

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

April 16, 2025

Members in Attendance:

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

Members Absent:

Laura Kauzlarich

- **Call to Order**
 - President Voss called the meeting to order at 3:30 p.m.
- **Approval of Agenda Motion by Tony Olson/Second by Amy Hillard**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Tony Olson/ Second by Amy Hillard**
 - The minutes were approved pending changes to one title and with additional information regarding the parking permits. Minutes were approved unanimously.
- **Reports:**
 - **NW President Report**
 - No report
 - **Provost Report (Dr. Hooyman)**
 - Dr. Hooyman reported that the Board of Regents meeting will be held on May 2. Tuition and fees will be presented to the Board, as well as some recommended adjunct faculty members. The budget at the state level has not yet been approved, but a 1.5% state allocation is currently what is expected, but 3% is the hope, along with a capital allocation. The transfer bill that Dr. Hooyman has previously reported on has gained traction, along with the doctoral degree bill, which states that all universities can grant doctoral degrees. Dr. Hooyman believes that the possibility of the bill passing is strong.
 - Dr. Hooyman stated that the goal is for Northwest to stay affordable, but a 4.25% increase in tuition is being brought to the board. Vice President Carrick will have an open forum for the budget, and those dates and times will be shared once they are finalized.

- Dr. Hooyman shared that as of June 30, 2025, Northwest will be moving out of Northwest-Kansas City, but the work of those who worked in that facility is continuing, on a remote basis.
- Dr. Hooyman indicated that the Small Business Development Center will no longer be part of Northwest, but she is hopeful that the grant funds for that center will transfer to the City of Maryville so they can help the nine counties in our area.
- The Dean searches are underway, and another forum for a candidate will be held on Thursday, April 17. Dr. Hooyman hopes that the new chairs for the departments will be named before the end of finals week.
- The Northwest retirement reception is next Friday at 3:00 p.m. in the ballroom.
- Dr. Hooyman discussed the communication that the university community received about international student visa revocations. Of the 43 students we had, 38 of them are not current students. These are individuals who are out of compliance with their visa status due to their employment status. This is something that is out of Northwest's control and not a Northwest process. Five students are current students who have had their F1 visas revoked. The retraction letter goes directly to the student, and the university does not have prior communication before the student receives the letter. If they receive a letter, the best thing they can do is reach out to the International Office to get help to get themselves safely home to their home country. The Provost's Office is working with faculty and students to determine how best to help them with their grades, coursework, etc.
- Dr. Hooyman reported that there has not yet been any faculty or staff involved in these revocations.
- There are currently approximately 400 international students on our campus, and 5 have received the visa revocation letters.
- Senators asked about the visa status of new international students. Dr. Hooyman reported that the international student enrollment numbers have dropped drastically. Undergraduate international enrollment is more stable than graduate international enrollment.
- A senator asked about the trends in online enrollment. Dr. Hooyman indicated that enrollment has held steady in both graduate and undergraduate programs.
- A senator stated that there is a continued lack of information coming from the institution, which prevents faculty from being able to provide proper information to students. The senator stated that the revocation of visa practice is abhorrent and

unethical for students who are legally trying to obtain their degrees.

- A senator mentioned to Dr. Hooyman that many international students weren't aware that they needed to submit documentation for tax day. Dr. Hooyman indicated that she would share that with both Dr. Haddock and Thomas Merlot.
- A senator asked for the information to be sent to international faculty about the visa issues, and another senator indicated that the original documentation that is required for international faculty should also be shared with those faculty.
- Senators also indicated that they would like to receive the information about international faculty travel, even for green card holders.
- A senator asked whether or not faculty need to change the curriculum that addresses DEI? Dr. Hooyman stated that there is currently no indication for the need to change courses.
- A senator asked a question about the transfer bill (SB 69), specifically regarding Elementary Education. Dr. Hooyman indicated that the bill language includes elementary education.
- **Human Resources (Krista Barcus)**
 - Ms. Barcus indicated that she will reach out to all foreign national employees to be sure that they have the information they need for travel, visas, etc.
 - Ms. Barcus indicated that the study information will go to the NLT, and then there will be parts of Vice President Carrick's budget sessions that will share that compensation information.
 - Ms. Barcus indicated that the President's Office sent out a survey about strategic planning and shared that the survey will help guide future strategic planning.
 - Ms. Barcus stated that the Workday implementation and training have begun. A senator asked if this was an opportunity to ask questions about the process, etc. Ms. Barcus indicated that anyone who has ideas or needs for the new system should reach out to her.
 - A senator asked about promotion and COLA issues. Ms. Barcus indicated that those issues have been resolved. We will no longer use the COLA term; it will be called salary increases. The salary increase has been applied first to the salary, and the promotion has been applied on top of that. Now, in the new iteration, the promotion will be applied first, and then, if a salary increase is happening during that year, the salary increase will be applied.
- **Dr. Tyler Tapps and Dr. Mike McBride**

