

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

**September 2, 2026
3:30 p.m.
250 Owens Library**

Members in Attendance:

Officers	Title
☒ Luke Campbell	President
☒ Peter Adam	Vice President
☒ Cindy Tu	Parliamentarian
☒ Jesse Lane	Secretary
☒ Mike Miller	Past President
College Senators:	Alternates:
<u>College of Agriculture and Natural Sciences</u>	
☐ TBD (1st term, 1st year)	☐ TBD (1st term, 1st year)
☒ Ahmed Malkawi (1 st term, 1 st year)	☐ Mohammed Meziani (1 st term, 1 st year)
<u>College of Arts, Communication, and Social Sciences</u>	
☒ Kim Casey (1 st term, 2 nd year)	☐ Brett Chloupek (1 st term, 2 nd year)
☒ Devlin Scofield (1 st term, 1 st year)	☐ Ashley Davis-Black (1 st term, 1 st year)
<u>College of Business, Mathematics and Technology</u>	
☒ Casey Abington (1 st term, 2 nd year)	☐ Ajay Bandi (1 st term, 2 nd year)
☒ Laura Kauzlarich (1 st term, 1 st year)	☐ Tiebing Shi (1 st term, 1 st year)
<u>College of Education, Health, and Human Services</u>	
☒ Linda Gray Smith (1 st term, 2 nd year)	☐ Joel McCormick (1 st term, 2 nd year)
☒ Machel Skinner (1 st term, 1 st year)	☐ Shelley Hiatt (1 st term, 1 st year)
School Senators:	Alternates:
☒ Agricultural Sciences: Jason Holderieath (1 st term, 1 st year)	☐ Ronda Driskill (2 nd term, 1 st year)
☒ Business: Kyungjoong Kim (1 st term, 1 st year)	☐ Weiping Wu (1 st term, 1 st year)
☒ Comm. and Mass Media: John Katsion (1 st term, 2 nd year)	☐ TBD (1st term, 1st year)
☒ Computer Sci & Info Sys: Ratan Lal (1 st term, 1 st year)	☐ Gary Yu Zhao (1st term, 1st yr)
☒ Education: Cindy Schairer-Kessler (1 st term, 2 nd year)	☐ Travis Dimmitt (1 st term, 2 nd year)
☐ Fine & Performing Arts: Joseph Tomasso (1 st term, 1 st year)	☐ Rachel Day (1 st term, 2 nd year)
☒ Health Sci & Well.: Jacob Tengelsen (1 st term, 1 st year)	☐ Damon Leiss (1 st term, 2 nd year)
☒ HHS: Travis Surprise (1 st term, 2 nd year)	☐ TBD (1st term, 1st year)
☒ LLW: Luke Rolfes (2 nd term, 2 nd year)	☐ Heather Hill (1 st term, 1 st year)
☒ Math and Statistics: Taylor Harrison (1 st term, 1 st year)	☐ Sara Sony (1 st term, 1 st year)
☒ Natural Sciences: Luke Monroe (1 st term, 2 nd year)	☐ Tish Warner (1 st term, 2 nd year)

*Note: An X next to the name indicates they were present

- I. **Call to Order**
 - a. President Campbell called the meeting to order at 3:30 pm
- II. **Approval of Agenda**
 - a. Motion by Linda Gray Smith
 - b. Seconded by Kim Casey
 - c. The agenda was approved
- III. **Approval of Minutes**
 - a. Moved to approve the previous Faculty Senate Minutes to the next meeting along with these minutes.
- IV. **Reports**
 - a. Chief Amanda Cullin - UPD

