated.
 - Ms. Barcus provided a link to the tobacco-free policy. The policy can be found at this link
<https://www.nwmissouri.edu/hr/tobaccofree/index.htm>

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

- Colleagues,
- Our campus is navigating a period of significant transition, and I want to acknowledge the deep concerns and emotions surrounding recent decisions. The closure of the DEI office is a difficult reality for many in our community, particularly for students who have never known a Northwest without it. We must recognize the impact this has on them - both emotionally and in terms of the services and sense of belonging they have come to rely on.
- In these trying times, it is more important than ever that we, as faculty, reaffirm our unwavering support for our students. The work of diversity, equity, and inclusion does not begin or end with an office -it is a responsibility that belongs to all of us. While the university has assured us that DEI-related services will continue in a different structure, it falls on us to ensure that students know where to turn for support, guidance, and advocacy. This moment is an opportunity to educate our students not only about our ability to serve them but also about resilience in the face of change. We must remain steadfast in our commitment to fostering an inclusive and supportive learning environment, even as the institutional framework shifts.
- At the same time, the university has announced a major academic restructuring, transitioning to a model of four Colleges with eleven Schools. However, because of the timing of the DEI announcement, the full details of this restructuring have not been widely shared. These changes will inevitably affect faculty governance, and Faculty Senate must be fully engaged in ensuring that faculty representation remains strong in the new structure.
- Regarding Senate elections, nominations are now open for the positions of President-Elect, Secretary, and Parliamentarian. Nominations may be submitted via email or in person at our first meeting in March, at which point the election process will begin. Given the restructuring, we will also need to assess our election timelines and processes to ensure they align with the new academic framework.
- Despite the uncertainty, I am confident in our collective ability to navigate these challenges. Our role as faculty has never been more critical, and I encourage all of us to remain engaged, ask questions, and support one another.
- I look forward to today's discussion as we begin addressing these important issues.
- Dr. Voss reported that during the Student Senate meeting and after the meeting tears were shed by students who are very unsettled about the closure of the ODI.

- **Academic Petitions (Dr. Campbell)**

- No report

- **Academic Appeals (Dr. Greenidge)**

- Senator Greenidge reported that there are no current appeals.

- **CDR (Dr. Eloie)**

- The committee met and heard a number of proposals.

- **DCM (Dr. Thornsberry)**

- No report

- **Assessment (Dr. Farnan)**

- Senator Farnan reported that the committee did not have the January meeting since the charges that the committee was given have already been accomplished. Dr. Farnan reported that the

committee will meet again to discuss the curriculum scorecard once Dr. Tapps begins his tenure.

- Senator Farnan fielded a question about walk-in tutoring hours and the information that accompanies tutoring. She will reach out for more information.
- **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 will meet next Tuesday, February 11, at 3:30 p.m. in Brown Hall 236.
- **Legislative**
 - No report
- **COTE (Dr. Davis-Black)**
 - Senator Davis-Black reported that the committee met on January 16. A proposal was approved (43-230) for fine arts. There is another meeting scheduled for February 13, but there may not be business for that meeting.
- **Graduate Council**
 - Senator Wilson reported that the committee has not met yet, but will meet via Zoom next Monday at 4:00 p.m.
- **Research Committee (Dr. Kauzlarich)**
 - Senator Kauzlarich encouraged all to attend the Celebration of Scholars event.
 - The committee is in the process of scheduling a meeting for the spring agenda relative to the timeline for research and funding.
 - There is a list of faculty research resources that was started last year, and the committee hopes to finish this.
- **IRB**
 - No report
- **Animal Welfare**
 - No report
- **University Seminar**
 - No report
- **Old Business**
 - **Faculty Grievance Policy Updates**
 - President Voss reported that he had planned to speak to the Provost this week, but their meeting was postponed this week due to more pressing issues.
- **New Business**

- Discuss Senate By-Laws and revisit the composition of Faculty Senate
 - President Voss addressed the new composition relative to the academic restructure. He opened up the discussion for commentary regarding the size of the Senate, etc. Senators discussed the pros and cons of the makeup of the Senate. Senators asked for the bylaws from 2012 to be posted for review. The 2012 bylaws can be accessed at this link
<https://docs.google.com/document/d/1QiFzsJ6b4lFJ6OZ10F7lq6JBxaOtM7gS/edit?usp=sharing&oid=117517466314833213657&rtpof=true&sd=true> The Senate Executive Committee will undertake this revision in its next meeting.
- Updating Chapter 2
 - President Voss reported that Dr. Hooyman indicated that she would like the Chapter 2 revision to be done in the fall of 2025. Senators discussed the opportunities for revision that could be part of the revision committee work.
- Proposals
 - A discussion was held regarding the voting of individuals who are on Zoom today due to the ice. Senate needs to decide whether or not individuals can vote when on Zoom. Senators indicated that there should potentially be a way for votes to happen via Zoom. Motion to allow online voting within the Zoom chat so that the transcript can be used for vote recording purposes by Senator Gilley/seconded by Senator Gallaher. In-person voters Yay- 9, Nay-0, Abstention-1. Motion passes.
 - Moving forward, proposals will be sent via the Agendas tab in Modern Campus.
 - Motion to approve *CSIS - 44422 - Generative AI for Technologists* (proposal 1) by Senator Gilley/second by Senator Hernandez. Yay-18 Nay-0 Abstention-0 motion passes.
 - Motion to approve *CSIS - 44622 - Generative AI for Technologists* (proposal 2) by Senator Gilley/second by Senator Bradley. Yay- 18 Nay-0 Abstention-0 motion passes.
 - Motion to approve *Data Sciences and Informatics Comprehensive Major-Computer Science Emphasis, 73 hours: B.S.-No Minor Required* (proposal 3) by Senator Gilley/second by Senator Olson. Yay- 18 Nay-0 Abstention-0 motion passes.

