

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

October 1, 2025

Members in Attendance:

Rob Voss, Peter Adam, Tony Olson, Luke Rolfes, Bao Pham, Mike Miller, Jill Baker, Shantel Farnan, Luke Campbell, Cindy Tu, Oscar Perez-Hernandez, Johnny Chuang, Chi Lo Lim, Travis Surprise, Sanjay Prabhakar, Casey Abington, Laura Kauzlarich, Cindy Schairer-Kessler, Linda Gray-Smith, John Katsion, Kim Casey, Heather Hill, Amy Hillard, Rachel Day via Zoom (alt for Tony Olson, although Tony was present), Ronda Driskell (alt for Alex Taylor)

Members Absent:

Alex Taylor

- **Call to Order**
 - President Miller called the meeting to order at 3:30 p.m.
- **Approval of Agenda Motion by Tony Olson/Second by Peter Adam**
 - The agenda was approved unanimously.
- **Approval of Minutes Motion by Tony Olson/ Second by Peter Adam**
 - The minutes were approved unanimously.
- **Reports:**
 - **Provost Report (Dr. Hooyman)**
 - No report
 - **Human Resources (Krista Barcus)**
 - No report
 - **Chief Amanda Cullen**
 - Chief Cullen reported that the tunnel tops for the infrastructure project will be coming on Monday. They will begin at the Garrett-Strong/Administration building corridor. There will be many spots blocked off on October 13th, until 12:00 pm in Lot 25. Be mindful of traffic flow changes and walkway hazards. The same will be done to the same area around Dietrich Hall after the first project.
 - Chief Cullen reported that the new date for completion of the 4th Street project is October 10. The hope is that the corridor will be open for Homecoming, but contingency plans are in place.
 - **Dr. Tyler Tapps**
 - No report
- **Senate President (Dr. Miller)**
 - **Meeting with President Tatum – Provost Search**

As many of you know, the Provost search is getting underway. The university has hired **Anthem Academic/Anthem Executive** to run the search. That's the same firm that led the presidential search a couple of years ago, so they're familiar with us and our processes.
 - The committee will be chaired by **Stacy Carrick and Krista Barcus**. I asked that we have one representative from each

college, so four in total. That request is pretty much in line with what the administration already had in mind.

- I also asked that the Faculty Senate be allowed to have a voice in selecting those faculty representatives. The President responded that we can **submit names for consideration**, and those names will be looked at alongside the list the administration already has. He also made it clear that **deans will not be considered faculty representatives** in this process. Now, it does seem likely that the President already has some people in mind, but he still wants Senate input, which I think is important.
- Yesterday, I submitted a list of faculty names—including instructors—for the President's consideration.
- President Tatum will meet with the Faculty Senate on November 5, 2025.

- **Additional Updates**

- **CatPaws**

- The “new” CatPaws is now live and running alongside the old system. Please encourage your colleagues to start using it and let us know if you run into any problems. A lot of time and effort has gone into making this version better.

- **Workday Implementation**

- This is moving forward in phases.

- Year one will focus on **administrative functions** like finance.
 - Year two will roll out **student and faculty functions**, including workload.
 - Open forums for feedback will be scheduled, but we don't yet have dates.
 - One of the bigger concerns is the change in pay periods. Some employees may be moved to biweekly pay, and for those who stay on monthly pay, the date will shift from the **1st of the month to the 5th.**

- **Compensation Study**

- This work will begin in **January.**

- **Strategic Planning**

- A new, streamlined **4–5 year plan** is being put together.

- A first draft will be ready by **May**, so faculty have time to review it before summer.
 - It needs to be finalized for **Board of Regents approval in June.**
 - **Jacob Wood** will lead this process.

- **Committee Assignments**

- I sent out the latest draft of committee memberships yesterday afternoon. Our goal was to keep faculty who wanted to stay on their current committees in place, while also distributing

membership proportionally across colleges. We did well on the first goal, but fell short on the second.

- **Receptions for the Provost**

- The Faculty Senate reception for the Provost will be held on **November 19th**.
- She'll be in Jefferson City on **December 3rd**, which was the date we originally proposed.
- There's also an **all-faculty/employee reception** on **December 5th**, so our November 19th event will be **Senate-only**.
- Budget update:
 - We have **\$2,000** in our account, but those funds cannot be used for food, gifts, or similar expenses.
 - We do have an additional **\$500 from the Foundation** that can be used for food and reception costs.

- **Committee Reports**

- Academic Petitions (Dr. Tony Olson)
- Assessment and Retention (Dr. Shantel Farnan)
 - Senator Farnan met with her two reporting chairs to determine the times that they will meet and how they will streamline communication
- CDR (Dr. Cindy Tu)
 - No report
- Research (Dr. Oscar Perez-Hernandez)
 - No report
- Wellness and Benefits (Dr. Amy Hillard)
 - Senator Hillard reported that the committee will meet during the week of October 6.
 - The name of the committee will now be the Faculty Welfare, Budget, and Finance Committee
- Discussion of the student representation on Senate committees
 - The bylaws state: 16.18 For committees that include students, the Student Senate shall nominate students for appointment by the President of the University.
 - Student representation is noted in the bylaws for the following committees
 - Academic Appeals
 - One student
 - Academic Petitions
 - A minimum of two students, up to four students
 - Animal Welfare
 - One student

- **Old Business**

- Senate Bylaws- Edits and Amendments
 - Senators will review the most recent edition of the bylaws and will be prepared to vote on the bylaws during the October 15 meeting.
- Committee Assignments
 - Committee chairs should be reaching out to their committee members to begin committee meetings.
 - Senators discussed that many committees still need membership. Senators are encouraged to discuss committee membership with their units and encourage participation.
- Faculty Reception for the Provost
 - President Miller reported that the reception will be held on November 19, 2025.
- Syllabus
 - President Miller reported that the syllabus that faculty are to use is the syllabus that says 'see addendum' at the bottom, and will not have Kansas City noted in the logo. All other versions should not be used.
- Missouri Hope Reminder
 - Senator Adam reported that volunteers are currently at 80, and the hope is that there will be at least 160 volunteers. Senators are encouraged to share with their faculty and ask students and staff to participate.
- **New Business**
 - Meeting with President Tatum
 - President Miller reported that the Provost Search committee will be chaired by Stacy Carrick and Krista Barcus. President Miller asked for representation from each college and submitted 15 names for faculty participation. President Miller's list included individuals from multiple ranks. As of now, two acting Faculty Senate members have been selected to serve with more clarity as to which faculty will participate.
 - Faculty Reception for the Provost
 - President Miller reported that the faculty reception will be held on November 19.
- **Items from the Floor**
 - A senator asked a question about carryover funds possibly being pulled back by the administration. The senator asked whether or not the Senate should push back on this idea, as it has significant implications for large ticket items, etc. Senators agreed that this should be questioned if/when it is announced as a possible action.
 - A senator asked about a situation that occurred at another institution, about a faculty member who was removed due to teaching a book that a

student thought was inappropriate. A subsequent discussion about the possibility of the state of Missouri moving to a more state-mandated curriculum and about academic freedom, in general.

- A senator asked a question about the change in outcome language, as the language may relate to Diversity, Equity, and Inclusion. Senators discussed information that has come from Dr. Tapps regarding the process to update the program outcome change process.
- Senators discussed the possibility of Dr. Shay Malone coming to Senate to address many of the DEI issues and questions that were discussed. President Miller will reach out to Dr. Malone and ask her to attend a meeting.

- **Closed Session**

- No closed session was required.

The meeting adjourned at 4:31 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary