

Present: Darci Blackney, Troy Brady, Melissa Chesnut, Lisa Crater, Derek DeMott, Selena Foreman, Duane Harvard, Tim Jackson, Jill Kain, Kathleen Kobayashi, Colin McDonough, Marsha Martin, Becky Meneely, Ryan Milke, Kelley O'Riley, Nancy Ozanne, Jessie Peter, Ben Rogers, Sue Smith, Barb Weybrew, Shelby Wood

Absent: Anthony Christian, Matt Cronk, Kala Dixon, Ryan Milke, Sierra Rains, Julie Robertson, Kim Todd

Guests: Dr. Matt Baker, Ms. Krista Barcus, Dr. Rhonda Beemer, Dr. Jay Johnson, Mr. Andy Peterson

1. Clarence Green – Leadership Advisory Team

- No report

2. Krista Barcus – Human Resources

- Missouri Blue Book Update
 - Template has been received and submitted by Human Resources
 - The deadline is end of May for submission to the state - unsure how long before the information is posted on the State of Missouri website
- Student Employee Appreciation Reception was April 12
- Budget will presented to the Board on June 15 and hopefully approved
 - Currently there is a placeholder in budget for a 4% cola – this has **not** been approved, it is being *recommended*
- Compensation Study
 - April-May is the timeframe for results to be presented to Northwest and also shared campus-wide
 - Reminder once the results are presented the plan will be implemented in phases and will take time
- Dr. Tatum will begin June 1 – working with Dr. Green on transition plans/teams

3. Committee Reports

- Barb Weybrew – Employee Engagement & Recognition
 - Plans are set for Bearcat Bash
 - April 26, 3-5pm at the Pavilion
 - Hy-Vee will be catering
 - Aramark will be providing a cash bar
 - Checking on rain location just in case
 - There will be door prizes
 - May need some assistance serving
 - Krista Barcus & Darci Blackney volunteered to assist
 - Colin McDonough will be acting Chair while Barb Weybrew is out on medical leave for the remainder of this term
- Marsha Martin – Outreach
 - No report
- Julie Robertson – Policy Committee
 - Received nominations from all departments with open seats
 - Facilities only area with two open seats. Received three nominations so there will be an election for that area
 - Need updated flyers from each committee chairs
 - Will be looking into who is interested in executive committee positions
 - As new members join Council will make sure to set expectations of attendance and communication

- Jessie Peter – Diversity & Inclusion
 - Inclusive Excellence Goals

Action	Metric	Accountable Agent	Resources needed to execute action	Timeline	Status
Have staff council members actively participate in Diversity activities including Social Justice Institute, online trainings, in person workshops and more.	<ul style="list-style-type: none"> • At least 85% of staff will have completed online training by the end of FY23 	<ul style="list-style-type: none"> • Chair of Staff Council (Selena Foreman) DI office will track completion of online training and will report to SC chair 	Time to attend meetings	FY23	88%
	<ul style="list-style-type: none"> • At least 75% of SC members will attend a DI event or workshop by the end of FY23. 	<ul style="list-style-type: none"> • Can be tracked via swipers that DI will track and inform SC chair 			40% N=11
	<ul style="list-style-type: none"> • At least 2 staff council members attend Social Justice Institute per semester 	<ul style="list-style-type: none"> • SC chair 			N=6 (Spring 2023) Yes

- Campus Climate Advisory met
- Jessie will be out of the office mid-May to mid-June, only available via email
- New hire – Latonya Davis, DI Coordinator
- Don't forget to complete the Faculty/Staff Campus Climate Survey that was emailed on April 17
- Michelle Drake – ALLY Affinity
 - Meeting was held on March 20, 2023
 - Discussed *A Raisin in the Sun* - A black & white film that deals with the struggles of housing issues at that time
 - Women's History Month:
 - Discussed a Ted Talk – Differences between girls & boys in society
 - Discussed events that we can participate in for the month
 - Listing of female Owned Businesses in Maryville, St. Joseph, Kansas City, Omaha, Online – https://docs.google.com/spreadsheets/d/1SJgeDaslv_TwqL4cOB-1gDjQEaf9cruy-GQZIU4r6pY/edit#gid=0
 - Taste of Africa – Hosted by the African Student Organization was March 30 at 6 pm
 - Transgender Day of Visibility was March 31
 - Next meeting will be mid-April
- Faculty Senate – Dr. Rhonda Beemer
 - Senate held elections. Dr. Robert Voss will be our Faculty Senate liaison next academic year.

4. Old Business

- Received 10 medallions to be given to staff members upon graduating from Northwest from Rapid Elite
 - Congratulations to Spring Graduating Staff Members
 - Jeremy Warner – Radio/TV
 - Faith Thompson – OSI

- Kari Frye – Admissions and Student Success
- Morgan Skaith – RPDC
- Madalyn Mosbauer – Communication / Mass Media
- Brad Sullivan – Environmental Health & Safety
- Staff Council Survey received 42% feedback
 - Feedback has been sent to each committee chair so groups can review the comments for possible goals for upcoming year
 - Council will be sending out both the Agenda and Minutes for minutes to the area they represent to keep them more informed
 - It was asked for more details within the minutes, so they make sense to individuals attending the meeting but would be helpful for those that were not present

5. New Business Items

- Mr. Andy Peterson, Director of Athletics
 - Presented the proposed Athletic Strategic plan
 - *See copy of [Athletic Strategic Plan](#)*
- Dr. Matt Baker, VP of Student Affairs
 - University Alcohol Policy Revision
 - Updating existing alcohol policy
 - Main change – Campus Dining provider will be allowed sell alcohol
 - Discussing possibility of selling alcohol at football games
 - Must be sold by Campus Dining provider
 - Majority of the revisions to the policy to align current practices
 - Being presented to Board in May
 - Please let Matt Baker know if there are concerns/comments by Friday, April 21
 - *See copy of [Updated Alcohol Policy](#)*
 - New Campus Dining Venues coming in Fall
 - Venues that are staying
 - Chick-fil-A
 - Starbucks
 - NEW Venues
 - Qdoba will replace Zen
 - McAlisters will replace Einsteins
 - You Cook Station will replace Mongolian
 - Ghost Kitchen – Mr. Beast Burger
 - Order meal before register
 - Pickup from a locker
 - Buffalo Wild Wings will locate in The Station
 - Kiwibots will be delivering around campus
 - Starting in May. Individuals will no longer have the inclining balance option for Campus Dining
 - Must have a declining balance on your card
 - Use with Campus Dining
 - Use with vending machines
- Dr. Jay Johnson, Associate Provost, Academic Operations/Development
 - Policies being presented to the Board in May
 - Updated Academic Petitions Process
 - Clarifies the petition process
 - Updated Degree Conferral Policy
 - Refers to students attempting to confer a degree late
 - Creates a comprehensive process of how we can confer late degrees
 - *See copy of [Degree Conferral Policy](#) & [Academic Petitions Process](#)*

6. Engagement Survey Actions

-

7. Employee Suggestions/Comments/Concerns

- Questions about insurance
 - Plans or future plans of discussions regarding insurance rates decreasing due to repeated favorable personal health assessment.
 - The exact inquiry will be forwarded to Krista Barcus to enable her to reach out to USI for their feedback.

8. Announcements

- Open forum budget meeting with Stacy Carrick
 - Monday, April 24 – 2:00 to 3:00 p.m. – Union Ballroom
 - Thursday, April 27 – 9:30 to 11:00 a.m. – Union Boardroom
 - Open to all Faculty / Staff
- Run for Radio / Family Fit Challenge
 - April 15-April 21
 - Register online here - <https://www.kxcv.org/events/5K.htm>
- Old Polo Store –Academic Success & Retention
 - Surplus of past polos
 - Available for faculty/staff - \$20/polo
 - Order here –
https://secure.touchnet.com:443/C21165_ustores/web/store_cat.jsp?STOREID=145&CATID=309&FOMQRCODE=true&SINGLESTORE=true
- Engaged Violence Prevention Training
 - Training Registration found here – <https://forms.office.com/r/Nad2Cd2qVe>
 - Meeting dates
 - Monday, May 8, 1:00 PM – Union Boardroom
 - Monday, June 12, 3:00 PM – Union Boardroom
 - Friday, July 14, 10:00 AM – Union Boardroom
 - Thursday, August 2, 3:00 PM – Union Meeting Room A
 - Tuesday, August 15, 1:00 PM – Union Meeting Room A
 - Monday, December 11, 1:00 PM – Union Boardroom
 - For additional information, contact Isabelle Talkington – istewart@nwmissouri.edu
- In need of blank Northwest card to send thank you notes? If so, contact Human Resources
- Thanks to everyone who supported Day of Green – they raised a total of \$99,825

9. Next Meeting – May 17 | 1:30pm, OL 250

STRATEGIC PLAN

Department of Intercollegiate Athletics



**NORTHWEST MISSOURI
STATE**

Athletics Mission Statement

The Northwest Missouri State Department of Athletics strives to be an elite DII institution in providing support to all areas of the student-athlete experience by focusing on our “ABC’s”:

Attaining Academic Excellence:

Providing the best educational experience and offering the support systems necessary for our students to thrive on campus – our primary responsibility is for our students to be successful in the classroom and complete their degrees.

Building Champions:

Continually striving to enhance the student-athlete experience, teaching life lessons through a high standard of competition and performance, and providing sustainable opportunities to excel in and out of their athletic venues.

Creating a Positive Culture:

Developing a sustainable environment where integrity and servant leadership are the foundations of a healthy community that creates an overall sense of belonging, and knowing how we treat people is more important than our achievements.

BEARCATS



We represent
over **375**
student-
athletes,
competing in
16 sports.





OVERALL OUTLOOK

Northwest Missouri State Athletics has a history and tradition that has made the Bearcats known throughout NCAA Division II and beyond with success academically and athletically. Bearcat student-athletes consistently graduate at a rate higher than the overall student body. Six national championships in football and four national championships in men's basketball have placed Bearcat Athletics in the national spotlight. Numerous conference championships have been won over the years in the highly competitive Mid-America Intercollegiate Athletics Association.

The top priority for the Bearcats is to improve our athletics scholarships such that all of our programs are funded at the NCAA maximum level.

Facilities improvements will always be another top priority with Bearcats Athletics. Overall, we have very good facilities, but this plan - as well as the recent facilities master plan - outlines the facilities upgrades needed to compete successfully on a consistent basis in the MIAA and NCAA Division II. Our conference has some of the best athletics facilities in the country. Recruiting is very competitive at the conference and national level and facilities play a large role in the recruiting process of prospective student-athletes.

Another priority for Athletics is to continually maximize our external revenue generation. We enjoy wonderful support from the Maryville community and beyond. One focus in the years ahead will be to develop a structure to grow our athletic alumni support for every sport and a structure is outlined in the external revenue generation section of this plan.

Providing our student-athletes with the best student-athlete experience in every way in the primary intent of this plan. We want them to succeed academically and athletically while preparing them for success in their chosen careers.

The Bearcats have done this with a high success rate and this plan's purpose is to continue to produce graduates that all those involved with Northwest Missouri State can be proud of!

**“Bear Down! For Green and White.
Fight! With all your might...”**

ACADEMICS

The Bearcats’ student-athletes graduate at a consistently higher rate than the overall student body. The overall student-athlete GPA has been a 3.4 or better in the last three terms with nine out of 14 teams earning a program GPA of 3.5 or higher in Fall 2022. Also, in Fall 2022, 226 Bearcats earned All-MIAA academic honors; three were named Academic All-Americans and eight teams were recognized with National Academic Team Awards.

**2015-16 Cohort
Graduation Rate**

All students:
52%

Student-Athletes:
59%

**Student-Athlete
Success Rate
(ASR):**

81%

**Four Year Class
Average**

All students:
52%

Student-Athletes:
64%



STUDENT DEVELOPMENT

IN THE FUTURE, STUDENT-ATHLETE DEVELOPMENT SHALL INCLUDE THE IMPLEMENTATION OF A PROGRAM THAT ADDRESSES MENTAL HEALTH, NUTRITION, CAREER DEVELOPMENT, AND LEADERSHIP WITH TOP PRIORITY GIVEN TO ADDRESSING MENTAL HEALTH AND ASSISTING STUDENT-ATHLETES WITH CAREER DEVELOPMENT.

...Northwest Sons and Daughters always strive to be a beacon bright.

**In ev'ry battle new,
Vic'try through and through.**

Bear Down! For the Green and White of N-W-M-S-U!

GO CATS!

It's different here. We know it, welcome it, and we thrive on it.

8,505

TOTAL STUDENTS

21:1

STUDENT-FACULTY RATIO

98%

EMPLOYED OR IN GRAD SCHOOL

150+

STUDENT CLUBS & ORGANIZATIONS



**Connect
@NWMOSTATE**

ATHLETIC SCHOLARSHIPS

Bearcat Athletics programs are in an excellent position with athletic scholarships. Five of our programs (football, men's and women's basketball, softball, and volleyball) are funded at the NCAA DII maximum allowable scholarships. The remainder of our programs have scholarship levels that are close to the maximum allowable with the goal of reaching the maximum at some point in the future.

The Bearcat Advantage is excellent for our programs for those out-of-state recruits that qualify for it. Athletics will continue to work with the institution to seek ways more out-of-state prospects could better afford to attend Northwest given our close proximity to our bordering states.

KEEP IT AFFORDABLE

22M

IN SCHOLARSHIPS AND
GRANTS AWARDED
ANNUALLY

\$5,719

AVERAGE UNDERGRADUATE
AWARD

90%

OF FRESHMEN RECEIVE
FINANCIAL AID

EARN

OUT-OF-STATE STUDENTS
EARN IN-STATE RATES



TM

ATHLETIC STAFFING



The Bearcat Athletics leadership team is committed to finding and retaining the best talent to direct our programs. This includes providing our coaching staffs with assistant coaches at the level of best practices within the MIAA and NCAA Division II.

Northwest will strive for the continuous professional development of its coaches and administrative staff.

For a small amount of money, thoughtful targeted professional development opportunities are available, and this area is an excellent use of additional external revenues. These commitments will be reflected in current and future Northwest Missouri Athletics strategic plans.

Bearcat Athletics will work toward better utilization of Northwest's Sport Management majors to help them gain experience in sport management and provide some necessary human resources in many areas.



OPERATING BUDGET

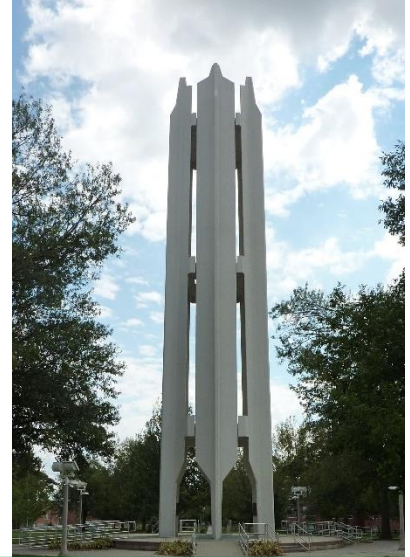
REVENUE GENERATION

Bearcat Athletics takes very seriously our charge to be good stewards of institutional resources. We will work with the institution to provide our programs with the funding necessary to compete well in the MIAA.

Our goal as a department will be to increase external revenues to assist in improving the student-athlete experience. College athletics departments have the ability through ticket sales, corporate sponsorships, annual and capital fundraising, camps, and facility rentals to provide income to help offset some of the expenses.

The Bearcats Booster Club has provided tremendous support for our programs over many years. Building on this, it is a goal of athletics to set up a structure within the Bearcats Booster Club such that Northwest Athletics can begin to build its base of athletic alumni support, i.e., work at developing alumni from ALL sports to become contributors to the Bearcats!





CAPITAL FUNDRAISING

Every athletics facility contains opportunities for naming rights and Northwest will consider all of the possibilities available with their athletics facilities for potential capital fundraising projects.

TICKET SALES

Additionally, Bearcats Athletics will make every effort to generate the best attendance possible at every Northwest Athletics event. Our student-athletes deserve to be supported by as many fans as possible because of the hard work the student-athletes put in with their teams, the high level of competition that exists in DII and the MIAA, and the quality of the entertainment that a MIAA contest provides.

SPONSORSHIPS

The Maryville and surrounding community have been very supportive of Bearcats Athletics. Improvements and growth will always be our goal but the program has an excellent foundation.

ANNUAL FUNDRAISING

Over the next three years, a structure will be developed to intentionally seek athletics alums sport-by-sport to support their program through annual giving to the Bearcats. In addition, we will continue our efforts in crowdfunding with E-Team Sponsor while always having the end goal of increasing the donor base as a priority.

CAMPS

Our coaching staff will continue to generate revenue and goodwill through the Bearcats summer camps.

DONATE
TO YOUR BEARCAT ATHLETICS

FACILITY RENTALS

Vacation periods and the off-season will be considered for opportunities to rent the athletics facilities to obtain additional revenue. Athletics will explore more options for this as long as it doesn't interfere with the student-athlete experience for Bearcat student-athletes.



FACILITIES

Facilities are important for success in college athletics for two reasons:

FUNCTION and RECRUITING.

Facilities play a large role in the recruiting process for intercollegiate athletics as well as the student-athlete experience.

Continual maintenance, upgrades, and renovations are needed as athletics facilities endure a large amount of wear and tear due to the nature of the activities. Athletics will continue to work with the institution in completing the athletics facilities master plan.



SPORT SPONSORSHIP

Determining the correct number of sports to sponsor for an institution is never an easy task. In doing this, two things need to be in place for additions to be successful: facilities and staffing.

Before considering adding additional sports, Northwest will work to improve our existing facilities and staffing to the level of best practices in the MIAA and NCAA Division II. To assist with the institution's enrollment and retention goals, additional sports may be considered in the future.



DIVERSITY, EQUITY, and INCLUSION (DEI)

The diversity within the Northwest Missouri Athletics programs has helped enhanced Northwest's goal of creating and fostering an inclusive campus environment.

The Bearcats are following the best practice of NCAA Division II by having a Gender Equity, Diversity, and Inclusion Committee (GEDI) and designating an Athletics Diversity and Inclusion Designee (ADID). The ADID has helped incorporate an Athletics Inclusive Excellence Action Plan and has begun to engage students with DEI trainings.

At Northwest, we recognize diversity and inclusion as an integral part to our overall mission. Northwest has adopted the Inclusive Excellence framework as it shifts the responsibility of creating and fostering an inclusive environment to the entire campus. This framework allows Northwest to recruit, support and retain a diverse population while encouraging and acknowledging diversity of thought. It allows Northwest to address and enhance issues of race and help close equity gaps on campus. Finally, the framework has been accepted by every academic, administrative and support function on campus.



Committed to student success

DAY ONE.

No matter your student journey, we provide the tools and support you need to succeed.

NORTHWEST STUDENTS ARE CAREER READY. DAY ONE.

“ I’m going to be ready to take on the world. I think Northwest has done a good job with that. ”

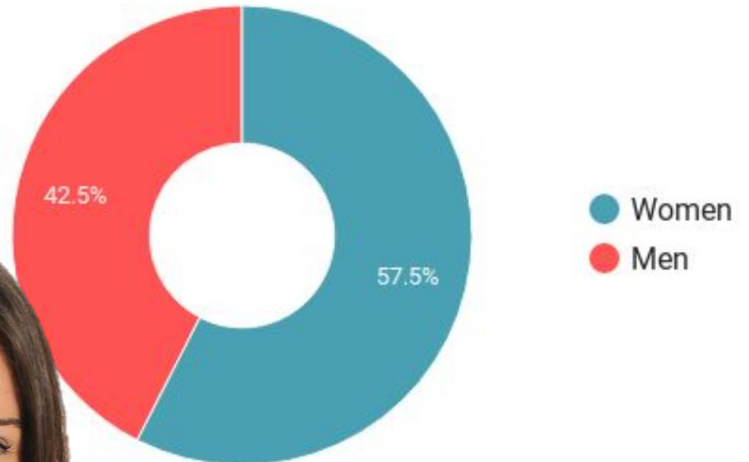


Yemi Runsewe
Computer Science

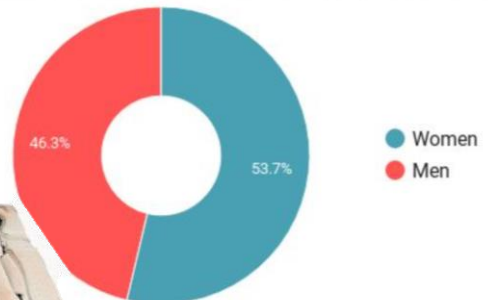
TITLE IX & GENDER EQUITY

Athletics will seek an outside review of the athletics department’s Title IX position within the next three to five years.

Northwest Male/Female Ratio



Northwest Faculty Male/Female Diversity Breakdown





The landscape in college athletics is always changing. The membership in the MIAA has changed and conference and NCAA membership realignment are always in the news.

New developments within the NCAA, such as the financial model, transfer portal, and NIL require us to continually assess our position in the conference, the region, and the nation in Division II.

NCAA Division II and the MIAA are where Northwest belongs at this point, but future planning should always involve discussions of our conference and national affiliation.



**MAKE IT
YOURS**™



FACT CHECK



- **Division:** NCAA Division II
- **Conference:** Mid-America Intercollegiate Athletics Association (MIAA)
- **Mascot:** Bobby Bearcat
- **Colors:** Green and White
- **Men's varsity sports:** football, basketball, baseball, track and field, cross country, and tennis
- **Women's varsity sports:** basketball, volleyball, softball, soccer, track and field, cross country, tennis, and golf
- 81% Student-Athlete Academic Success Rate
- 59% Student-Athlete Graduation Rate
- 3.4 grade-point average among all student-athletes
- Led MIAA in 2016 with 112 Northwest student-athletes receiving Division II Athletics Directors Association Academic Achievement Award for earning a cumulative 3.5 grade-point average or higher for at least two years.
- Two Northwest men's basketball players have received the Bevo Francis Award, declaring them the top player in all of small college basketball, Justin Pitts in 2016-17 and Trevor Hudgins in 2021-22.
- 1998, 1999, 2009, 2013, 2015 and 2016 NCAA Division II football national champions, making them the most of any Division II football program, and a four-time national runner-up (2005, 2006, 2007, 2008)
- 2017, 2019, 2021 and 2022 NCAA Division II men's basketball national champions, becoming the first Division II program to win three consecutive national championships in men's basketball. *(The tournament was not played in 2020 due to the COVID-19 pandemic.)*
- In 2016-17, Northwest became the first Division II institution to win national championships in football and men's basketball in the same academic year.
- 14 individual national champions in indoor and outdoor track and field
- Women's basketball team advanced to the 2011 NCAA Division II Final Four



Policy Name:	Alcohol on University Property
Effective Date:	September 22, 2017
Last Revision Date:	May 4, 2023
Last Review Date:	May 4, 2023
Approving Authority:	Board of Regents
Responsible Office:	Student Affairs
Category:	Campus Health and Safety

Purpose

To provide the standard policy and proper procedure to possess alcohol on University property.

General Guidelines

- 1) Alcohol may be sold, purchased, possessed, consumed and distributed on the Northwest Campus in accordance with this policy.
- 2) Individuals, organizations, and other entities must follow all federal, state, and local laws and regulations – as well as University policies, procedures, and guidelines – pertaining to the sale, purchase, possession, consumption and distribution of alcohol at all times.
- 3) The University does not permit or condone the sale, purchase, possession, consumption or distribution of alcohol by or to any individual under the age of 21. Official identification may be required to verify age upon request by law enforcement, campus security or University official.
- 4) Advertising as to availability of alcohol on University premises is prohibited.
- 5) The University Police Chief and/or the Vice President of Student Affairs (or their designees) may place additional restrictions on the sale, purchase, possession, consumption and distribution of alcohol on University property and/or at University events at any time.
- 6) Individuals, organizations and other entities on University property and/or participating in University and tailgating events are responsible for their own conduct and are expected to respect the rights of others and the University community.
- 7) Any appeals for decisions made under this policy regarding the sale, purchase, possession, consumption, or distribution of alcohol on University property and/or at University events should be made in writing to the University President or their designee. The University President or their designee will be the final authority for such decisions. The University President is the final appeals authority for all decisions made under these guidelines and/or additional restrictions on the sale, purchase, possession, consumption or distribution of alcohol on University property and/or at University events.
- 8) Unattended alcohol on University property will be removed by law enforcement, campus security or University personnel, and may be destroyed.
- 9) Devices and apparatuses designed to consume alcohol at an increased rate of speed (including but not limited to funnels and beer bongs) are prohibited.
- 10) Kegs and other common bulk containers are not allowed at any time except for use by the Campus Dining provider as authorized by the University.
- 11) Use of University funds to purchase alcohol is not allowed.

Tailgating Guidelines

- 1) Alcohol is permitted at tailgating events before each home football game, starting five hours before game time and no earlier than 8 a.m. on game day and ending at kickoff.
- 2) No one under the age of 21 is permitted to consume or possess alcohol.
- 3) Possession and/or consumption of alcohol may take place only in designated tailgating parking lots during home football games.
- 4) Northwest Campus Dining may provide alcohol for purchase at the Bearcat Tailgate Zone in the Raymond J. Courter College Park Pavilion prior to home football games. No alcohol will be sold after the scheduled kick off time.
- 5) Possession and/or consumption of alcohol is prohibited outside of the designated tailgating lots, Bearcat Stadium suites and the Raymond J. Courter College Park Pavilion during home football games.
- 6) Anyone possessing and/or consuming alcohol shall possess valid photo identification establishing that they are 21 years of age or older and comply with a request to show such identification when requested by law enforcement or game security personnel.
- 7) Bulk-dispensing containers (including but not limited to kegs, party balls, multi-quart containers) are prohibited.
- 8) Glass containers are prohibited. Aluminum and plastic containers are recommended.
- 9) Designated efforts that promote excess alcohol consumption (included but not limited to drinking games) are prohibited.
- 10) Those providing alcohol for themselves, and their guests, are required to provide non-alcoholic beverages and food as well.
- 11) Providing unrestricted access to alcohol is prohibited. Providing alcohol to anyone other than your guests is prohibited.
- 12) Tailgaters are responsible for their area. Alcohol must be secured and disposed of appropriately. Failure to comply with this policy may result in loss of tailgating privileges, trespass warning, student disciplinary charges and/or criminal charges.
- 13) The University reserves the right to refuse tailgating privileges to anyone at any time. Inappropriate and/or illegal conduct will result in the loss of tailgating privileges [without refund] and may result in permanent loss of such privileges at any time [without refund].

Bearcat Stadium Suites

- 1) Alcohol (beer/wine/liquor) is permitted within the suites.
- 2) Suite Holders must provide alcohol for the suite (see Supplying Suite with Alcohol)
- 3) All non-alcoholic beverages/water must be purchased via Northwest Campus Dining and outside products are not allowed to be brought to suite.
- 4) No one under the age of 21 is permitted to consume or possess alcohol. Verification of age of SuiteGuests is the responsibility of each Suite Holder.
- 5) Anyone possessing and/or consuming alcohol shall comply with request to show valid photo identification establishing that they are 21 years of age or older if requested by law enforcement, game security personnel or a University official.
- 6) All patrons must be in possession of a suite ticket or a game day suite access pass to access the suite level prior to and during the game.
- 7) Beverages cannot be taken from the 3rd floor to any other area of the stadium.
- 8) Maximum number of guests per suite is 20 (12 tickets and 8 game day suite access passes).
- 9) Suites are to be cleared within 30 minutes of the conclusion of the game.
- 10) Violation or abuse of alcohol policies by Suite Holders or Suite Guests will be addressed by University personnel or designees.
- 11) The University reserves the right to suspend/terminate alcohol privileges for Suite Holders' or Suite Guests' violation of rules and or conduct detrimental to Northwest Missouri State University.

