

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

**September 16, 2026
3:30 p.m.
310 Admin Building**

Members in Attendance:

Officers	
☒ 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)
☐ Mabelle 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)	☐ Adam Whiteside (1st term, 1st yr)
☒ 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)
☒ HSS: 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 to amend the agenda to include a special guest report from Allison Hoffman: Cindy Schairer-Kessler
 - i. Seconded by Kim Casey
 - ii. Approved unanimously
- b. Motion to approve agenda as amended: Cindy Schairer-Kessler
 - i. Seconded by Linda Gray Smith
 - ii. Approved unanimously

III. Approval of Minutes

- a. Motion to approve both sets of minutes from April 22, 2026 and September 2, 2026: Jacob Tengelson
 - i. Seconded by Cindy Schairer-Kessler
 - ii. Approved unanimously

IV. **Reports**

a. Special Guests

i. Chief Amanda Cullin – UPD

1. Chief Cullin stated that UPD has reached out to 42 students for wellness checks this semester. If you have concerns for your students, please submit a behavioral report online. Chief Cullin also discussed the Parking Committee and the need for a new faculty representative. Comments from the floor indicated that a representative has been chosen and will be shared with Chief Cullin via email. Chief Cullin's final comments were related to the parking lot behind Wells Hall. Workers plan to test the soil, then the parking lot will be repaved.

ii. Dr. Tyler Tapps - Associate Provost, Academic Operations and Assessment

1. Dr. Tapps reviewed upcoming academic calendar adjustments and tracking compliance. Through the Workday implementation process, administration is actively identifying student-centered issues. To streamline scheduling, the university will transition away from multiple staggered start dates across blocks, semesters, and online programs; Block 1 will now align with the standard semester start date. Additionally, official guidelines are being updated for blended courses to align with shifting federal modalities. Current internal tracking does not accurately capture the digital versus in-person breakdown or exact percentages. Because the highest concentration of blended courses currently occurs on Fridays—a structure that seemed too coincidental—all future blended courses will require formal justification and explicit approval from the Dean and Provost to ensure accreditation compliance.
2. Question from the floor: Does this mean that the only issue is that some courses are blended only on Friday?
 - a. Response from Dr. Tapps: The day doesn't matter, but Friday is a potential issue. Justification will be necessary to explain why a blended course is necessary.
3. Question from floor: About the calendar, can you speak to what this will do to Thanksgiving and Spring Break
 - a. Response from Dr. Tapps: Thanksgiving break will be the same for web-based and in-person classes. No break for OP. Grades will be due on Monday for all courses.
4. Question from floor: What about summer?
 - a. Response from Dr. Tapps: Summer will stay the same.
5. Question from the floor: Is there a need for faculty representation?
 - a. Response from Dr. Tapps: Shantel Farnan is here because she was the faculty rep last year. I would like to have a representative if people want to join.

iii. Ms. Krista Barcus – Vice President of Culture

1. The Human Resources department has successfully relocated back to its original location in the administration building and is ready to assist staff, while the IR team has also moved back to the third floor in the west wing. Concurrently, administration is still working through the healthcare consultant with Blue Cross Blue Shield (BCBS) to arrange plan numbers and finalize the open enrollment schedule, and these details will be shared with the campus community as soon as they become available.
- iv. Dr. Michael McBride – Associate Director of Accreditation and Assessment
1. The university is partnering with the assessment and retention committee to update the NPS Northwest performance systems and develop a comprehensive campus assessment plan that logs all student-facing evaluations. This initiative aims to establish more transparent communication regarding data collection and usage, which will be further supported by a faculty workshop scheduled for next Wednesday. Additionally, administration will address tracking gaps by restructuring program learning outcomes to accurately align with specific majors rather than only tracking students enrolled in individual courses.
 2. Question from the floor: When is the workshop?
 - a. Response from Dr. McBride: Next Thursday at 3:30 pm over Zoom through the Learning and Teaching Center.
- v. Dr. Allison Hoffman – Associate Provost of Enrollment Management and Student Success
1. The retention committee will hold its inaugural meeting next week, with sessions tentatively planned for once a month at 2:00 PM or 3:00 PM; administration is seeking additional faculty volunteers to expand representation. Ahead of Monday's enrollment census, student headcount increased by 250 students due to dual enrollment, driving overall numbers 0.5% above last year. To align campus messaging, the upcoming Provost newsletter will publish common vocabulary and standardized definitions focusing on campus-wide student persistence. Additionally, the student retention chatbot achieved a 50% response rate, allowing staff to provide direct follow-up support to 18 homesick students.
- vi. Dr. Rose Marie Ward – Provost and Vice President of Academic Affairs
1. The Provost encouraged faculty to utilize small classroom interactions to enhance the student experience, using the distribution of cow figurines as a symbolic prompt. Faculty are requested to assist in updating Workday policies falling outside the Faculty Senate's purview. Upcoming events include the Faculty Writing Day on October 2 (Library 3rd Floor, lunch provided), two Workday Student Town Halls on September 23 and October 27 from 4:00–5:00 PM (310 Administration Building), and Strategic Plan Drop-Ins on September 22 and October 28 from 3:00–5:00 PM (310 Administration Building). Faculty are also encouraged to participate in upcoming educational innovation Think Tanks,

including an open session in 310 Administration Building on October 14 from 3:00–4:30 PM. To sign up, please use the [Fall 2026 Events with Provost Ward](#) online form. Finally, curriculum data is transitioning to a new system managed by department chairs, featuring an expedited process that allows prerequisite updates to bypass the standard curriculum system to streamline the process.

- a. Question from the floor: If a prerequisite is changed before the new course that will be used as a prerequisite is created, can we still use this expedited process
 - i. Dr. Ward's Response: Yes.
 - b. Question from the floor: Can we use this new process for courses other than those that are changing their titles and those with prerequisite changes?
 - i. Dr. Ward's Response: These will be the only ones impacted at this time, but we may extend the expedited process to other changes in the future.
 - c. Question from the floor: To clarify, if you are just changing prerequisites, you can just use the spreadsheet and contact the registrar?
 - i. Dr. Ward's Response: Yes
 - d. Question from the floor: What is the timeline for expressing interest in joining the Policy Committee?
 - i. Dr. Ward's Response: Can you let me know by the end of next week if you are interested in joining?
2. Dr. Ward continued her report by discussing the Reduced Credit Degree FAQ document she shared with Senate Executive Council. The university is exploring the implementation of reduced-credit degree programs, and faculty considering this track should review the detailed *NW Reduced Credit Frequently Asked Questions Aug 2026.docx* reference document. Administration aims to launch as many programs as possible; by comparison, Southeast Missouri State University (SEMO) currently has ten programs under review and one approved, while this Northwest has one active program under review. Because the Higher Learning Commission (HLC) caps initial reviews at two programs before enforcing a waiting period, all proposed programs must be officially launched before the formal HLC accreditation review takes place.
 - a. Question from the floor: Is there a concern that schools are not progressing fast enough?
 - i. Response from Dr. Ward: No, there is no pressure to move quickly through this process
 - ii. Follow-up question from the floor: We would like to have some clarification on the expectations. Can we

- get a timeline for the appropriate dates for when new programs should be submitted?
- iii. Response from Dr. Ward: We would like to have all submissions by November 1, 2026; February 5 is the final date when program submissions should have gone through the entire approval process.
 - iv. Comment from the floor: We are currently working on a document that will help clarify some concerns about this program change.
- b. Question from the floor: Do these reduced credit programs require the civics exam?
- i. Response from Dr. Ward: Yes
- c. Question from the floor: Is it okay if you wait beyond November? Can we wait to discuss the possibilities and submit new program requests next year?
- i. Response from Dr. Ward: Please take the time if you need it. During the 2-year blackout period, we can work on making these changes more realistic.
 - ii. Follow-up question from the floor: All of the changes we are currently working on are overwhelming, so it feels like a bad time to also try to make a 90-hour program.
 - iii. Response from Dr. Ward: Yes, make sure it's an appropriate time to do this.
 - iv. Response from Dr. Tapps: There is a financial analysis that needs to be done when reviewing new reduced credit degree program requests. This will help you decide whether or not to create a new program.
 - v. Response from Dr. Ward: The new programs do not need to be online or for adult learners.
 - vi. Comment from the floor: If you wait too long to submit the paperwork (like 2.5 years), you may miss the mark, and it might be too late. There is some sense of urgency.
- d. Question from the floor: Why do we get 2 and SEMO gets 10 new programs?
- i. Response from Dr. Ward: No, SEMO submitted 10 reduced credit degree program requests for approval, but only 2 were approved. The others are batched together and will have to wait for later approval.

- e. Question from the floor: What do we do with students who are in an older program that is 120 hours and are seeing other students using the same 90-hour program?
 - i. Response from Dr. Ward: Students can change their major to the new program. However, we want to avoid making the same major 120 hours and another 90 hours. If you make a new program, the old program will be removed and replaced.
 - b. Senate President – Luke Campbell
 - i. President Campbell expressed gratitude to the faculty for their ongoing work and requested that committee chairs extend this appreciation to their respective committee members. Emphasizing the critical role of open dialogue and transparent communication across campus, he pledged to deliver timely institutional updates to ensure all personnel remain fully informed of ongoing developments.

c. Committee Reports

- i. *Academic Petitions – Ahmed Malkawi*
 - 1. The committee met yesterday and approved 2 cases.
- ii. *Assessment and Retention – Linda Gray Smith*
 - 1. The first meeting is tomorrow afternoon (September 17, 2026). The committee will be discussing preparations for the visit from the Higher Learning Commission (HLC) in Fall of 2028. They will also be revising the assessment plan and discussing curriculum maps to ensure clear, measurable outcomes in each course.
 - 2. The Teaching and Learning Subcommittee met September 3. We shared ways our various programs are working to retain students, including creating a curriculum series; monthly speaker; teaching students to manage their files, leading to less frustration; having students and faculty engaged in community work; integrating academics and organizations; creating departmental intramural teams; taking students to research conferences; working on developing a rural mental health center; CALM training; Ask Listen Support training; pushing for ADA compliance; asking business leaders as guest speakers; boot camp during Advantage. We are also working with Jana Gerard and the LTC. Our next project is to help plan the professional development day in January. A call for proposals will go out soon. We are considering ways to incentivize presenting at these PD days. We will also have some input in the creation and awarding of awards from the LTC.
- iii. *CDR – Joseph Tomasso*
 - 1. The CDR committee has approved one proposal for Senate consideration. To ensure no submissions are overlooked before the hard deadline on February 5, 2027, CDR has cross-coordinated meeting schedules with DCM/COTE and is actively collaborating with the Graduate Council. Additionally, CDR has completed a frequently asked questions (FAQ) helper reference document to be distributed to each academic area via the Provost's office. While the formal deadline is in early 2027, the committee strongly encourages all areas to submit proposals by November 1,

2026, to allow sufficient time for necessary revisions to be addressed.

iv. *Research – Kimberly Casey*

1. The Research Committee met on September 10 and will meet several Thursdays in October and November to address the Provost's requests regarding promotion and tenure research matters, Research Week, and research proposal funding. The call for proposals was issued on September 11, with submissions due to Kelley O'Riley in the graduate office by October 19 and awards announced on November 19; upcoming committee meetings and info sessions are scheduled for October 1 (meeting and info session from 12:30–1:30 PM) and October 9 (info session from 2:00–3:00 PM). Additionally, the Animal Welfare Committee has scheduled its first meeting for September 23, while the Institutional Review Board (IRB) reviewed three active proposals, approving two to date.

v. *Faculty Welfare, Budget, and Finance – Casey Abington*

1. The committee met on Monday. Stancy Bond volunteered to serve as the faculty representative on the Parking Committee, where members vote remotely via Canvas to approve, deny, or abstain on bundles of approximately 10 parking appeals coordinated by the University Police Department. The committee began its review of the proposed Promotion and Tenure revisions and related Faculty Handbook changes, which aim to standardize processes across the four colleges, unify the portfolio format, and remove the Graduate Dean letter unless requested, with all member feedback due to the chair by October 2 for compilation before the October 12 meeting, which the Provost will attend to gather feedback and address whether a separate handbook-revision committee will be formed. Finally, during items from the floor, members raised discussions regarding faculty evaluation inconsistencies, the timeline and formatting of evaluation forms, the historical schedule and future desire for an employee satisfaction survey, and whether the Wellness and Benefits Committee will address health insurance during the upcoming cycle.

V. Old Business

- a. Report from the WG90 Committee
 - i. Please review the document titled *NW Reduced Credit Frequently Asked Questions Aug 2026.docx*.
- b. Report from AI Committee
 - i. No updates since last meeting. Please review the document shared with Faculty Senate before the previous meeting (*Report from Standing Committee on AI.docx*)
- c. Report from Shared Governance Committee
 - i. This committee will meet next week (September 21-25). President Campbell will have more information at the next Senate meeting.

VI. New Business

- a. Celebration of Scholars Update and Information
 - i. Senator Laura Kauzlarich was announced as chair of the Celebration of Scholars Committee. The committee is currently going through some changes, such as adding members from the Provost's Office. The

committee will report to the Senate Research Committee, which will provide accountability and ensure continuity between changes in committee leadership. During the floor discussion, members commended Dr. Kauzlarich's leadership and emphasized the event's historical importance to student success. The floor concluded with a call for volunteers, requesting that any faculty or senate members interested in assisting contact Dr. Kauzlarich directly.

- b. Alternate for College of Ag and Natural Sciences
 - i. The College of Agriculture and Natural Sciences is still working on filling their alternate for Agricultural Sciences. The person who may want to do it may not be tenured. It was noted that Faculty Senate may need to waive tenure requirements for College Senators to adjust to the lack of tenured faculty in the School of Agricultural Sciences.
- c. Meeting with Dr. Tatum
 - i. President Campbell reported on his recent meeting with Dr. Tatum, confirming that Dr. Tatum will attend the October 7 Faculty Senate meeting. President Campbell has been tasked with drafting institutional guidance regarding reduced credit programs, focusing on departmental fit, scalability, required resources, and workload impact. In response to a floor query regarding inter-departmental communication, Dr. Ward clarified that because the committee includes representatives from each school, those members are expected to facilitate cross-school dialogue.
 - ii. Question from the floor: Is there a way to make sure that conversations are happening between departments so that they are aware of what is happening at other schools?
 - 1. Response from Dr. Ward: Because the committee includes representatives from each school, those members are expected to facilitate cross-school dialogue.
- d. Proposals
 - i. [AGRI 03466 – Food Quality & Development](#)
 - 1. A Senate Member requested that we include live links for proposals in future agendas.
 - 2. Motion to approve: Joseph Tomasso
 - 3. Motion Seconded: Travis Surprise
 - 4. No discussion
 - 5. Approved Unanimously: 17 Yes, 0 No, 0 Abstentions

VII. Items from the Floor

- a. The Office of Sustainability and the Center for Engagement and Community Connections announced they are hosting the Green Runway event on October 15, where participants will design clothing from recycled materials to compete for the best outfit, and senators were requested to help publicize the event.
- b. An announcement was made regarding the upcoming Missouri Hope disaster response training exercise scheduled for next month, and faculty senate members were urged to actively recruit student participation to serve as vital event volunteers and disaster scenario role players.
- c. An announcement was made that the university will partner with the Boy Scouts to provide merit badge training for children, and any faculty members interested

in assisting with this initiative were requested to contact Dr. Joel McCormick directly.

- d. Dr. Ward addressed an earlier question regarding a previous employee satisfaction survey, clarifying that while the university is not currently preparing to distribute a new survey, it will explore doing so in the future.
 - i. Question from floor: I remember faculty members wondering who created the metrics for the previous survey. Can we vet the questions in advance
 - ii. Response from Dr. Ward: I will investigate the matter and get back to Faculty Senate.

VIII. Closed Session

- a. No closed session

IX. Adjournment

- a. The meeting adjourned at 4:57 pm CDT

Submitted by,

Dr. Jesse M. Lane
Faculty Senate Secretary