

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

March 19, 2025

Members in Attendance:

Rhonda Beemer, Rob Voss, John Gallaher, Jenni Wall, Giselle Greenidge (via Teams), 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 (via Teams), Laura Kauzlarich (via Teams), Amy Hillard, Alex Taylor, Cindy Tu, Oscar Perez-Hernandez

Members Absent:

None

- **Call to Order**
 - President Voss called the meeting to order at 3:30 p.m.
- **Approval of Agenda Motion by Tony Olson/Second by Dawn Gilley**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Dawn Gilley/ Second by Tony Olson**
 - The minutes were approved unanimously, with the deletion of two identifying faculty names and the addition of an adjournment time.
- **Reports:**
 - **NW President Report**
 - President Tatum shared his gratitude for the Senators choosing to serve on the Senate. He stated that he would share an update regarding university-wide issues and the three priorities outlined during the fall all-employee meeting. These priorities are enrollment growth and sustainability, the collegiate experience, and people. Total enrollment is down just a bit. The graduate international population has had a significant decrease as graduate recruitment is a volatile market. Dr. Tatum stated that he and other interested parties on campus have begun the process of looking to diversify the enrollment portfolio in both graduate and undergraduate segments.
 - Dr. Tatum shared that first-time transfers are up for spring 2025 and that he and the Provost's Office have been working on recruitment and admissions work with the specific needs of the twenty-first-century student in mind. A consulting group, Vision Point, was brought in to assist with the identification of areas of opportunity for recruitment, and changes in the approach to marketing and recruitment have been implemented. Dr. Tatum believes in 'right fit' recruitment, which leads to the retention of students in the long term. Vision Point allows Northwest to advertise on larger platforms due to the volume that they can purchase.

- Dr. Tatum also addressed the changing demographic for enrollment with universities not requiring housing deposits, students attending multiple summer orientations, and even registering for classes at multiple institutions. We do not know if a student is truly a Northwest student until approximately the third week of the semester. Northwest will move to the common application platform in the Fall of 2025.
- Dr. Tatum shared that he is working with the Northwest Foundation to create a new, comprehensive visitor's center that allows for the personalization of the student visit.
- Dr. Tatum shared that he is supportive of and encouraging a four-year advising model, in which professional advisors would take care of the scheduling and progression throughout a student's career and faculty would be more focused on career mentoring.
- Dr. Tatum shared that the budgeting process includes a 1.5% loss to the institutional budget. HB 3 has been passed, and the 1.5% appropriation has stayed. There was also a maintenance and repair portion put into the bill, but this portion is not expected to make it through the Senate. The Senate is saying that they will put in the other 1.5% of the budget, but the Governor still has the final line item veto on the budget. As a result, the Northwest budget will be based on 1000 new students for the fall so that budgets can be conservatively crafted.
- Dr. Tatum shared that Northwest may be looking at a small tuition increase. Peer institutions are also looking to increase their tuition. The budget and tuition conversations will take place in May. The budget will go to the Board of Regents in June. A senator asked about the process of issuing financial aid letters and the impact on enrollment. Dr. Hooyman shared that letters will go out as usual.
- Dr. Tatum reported that the institution is in good financial status and in better shape than many partner institutions.
- Dr. Tatum reported that the compensation study is ongoing. The study task force has yielded many robust conversations. He reported that the committee is ready to invite him back to the meetings to negotiate. He indicated that Northwest has been operating on a 2017 pay scale and there needs to be significant market adjustments. There will be no salary increase for this year as there isn't the financial ability to do both a salary increase this year and implement market adjustments. The compensation study will be phased in over three years. There will be no longer than five years between each market adjustment.
- Dr. Tatum shared that there has been a President's Student Advisory Council formed, and he meets with them on occasion and they bring things to him and he bounces ideas off of them. He reported that

there is a sophomore experience being planned for the Presidential Scholars which will include a one-block class taught by Dr. Tatum that will include many experiences for the students. Dr. Tatum shared that Dr. Baker is creating a student experience playbook that will highlight the best practices in student experiences.

- Dr. Tatum reported that Martindale is on time and budget with a spring 2026 move-in date for those who work in Martindale. The infrastructure project is going well, but summer 2025 is going to be very disruptive. The microcreamery is coming along slowly, and the ribbon will be cut on the trading room in Colden Hall this spring.
- Dr. Tatum reported on the academic restructure and the launch of the restructure will happen in July.
- Dr. Tatum reported on the Diversity and Inclusion issues. He stated that the decision was an emotional one for all stakeholders of Northwest. He shared that a workgroup has been put together and that all of the programming and support that was in place before the dissolution is still in place. Dr. Tatum has given the seventeen-member workgroup led by Dr. Malone a charge that any individual can ask to see as it lives in the Provost's Office. The charge is to move Northwest forward and to allow the institution to serve students in broader and greater ways. There is a line in the charge that states, "We are going to remain mindful of the needs of our underserved populations." The DEI elimination information is written into HB 3, in which budgets are also written. Therefore, there is a direct connection between budget and compliance.
- Dr. Tatum reported that the university is transitioning from Banner to Workday. Going to Workday will allow the institution to be more efficient and timely. The change to Workday will be a tedious process but will allow for positive outcomes.
- Dr. Tatum shared that he appreciated that Dr. Voss asked for him to attend today. He shared that, schedule permitting, he is always willing to meet and commits to attending the Senate meetings at least once per semester.
- **Provost Report (Dr. Hooyman)**
 - Dr. Hooyman reported that the Northwest Kansas City Center will close at the end of June. Dr. Hooyman shared that she has spoken with the staff at Northwest KC, and those individuals are aware of their charges going forward. This change allows for significant cost savings for the institution. The employees in that center will move to remote work for now, and there will be ongoing discussions about the next steps with the Small Business Development Center grant.
 - Dr. Hooyman reported that the science portion of the ACT will no longer be required.

- Dr. Hooyman reported on the impact of large-scale governmental closures, The TriO program grants are potentially impacted by these changes and are being closely watched. PELL grants and financial aid are reportedly still in place, but the process to get the funding and process aid will be different, given that the Kansas City federal office that Northwest used as a resource has closed. The money is in place, but the process of drawing down the money will likely be different.
- Dean positions have been posted, and committees will be formed soon.
- A senator asked a question concerning the swatting email that was sent today, and Dr. Hooyman, Jacob Wood, and Krista Barcus fielded the question.
- A senator asked a question concerning the lowering of certification requirements. President Voss and Dr. Hooyman fielded the question.
- A senator asked a question about the need for an ESL program to return based on the comments made by Dr. Tatum in his statements. Dr. Hooyman indicated that there would be a group pulled together to discuss this potential.
- **Human Resources (Ms. Krista Barcus)**
 - Ms. Barcus reported that the employee assistance program that is provided through the Hartford is now offering funeral planning and bereavement assistance.
 - Ms. Barcus discussed personal leave and she stated that the best way to find out your personal leave balances is to reach out to Payroll.
 - Dr. Hooyman fielded a question about whether or not a faculty member presenting via a video requires a faculty member to call in sick. Dr. Hooyman indicated that she wanted to discuss this with the chairs and directors.
 - A senator asked a question about spousal requirements for seeing a physician for annual benefits. Ms. Barcus indicated that the timeline for that information will be out in June or July.
- **Senate President (Dr. Voss)**
 - As we continue our work this semester, we remain deeply concerned about the scope of federal budget cuts and their potential impact on our institution. The financial landscape of higher education is shifting rapidly, and these reductions will require ongoing conversations about how we can best advocate for our faculty, students, and programs. I encourage you to stay engaged as we navigate these challenges together.
 - On a more positive note, we have seen progress in several areas. Tomorrow, the Board of Regents will hold its work session in the morning, and we will continue to push forward on faculty priorities,

including compensation, workload concerns, and long-term financial stability. As always, I welcome your input on matters you would like me to bring forward in those discussions.

- Senate elections are also underway, and we have received several nominations. We continue to welcome additional nominations until our first Senate meeting in April, which will take place on **April 2**. Additionally, at our next Executive Committee meeting, we will finalize the voting process for this year's elections. I encourage all faculty members to consider serving and to nominate colleagues who would bring valuable perspectives to Senate.
- Beyond our campus, I was recently in conversation with faculty from the University of Sydney regarding their AI adoption policy. This discussion reminded me that while each institution has unique goals, student populations, and community relationships, our shared purpose remains the same: to equip students with the best possible education. Their approach to AI integration offered valuable insights, and I look forward to continuing discussions on how we can shape AI policies that align with our university's mission.
- Thank you for your continued dedication and advocacy. As always, please don't hesitate to reach out with any concerns or ideas.
- Senate elections for officers will take place at the next full Senate meeting. Please give nominations to President Voss or Jill.
- **Academic Petitions (Dr. Campbell)**
 - Senator Campbell reported that the committee is scheduled to meet on 3/20 and has one petition.
- **Academic Appeals (Dr. Greenidge)**
 - Senator Greenidge reported that there are no current appeals.
- **CDR (Dr. Eloë)**
 - No report
 - **DCM (Dr. Thornsberry)**
 - DCM has not had any proposals to hear since November. The committee will meet on 3/20 to review the Elementary Education proposal.
- **Assessment (Dr. Farnan)**
 - No report
- **Teaching and Learning (Dr. Strickland)**
 - No report
- **Academic Integrity Panel (Dr. Adam)**
 - No report
- **Faculty Welfare and Budget (Dr. Gray-Smith)**
 - The committee met and is sending feedback to President Voss on the Grievance Procedure, a sabbatical review procedure, and the revisions of Chapter 2.

- **Legislative**
 - No report
- **COTE (Dr. Davis-Black)**
 - Senator Davis-Black and Senator Wall reported that the committee met and elected the president and vice chair for next year. COTE is closely watching bills that will impact education. Northwest has received full accreditation from the state of Missouri for all of the certification programs, and this continues the accreditation that has been in place since 1954.
- **Graduate Council**
 - No report
- **Research Committee (Dr. Kauzlarich)**
 - Senator Kauzlarich stated that the Celebration of Scholars nominations close Friday at 5 pm.
- **IRB**
 - No report
- **Animal Welfare**
 - No report
- **University Seminar**
 - No report
- **Old Business**
 - **Senate Elections Update**
 - Elections will take place during the next full Senate meeting.
 - **Senate By-Laws and Revisiting the Composition of the Senate**
 - Dr. Hooyman's first look at the restructuring ideas yielded her initial approval of the restructure. At the next Executive Committee meeting, the elections process will be discussed, and the elections process will be a bit later than usual due to the restructure.
 - **Faculty Grievance Policy Updates**
 - The process continues.
- **New Business**
 - **Proposals**
 - Move to bundle the proposals by Senator Gilley/second by Senator Hernandez. Yay-20 Nay-0 Abstention-0 Motion passes.
 - Motion to approve the bundle of proposals by Senator Galler/second by Senator Olson. Yay- 20 Nay-0 Abstention- 0 Motion passes.
 - During the discussion, senators asked a question about the changing of course titles to comply with HB 3. Additionally, what guidance would be given to teacher education programs, etc. that require DEI-related coursework for accreditation? President Voss will bring this issue up with Dr. Hooyman.

- BIOL - 04445 - Mycology
- Business Management Comprehensive Major, 72 hours: B.S.-No Minor Required
- ENGL - 10405 - Senior Seminar
- MATH - 17227 - Math in the Elementary School
- MATH - 17301 - A Bridge to Graduate Mathematics I
- MATH - 17302 - A Bridge to Graduate Mathematics II
- MGMT - 54311 - Business Professional Readiness
- MUS - 19250 - Vocal Methods
- MUS - 19350 - Applied Vocal Methods I
- MUS - 19450 - Applied Vocal Methods II
- Marketing Comprehensive Major, 72 hours: B.S.-No Minor Required
- Public Administration Major, 39 hours: B.S.-Minor Required
- Social Contexts and Engagement Minor, 24 hours
- Technology Systems Management for Agricultural Mechanics and Manufacturing Major, 67 hours: B.S.-No Minor Required
- Technology Systems Management for Agricultural Mechanics and Manufacturing Minor, 22 hours

- **Items from the Floor**

- **Closed Session**

- No closed session was required.

The meeting adjourned at 5:33 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary