

## FACULTY SENATE MEETING

Feb. 23, 2015

**Members present:** Matt Albritton, Shannon Alexander, Seyed Allameh, Jim Allen, Michael Baranowski, Diana Belland, Janel Bloch, Richard Boyce, Perry Bratcher, Kim Clayton-Code, Jacqueline Emerine, Richard Fox, Morteza Sadat-Hossieny, Doug Hume, Stephen Johnson, Debra Kasel, Rick Kolbe, Tonya Krouse, Kajsa Larson, Yaw Augustine Frimpong-Mansoh, Phil McCartney, Ausbra McFarland, Joe Mester, John Metz, Karen Mutsch, Margaret Myers, Catherine Neal, Jeanne Pettit, KC Russell, Gabe Sanders, Sandra Spataro, Jim Thomas, Steve Weiss, Matthew Zacate,

**Members absent:** Matt Asare, Carol Bredemeyer, Ronnie Chamberlain, Steve Crites, Irene Encarnacion, Mary Lee Glore, Jennifer Kinsley, Louise Niemer, Ron Shaw, Laura Sullivan, Xianoi Zhang

**Guests:** Geoffrey Mearns, Sue Ott Rowlands, Kim Scranage, Ryan Padgett, Sue Hodges Moore, Vicki Natale, Ken Bothof, Kristi Haik, Keith Walters, Katherine Frank, Denise Robinson, Kathlene Roberts, Jeff Standen, Tracy Brate, Paul Ellis, Zack Hart, Gail Mackin, Kevin Kirby, Katherine Hahnel, Ken Rhee, Alar Lipping, Pat Moynahan, Grace Hiles

The meeting was called to order by Senate President Steve Weiss at 3:05 pm with a quorum present. The minutes of the January 26, 2015 meeting were approved with an attendance correction.

### Guest Reports:

- **University President** (Geoffrey Mearns): Faculty Senate presentation regarding NKU Budget and Retention Update – President Mearns, Provost Ott Rowlands, VP Kim Scranage, Asst. VP Ryan Padgett, Sr. VP Sue Hodges Moore, Asst. VP Vickie Natale. This presentation will be made available to all faculty. Highlights included:
  - Full-time faculty headcounts up 4%, Part-time faculty headcounts down 7% (2010-2014)
  - Change in base salary expenditures for full-time faculty up 10%, part-time faculty down 1% (2010-2014)
  - Percent of undergraduate sections by class size: class sizes with under 20 students trended upward (28.3% Fall 2012 to 39.4% Fall 2014), class sizes with 20-30 students trended downward (60.4% Fall 2012 to 52.5% Fall 2014) and class sizes with 40+ students trending downward (11.3% Fall 2012 to 8.1% Fall 2014). The overall Undergraduate average class size trended downward (25.5 Fall 2012 to 23.8 Fall 2014) – showing NKU's commitment to small class size.
  - Of all 8 state-supported Kentucky institutions, NKU ranks last in net state appropriation, FTE staff per 1,000 FTE students, FTE employees per 1,000 FTE students, full-time to part-time faculty ratio, FTE staff to FTE faculty ratio, and recurring salary increase pools. NKU ranks top in growth of Bachelor's Degree

production (15 year growth, 1999-2014) and KERS percentage of net state appropriation (NOTE: NKU “returns” 1/3 of its state appropriation back to the state to support the KERS pension fund). NKU ranks 2<sup>nd</sup> from the top in resident undergraduate tuition and mandatory fees.

- NKU retention rates fluctuate slightly from year to year, never more than 4.1% from low to high during the 2006-2014 period. NKU retention rates are slightly lower than other Kentucky state-supported institutions as well as compared to IPEDS peers. The same holds true for six-year graduation rates. Calculated annual projected attrition loss due to the six-year graduation rate is roughly \$23.5M.
- NKU ACT scores are rising, but retention is remaining relatively unchanged.
- NKU graduate student enrollment has been falling since 2011.
- It is going to take time, due to the political climate, for changes to take place regarding the funding model for higher education institutions in Kentucky.

Faculty comments from the presentation:

- There needs to be a faculty workload redistribution to free up time for faculty to provide more individualized attention to students (reduction of “administrative” tasks, “road-blocks” to providing service, etc.)
  - Students are coming to college with a lack of study skills – then dropping out
  - There needs to be an assessment of campus student services
  - Entry-level classes need to be small in order to provide individualized attention
  - NKU should continue to monitor UC’s tuition to better adjust our Metro rate in order to remain competitive.
  - Any questions regarding this report can be forwarded to Senate President Steve Weiss
- **NCAA Institutional Performance Self-Study Update** (Sr. VP Sue Hodges Moore, Dir. Of Intercollegiate Athletics, Ken Bothof) - Report highlights included:
    - Self-Study Committee and its three subcommittees consist of a total of 10 faculty members. One of the subcommittees is the Academic Integrity Subcommittee chaired by Sue Ott Rowlands. The rigor of the self-study is similar to the SACS self-study.
    - The Steering Committee is currently preparing to merge subcommittee reports into one major document. This document will be made available to the campus community for review/comments then a second draft will be prepared.
    - This report will be reviewed by the appropriate NCAA committee, with a peer review visit to campus this fall. A decision will then be made by the NCAA regarding full membership for NKU into Division I most likely in 2016/17.
  - **Faculty Regent** (Jacqueline Emerine): Next Board of Regents meeting March 18.

### Officer Reports:

- **President (Steve Weiss):**
  - The Senate expresses its sympathies to the family and friends of Mary Cupito who passed away on Feb. 3, 2015.
  - It was noted that the Barbara Houghton's home suffered extensive damage due to an explosion.
  - Faculty members do not have to click on acceptance of the Northern Kentucky University Ethical Principles and Code of Conduct document. The Professional Concerns Committee is working on clarification of the documents language.
  - In the future, faculty members will just have to acknowledge reading the document.

### Committee Reports:

- **Curriculum Committee (Richard Fox):**
  - New program proposal likely at the March Senate meeting.
- **Professional Concerns Committee (Michael Baranowski):**
  - Working on clarification of the Code of Ethics document.
- **Teaching Effectiveness and Enhancement Committee (TEEC) (Ken Rhee):**
  - Faculty Development Workshops:
    - *Peer Observation and Coaching – Improving Teaching Effectiveness* (March 18 & 19)
    - *Mindfulness and Renewal* (April 15 & 16)

### Other Business:

- NKU students will be lobbying the state legislature for increased NKU funding (Katherine Hahnel, Student Government)
- The Provost's "RPT Debriefing" session will be rescheduled.
- 2015 Faculty Regent Nomination deadline is extended until March 6.

The meeting was adjourned at 4:20 pm.

Respectfully Submitted,

Perry Bratcher  
Secretary