

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

**October 15, 2025**

**Members in Attendance:**

Peter Adam, Tony Olson, Luke Rolfes, Bao Pham, Mike Miller, Jill Baker, Oscar Perez-Hernandez, Johnny Chuang, Chi Lo Lim, Travis Surprise, Sanjay Prabhakar, Cindy Schairer-Kessler, Linda Gray-Smith, John Katsion, Kim Casey, Heather Hill, Tony Olson, Alex Taylor, Matthew Scheiber (alternate for Cindy Tu), Amy Hillard, Kyungjoong Kim (alternate for Laura Kauzlarich)

**Members Absent:**

Shantel Farnan, Cindy Tu, Luke Campbell, Laura Kauzlarich, Casey Abington, Rob Voss

- **Call to Order**
  - President Miller called the meeting to order at 3:30 p.m.
- **Approval of Agenda Motion by Chi Lo Lim/Second by Peter Adam**
  - Motion to move the discussion of the Provost Search Committee to the closed session.
  - The agenda was approved unanimously.
- **Approval of Minutes Motion by Peter Adam/Second by Chi Lo Lim**
  - The minutes were approved unanimously.
- **Reports:**
  - **Provost Report (Dr. Hooyman)**
    - Dr. Hooyman reported that Northwest is working on Chapter 2. The charge for updating Chapter 2 is to revise the nomenclature in response to the organizational changes in academics. A statement that only applied to employees hired before 1992 has been removed, and a revised statement has been created to correct an incorrect statement regarding sabbatical pay. The next steps are to ensure that the Chapter 2 committee is all on the same page, open forums are held, all faculty will have the opportunity to vote, and then the changes will go to the Board of Regents for approval.
    - Dr. Hooyman reported that the 60-hour degree task force has met and discussed many concerns and complications that come along with the 60-hour degree charge. The state will create five committees to work on each of the five programs that are impacted by the 60-hour change. The state hasn't yet reached out to the accrediting agencies impacted, but the task force has asked for those accrediting bodies to be included in discussions.
      - A senator asked about who is attending these task force meetings, as Dr. Hooyman is retiring, and Dr. Haddock has taken that role and is learning to step into this role on the task force after Dr. Hooyman's retirement.
    - Dr. Hooyman reported that the Governor's budget is to come and higher education leaders are hoping for a 0 or stagnant budget

change, but the worst case scenario would be a budget decrease. But Northwest is planning for the event that a decrease comes.

- A senator asked a question about carryover funds for budgets, and Dr. Hooyman indicated that, pending budget issues, departments will be allowed to carry over funds to next year.
- Dr. Hooyman asked senators to push for students to have presentations at the Celebration of Scholars.
- Dr. Hooyman encouraged senators to report to units that there is still time to present at PD days in January.
- Dr. Hooyman reported that there is a committee working on new ADA regulations, and the committee has created a 'cheat sheet' to help faculty more easily help students who have needs related to ADA. Dr. Hooyman indicated that there are more things that will be required by the ADA and new compliance regulations, but those will be rolled out more slowly.
- Dr. Hooyman reported that Dr. Darla Runyon has submitted her retirement to be effective December 19.
- Dr. Hooyman reported that the graduation ceremonies for fall will take place at 10:00 and 2:00 on Friday, December 12.
- **Human Resources (Krista Barcus)**
  - Mrs. Barcus reported that unit testing has begun in the Workday system.
  - Mrs. Barcus reported that open enrollment dates will be set soon. HR is collaborating with BC/BS about renewals, and Northwest will expect good news on the health insurance front.
  - Mrs. Barcus reported that she and Stacy Carrick are chairing the Provost Search Committee with assistance from the Anthem Group. The committee has met one time and is working on a timeline and a prospectus.
  - Mrs. Barcus announced that the employee recognition event will take place on December 9, with breakfast at 5:30 a.m. and lunch at noon.
- **Chief Amanda Cullen**
  - No report
- **Dr. Tyler Tapps**
  - No report
- **Dr. Shay Malone-** Assistant Vice President for Institutional Excellence and Global Engagement
  - Dr. Malone provided senators with valuable information regarding academic freedom policies and expectations concerning changes in universities' approaches to diversity. The presentation is attached to these minutes.
- **Senate President (Dr. Miller)**
  - As the 52nd Faculty Senate at Northwest Missouri State University reaches the midpoint of our first semester, I want to express my sincere appreciation to everyone who has worked so hard to get us to this point.

In just a few weeks, we've not only accomplished the "usual" business of the Senate but have also addressed and completed items that would typically be handled in the spring. I am especially grateful to the Executive Council—and in particular to Vice President Luke Campbell, Past President Rob Voss, Secretary Jill Baker, and Parliamentarian Johnny Chuang—for their leadership and dedication. The work we do here matters deeply, and each of you plays an essential role in the progress we've made thus far. Much remains ahead, and I'm confident we will meet those challenges together. With that in mind, we move forward with a shared sense of purpose and optimism—knowing that our efforts, now and in the months to come, will make Northwest an even better place for our faculty, staff, and students.

- Today, we will approve the new Faculty Senate bylaws. Thank you for reviewing the draft circulated last week and for sending feedback to me and to Parliamentarian Chuang, who has worked diligently to incorporate your input into this final version. I know this has been a heavy lift.
- School Directors received a list of faculty who had not signed up for committee service and of committees where schools are underrepresented. Several faculty have already stepped forward, and we anticipate more to come. Directors also received a separate request to compile faculty accomplishments in research, service, and classroom excellence—as well as other noteworthy contributions. I will present many of these achievements at the Board of Regents meeting on October 24.
- Finally, the Provost Search Committee held its first meeting last Thursday to be introduced to Anthem Academic, the firm assisting the search, to exchange information, and to receive the committee's charge from President Tatum. I will keep you updated as much as possible as the search committee moves forward. President Tatum has expressed his desire that a new Provost be in place by the beginning of the year, with the latest possible date of the 1<sup>st</sup> of February.
- Thank you for your continued service, and "buckle up" as we move into the upcoming months.
- **Committee Reports**
  - Academic Petitions (Dr. Tony Olson)
    - Senator Olson reported that the Academic Integrity Committee is continuing to work on the Integrity Policy and Procedure and reviewing the concept of punishment vs. the severity of the action.
    - The Academic Petitions Committee met last week and approved five petitions.
  - Assessment and Retention (Dr. Shantel Farnan)
    - Senator Farnan provided a written report in her absence
      - **Assessment and Retention Committee**
        - 12 committee members from all four colleges and nine of the schools

- First meeting will be October 23, 2025, 2:00-3:00 pm via Zoom
- Planning on sending out our Committee's portion of the By-Laws to them as soon as the final copy is sent back out to the full senate, and on the Canvas site
- Have already met once with Dr. Tyler Tapps, Associate Provost, Academic Operations and Assessment, and Dr. McBride, Associate Director of Accreditation and Assessment. At times, they may be attending our meetings to share information with us or to gain
  - **Outcomes Committee:**
    - Chair Luke Rolfes has reached out to the committee members and Mike McBride. They are having an opening meeting next week via ZOOM, and Luke will be showing members the rubric and how to provide feedback on Program Learning Outcomes. After that, they will be in standby mode until we receive PLOs for review, as this is a committee that meets as needed when the program outcomes come in for review.
  - **Teaching and Learning:**
    - Chair, Chi Lo Lim, will hold the first meeting this Friday.
- CDR (Dr. Cindy Tu)
  - No report
    - DCM- Chair Nate Eloie stated that there are approximately 50 petitions that are expected.
- Research (Dr. Oscar Perez-Hernandez)
  - Senator Perez-Hernandez reported that the committee met on October 6, and an open forum for research proposal applicants was held via Zoom for those interested in asking questions. The committee will meet again on October 20 and has three proposals to review.
    - Animal Welfare- No Report
    - IRB- Seven applications for research since July.
- Faculty Welfare, Budget, and Finance (Dr. Amy Hillard)
  - Senator Hillard reported that the committee met last week to discuss Chapter 2 revisions as well as the roles that members will have on the committee. Senator Hillard reported that the committee discussed the Grievance Policy and some concerns that have come up, and she reached out to Mrs. Barcus to ask some specific questions about the compensation structure. Senator Hillard also reported that she will be reaching out to Jacob Wood to ask about faculty involvement in the university's strategic planning process.
- **Old Business**
  - Senate Bylaws- Edits and Amendments
    - Senators discussed various needs for changes in the bylaws.



