

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

November 5, 2025

Members in Attendance:

Peter Adam, Tony Olson, Luke Rolfes, Bao Pham (via Zoom and not voting), Mike Miller, Jill Baker, Oscar Perez-Hernandez, Johnny Chuang (serving also as alt. for Laura Kauzlarich), Chi Lo Lim, Jesse Lane (alt. for Travis Surprise), Sanjay Prabhakar, Cindy Schairer-Kessler, Linda Gray-Smith, John Katsion, Kim Casey, Heather Hill, Tony Olson, Alex Taylor, Cindy Tu, Amy Hillard, Shantel Farnan, Luke Campbell, Casey Abington, Rob Voss

Members Absent:

Travis Surprise, Laura Kauzlarich

- **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 Johnny Chuang**
 - The minutes were approved unanimously.
- **Reports:**
 - **University President (Dr. Tatum)**
 - Dr. Tatum thanked the senators for allowing him the opportunity to come to Senate today, and anticipates attending Senate once each fall and spring.
 - Dr. Tatum reported that change in higher education is in a state of constant change, and that Northwest remains ready to face challenges both now and in the future. He anticipates that Northwest is in a position to lead in changing times.
 - Dr. Tatum reported on the infrastructure project, specifically the following:
 - Northwest is currently in Phase 2 of the project, and Dr. Tatum reported that the project is on time and under budget.
 - The air conditioning in the Ron Houston center has been fully replaced, and the centralized steam plant is in the process of being dismantled; major water lines are in the process of being replaced.
 - Martindale Hall remains on schedule, and the anticipated completion date will be near the first part of 2026. Individuals and programs will move back into the building in the latter part of the spring.
 - The Administration building disruption will begin in December, with offices being relocated to various locations across campus, including portable buildings behind Garrett-Strong. The building will be closed for a duration of seven to 12 months.

- The full academic restructure was completed in July, and Dr. Tatum thanked all for their patience as the restructure was implemented.
 - Dr. Tatum stated that he hoped that the restructure would result in a cleaner structure, ease of communication, and increased accountability.
- Dr. Tatum publicly thanked Dr. Hooyman for the work that she has done during her tenure.
- Dr. Tatum reported on the compensation study.
 - At the end of November, a communication will be sent before the first of the year for those who will see an impact on their salary based on market data.
- Dr. Tatum updated senators on the search for a new Provost.
 - Anthem Executive met with leaders on campus on November 4. This is the same firm that conducted the search for the Northwest President in 2023.
 - Open forums were held on November 4 for faculty, staff, and students to hear feedback on what the
 - Dr. Tatum reported that the timeline for a new Provost is aggressive, with on-site interviews occurring after the first of the year. The hope is for a new Provost to transition to campus by March 1, 2026.
- Dr. Tatum reported on the enrollment outlook. The fall enrollment is 8,747, the fourth year to be above 8,000 students.
 - Transfer enrollment has increased due to deliberate actions by admissions, as well as the close of an athletic program at Missouri Western.
 - The numbers for returning students also increased, as well as the dual enrollment numbers.
 - The number of international undergraduates and Bearcat Advantage students both rose.
 - The largest decrease occurred in the international graduate sector.
 - Dr. Tatum stated that the volatility in enrollment is a reminder of the challenges for higher education in Northwest Missouri.
- Dr. Tatum reported on the implementation of the Workday program, specifically on the implementation of the new payroll periods. All employees will be going to two pay periods a month
- Dr. Tatum reported that he continues to meet with Senate President Miller and President-Elect Campbell.
- Dr. Tatum reported that he has begun interviewing tenure-track faculty candidates as a means of helping the potential faculty members understand the ethos of Northwest.
- Dr. Tatum reported that Northwest is in the feasibility phase of a new capital campaign. If the campaign tests well, it will launch in July of next year, with a strong focus on student scholarships as a means to reduce the \$ 22 million that Northwest spends on student

merit aid. Faculty endowments will also be a focus of this campaign. Finally, Dr. Tatum reported that a new 'front door' of campus in the form of a visitor center to replace Mabel Cook will be an integral part of this campaign.