- Motion to approve *HPER - 22470 - Field Experience in Health Sciences* (proposal 4) by Senator Gilley/second by Senator Hernandez. Yay- 18 Nay-1 Abstention-0 motion passes.
- Motion to approve *MATH - 17655 - General Topology* (proposal 5) by Senator Gilley/second by Senator Olson. Yay- 18 Nay-0 Abstention-0 motion passes.
- Motion to approve *MUS - 19201 - Music Appreciation* (proposal 6) by Senator Gilley/second by Senator Olson. Yay- 18 Nay-0 Abstention-0 Motion passes.
- Motion to bundle proposals 7-22 by Senator Gilley/second by Senator Gallaher. Yay-18 Nay-0 Abstention-0. Motion passes.
- Motion to approve the bundled proposals (7-22) by Senator Gilley/second by Senator Gallaher. Yay-18 Nay-0 Abstention-0. Motion passes.
- Motion to approve *PSYC - 08332 - Family Resource Management* (proposal 23) by Senator Gilley/second by Senator Adam. Yay- 18 Nay-0 Abstention-0 Motion passes.
- Motion to approve *REC - 45314 - Park and Recreation Maintenance and Management* (proposal 24) by Senator Gilley/second by Senator Adam. Yay- 18 Nay-0 Abstention-0 Motion passes.
- Motion to approve *THEA - 43499 - Senior Project* (proposal 25) by Senator Gilley/second by Senator Adam. Yay- 18 Nay-0 Abstention-0 Motion passes.

- 1. CSIS - 44422 - Generative AI for Technologists
- 2. CSIS - 44622 - Generative AI for Technologists
- 3. Data Sciences and Informatics Comprehensive Major-Computer Science Emphasis, 73 hours: B.S.-No Minor Required
- 4. HPER - 22470 - Field Experience in Health Sciences
- 5. MATH - 17655 - General Topology
- 6. MUS - 19201 - Music Appreciation
- 7. Masters of Public Administration
- 8. POLS - 34601 - Foundations of Public Service
- 9. POLS - 34602 - Research Methods for Public Administration
- 10. POLS - 34603 - Ethics & Legal Environment of Public Administration
- 11. POLS - 34604 - Policy Analysis
- 12. POLS - 34605 - Public Budgeting
- 13. POLS - 34606 - Organizational Theory and Management in Public Administration
- 14. POLS - 34610 - Urban Politics
- 15. POLS - 34611 - Grant Writing and Management for Public Administration Professionals
- 16. POLS - 34612 - Cases in Public Administration
- 17. POLS - 34613 - State & Local Tax Policy
- 18. POLS - 34614 - Nonprofit Organizations & Management
- 19. POLS - 34615 - Intergovernmental Relations

- 20. POLS - 34616 - Law, Courts, and Public Policy
- 21. POLS - 34617 - Healthcare Policy
- 22. POLS - 34618 - Capstone in Public Administration
- 23. PSYC - 08332 - Family Resource Management
- 24. REC - 45314 - Park and Recreation Maintenance and Management
- 25. THEA - 43499 - Senior Project

- **Items from the Floor**

- A senator asked if there is anything the Faculty Senate could do to support students in their protest of the ODI closure. Discussion ensued regarding an official statement from the Faculty Senate.
- Motion to draft a message to students from Faculty Senate to show support for their activism to be sent to the senators, Student Senate, the Office of the Provost, and the Northwest Missourian by Senator Gilley/seconded by Senator Gallaher. Yay-17 Nay-0 Abstention- 1 Motion passes.
- Nominations for Faculty Senate Executive Committee should be sent to the Faculty Senate Secretary or President by the first meeting of the Senate in March.
- The CERT training will be held March 20-23. If you wish to participate, email Senator Adam.
- A senator asked a question about the authenticator application. President Voss indicated that he is continuing to work on this issue.

- **Closed Session**

- No closed session was required.

The meeting adjourned at 5:52 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!