Supplying Suite with Alcohol

Suite Holder (or designee) must bring any alcohol to be consumed within their suite to the press box prior to game day. Suite Holders must contact Athletic Department representatives to make plans for dropping off alcohol. Refrigerated storage will be provided in each suite by Northwest.

No alcohol may be brought into the suite on game day.

Alcohol Sales by Campus Dining Vendor

- 1) The University's contracted Campus Dining Vendor may sell beer, wine, and spirits to the general public, subject to all applicable laws, regulations, and University policies and procedures, at University retail and event venues as outlined in the Dining Services Contract.
- 2) The University's contracted Campus Dining Vendor shall be responsible for application and maintenance of appropriate alcohol sales certificates, licenses, and/or permits as required by local, state, and federal laws and regulations.
- 3) Only employees of the contracted vendor shall sell/serve beer, wine and spirits.
- 4) The campus dining vendor shall be responsible for evaluation and verification of age and sobriety status for any party consuming or purchasing alcohol. The campus dining vendor shall refuse to serve alcohol to anyone who appears visibly intoxicated and shall comply with all other laws and regulations related to alcohol distribution.
- 5) University meal plan funds may not be used to purchase alcohol.

Full-Time University Employees Required to Live on Campus

- 1) Full-time University Employees required to live in on-campus housing as a condition of employment may possess and consume alcohol in their University provided living quarters.
- 2) Employees must be over the age of 21 and not consume alcohol in the presence of students under the age of 21.
- 3) Employees may not provide alcohol to students.
- 4) Designated efforts that promote excess alcohol consumption (included but not limited to drinking games) are prohibited on campus.
- 5) Consuming alcohol or being under the influence of alcohol while an employee is on duty or on call is prohibited.
- 6) Failure of an employee to use alcohol responsibly may result in disciplinary action up to and including termination of employment.

Other University Event Guidelines

- 1) The possession and consumption of alcoholic beverages may be permitted at functions and activities at the Gaunt House, in the J.W. Jones Student Union and single specific events as approved by the President (or their designee).
- 2) Where the Campus Dining Vendor contracted to provide such service is responsible for the sale and/or distribution of alcohol, any third-party vendor must, in addition to other terms provided in the contract:
 - a) possess a valid liquor license,
 - b) adhere to all applicable laws and regulations concerning alcohol,
 - c) obtain all appropriate and necessary liquor permits and pay all charges associated with obtaining those permits,
 - d) provide all qualified, trained personnel necessary for dispensing and controlling alcoholic beverages at the event, and
 - e) maintain liquor liability insurance, including contractual liability coverage, by endorsement to commercial general liability insurance or otherwise, with limits of not less than \$1,000,000 per occurrence.

- 3) The majority of guests attending such an event must be 21 years of age or older.
- 4) Access to the event will be restricted to invited guests.
- 5) Service will end at least 30 minutes prior to the scheduled conclusion of the event.
- 6) Alcohol will be purchased or distributed by the campus food service only.
- 7) Alcohol will be available only by a single-service container.
- 8) Non-alcoholic beverages and food must be provided at all events where alcoholic beverages are served. Food quantity must be relative to the volume of alcohol accessible (i.e. providing popcorn or snack mix is not sufficient for a cash bar).
- 9) Participants may not remove alcohol from the event location.
- 10) Admission is prohibited at events when complimentary alcohol is served.
- 11) No University funds or student fees may be used to purchase alcoholic beverages for events covered by these guidelines.
- 12) Alcohol may not be brought onto University property or at a University sponsored event except as provided in the Tailgating, Bearcat Stadium Suites, and Full-Time University Employees Required to live on Campus Guidelines.
- 13) To the extent a sponsoring organization wishes to supply alcohol for an event, it may not do so through the University and must address the matter to the campus food service provider.

Requests to serve alcohol must be submitted via the online request form found on the [Auxiliary Services homepage](#) and submitted to the Student Union Event Coordinator to be processed at least 21 days prior to the event. Final approval will be made by the University President or their designee.



Policy Name:	Degree Conferral Policy
Effective Date:	
Last Revision Date:	April 12, 2023
Last Review Date:	
Approving Authority:	Northwest Leadership Team
Responsible Office:	Provost
Category:	Academics and Enrollment

Purpose

The purpose of this policy is to define the guidelines for conferring degrees at all levels at Northwest.

Policy

- 1) All students must apply to Graduate through CatPAWS. Students should apply for the term in which they will complete all degree requirements as opposed to the term in which they want to participate in a commencement ceremony.
- 2) Degree completion dates will not be backdated.
- 3) Degrees are awarded at the conclusion of the fall, spring, and summer terms.
- 4) Students who are not eligible for an awarded degree in their original term of intended graduation must reapply for a future degree completion term.
- 5) Students enrolled in the term following degree conferral will be allowed to continue and recorded as non-degree seeking students if they do not reapply for admission.
- 6) A degree is not officially considered earned until the degree conferral date is posted to the student’s transcript and certified by the Registrar. Degrees are posted at the end of the term in which the student is registered for final classes needed to complete degree requirements.
- 7) The length of time required for completion may extend beyond the end date of the last term of enrollment. Degrees will be conferred on the 26th calendar day after the graduation date or the 18th class day of the following term (whichever is earlier).
- 8) Students will be allowed to have two degrees conferred during the same conferral period from the same level of study.
- 9) Students will be allowed to have certificate/s awarded at the same level (UG/GR – GR includes Master’s and Specialist level) during the same conferral period as their degree.

Procedures

- 1) Commencement ceremonies are held at the end of spring and the end of fall.
- 2) An electronic diploma is provided to students if all requirements have been met and certified by the Registrar. Additionally, a diploma is mailed to students approximately 6-8 weeks after the end of the term of degree completion if all requirements have been met and certified by the Registrar.
- 3) Examples of extended degree completion times that may require later award processing include, but are not limited to:

- a. Degree completers who have incomplete grades in any course needed to satisfy degree requirements must resolve those incomplete grades and instructors must report them to the Registrar's Office by the deadline.
- b. Degree completers who are required to provide Northwest with a transcript showing approved coursework needed to satisfy degree requirements must have the transcript sent to the NW Admissions Office by the deadline.
- c. When a thesis, dissertation, practicum, internship, or comprehensive exam is required for degree completion.



Policy Name:	Academic Petitions Process
Effective Date:	May 1, 2023
Last Revision Date:	May 1, 2023
Last Review Date:	March 30, 2023
Approving Authority:	Northwest Leadership Team
Responsible Office:	Provost
Category:	Academics and Enrollment

Purpose

To ensure all undergraduate students are provided with the opportunity to petition an academic policy.

Policy

All students will have the right to petition academic policies to the appropriate committee where extenuating circumstances can be identified. Students will also have the right to appeal in person regarding decisions rendered by the Student Persistence Committee, Curriculum and Degree Requirements Committee, Committee on Academic Petitions, or Academic Integrity Panel.

Procedure

- 1) It is recommended that students work with their academic advisor to identify the appropriate petition (see listing below) as well as extenuating circumstances to include in a petition.
- 2) If the academic advisor is not available, an advisor in the Student Success Center can assist with identifying petition options.

Late Withdrawal, Late Course Drop, Academic Suspension/Dismissal:

Students with extenuating circumstances and documentation may petition the Student Persistence Committee. The Student Persistence petition form is available in the Office of the Registrar and online at www.nwmissouri.edu/registrar. This committee meets the 1st and 3rd Thursday of each month (year long).

The decision of the Student Persistence Committee may be appealed to the Assistant Vice President Admissions and Student Success. The petition form is available in the Office of the Registrar and online at www.nwmissouri.edu/registrar.

Northwest Core or Institutional Requirements:

Students with extenuating circumstances and documentation may petition the Curriculum and Degree Requirements Committee. The Curriculum and Degree Requirements petition form is available in the Office of the Registrar and online at www.nwmissouri.edu/registrar. This committee meets the 2nd and 4th Tuesday of each month during the Fall and Spring semesters.

The decision of the Curriculum and Degree Requirements Committee may be appealed to the Academic Appeals Committee. The petition form is available in the Office of the Registrar and online at www.nwmissouri.edu/registrar.

Academic Residence, Course Audit, Early Walk, Time Extensions, Pass/Fail, Supersedes, and Other Policies:

Students with extenuating circumstances and documentation may petition the Committee on Academic Petitions. The General Petition form is available in the Office of the Registrar and online at www.nwmissouri.edu/registrar. This committee meets the 2nd Thursday of each month.

The decision of the Committee on Academic Petitions may be appealed to the Academic Appeals Committee. The petition form is available in the Office of the Registrar and online at www.nwmissouri.edu/registrar.

Academic Integrity:

Any violation of the Code of Academic Integrity will initiate a review by the Academic Integrity Panel, whose membership includes university students, faculty, and staff. After reviewing a student's academic record and all violations, the Academic Integrity Panel may recommend to the Provost an administrative sanction up to and including dismissal from the university.

The decision of the Academic Integrity Panel may be appealed to the Provost in writing by emailing provost@nwmissouri.edu.