- i. Chief Cullin commented that parking is moving along. She said to be sure to get your permit ASAP and become familiar with the online system. If you have questions, she asked that faculty give dispatch a call. Changes in the parking lots:
 - 1. Lot next to Laptop Services is employee-only
 - 2. The parking lot with temporary buildings behind the Administration Building is commuter-only.
 - ii. She concluded by stating that the fire drill today was successful. She asked that if you know anyone who is not receiving notifications about the drills, please let her know, so that everyone has access to notifications from UPD
- b. Dr. Tyler Tapps – Associate Provost, Academic Operations and Assessment
 - i. Dr. Tapps started his report by stating that most of the buildings are functional and open. However, crews are still working on HVAC issues. He will be working with deans to ensure that all physical changes to department buildings are finished in a timely manner. He asked that if faculty have issues with the HVAC system, please use work orders. If it is related to a current project, send the request or concern to chairs first; they will send it along to the associated Dean and Dr. Tapps.
 - ii. There will be several moves that will take place in the next few weeks. Phased repopulation of the Administration Building will occur between September 8-20. Dr. Tapps asked faculty to give some grace to people who are moving offices.
 - iii. He concluded by stating that the Garrett-Strong parking lot opening is to be determined. More work may need to be done, so no date yet.
 - 1. Statement from the floor: The commenter addressed a concern about Valk and how decisions were made about the inclusion of the new nursing program in the Valk building. Concerns were noted about the logistical issues with moving classrooms without including input from HSS faculty. They voiced their support for the nursing program but expressed concern about how changes were made quickly without faculty input.
 - 2. Response from Dr. Tapps: He responded that he will keep people updated. Due to the deadlines, decisions related to space are being made quickly. He is happy to discuss the long-term goals with HSS in the near future.
- c. Ms. Krista Barcus – Vice-President of Culture
 - i. Ms. Barcus provided updates about open enrollment and upcoming physical screenings. Open enrollment will take place in October-November (the timeframe will be communicated once it is set). Benefit elections and changes are completed in Workday. Employees on a Northwest health insurance plan must meet the requirements of the primary care provider wellness program, which consists of an annual preventive visit and routine labs ordered by a healthcare provider. Employees should print a Physician Screening Form from the Blue Cross Blue Shield “A Healthier You” portal to bring with them to their preventive care appointment. Physician Screening Forms are due **Thursday, Oct. 15, 2026**. If the requirements are not met, the employee will be assessed a \$50 per month premium differential, beginning in January 2027. Employees who started Aug. 1,

2026, or later, are not required to return the Physician Screening Form in 2026. For complete details about the primary care provider wellness program, visit <https://www.nwmissouri.edu/hr/Primary-Care-Provider-Wellness-Program.htm>. For more information, contact the Office of Human Resources at 660.562.1127.

- ii. Ms. Barkus concluded by stating that benefit changes should now be completed using Workday. They will soon provide guidelines on how to update benefits in Workday.
 - 1. Question from the floor: Will healthcare costs stay the same in the future?
 - 2. Response from Ms. Barkus: We are working with BCBS and will provide information in the future. We should know in the next 3 weeks.
 - 3. Question from the floor: Will family members need screenings this year?
 - 4. Response from Ms. Barcus: Only the primary holder needs to do that this year.
 - 5. Question from the floor: We were paid early at Christmas under the old system; what will happen this year?
 - 6. Response from Ms. Barcus: We will continue with the bi-weekly pay scale. As a result, you will not receive early pay as in years past. However, you will receive three paychecks in December.

d. Ms. Kat Falke – Project Manager, Workday Change Management

- i. Kat thanked everyone for making faculty Workday training a success!
- ii. The project team for Workday focused this summer on stabilizing the system, strengthening processes, and continuously improving the employee experience. As more employees use Workday to complete their daily work, they are identifying areas that require additional clarification, resources, or adjustments. Questions, suggestions, and feedback continue to help shape system improvements and the resources available to employees. Upcoming support sessions are listed below:
 - 1. Wednesday, Sept. 2: [student employment and graduate assistant manager Workday training support session focused on the hiring process](#)
 - 2. Thursday, Sept. 10: [office manager and administrative specialist Workday training support session](#)
 - 3. Wednesday, Sept. 16: [faculty and staff Workday training support Q&A session](#)
- iii. Workday Student is planned to support the fall 2028 academic semester. It will support the full student lifecycle, including recruiting, admissions, records, advising, registration, financial aid, and student financials.
- iv. Assistance with Workday access and mobile app setup is available at the Jon T. Rickman Electronic Campus Support Center on the Northwest campus between 8 a.m. and 5 p.m. Monday through Friday, or by calling 660.562.1634. Please submit general questions or feedback by using

the [Feedback Form](#). Submit system issues, errors, or requests by using the [Issue & Request Form](#). Review [Workday training resources](#) for step-by-step guides, videos, and other resources.

- e. Mr. Phil Motazedi – Student Senate President
 - i. Phil discussed the following Student Senate Goals for the upcoming year: Working more closely with Faculty Senate and leadership. Inviting leadership to meetings to help educate students on various university programs. He said that they will be sending invitations to the Faculty Senate soon. He asked that faculty members please attend Student Senate meetings in the Student Union Ballroom at 7 pm on Tuesdays. They are in the process of arranging for someone to attend Faculty Senate meetings biweekly. Ultimately, they want to promote literacy on university budgets and how students can play a role and better understand the processes. They are planning on inviting representatives from the Finance Office to attend Student Senate meetings. Their long-term goal is to build leadership within Student Senate and attend workshops.
- f. Dr. Rhonda Beemer and Gia Zupancic – Student-Athlete Compliance and Advising
 - i. Dr. Beemer: She was here today as a faculty Representative. She works with student-athletes about missing classes and directs students on where to go, how to work with professors, and how to use wellness services. There have been increasing challenges this year due to changes in NCAA regulations for student-athletes. She will be working closely with Gia Zupancic to ensure we comply with all regulatory changes.
 - ii. Ms. Zupancic: She has been working in athletics for two years now. She started by stating that student-athletes are students first, athletes second. If you receive an email from her or have issues with student-athletes, please work with her to ensure the behavior is addressed by the student. If you have concerns, please reach out.
 - iii. Dr. Beemer: She concluded by stating that all degree audits should have Ms. Zupancic's name on it. Over the next three years, the university will be going through issues related to fifth-year and red shirt changes in the NCAA. Please reach out if you have any issues.
- g. Dr. Allison Hoffman – Associate Provost of Enrollment Management and Student Success
 - i. Dr. Hoffman stated that they have a retention chatbot that sends out messages to students each week. Ninety-six percent of students have opted in. Thirty-six percent are actively engaged. Teams of people reach out to those students based on the type of response received. She reiterated that nothing can replace the human touch and asked that faculty keep working directly with students to ensure they are still attending class and meeting their classroom requirements. The chatbot will not replace the work of faculty members. As of now, the chatbot is only working with in-person students but will soon be available to OP students. She also discussed the Provost Newsletter and how it will highlight retention; information from *Academy* by Civitas Learning will help to provide valuable information for this letter. Dr. Hoffman then discussed the Retention Working Group and how they are working on an absentee policy for students who need to leave for a while but plan to

return. The policy will allow students to start where they left off without having to reapply. This new policy will eventually be presented to faculty senate for approval. She concluded her report by stating that they will be working more closely with Phil Motazedi and Student Senate to create student-centered plans for retention.

- h. Dr. Elise Hepworth – Dean, College of Arts, Communication, and Social Sciences
 - i. As part of the NW Core courses: will be revisiting the courses currently offered. She will make recommendations for changes in the NW Core. Currently, we have several categories. Reps from different schools will be meeting to discuss these changes. Colleagues from transfer and enrollment will be added later to see how this will affect incoming students. This is also related to the changes in FAFSA due to the maximum total value of loans now available each semester.
 - ii. Last year, Elise worked with various people to compare our core courses to other peer institutions. She is working with the Northwest Core Institutional Ad-Hoc Committee to plan future changes to the NW Core. A recommendation will be provided once the meetings conclude. Elise will be here to provide regular updates. Representatives in the committee are listed below:
 - 1. BUS: Casey Abington
 - 2. NS: Alisha Campbell
 - 3. HSS: Kim Casey
 - 4. MATH: Rhonda Brown Smith
 - 5. LLW: Richard Black
 - 6. FPA: Joe Kreizinger
 - 7. CMM: Joy Daggs
 - 8. AG: Mike Miller
 - 9. HSW: Jacob Tengelsen
 - 10. EDU: Ashley Strickland
 - 11. CSIS: Diana Linville
 - 12. Elise Hepworth: Administrative Representative
 - 13. Robin Gallaher: Core 42 NW Representative and LLW Chair
 - 14. TBD: Admissions Representative
 - 15. TBD: Transfer Representative
 - 16. TBD: Registrar Representative
 - 17. TBD: Financial Aid Representative
 - iii. Question from the floor: What is double counting?
 - 1. Response from Elise: Legislative language stated that courses should be shared and transferred between institutions. Mizzou uses a 30-hour core but fulfills the core 42 by using major-related classes that fulfill the remaining state categories.
- i. Dr. Rose Marie Ward – Provost and Vice President of Academic Affairs
 - i. Dr. Ward gave a presentation on some upcoming meetings and Q&As with the Provost. The following points were discussed in her presentation:
 - 1. Recruitment, retention, and persistence are priorities. Dr. Ward commended Katie Strickland and her work to double the size of the marching band. People need to start thinking about how to recruit new students. She mentioned that we have made some improvements in retention, but more improvements are needed.

2. Dr. Ward extended an invitation for Faculty and staff to participate in several opportunities this fall, including Writing Days, Workday Student Town Halls, Think Tanks, and Strategic Plan Drop-In Sessions. These events provide dedicated time for writing and planning, opportunities to learn more about Workday and its prospects for students and academic affairs, and chances to share ideas and feedback as we continue shaping the university's strategic direction. Visit the [sign-up form](#) to view dates and register for the sessions that best fit your schedule. Here is the list of events:
 - a. Writing days: September 4, October 2, and November 6, in the 3rd-floor of the library. Lunch will be provided. It will be a nice, quiet time and a great time to study, research, and ask questions of Dr Ward.
 - b. Workday Student Townhalls: September 23, from 3-5 pm and October 27, from 3-5 pm in the 3rd-floor Boardroom in the Administration Building. Please attend to weigh in on Workday changes. Updates will be provided. During the sessions, project progress, audience impact, available resources, upcoming opportunities, and next steps will be discussed.
 - c. Strategic Plan Drop-Ins: Open sessions in Valk 118 on September 22, from 3-5 pm, and October 28, from 3-5 pm. This will cover the academic aspects of the strategic goals. Details will be discussed, and there will be a Q&A session.
 - d. Think Tanks: September 15, from 3-4:30 pm, October 24, from 3-4:30 pm, and November 11, from 3-4:30 pm in the Administration Building, room 310. Topics will be provided, and faculty will work together to come up with ideas to improve education at Northwest. How do we improve the educational experience and think about the experiences differently?
 - e. Promotion and Tenure Sessions: Hosted in conjunction with the Teaching and Learning Center on September 14 at 3:30 in the Library, room 250, and Sep 17 at 3:30 in the Library, room 250. These sessions will provide information on how to prepare tenure portfolios.
 - f. Collaborations: Meetings will be hosted monthly between Faculty Senate, Student Senate, and staff council. This will be designed to find ways to collaborate across departments and spaces.
 - g. Dr. Ward's final note: Bachelor of Professional Studies was approved by the state yesterday. She thanked the faculty for all of their hard work in getting this approved.

3. Questions from Faculty Senate

- a. Question from the floor: Will you provide a template for tenure portfolios?
- b. Response from Dr. Ward: Follow the current guidelines and the Tenure/Promotion; updates will be made by next year. Once the templates are changed, faculty can use the old style if they have already started. The goal is to have something cohesive in the future.
- c. Question from the floor: The loss of campus jobs will harm student retention. How will we address this?
- d. Response from Dr. Ward: We are working with businesses and state and local institutions to help students find jobs and careers outside of the university.
- e. Question from the floor: Do we know how the new 90-hour programs are working at other universities?
- f. Response from Dr. Ward: Things are moving quickly at other institutions. Various universities are pushing several new 90-hr programs.
- g. Question from the floor: Will we be creating similar 90-hour programs for on-campus students?
- h. Response from Dr. Ward: Yes. The department should start planning on creating new on-campus programs.

j. Senate President – Luke Campbell

- i. President Campbell started his report by thanking Mike Miller for his leadership last year. He guided Faculty Senate through important changes at the university level. He thanked him for his guidance and patience.
- ii. President Campbell stated that this will be a very busy academic year, especially this fall. Challenges are impacting higher education and are moving quickly. He listed the following priorities:
 1. Senate committees are and will be integral to the decision-making process of Northwest. Their work is important. He thanked them for the hard work they are doing.
 2. He has communicated to Ward about how the workload should be assigned to Senate committees to maintain shared governance.
 3. He stated that it is essential that the Senate sees itself as a partner with a positive role to play to maintain and help this institution grow. Faculty Senate should protect and advocate for faculty resources, but should partner with leadership in a constructive manner.
 4. He concluded by stating that Faculty Senate should take its role here seriously and promote shared governance.

k. Committee Reports

- i. *Academic Petitions – Ahmed Malkawi*
 1. Petitions meet every third Tuesday of each month. This week there was an urgent situation. A decision needed to be made on a case, and they submitted their decision successfully.
- ii. *Assessment and Retention – Linda Gray Smith*

1. Dr. Smith spoke with Dr. McBride regarding approval of program learning outcomes for the Bachelor of Professional Studies. They are in the process of appointing people to work with the committee that will create these PLOs. The committee will consist of three administrators and two faculty members from the Assessment and Retention Committee. The committee will be reporting to Dr. McBride on Tuesday of next week.
- iii. *CDR – Joseph Tomasso*
 1. See attached document titled *CDR Report information.docx*.
- iv. *Research – Kimberly Casey*
 1. Research will have its first meeting on Thursday, September 10. They are currently waiting on charges from the Provost. Dr. Casey will send out a call for research proposals soon. The end of September is the tentative date
- v. *Faculty Welfare, Budget, and Finance – Casey Abington*
 1. Faculty Welfare, Budget, and Finance meets the 2nd Monday of each month. They have not held their first meeting yet, so there is no report to give for this meeting.

V. Old Business

- a. Report from the WG90 Committee
 - i. The first meeting will be held on Tuesday, September 15. Deans and chairs have been working all summer. Revisions will be sent back to the committee with guidance and directions on frameworks. After they complete the guidance, it will be presented to the Senate.
- b. Report from AI Committee
 - i. See attached document titled *Report from Standing Committee on AI.docx*.
 - ii. Comments from Dr. Ward: State institutions were given access to Google AI training. Dr. Jana Gerard from the Teaching and Learning Center will put together training for faculty and staff.
- c. Report from Shared Governance Committee
 - i. Comments from President Campbell: The Shared Governance Committee met during the summer and is currently researching what other institutions are doing regarding shared governance.

VI. New Business

- a. Proposals and Timeline
 - i. See document titled *2026 0505 Curriculum Timeline. 2026-2027.docx*
 - ii. Comments from President Campbell: Be aware of the important dates on the attached timeline. Specifically, the deadline for proposals and any curriculum changes is Feb 5, 2027. All curriculum changes need to be fully approved and go through the proper channels by February 5.

VII. Items from the Floor

- a. Comments from the floor: Here are some updates concerning education majors and certifications. The secondary education coordinating committee is concerned with teaching methods from various disciplines. Dr. Smith leads this group. A huge change is coming: SEMO is creating a 90-credit-hour teaching certificate. Credit hours statewide are changing in teacher education. Please send anyone to this committee. Dr. Ingraham will host a conversation with interested faculty members before the deadline. This meeting will take place on September 15 over Zoom at 3:30 pm. The commenter stated that they are in support of student labor

and continued by stating that recent data collected from freshmen at Northwest indicates that they thought they would be more involved with faith institutions and would find jobs on campus. They have been disappointed that there are limited opportunities to get jobs on campus. The commenter also extended an apology about the nursing move to Valk. It became apparent that Martindale would not be able to host nursing. Valk was the only building that could hold it. The commenter agreed that they should do a better job communicating and will buy you a coffee if you want to talk about the nursing program and brainstorm ideas. The commenter concluded their comments by stating that DESE will be loosening requirements for education students. As a result, we will be seeing changes coming very soon due to the shortage of teachers.

- b. Comments from the floor: Please sign up for Missouri Hope, taking place from October 14- 18. If you can, please get your students to participate. Send students to Mr. Travis Surprise or have them send him an email to sign up for Missouri Hope. Cornell University students will also be participating.
- c. Comments from the floor: One particular department has tons of proposals that will be submitted this semester. The commenter asked about the latest dates that new proposals can be submitted. Dr. Ward responded by definitively stating that his department should submit them by November so that they can be reviewed and approved by February.
- d. Comments from Dr. Ward: The Martindale Hall ribbon-cutting ceremony will take place on September 18 at 2:00 pm.

VIII. Closed Session

- a. No closed session

IX. Adjournment

- a. The meeting adjourned at 4:59 pm CDT

Submitted by,

Dr. Jesse M. Lane
Faculty Senate Secretary