

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

April 2, 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, Jeff Bradley, Luke Campbell, Dawn Gilley, Laura Kauzlarich, Amy Hillard, Alex Taylor (via Teams), Cindy Tu, Oscar Perez-Hernandez, Kylie Wilson (via Teams)

Members Absent:

Ashley Strickland, Johnny Chuang

- Call to Order
 - President Voss called the meeting to order at 3:30 p.m.
- Approval of Agenda Motion by Tony Olson/Second by Peter Adam
 - Motion to move the new business item of parking appeal to the top of the agenda by Shantel Farnan/Second by Tony Olson. The agenda was approved with one abstention.
- Approval of Minutes Motion by Tony Olson/ Second by Peter Adam
 - The minutes were approved unanimously,
- Reports:
 - NW President Report
 - No report
 - Provost Report (Dr. Hooyman)
 - No report
 - Human Resources (Ms. Krista Barcus)
 - No report
- Dr. Jessica Gracey and Jessie Peter
 - Dr. Gracey and Dr. Peter are representing the workgroup working on the reimagined DEI office. Dr. Gracey and Ms. Peter informed the Senate about the listening sessions that will be held to help the committee consider the needs of the campus community. The committee hopes that all aspects of the community will have an opportunity to share their voices and ideas regarding the next chapter of the DEI office. Dr. Gracey and Ms. Peter asked questions of the senators to add to the data from the listening sessions. The faculty listening sessions will be held Monday, April 7th 9:00-10:30 and Tuesday, April 8th 1:00-2:30 in Owens Library 250. The questions that will be asked during the listening sessions are attached to the minutes.

- Senate President (Dr. Voss)
 - As we approach the conclusion of the academic year, I want to extend my appreciation for your continued dedication and thoughtful engagement in our shared governance work. Your service to the Faculty Senate—through committee work, policy development, and constituent communication—continues to strengthen the faculty voice at Northwest and contribute meaningfully to the well-being of our institution.
 - Today’s meeting marks an important milestone in our governance cycle as we conduct elections for Senate officers. We will be selecting the next Vice President, who will assume the presidency in the upcoming academic year, as well as electing individuals to serve as Secretary and Parliamentarian. I wish to express my gratitude to those who have accepted nominations and to all Senators for ensuring that these leadership roles are filled with capable, committed individuals.
 - I am also pleased to report a significant and positive outcome from the University’s Compensation Task Force, of which I have been a member along with several others from across campus. After extensive dialogue, analysis, and negotiation, I am happy to announce that we have secured all of the priorities identified by faculty representatives—and, in fact, exceeded expectations in several key areas. The details will be formally communicated by the President’s Office in due course, but I can share the broad outlines here:
 - First, we now have in place a compensation philosophy that explicitly prioritizes people—recognizing that our institution’s strength lies in its faculty and staff. Second, our revised approach will ensure that faculty members are recognized and rewarded for their years of service to Northwest, bringing long-requested attention to longevity. Third, we will continue to use CUPA data to establish salary ranges, but this will now be accompanied by a formalized three-year rotation for salary review and adjustment. This process-based approach marks a notable improvement in transparency, fairness, and long-term planning. Fourth, our new policies will allow us to post faculty positions with clear salary ranges, supporting both internal equity and external competitiveness.
 - One especially significant development is the change to how promotion and salary adjustments will be applied. Going forward, faculty promotions will be calculated first, followed by the application of percentage-based salary adjustments (formerly known as COLA). This sequencing reflects one of the fundamental principles that faculty have advocated for throughout the process and addresses a long-standing concern regarding how increases are applied.
 - In addition to compensation, I am pleased to share that we are making substantial progress on revising the faculty grievance procedure. Conversations are ongoing, and we appear to be close to finalizing a structure that will offer greater clarity, consistency, and procedural fairness. I anticipate being able to present a more

comprehensive report at our next meeting.

- As we move toward the end of the semester, I encourage each of you to stay engaged and to support your colleagues as we close out our work for the year. The Faculty Senate's impact depends on your voices, your participation, and your commitment to constructive dialogue.
- Thank you again for the opportunity to serve and for the work you continue to do every day to uphold the academic mission of our University.
- Academic Petitions (Dr. Campbell)
 - Senator Campbell reported that the committee met and heard several petitions and will meet again in April.
- 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 Dr. McBride and Dr. Tapps met and responded regarding the curriculum scorecard. Discussions about the curriculum scorecard will continue and roll out over the summer. The committee meets again on April 24.
- Teaching and Learning (Dr. Strickland)
 - Senator Farnan reported on behalf of Dr. Strickland. The committee is currently reviewing the Teaching and Learning grants and will give their recommendations to Dr. Hooyman by April 18.
- Academic Integrity Panel (Dr. Adam)
 - Senator Adam reported that they expect to hear over 30 petitions at the next meeting.
- Faculty Welfare and Budget (Dr. Gray-Smith)
 - Dr. Gray-Smith reported that the committee will meet on April 8 and will now look into the university parking situation.
- Legislative
 - No report
- COTE (Dr. Davis-Black)
 - Senator Davis-Black reported that the committee will meet on April 10 for the last meeting of the term.
- Graduate Council
 - No report
- Research Committee (Dr. Kauzlarich)
 - Senator Kauzlarich reported that the Celebration of Scholars will have 40 exhibits and 18 presentations. Senators mentioned that the program would be very good to highlight to the Board of Regents. A

senator recommended that the students who win prizes at the Celebration of Scholars be recognized at the April BOR meeting.