- Dr. Tatum fielded a variety of questions from Senators about the transition to Workday as well as the appointment of an interim Provost. Dr. Tatum indicated that he would serve as the interim Provost.
- **Provost Report (Dr. Hooyman)**
 - Dr. Hooyman clarified that the Workday implementation for faculty and staff will occur after the HR/finance side. Dr. Hooyman indicated that the Workday transition will be beneficial for students in the long run, but it will require a significant amount of time and effort to implement the platform. The full implementation on the academic side will begin in three years.
 - Dr. Hooyman fielded a question from a senator regarding a comment made by Dr. Tatum about double majors. She reassured senators that students can still double major, but they must know what the financial aid caps are.
 - Dr. Hooyman reported that there are no current higher education issues at the state level, but the transfer 60 group will begin meeting soon. Dr. Haddock will continue to attend the transfer 60 meetings along with Leslie Cuenca to serve in the advisor capacity. The state is also creating a dual credit task force to review a dual credit policy in the wake of accreditation changes. Amy Washam from Northwest will likely serve on that task force.
 - Dr. Hooyman reported that there will be two graduation dates in December, and the graduations will be large. There will be two ceremonies on Friday at 10:00 a.m. and 2:00 p.m.
 - Dr. Hooyman fielded a question about the four-year advising model. She indicated that there is a pilot currently occurring in the Marine Biology major.
 - Dr. Hooyman reminded faculty that Dr. Tatum will be doing an open forum at 2:00 to discuss the Strategic Plan. Dr. Hooyman anticipates that this strategic plan will be a three to five-year plan.
 - Dr. Hooyman fielded a question from a senator about release time and faculty compensation for those who teach dual credit. Dr. Hooyman indicated that she would bring that to the task force.
 - Dr. Hooyman reported that the votes on Chapter 2 allowed it to pass and it will now go to the NLT and Board of Regents.
- **Human Resources (Krista Barcus)**
 - Mrs. Barcus reported that open enrollment is currently available until November 7.
 - Mrs. Barcus reminded senators about the employee recognition events taking place on Tuesday, December 9, at 5:30 a.m. and 12:00 p.m.

- There were no changes in premiums for employees in 2026. Employee initiatives are making a substantial impact on the premiums, remaining stable.
 - As a reminder, for the medical, dental, and dependent care flexible savings accounts through ASI Flex, you must re-enroll each year. The deadline is Monday, Dec. 1.
 - The deductible on the high deductible plan changes from \$3300 to \$3400 and \$6600 to \$6800 due to IRS guidelines.
- **Chief Amanda Cullen**
 - Chief Cullen brought crisis counselor Dacey Hassey and allowed her time to introduce herself. Chief Cullen reminded senators that Dacey and the crisis team can also help find counselors who are approved by the Northwest insurance.
 - Chief Cullen reminded senators about the procedure for winter weather readiness. University Police will now do jump starts, help with changing tires, inflating tires, etc. Chief Cullen reminded senators to put together a 'go kit' for winter weather in case of power outages, etc.
 - Chief Cullen reported that there will be release valves outside of buildings that will often have the smell of gas. Any fear of the smell of natural gas should be reported.
- **Dr. Tyler Tapps**
 - Dr. Tapps reported on the Celebration of Scholars on behalf of Dr. Kauzlarich.
 - The Celebration of Scholars has now been formed as a committee, with each college having a representative.
 - The Celebration will be held on April 1 at the Ag Learning Center.
 - More information about the Celebration of Scholars is attached to the minutes.
 - Dr. Tapps reported on the infrastructure project:
 - Phase 2 is 75% complete
 - Phase 3 is 5% complete
 - Closure dates
 - Admin
 - HP, Roberta, McKemy, Valk- inaccessible during summer 2026
 - Garrett-Strong- inaccessible from May 11-June 11
 - The repurposed Frank Grube tennis courts in the center of campus will include tennis courts, pickleball courts, a mini soccer pitch, four square, wiffleball, and kickball fields
- **Senate President (Dr. Miller)**
 - There are three brief topics I wish to address in this report.
 - **1. Faculty Senate Report to the Board of Regents**
 - First, I want to express my sincere appreciation to everyone who contributed to the Faculty

Senate's report to the Board of Regents on October 24. I extend special thanks to Vice President Luke Campbell for presenting the report on my behalf, as I was unable to attend due to a family matter. The report highlighted the outstanding contributions of our faculty to Northwest, to the Maryville community, to the state of Missouri, and to our academic disciplines.

- Senators, please share my gratitude with your school chairs, who provided much of the information that made this report possible. I am maintaining a record of faculty accomplishments and encourage you to continue forwarding notable achievements so they may be included in our next report.

■ **2. Provost Search Committee**

- Senator Farnan and I are serving as faculty representatives on the Provost Search Committee. Thus far, the committee has held one formal meeting and one faculty "listening session." These sessions were designed to help Anthem Academic, the search firm, gain a sense of how we view our university and community—the strengths, the challenges, and the opportunities.
- Faculty input focused on several key areas: the desired qualifications of the next Provost (including classroom and legislative experience), critical issues for the new Provost to address (implementation of the compensation study, faculty advocacy, and leadership across multiple roles), and our most pressing institutional needs (faculty workload, compensation, budget management, and creative use of resources).
- It was noted and shared with President Tatum that only ten faculty members attended the recent listening session. The committee has also been asked to forward the names of potential candidates who might be a good fit for the position. If you have recommendations, please share them with Senator Farnan or me so we can pass them along to Anthem.

