

## **FACULTY SENATE MEETING**

**April 27, 2015**

**Members present:** Matt Albritton, Shannon Alexander, Seyed Allameh, Jim Allen, Matt Asare, Michael Baranowski, Diana Belland, Janel Bloch, Richard Boyce, Perry Bratcher, Carol Bredemeyer, Kim Clayton-Code, Steve Crites, Jacqueline Emerine, Richard Fox, Morteza Sadat-Hossieny, Doug Hume, Stephen Johnson, Debra Kasel, Tonya Krouse, Kajsa Larson, Phil McCartney, Ausbra McFarland, Joe Mester, John Metz, Karen Mutsch, Margaret Myers, Catherine Neal, Louise Niemer, Jeanne Pettit, KC Russell, Ron Shaw, Sandra Spataro, Laura Sullivan, Jim Thomas, Steve Weiss, Matthew Zacate, Xianoi Zhang

**Members absent:** Ronnie Chamberlain, Irene Encarnacion, Mary Lee Glore, Jennifer Kinsley, Rick Kolbe, Yaw Augustine Frimpong-Mansoh, Tamara O'Callaghan, Gabe Sanders

**Guests:** Geoffrey Mearns, Sue Ott-Rowlands, Katherine Hahnel, Ken Rhee, Tracey Sigler, Nancy Campbell, Will Weber, Kathlene Roberts, Ann James, Grace Hiles

### **Full Faculty Meeting:**

The meeting was called to order by Senate President Steve Weiss at 3:00 pm with a quorum present. The meeting went into a full faculty meeting to discuss the proposed amendment to the Faculty Senate Constitution regarding reassigned time/stipends for members of the Senate Executive Committee. The motion was made to accept the following proposed amendment which would replace the current language in Article VII C.

C. Reassigned time or stipends shall be allotted to the following members of the Executive Committee as follows:

- President – 50% reassigned time
- Curriculum Chair – 25% reassigned time
- Faculty Benefits Chair – 25% reassigned time for Fall Semester
- Professional Concerns Chair – 25% reassigned time
- Budget Committee Chair – 25% reassigned time
- Vice President – stipend (amount set by Provost)
- Secretary – stipend (amount set by Provost)
- Parliamentarian – stipend (amount set by Provost)

The motion was passed without dissent.

The meeting then went out of a full faculty meeting into a Faculty Senate meeting.

## Guest Reports

- **University President (Geoffrey Mearns):**
  - Recently met with the Provost and Social Work faculty regarding recruitment for faculty of color. A lot of good ideas exchanged.
  - Recently met with the Faculty Senate Executive Committee to give a preview of the budget address. Also generated a good discussion on collaboration between administration and faculty as well as retention information sharing amongst various constituents.
  - Thanks expressed to faculty members of the Athletics Advisory Council (Jim Thomas, Mary Kirk, Kristi Haik) regarding the selection of the new men's basketball coach John Brannen.
  - Thanks expressed for faculty who participated as part of the Undergraduate Research and Creativity Awards.
  - Thanks expressed to Steve Weiss and Jacqueline Emerine for their service this past year and looking forward to working the new Senate President (Michael Baranowski) and Faculty Regent (Richard Boyce)
  - Budget address April 29, 9 am
  
- **Provost (Sue Ott Rowlands)**
  - Under the new RCM (Responsibility Center Management) model of management, decisions regarding the filling of open faculty positions will move to the college level, with departmental input, for prioritization with oversight from the Provost, balancing those priorities with the overall needs of academic programs.
  - The details for the implementation of the RCM model are still being reviewed.
  - Faculty Honors and Awards Ceremony Wed. 4/29, 4-6 pm. There were 70 faculty nominations for the various awards.
  - Final Friday celebration May 1, 3-5 pm
  
- **Review of the draft NKU Sexual Misconduct Policy (Kathlene Roberts – Sr. Advisor for Inclusive Excellence)**
  - Concerns regarding the sexual misconduct draft policy were addressed. This policy will be brought forward to the May 6 Board of Regents meeting for a vote. According to a US Dept. of Education mandate, a university-wide policy needs to be in place by July 1. Dr. Roberts provided a brief review of Title IX compliance regulations. This policy is broader than the current sexual harassment policy but does not change the current reporting structure at NKU. New reporting requirements (from Dept. of Education) were released this past week and will be reviewed. All decisions regarding implementation will need to align with Title IX requirements and the Faculty Handbook. There were concerns expressed regarding a more collegial process needed in this area. The policy review process is new and therefore procedures are still being ironed out. There is currently a listserv regarding NKU policy changes. A review of this listserv will take place to

investigate who is/should be, who is automatically “opted in” to receive emails, and what changes need to be made.

#### **Officer Reports:**

- **President (Steve Weiss):**
  - The minutes of the March 30, 2015 meeting were approved.
  - Congratulations to Richard Boyce, the newly elected Faculty Regent. His term of office will begin July 1. Thanks to Tracey Sigler for her willingness to run.
  - There will be an open meeting for all faculty with the Huron representative on May 5, 8-9 am regarding the new RCM process. Location TBD.
  - The last Senate meeting of the semester will be May 8. Luncheon at noon with the Senate meeting at 1 pm.

#### **Committee Reports:**

- **University Curriculum Committee (Richard Fox):**
  - The Committee has already met for their last meeting of the year.
  - The Committee approved a motion to enforce the policy that all advanced courses have prerequisites as there are many existing advanced courses without prerequisites.
- **Professional Concerns Committee (Michael Baronowski/Steve Weiss):**
  - **Evaluation for Reappointment, Promotion, and Tenure Draft:** Discussion ensued regarding the draft document previously distributed to faculty. This draft was developed in collaboration with a committee established by the Provost (including faculty, Chair, and Dean representation) and a subcommittee of the PCC. Revision highlights:
    - A more streamlined document
    - The requirement for a formal vote on RPT decisions has been deleted
    - Confidentiality has been addressed
    - 1<sup>st</sup> year review requirement has been removed
    - Clarity regarding a tie vote
    - RPT members must “actively” participate in the process

Discussion ensued. The following were highlights:

- Departmental Chairs participate in the Full Professor RPT decisions (in an advisory role) due to their “position” even if they are not at the level of Full Professor.
- When is the committee elected? This is not in the current document.
- Tracey Sigler read a prepared statement regarding concerns that the language about public engagement has been removed from this draft. The intent of the new RPT process is to give departments the

responsibility of drafting their own RPT guidelines. It was felt that not having language in the draft document emphasizing the importance of public engagement and scholarship of engagement and teaching, that departments could decide to lessen the emphases on these values. It was also pointed out that the public engagement emphasis has brought national attention to the university and that not continuing this emphasis would be a step backward. Having these values has also helped set NKU apart for Carnegie Foundation Community Engagement Classification. It was suggested that current language regarding public engagement could be incorporated into the draft document with those values.

- In relation to the above statement, it was urged that a “preamble” be created for the draft document outlining the core university’s core values expected of all faculty members so that departmental and/or college level requirements be in alignment.

- **Teaching Effectiveness and Enhancement Committee** (Ken Rhee):

- The *Mindfulness and Renewal* workshops in April were successful.
- The TEEC Newsletter will be coming out this week.
- Teaching effectiveness guidelines are being developed and will be released in the summer.

The meeting was adjourned at 4:45 pm.

Respectfully Submitted,

Perry Bratcher  
Secretary