

FACULTY SENATE MEETING

November 30, 2015

Members present: Tracey Adams, Matt Albritton, Shannon Alexander, Michael Baranowski, Diana Belland, Janel Bloch, Richard Boyce, Perry Bratcher, Carol Bredemeyer, Brooke Buckley, Teuta Cata, Kim Clayton-Code, Jacqueline Emerine, Irene Encarnacion, Sean Foley, Richard Fox, Morteza Sadat-Hossieny, Doug Hume, JC Kim, Stephen Johnson, Ken Katkin, Jennifer Kinsley, Trina Koscielicki, Tonya Krouse, Kajsa Larson, Lili Ma, Yaw Frimpong-Mansoh, Cecile Marczynski, Joe Mester, Phil McCartney, Melissa Moon, Tamara O'Callaghan, Jeanne Pettit, David Raska, Gabe Sanders, Cory Scheadler, Tracey Sigler, Leslie Hammann (for Laura Sullivan), Matthew Zacate

Members absent: Ronnie Chamberlain, Steve Crites, Catherine Neal, Louise Niemer, Ron Shaw, Sharon Vance, Mark Wasicsko,

Guests: Sue Ott Rowlands, Ken Rhee, Phil Moberg, Kim Scranage, Vickie Natale, Kathleen Roberts, Will Weber, Grace Hiles

The meeting was called to order by Senate President Michael Baranowski at 3:00 pm with a quorum present. The minutes of the October 26, 2015 meeting were approved.

Guest Reports:

- **Provost** (Sue Ott Rowlands):
 - "Final Friday" event 4pm 12/4 in SU104
 - Provost is wrapping up budget model meetings with departments
 - Provost will look into the concern that necessary information is being lost on the new College of Informatics and its departmental websites due to new design parameters.
- **Faculty Regent** (Rick Boyce):
 - The Board of Regents met on 11/11/15. President Mearns sent an email to faculty/staff summarizing the meeting. Highlights included:
 - NKU is in good shape financially and is in alignment with its benchmarks
 - NKU's expenses are less than the other Kentucky regional universities
 - Presentations included an enrollment update and an update on the Campus Climate Survey – both of which will be presented at this meeting.
 - Other reports which did not directly impact faculty were covered.
 - NKU Faculty Facebook Page:
 - This has been a success and is used as a forum for faculty to exchange ideas.
 - The suggestion was made that general announcements not be included on the site since there are other venues where this information is conveyed.
 - Department meetings:
 - The Faculty Regent will be meeting with department chairs individually over the remainder of his tenure in order to get a broad view of what is happening across the campus and how the needs of faculty may vary from department to department.
 - **Enrollment Update** (Kim Scranage – VP Enrollment/Degree Management; Dr. Vickie Natale Asst. VP Planning and Performance) - Senators were provided a detailed report

of enrollment statistics for Fall 2015. This information was also shared at the Board of Regents meeting on Nov. 11. Highlights include:

- Summary of the role of the area of degree management
- Review of the organizational chart of the area
- Review of the open enrollment formula
- Review of student characteristics
- Overall enrollment down 2.6% Fall 2015 compared to Fall 2014
- First year student statistics look good
- Continuing student statistics look good in some areas
- “Opportunities” exist in several areas, including:
 - Attracting “School Based Scholars” to NKU
 - Expanding NKU’s marketing area
 - Improving retention
 - Reviewing residential options for students
 - Reviewing transfer enrollments from community colleges
 - Reaching the national 6-year graduation rate
 - Increasing graduate school enrollment
 - Sustaining growth for continuation rates and degrees conferred
- A “Pricing and Positioning” study has been performed and the University President and Executive Team are reviewing the results of this survey and how to proceed.
- The company TWGPlus has been contracted to look into enrollment issues and how to improve them.
- “NKU Summer Bridge” is a program which offers incoming students the opportunity to demonstrate their math competency and/or complete three credit hours in a general education course.
- Through repositioning resources garnered by the discontinuation of a major contract, NKU has been able to engage the Art&Science Group in order to better understand the impact of our financial aid strategy. Through the university’s standing relationship with EAB (the Education Advisory Board), NKU is rolling out the student success collaborative. The Student Success Collaborative (SSC) provides various advising and predictive analytics which help shed light on issues faced by students. While one of the aspects of the EAB SSC platform is to utilize predictive analytics to identify student risk indicators, another aspect is to utilize the platform to identify courses that may serve as bottleneck courses towards student progression. In addition, the platform can be utilized to identify course sequences that may actually be hampering student progression towards a degree.
- The Cohort Intervention Initiative and Project Graduate initiatives look at why students are not returning to NKU and how to improve retention
- The Council of Post-Secondary Education (CPE) has redefined “diversity”. The old definition of a minority included statistics for African-Americans and Hispanics. The new definition will expand this definition in order to track those indicating they are of 2 or more races, Hawaiians, and American Indians. This will affect the outcomes-based funding model for state universities.

- **Campus Climate Survey Results/Title IX:** (Dr. Kathleen Roberts, Sr. Advisor to the President for Inclusive Excellence and Title IX Coordinator)
 - **Campus Climate Survey:**
 - The survey was administered in the spring of 2014
 - A campus-wide presentation of the results was made on Nov. 2.
 - A committee of 19 students, faculty and staff created the survey. The previous campus climate survey was administered in 2010.
 - Sample size was 2,242 with 380 faculty (37% of total faculty) responding
 - The completion rate for the survey was just over 80%
 - Four “climate” dimensions were surveyed:
 - Commitment to diversity
 - Respectful/fair treatment
 - Inequitable treatment
 - Sense of belonging
 - 75% of the survey respondents overall would recommended NKU
 - 75% of faculty/staff responded that they had a medium or high level of job satisfaction
 - Morale/university satisfaction ranged between 55%-65% for faculty/staff
 - The next steps include a task force review of the results and recommendations on how to respond.
 - **Title IX discussion:**
 - Faculty, staff, and students should feel free to contact the office if they have any questions/concerns regarding Title IX compliance. Personnel in this office can assist with reporting issues and provide the necessary resources.
 - Training is continually being presented to the Athletics Department regarding diversity training for LGBTQ issues

Officer Reports:

- **Senate President** (Michael Baranowski):
 - A volunteer is needed for the Parking Appeals Committee

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - The College of Business voting item recommending restructuring several programs into a single degree program with tracks (Bachelor of Science in Business Administration) was unanimously approved.
 - Any curricular changes need to come to the committee before the 12/3/2015 meeting of the committee in order to make it into the Fall 2016 catalog.
 - The policy of dual vs. double majors will be a future discussion item for the committee
 - Discussion ensued regarding the responsibilities of the Academic and Admissions Policy Committee.
- **Professional Concerns** (Ken Katkin):

- **Professional Concerns** (Ken Katkin):
 - In October, the PCC provided President Mearns with a long list of questions regarding issues related to campus policing issues and the discussion thereof at the Sept. 26, 2015 Senate meeting. President Mearns has promised a response.
 - Several proposed Faculty Handbook revisions will be coming to future Faculty Senate meetings.
 - Working through the Code of Ethical Conduct document approval process. The PCC has developed a document, however there may be further changes to accommodate staff concerns. PCC will work with Staff Congress to create a single proposal for the Code of Conduct to bring forward as a final recommendation that can be endorsed by both constituencies.
 - A future item for the PCC will be to review the need for an ombudsperson position.
- **Benefits** (Matthew Zacate):
 - Recommendations regarding sabbatical, project grant and summer fellowship requests have been forwarded to the Provost.
 - The December meeting of the committee will be spent prioritizing discussion items for the spring semester.
- **Budget** (Janel Bloch):
 - The proposed Budget Committee By-Laws changes were discussed
 - The Budget Priorities survey response period will end this week.
 - The 2010-2014 salary review document is available via Blackboard under Content→Institution Content→Salary Open Records
- **Teaching Effectiveness and Enhancement Committee:** (Ken Rhee):
 - Three brown bag sessions and 2 workshops are scheduled for the spring semester.
 - A “Teaching Effectiveness Portfolio” has been developed and will soon be placed on the TEEC and Faculty Senate websites.

The meeting was adjourned at 4:55 pm.

Respectfully Submitted,

Perry Bratcher
Secretary