■ **3. Discussion with President Tatum**

- Finally, I met with President Tatum yesterday to discuss the composition of the Provost Search Committee. The purpose of the meeting was to clarify the Faculty Senate's position and to exchange information. The conversation was

productive and cordial, though a few points of disagreement remain.

- **Committee Reports**

- **Academic Petitions (Dr. Tony Olson)**

- Senator Olson reported that the Academic Integrity Panel met on October 28 and new members were oriented to the process, but did not hear any cases.

- **Assessment and Retention (Dr. Shantel Farnan)**

- Senator Farnan reported that the Outcomes committee met in October and is in standby mode.
 - Senator Farnan reported that the Teaching and Learning Committee has reviewed the proposals for the January Professional Development day and submitted their selections.
 - Assessment and Retention met- reviewed accomplishment-preparation for HLC visit fall 2028, and provided feedback on the biggest gaps faculty see on APR and curriculum scorecard.

- **CDR (Dr. Cindy Tu)**

- Senator Tu reported on the following:
 - DCM- The first meeting was held on October 16 for an introductory meeting. Members briefly discussed the consideration that Northwest may be asked to reduce the core requirements based on state initiatives.
 - Graduate Council- The committee has met twice and approved multiple proposals.
 - CDR- The first meeting was held on October 28, with 21 proposals reviewed, 16 approved, and the remaining are waiting on the accurate course numbers or had other changes required.
 - Historical listing of course numbers is available in the Registrar's Office, so that course numbers are not reused.
 - Dr. Eloie reminded senators that assistance is available from the committee to help with proposals.

- **Research (Dr. Oscar Perez-Hernandez)**

- Senator Perez-Hernandez reported that the committee met on October 27 and reviewed 22 research proposals. The committee will meet again on November 6 to discuss the standardized evaluation of proposals.
 - Senator Perez-Hernandez also reported that there is a research misconduct policy that will need to be updated.
 - Animal Welfare- No Report
 - IRB- Nine applications have been approved. Senator Katsion reported that there is a policy being created for CITI training so that all those who serve on the

committee or are submitting an IRB proposal (students included) must have the training.

- Faculty Welfare, Budget, and Finance (Dr. Amy Hillard)
 - Senator Hillard reported that since the last meeting, there is nothing new to report.

- **Old Business**

- Senate Bylaws- Edits and Amendments
 - Senator Miller reported that the bylaws are posted and complete.
- Committee Assignments
 - Senator Miller reported that the committee assignments are complete, with just a few individuals left to find their place.
- Faculty Reception for the Provost
 - President Miller and Secretary Baker have the reception and gift planned for Dr. Hooyman, to be held at the beginning of the November 19 meeting.

- **New Business**

- Provost Search
 - Dr. Tatum will respond to the letter sent from the Faculty Senate early this week. This response will be to the composition of the committee with respect to faculty representation.
 - Senator Farnan and President Miller, members of the search committee, asked Senators to remind their units to pass along any feedback or concerns that they have so they can share them with the committee.
- Proposals
 - REC - 45446 - Research and Evaluation in Recreation, Parks, Sport, and Tourism
 - REC - 45445 - Natural Resource History and Interpretation
 - REC - 45440 - Managing Operations in Recreation, Parks, Sport, and Tourism
 - REC - 45340 - Programming in Recreation, Parks, Sport, and Tourism
 - NUTR - 47432 – Micronutrients
 - NUTR - 47431 – Macronutrients
 - HIST - 33386 - The Pacific Rim

- HIST - 33380 - Humanitarian Crises of the Modern World
- HIST - 33310 - France Since Louis XIV
- HIST - 33370 - History of the Near and Middle East
- HIST - 33313 - American History of Science, Technology, and Medicine
- Child and Family Studies Minor, 24 hours
- Applied Health Science Major, 60-70 hours: B.S.-No Minor Required
- Nutrition Minor, 23-24 hours: B.S
- HPER - 22224 - Techniques of the Olympic Lifts
- HPER - 22442 - Applied Strength & Conditioning
- MATH - 17603 - Complex Analysis
- REC - 45443 - Leadership in Recreation, Parks, Sport, and Tourism
- REC - 45450 - Field Experience in Recreation, Parks, Sport, and Tourism
- REC - 45499 - Internship in Recreation, Parks, Sport, and Tourism
- Motion to bundle the Recreation proposals by Senator Hillard/second by Senator Olson.
Motion passes unanimously.
- Motion to approve the Recreation bundle by Senator Olson/second by Senator Chuang.
 - Yay-18 Nay-o Abstention-o Motion passes.
- Motion to bundle the History proposals by Senator Hillard/second by Senator Olson.
Motion passes unanimously
- Motion to approve the History bundle by Senator Lim/second by Senator Olson.
 - Yay-18 Nay-o Abstention-o Motion passes.
- Motion to approve the Nutrition 47432 proposal
 - Yay-18 Nay-o Abstention-o Motion passes.
- Motion to approve Nutrition 47431 proposal
 - Yay-18 Nay-o Abstention-o Motion passes.
- Motion to approve Child and Family Studies Minor by Senator Adam/second by Senator Olson
 - Yay-18 Nay-o Abstention-o Motion passes.

- Motion to approve the Applied Health Science Major by Senator Adam/second by Senator Schairer-Kessler
 - Yay-18 Nay-o Abstention-o Motion passes.
- Motion to table the Nutrition minor by Senator Olson/second by Senator Adam
 - Yay-18 Nay-o Abstention-o Motion passes.
- Motion to bundle all remaining proposals by Senator Olson/second by Senator Chuang. Motion passes unanimously.
- Motion to approve the bundle by Senator Olson/second by Senator Adam
 - Yay-18 Nay-o Abstention-o Motion passes.
- **Items from the Floor**
 - A senator asked about the Faculty Senate Canvas page and some people being removed. Secretary Baker will follow up with the Learning and Teaching Center staff.
- **Closed Session**
 - No closed session was necessary.

The meeting adjourned at 5:41 p.m.

Respectfully submitted,

Jill Baker

Faculty Senate Secretary

Attachment:

Celebration of Scholars Framework

Committee: Laura Kauzlarich, Hannah Christian, Tyler Tapps, Ratan Lal (College of Business, Mathematics & Technology), Mahesh Bashyal (College of Agriculture & Natural Sciences), Sammy Holloman (College of Arts, Communication & Social Sciences), and Jacob Tenglesen (College of Education, Health & Human Services)

Mission Statement

The *Celebration of Scholars* at Northwest Missouri State University exists to **showcase, inspire, and connect** the scholarly, creative, and innovative achievements of our students and faculty. Rooted in our commitment to “*Every Student, Every Day*,” this annual campus-wide event highlights the diverse ways Bearcats learn, create, and lead—through research, artistic expression, service, and innovation. By fostering curiosity, collaboration, and community

engagement, the Celebration of Scholars empowers students and faculty to share their work, build professional readiness, and contribute to a culture of excellence that defines Northwest.

Vision Statement

The *Celebration of Scholars* will become a **signature Northwest tradition**—a vibrant and inclusive showcase of academic and creative excellence that unites the entire campus community. It will stand as a **cornerstone of our culture**, reflecting the diversity, ingenuity, and collaborative spirit of Northwest students and faculty. Through this annual event, we envision a university where *every student, every day*, sees themselves as a scholar, innovator, and engaged citizen whose work contributes meaningfully to the broader world.

Core Values

1. **Inclusion & Belonging (maybe need different words here)**
We celebrate *every student, every discipline, every story*. The Celebration of Scholars honors diverse pathways to discovery and expression—undergraduate, graduate, on-campus, and online.
2. **Curiosity & Creativity**
We value intellectual exploration and creative expression as cornerstones of the Bearcat experience—encouraging bold ideas, innovation, and lifelong learning.
3. **Collaboration & Mentorship**
We recognize that meaningful learning happens through partnership. Faculty, staff, and peers work together to coach, guide, and elevate one another's work.
4. **Excellence & Growth**
We strive for excellence in both process and outcome, viewing the Celebration as a step in students' personal and professional journeys toward readiness, confidence, and leadership.
5. **Community & Connection**
We build bridges between Northwest and the world beyond—linking students and faculty with alumni, employers, donors, and the broader community through shared celebration and engagement.

Celebration of Scholars – Mission & Vision (Public Version)

The *Celebration of Scholars* is Northwest Missouri State University's annual showcase of student and faculty achievement. Rooted in our commitment to "*Every Student, Every Day*," this signature event brings together the entire Bearcat community to highlight research, creativity, innovation, and service across all disciplines.

Through posters, performances, activities, exhibits, and presentations, students and faculty share their ideas, discoveries, and passions—demonstrating the curiosity, collaboration, and excellence that define Northwest. The Celebration fosters career readiness, mentorship, and pride, while building meaningful connections with alumni, employers, and community partners.

Together, we celebrate the work that makes Northwest shine—one Bearcat at a time.