- IRB
 - No report
- Animal Welfare
 - No report
- University Seminar
 - No report
- Old Business
 - Senate Elections Update
 - President Voss outlined the elections of officers process for this meeting.
 - President Voss and Past-President Beemer outlined the process for senator elections for fall, given the academic restructure. All senators will be elected in the fall due to the new structure. Elections will return to spring in 2026.
 - Senate By-Laws and revisiting composition of Senate
 - President Voss shared the updated organizational chart for Faculty Senate relative to the academic restructure.
 - Grievance Policy Update
 - President Voss reported that the Grievance Procedure has made its way through the President and is at the legal stage and is expected to pass through the lawyers with little challenge.
- New Business
 - Parking Permit Appeals
 - A faculty member shared frustration about repeated parking tickets, even though they have a current, valid parking permit. Senators agreed that the Faculty Welfare Committee should look into membership on the parking committee, where the rules for appeals are posted, and how appeals are processed.
 - Election of Officers for the 52nd Faculty Senate
 - Call for nominations for officers. No additional nominations were made to the ballot, and a call for nominations to cease was made. Ballots were distributed with candidate names, and votes were tabulated by President Voss and Past-President Beemer. Nineteen votes were counted.
 - The 52nd Faculty Senate Vice President/President-Elect will be Dr. Luke Campbell, Parliamentarian Dr. Johnny Chuang, and Secretary Mrs. Jill Baker.
 - Proposals
 - Move to bundle the proposals by Senator Gilley /second by Senator Olson. Motion passes.

- Motion to approve the bundle of proposals by Senator Gallaher/second by Senator Olson. Yay- 18 Nay-0 Abstention- 0 Motion passes.

1. AGRI - 03581 - Program Planning in Agricultural Education
2. Admission to Graduate Study
3. Agricultural Education Comprehensive Major, 63-65 hours: B.S.Ed., Secondary Program-No Minor Required (Certifies Grades 9-12)
4. Applied Artificial Intelligence Minor, 24 hours
5. Chemistry Minor, 32 hours
6. Computer Science Comprehensive Major, 66-69 hours: B.S.-No Minor Required
7. EDCI - 62225 - Designing Integrated Curriculum Part II
8. EDCI - 62507 - Trauma-Informed Organizations
9. FIN - 53419 - Alternative Investments
10. Geographic Information Science Certificate
11. Geographic Information Science, M.S.
12. MGMT - 54654 - Strategic Human Capital Development
13. Management Science, M.S.
14. Mathematics Education Comprehensive Major, 36 hours: B.S.Ed.-No Minor Required (Certifies Grades 9-12)
15. Mathematics, M.S.
16. Melvin D. and Valorie G. Booth School of Business
17. POLS - 34312 - The Ethical and Political Challenges of AI
18. Physical Education Major, 45 hours: B.S.Ed. (Certifies Grades K-12)
19. SCGD - 68505 - Therapeutic Play Techniques
20. Teaching: Mathematics M.S.Ed.
21. Trauma-Informed Studies Minor, 18 hours

- Items from the Floor
 - There will be a guest writer, Amy Bender, in the Student Union Boardroom at 6:00 p.m. on Thursday, April 3.
 - The X Ambassadors concert will be held on April 4 in the Hughes Fieldhouse.

- A senator asked a question about how we can be trained in new technologies in classrooms. Senators indicated that there is a request that can be made through Instructional Technology.
- Closed Session
 - No closed session was required.

The meeting adjourned at 5:03 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary

Listening Group Questions: Reimagining the Former Office of Diversity and Inclusion and Expansion of Student Support

Introduction:

Thank you for participating in this Listening Session. The goal of these sessions is to help the Reimagine Work Group meet the needs of the campus community and serve not only our underrepresented population, but all to succeed and thrive at Northwest. Your insights and perspective are valuable in helping the university enhance programs, services, and support systems for underrepresented populations. The goal of this discussion is to identify current strengths, challenges, and areas for improvement.

We will be taking notes, but your names and area/departments will not be recorded. All responses will remain confidential and used for improvement purposes on. So, please be open and honest in your feedback. There are no right or wrong answers—your experiences and perspectives will help shape meaningful changes.

For each question, feel free to share personal experiences, observations, and suggestions as student/faculty/staff. Follow-up questions will be asked to encourage deeper discussion.

1. SUPPORT FOR IDENTITY- BASED ORGANIZATIONS

How can the university better support and collaborate with identity-based organizations—those representing underrepresented populations—to strengthen their presence and impact?

Alternative Follow-up: What specific resources or partnerships would help these organizations thrive?

2. How can we effectively advocate for and expand cultural support services on campus?

3. CULTURAL COMPETENCE AND CULTURAL WORKSHOPS/TRAINING

Workshops and programs that promote cultural awareness aim to equip individuals with the knowledge, skills, and attitudes needed to engage respectfully and effectively with people from different backgrounds. How should these trainings or programs be designed and delivered to be most impactful?

(Alternative Follow-up: What formats or approaches would make these programs more engaging and meaningful?)

(Alternative Follow-up: Are there specific topics or areas you feel should be prioritized?)

4. ADDRESSING NEEDS/SOCIOECONOMIC BARRIERS

How can the university provide programs and services that address food and housing insecurities and ensure access to basic necessities?

Alternative Follow-up: What specific resources or support systems would be most helpful.

5. CHALLENGES AND BARRIERS

Are there any current challenges or barriers these organizations face that need to be addressed?

6. IDENTIFYING GAPS

What types of services or programs do you feel are currently missing or need more attention?