- Drs. Tapps and McBride shared the new curriculum relevance scorecard that will be more streamlined and electronic rather than a manual process.
- Dr. Tapps stated that any members of the Senate who would like to serve on a committee for the review and implementation of the new scorecard are welcome to join.
 - The new scorecard can be found on the Faculty Senate Canvas site.
- **Senate President (Dr. Voss)**
 - As we gather for the final Faculty Senate meeting of the academic year, I want to take a moment to reflect on what has been a year of change, challenge, and meaningful progress.
 - We began this year with a great deal of uncertainty with navigating state pressures, institutional restructuring, and the ever-shifting dynamics of higher education. And yet, here we are, having achieved significant victories that will serve our faculty and students well into the future.
 - Most notably, the **approval of the Faculty Grievance Process** stands as a landmark accomplishment. The Faculty Welfare and Budget Committee has worked tirelessly to shape this process, and I want to commend their diligence and persistence. After months of collaboration, I'm pleased to report that HR, the Provost, the University President, and legal counsel have all signed off. This is a major step forward in ensuring fair, transparent mechanisms for faculty concerns and workplace justice.
 - Similarly, the work of the **Compensation Taskforce** deserves strong recognition. In a time when formal pay structures have given way to informal overloads and summer teaching compensation, the task force helped establish a university compensation philosophy that puts people first. It's a conversation that must continue and one that we, as Faculty Senate, are well-positioned to lead with both data and advocacy.
 - We have also worked together to **restructure the Senate** to reflect the larger academic restructuring happening across the University. This was no small feat. It required flexibility, debate, and vision. As a result, we now have a governance body better aligned with the new academic architecture, one that will enable more effective representation and decision-making.
 - We also have new AI Guidelines and Guardrails that are in place and will serve to assist all of us as we are entering this world of AI.
 - Looking ahead, we will hold **Senate elections in the fall** to ensure that representation continues to reflect these changes. I urge each of you to think about succession, mentoring new leaders, and encouraging broad participation. Faculty governance is only as strong as those willing to step into the work.
 - As we move into finals week, please keep an eye on our students. The end of the semester can be overwhelming, and many are experiencing levels of stress they haven't encountered before. A kind word, a gesture of support,

or simply acknowledging the pressure they're under can make a difference.

- I also ask each committee chair to prepare and submit a **year-end report**, reflecting the work your committee has done. These reports are essential records of our progress, and they help the next group of Senators hit the ground running. Whether your committee reached firm conclusions or helped lay the groundwork for next year's work, your efforts matter. Thank you.
- Finally, I cannot close without acknowledging the heavy burden so many in our academic community are carrying. The recent decisions surrounding deportation and visa status are deeply troubling, particularly when they impact students in the middle of their academic journeys. These are our students. They are part of our community. And we stand with them as we always have.
- Despite the pressures we face- external and internal- I remain hopeful. Hopeful because of the work we've done together this year. Hopeful because of the care you've shown one another. Hopeful because the heart of this institution - its faculty - remains committed to equity, reason, and compassion.
- Thank you for the privilege of serving as your Senate President. Let's carry this momentum forward together.
- Warm regards
- **Academic Petitions (Dr. Campbell)**
 - Senator Campbell reported that the committee met and heard five petitions.
- **Academic Appeals (Dr. Greenidge)**
 - Senator Greenidge reported that there are no current appeals.
- **CDR (Dr. Elo)**
 - No report
 - **DCM (Dr. Thornsberry)**
 - No report
- **Assessment (Dr. Farnan)**
 - Senator Farnan reported that the committee meets on April 24, and the program outcomes committee will now become a reporting committee. Three members of the assessment committee will now be on the outcomes committee. Dr. Farnan indicated that changes in program outcomes are typically reviewed in May and June, and she will ask Dr. McBride to send a reminder to all program leaders.
 - A senator asked about the program outcomes data dashboard, and Senator Farnan indicated that she isn't aware that the dashboard is on track to be revised. She also reminded senators to ask about receiving access to the dashboard.

- President Voss asked about the scheduling of finals with Wednesday evenings open and a final an hour before commencement. He indicated that this practice needs to be reviewed.
- **Teaching and Learning (Dr. Strickland)**
 - Senator Strickland reported that the committee is reviewing the teaching and learning grants, and recommendations are due to Dr. Hooyman by Friday, the 18th. The goal is for Dr. Hooyman to release the results of those applications by finals week.
- **Academic Integrity Panel (Dr. Adam)**
 - Senator Adam reported that the committee will meet next Friday, April 25.
- **Faculty Welfare and Budget (Dr. Gray-Smith)**
 - Dr. Gray-Smith reported that there was a follow-up on the sabbatical guidelines. Dr. Hepworth indicated that the guidelines for sabbaticals are on hold until the academic restructuring is complete. Dr. Smith indicated that there was a charge in a Chapter 2 review for the sabbatical directions to go back to the original requirements.
 - Dr. Smith followed up on the parking appeals process and shared that she met with Chief Cullen and discussed the parking enforcement issues that were concerns for senators. Dr. Smith's full conversation with Dr. Smith can be found on Canvas in her committee report.
 - A senator suggested that there may be a way for faculty to get credit for donating on the Day of Green to the university for paying for parking.
- **Legislative**
 - No report
- **COTE (Dr. Davis-Black)**
 - Senator Davis-Black reported that the committee met and considered four proposals. The committee is also conducting an electronic vote regarding the DESE policy for GPA for the content area to a 2.5. Dr. Davis-Black also reported that the Praxis testing will be disrupted due to construction in Garrett-Strong. Students should reach out to the Assessment Office to find out when assessments will be given.
- **Graduate Council (Dr. Wilson)**
 - No report
- **Research Committee (Dr. Kauzlarich)**
 - No report
- **IRB**
 - No report

- **Animal Welfare**
 - No report
- **University Seminar**
 - No report
- **Old Business**
 - Grievance Procedure Update
 - A senator asked about when the ‘procedure’ changed from a ‘policy’ and vice versa. President Voss indicated that the new procedure will add to the current, more informal procedure that is in place.
 - AI Guidelines and Guardrails Update
 - President Voss reported that the guidelines and guardrails had been previously shared, and the committee working on this document is asking for feedback. President Voss asked senators for feedback.
 - Senate Elections Update
 - President Voss reported that the Executive Committee met and felt that the best process for this year only is to conduct Senate elections in the fall, after PD day meetings.
 - A senator asked a question about the at-large senators and their positions moving forward. Senators discussed the issues with the at-large process.
- **New Business**
 - **Parking Enforcement Appeals**
 - Discussion ensued about bringing back a Faculty Senate committee for parking. The discussion included the possibility of re-appointing a sitting senator to the parking committee, the frequency of appeals, etc.
 - **Proposals**
 - Agricultural Business Major, 65 hours: B.S.- Collateral Field Required
 - Biology/Psychology Comprehensive Major (PSYC), 86-93 hours: B.S.- No Minor Required
 - MATH - 17590 - A History of Mathematics
 - Motion to approve the Agriculture Business proposal by Senator Olson/second by Senator Gilley.
 - Yay-15 Nay-0 Abstention-1 Motion passes.
 - Motion to approve the Biology/Psychology Comprehensive Major by Senator Hillard/second by Senator Olson.
 - Yay-14 Nay- 2 Abstention- 1 Motion passes.
 - Motion to approve the A History of Mathematics course by Senator Olson/second by Senator Hillard.

- Yay-17 Nay- 1 Abstention- 1
- **Items from the Floor**
 - President Voss shared certificates of service for each member of Faculty Senate
 - A senator asked a question about the calendar committee and expressed concern about summer classes not starting the day that grades are due, and not having OP classes when Northwest is on a break.
 - Secretary Baker reminded committee chairs that a final report document will be sent to them following this meeting, and final reports would be appreciated by May 16.
 - President-Elect Miller recognized President Voss for his service with a plaque and words of appreciation.
 - President Voss indicated that there may be a need for an electronic vote during finals week.
- **Closed Session**
 - No closed session was required.

The meeting adjourned at 5:31 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary