

November 7, 2025
Minutes

The mission of the Northeastern State University Faculty Council is to promote communication and cooperation among the faculty and between the faculty and the administration. The Council serves as the faculty's collective voice in shared governance in order to achieve excellence in the academic endeavors of the university. Toward this goal, the Council seeks to enhance the university's pursuit and dissemination of knowledge by promoting and preserving academic freedom and integrity, encouraging creative inquiry, and recognizing scholarly achievement. The Council further serves to foster the professional development and economic well-being of the faculty ~ Adopted by the Council, February 6, 2004.

Meetings: First Friday of the Month, 3:00 - 5:00 pm via [Zoom \(https://nsuok.zoom.us/j/87447165513\)](https://nsuok.zoom.us/j/87447165513).

Call to Order:

The meeting was called to order at 3:03 PM by President Cambiano.

Quorum Check (need eleven (11) delegates to reach quorum): we eventually had fourteen (14) delegates in attendance.

Members present: Dr. Renee Cambiano (President), Mr. Tom Rink (Secretary), Dr. Pamela Christol (BA Delegate), Dr. Rene Moquin (B&T Delegate), Dr. Rick Wallace (B&T Delegate), Dr. Lucas Foster (S&HP Delegate) Mr. Austin Beard (S&HP Delegate), Ms. Courtney Helm (Library Delegate), Ms. Jannette DeMary (Library Delegate), Dr. Stephan Sargent (COE Delegate), Dr. Jericho Hobson (COE Delegate), Dr. Sara Haas (COE Delegate), Dr. Alexandra Meyers-Ellett (COE Delegate), Dr. Christopher Malone (COLA Delegate), Dr. Rebekah Doyle (COLA Delegate), and Dr. Cheryl Van Den Handel (proxy for COLA Delegate Dr. Alex Cole).

Guests present: Dr. Wendi Middleton, Dr. Kailey Perry, Christ (guest), Dr. Janice Black, and Dr. Christine Gleason.

Approval of Minutes: October 3, 2025 [Minutes](#) (Delegate Vote)

There was a motion and a second to approve the minutes from the October meeting (the motion was made toward the end of the meeting, we didn't have quorum at the start of the meeting). The motion was voted on and passed.

Approval of Agenda: (Delegate Vote)

We did not have a quorum at the start of the meeting, so the agenda was not approved.

Old Business Items:

- **Coffee and Cheesecake** with Tom, Beth, and Renee Update

The conversations in Broken Arrow and Muskogee have gone very well. There were 17 attendees in Broken Arrow and 10 attendees in Muskogee. These are being handled like "focus groups" and after we see what themes develop, will report back to the administration.

President Cambiano has not yet had her meeting with Dr. Swearingen, but a topic in Broken Arrow concerned the teaching of 1000- and 2000-level courses in the spring. Community members have a lot of questions about this as well. Technically this couldn't be talked about until November 1. Communication about this should increase now that we are in November. Tahlequah and Muskogee need to be included in this conversation as well.

Next Coffee and Cheesecake . . .

- Tahlequah - November 20, 2025 - 1:00 - LIBRARY L101

November 7, 2025
Minutes

- **Discussion on the article** [*What We Mean by 'Shared Governance'*](#). Reflect on and share thoughts about shared governance. A quick reminder to read this before the meeting so we can have an engaged conversation.

We had a very robust discussion on this article. Here are some of the points made.

- Definition: shared information from the Administration.
- The start of Admin communication with faculty began with the arrival of President Turner.
- The leadership of the faculty council should be included in the decision-making process with the campus administration. Information should be disseminated (top-down) and the faculty should be able to respond back to the administration.
- The Faculty Council should be involved in the early phases of the decision-making process, not just after the decision is made. Need to be part of the process.
- Do faculty perceive that honest communications are possible regarding directives?
- From what level are you getting your information? What's the point of highest communication? Department Chair? Dean? Provost? Faculty Council?
- Is the communication one-way or two-way?
 - If it is truly a shared governance, the communication should be back and forth (two-way).
- We all serve on multiple committees, but we don't know what's going on with other committees.
- Some committees don't meet regularly.
- The information-sharing piece seems to be missing, need to open up a two-way communication avenue.
- Recruitment/Retention: a couple of years back, 16 strategies were identified as priorities -- never heard back which ones worked or were effective.
- Other aspects of shared governance:
 - Mutual respect/trust
 - Transparency
 - Open communication
 - Understand the vision/mission
- What's the perception of NSU's shared governance
 - A merry-go-round from the administration. Sometimes they want shared governance, sometimes they don't.
 - Every new idea seems to be from the top-down; the faculty are never asked "what do you need?" Example: the latest iteration of the faculty handbook (updated and posted before passing through the faculty council)
 - New initiatives and their impact on our workload; perceived as piling on, mental health consequences. Example: the recent ADA initiative (DOJ directive – April 2026 deadline).
 - Big push now in the last 12 months; faculty are being treated like staff. This should have started three years ago; be proactive instead of reactive.
 - Pushing teaching back when teaching should be the priority.

If you have any ideas for President Cambiano to take to the Provost, let her know. Reach out to your colleagues to get their feedback/opinions on things. The Admin needs to hear our voice.

On a positive note: despite the daily grind, students appreciate what you do; you are making a huge impact on both the students and on whom these students impact themselves.

New Business Items:

- **Dr Hanley, November 11th, 3:00 - 4:00 p.m., Admin 117, Faculty and Chair Council Forum.** This year, the Faculty and Chair Councils are convening a series of open forums for the faculty, designed to engage key University leaders in discussions on matters of institutional importance. Dr Hanley will share his vision for international recruitment and discuss the role that

November 7, 2025

Minutes

Northeastern faculty will play in advancing it. **Zoom Link:** <https://nsuok.zoom.us/j/89625816585>

For those of you unable to attend in person, this forum will be recorded and uploaded to the Faculty Council webpage eventually (we'll send it to NSU Online to have it captioned first). There was a google form circulating for you to submit questions in advance.

A concern was raised: Dr. Hanley is a finalist for a job at St. Cloud State University in Minnesota (job hunting) and what this impact might have on this vision for NSU.

- **OSHRE Faculty Advisory Committee Update**

- **Annual Faculty Opinion Survey** - On behalf of the Faculty Advisory Council, I am providing you with the link to the Annual Faculty Opinion Survey. The results of the survey are anonymous and will guide the Faculty Advisory Council's work plan. All full-time and adjunct faculty members at both public and private institutions are encouraged to complete the survey. Please share the survey link with your faculty on your campus. **The survey will be available until Friday, December 5, 2025.**

President Cambiano encouraged (highly recommends) everyone to complete this survey. This year, OSHRE is looking to complete a longitudinal analysis (over the last 10-15 years). The results are shared with regional, research and private universities, but your responses remain anonymous.

- **Faculty Success Committee**

- Dr Ferrell would like to create a committee and work with the Faculty Council on updating the Faculty Success so that it better represents the work and efforts of faculty members.
 - Needs volunteers to serve; if you are interested in serving let President Cambiano or Vice-president Green-Nagle know prior to finals week. Here's the list of volunteers from today's meeting:
 - Tom Rink
 - Dr. Cheryl Van Den Handel
 - Dr. Lucas Foster
 - Jannette DeMary
 - Dr. Rebekah Doyle
 - Dr. Pamela Christol
 - Dr. Christine Gleason
 - Dr. Brandy McCombs

There have been a lot of RTP Committee (Retention, Tenure, and Promotion), and related questions, about Faculty Success.

- The decision was made that everyone has to use Faculty Success.
- The VITA function does not provide a good representation of the VITA (things are missing, don't know which box or category to use, etc.)
- What's the purpose of Faculty Success?
 - RTP?
 - Accreditation?
 - Grants?
 - Other?
- A time management issue; the cost and time it takes for us to enter our data seems unreasonable.

November 7, 2025
Minutes

Committee and Standing Reports:

- Faculty Welfare Committee: Dr. Beth Green-Nagle
- University Committee Reports
 - Enrollment Correction Committee: Dr. Das Bradoo
 - Faculty Development:
 - Faculty Research: Luke Foster, Rick Wallace
 - Healthy Campus: Dr. Cheryl Van Den Handel
 - University Advising: Mr. Tom Rink – has not met
 - University Curriculum Committee: Dr Maria Gray
 - Banner Operations Committee: Dr. Luke Foster
 - Athletics:
 - Publication Board:
 - Student Conduct Appeals: Dr. Deborah Petrik, Dr. Stephan Sargent, Dr. Jericho Hobson, Dr. Janaki Iyer, Dr. Chris Malone.
- University Committee Reports by Dr. Renée Cambiano
 - Academic Council – has not met.
 - Budget Oversight Committee – has not met.
 - Retention Committee – has not met.
 - Strategic Planning – has not met.
 - Faculty Awards Committee – has not met.

Adjournment:

There was a motion and a second to adjourn. The motion was voted on and passed. The meeting adjourned at 4:08 PM.