

## FACULTY SENATE MEETING

September 27, 2015

**Members present:** Tracey Adams, Matt Albritton, Michael Baranowski, Diana Belland, Janel Bloch, Perry Bratcher, Carol Bredemeyer, Brooke Buckley, Teuta Cata, Kim Clayton-Code, Steve Crites, Jacqueline Emerine, Irene Encarnacion, Sean Foley, 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 Marczinski, Phil McCartney, Melissa Moon, Louise Niemer, Tamara O'Callaghan, David Raska, Gabe Sanders, Ron Shaw, Tracey Sigler, Nancy Campbell (for Laura Sullivan), Sharon Vance, Mark Wasicsko, Matthew Zacate

**Members absent:** Shannon Alexander, Richard Boyce, Ronnie Chamberlain, Richard Fox, Mary Kirk, Joe Mester, Catherine Neal, Jeanne Pettit

**Guests:** Sue Ott Rowlands, Ken Rhee, Alar Lipping, Les Kachurek, Diana McGill, Lori Thaxton, Sara Sidebottom, Jeff Smith, Carole Ziegler, Paul Ellis, Ana England, Phil Moberg, Whitney Kessing, Idna Corbett, 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 August 24, 2015 meeting were approved.

### Guest Reports:

- **Provost** (Sue Ott Rowlands):
  - President Mearns and Regent Richard Boyce are representing NKU at a meeting in Lexington of state university regents/trustees, provosts, and presidents.
  - Currently attending "listening tours" to all college departmental meetings
  - Presenting budget information sessions (with Sue Hodges Moore) for faculty at each college.
  - There will soon be two town hall meetings regarding the Health Innovations Center plans.
  - There will be a call for a faculty campus liaison for the Governors Scholars Program.
  - The position of Assistant Vice-Provost for Curriculum and Assessment has been advertised. Internal candidates are encouraged to apply.
  - The Norse Alert process for the recent handgun incident in the library was followed according to policy. Policies of this type need to be reviewed periodically. Currently there is a cross-divisional campus group reviewing risk management.
- **Chief of Police** (Les Kachurek): Chief Kachurek fielded questions from the faculty. Sara Sidebottom (VP Legal Affairs/Legal Counsel) also commented where appropriate. Most of these questions centered around the following two issues:
  - *Investigation of an external email pertaining to a hostile work environment.* NKU police officers visited several faculty members regarding the email received from a non-NKU email account. This was an internal administrative investigation to see if information could be gathered about the sender of the email. IT was able to block the email at the source, but identity of the sender could not be established. Discussion ensued regarding the manner of the investigation. One comment indicated that some faculty felt uncomfortable with an armed officer alone with them in their office, and that the

timing of the visit (right before the faculty was scheduled to teach a class) was inconvenient. Chief Kachurek commented that the investigations were handled in a professional manner by the officers and that, if told, the officer could have scheduled another time for the questioning. Chief Kachurek acknowledged that President Mearns directed that the investigation be called off. Ms. Sidebottom stated that she did not know why President Mearns had called off the investigation, but that she stood by her decision to initiate the police investigation and would probably do so again under similar circumstances.

- *Northern Kentucky Tribune* article: A recent article in the Northern Kentucky Tribune quoted portions of a memo sent by Chief Kachurek regarding the campus protest by an NKU student. The article addressed the student's issues about how the university dealt with a sexual assault complaint. Concern was expressed about the process and the tone of the email, in which Chief Kachurek had stated that a female NKU student victim of sexual assault was "slandering" the perpetrator by protesting his return to campus. Chief Kachurek stated that although the University held a Title IX hearing and determined that the perpetrator had committed "involuntary sexual intercourse" on the female student and had taken disciplinary action against the perpetrator, confidential informants had informed him that the female student's claims were false and baseless. Chief Kachurek refused to retract his claim that the female student was "slandering" the perpetrator. Chief Kachurek also explained that the memo was internal to the police department and not intended for anyone outside the department. Sara Sidebottom mentioned that during the Title IX process, options are given to the victim regarding reporting. It is up to the victim whether or not to pursue criminal charges, if applicable. Tamara O'Callaghan reminded everyone to be aware of the rhetoric used in campus emails since these can unintentionally find their way into a public forum. Discussion ensued regarding related issues. There was also the question of whether or not the policy for outside groups is being enforced (it is).

#### **Officer Reports:**

- **Senate President** (Michael Baranowski):
  - An NKU Faculty Facebook account has been set up.
  - The Faculty Senate website is being updated and will include an area for tracking Senate proposals.
  - Faculty representation is needed for the Transportation Advisory and Food Advisory Committees.
  - There was an email sent to faculty from Workplace Answers which asked for an NKU email/password for linking to a site. Many thought this was spam. It was a legitimate email. A follow-up email will be sent from Lori Southwood's email account to correct this misunderstanding. The email contains information regarding web training regarding Title IX/VaWA/Clery Act issues.
- **Vice President** (Carol Bredemeyer):
  - A couple of items of interest from last week's campus Fall Leadership Meeting:
    - Parking lot C will close after finals are over this fall. Michael Baranowski will check to see if those faculty parking spaces will be reallocated elsewhere.
    - The Zip Car program is getting heavy use.

- There is a higher attrition of students who have not declared a major by their Sophomore year.

#### Old Business:

- **Evaluation For Reappointment, Promotion, and Tenure Draft Proposal** (Ken Katkin – Professional Concerns Committee): This draft (edited and approved by the PCC on 4/16/15) was open for discussion. The proposal's intent is to streamline the language without making substantive changes. Detailed specifications will be left to the departments. Discussion ensued. Senator Tracey Sigler provided a document addressing the need to include more specific language regarding public engagement. Several statements regarding public engagement were removed from the old handbook and not included in the revision. The following language was proposed to be added back into the draft:
  - *"Each academic unit is expected to serve the full breadth of the University's teaching, research, service, and public engagement missions in a manner that is consistent with the unit's expertise and disciplinary focus."*
  - *"The University's strong commitment to public engagement may be reflected in any or all of these categories [Teaching, Scholarship and Creative Activity, Service to the University, the Discipline/Profession, and/or the Community]. Public engagement is defined as discipline-related collaborations between faculty members and communities, agencies, organizations, businesses, governments, or the general public that contribute significantly to the external constituency by sharing the University's intellectual and cultural assets."*
  - *"NKU's commitment to public engagement and our metropolitan location provides specific opportunities for new and evolving forms of research, including research that draws on and supports its environment."*
  - *"There may be activities that qualify for more than one of the following categories. This list is not meant to be required of all faculty, but to indicate the broad range of scholarship and creative activity possible:*
    - *Scholarship of Discovery, including basic and applied research; development and application of theory.*
    - *Scholarship of integration, including interdisciplinary research; new interpretations of current knowledge; integration of knowledge from diverse sources.*
    - *Scholarship of Engagement, including community based research, technical assistance, demonstration projects, impact assessment, and policy analysis; scholarly work relating to the study or promotion of public engagement.*
    - *Scholarship of Teaching, including applied research regarding various pedagogies, student learning, and assessment practices; development and dissemination of materials for use in teaching beyond one's own classroom.*
    - *Creative Activity, including performances, exhibitions, and creation of original work."*

Various methods of including this information more concisely into the draft were discussed.

#### Committee Reports:

- **Professional Concerns** (Ken Katkin):
  - Working on the Code of Conduct revisions along with the Provost and the General Counsel.

- Working on various Faculty Handbook revisions.
- Working on how to coordinate information sharing regarding allegations of student cheating.
- Various subcommittees of the PCC are focusing on different issues including the possibility of a faculty ombudsperson and upstream reviews.
- **Benefits** (Matthew Zacate):
  - Sabbatical, Project Grant, Summer Fellowship overview sessions were held 9/3/2015 and 9/4/2015. Two other workshops covering format details for submissions were held on 9/8/2015 and 9/9/2015. There are 24 sabbatical openings, \$56K for project grants (\$6K maximum each), and \$90K for 15 summer fellowships (same as last year).
- **Budget** (Janel Bloch):
  - This committee has been revived after a year's hiatus. The committee is working on the following:
    - Review of committee bylaws
    - Faculty Budget Priorities Survey will probably be administered after a clearer understanding of the new budget model. There will be a budget model presentation given to the committee.
    - Review of the salary issues report.
- **Teaching Effectiveness and Enhancement Committee:** (Ken Rhee):
  - The TEEC survey yielded fewer responses than the last survey two years ago and a lot of the feedback was negative.
  - Working on the fall/spring brown bag topics and workshops.
  - Continuing to work on documentation on teaching effectiveness and how those assessments will be used as evaluation tools by chairs and deans.

The meeting was adjourned at 4:15 pm.

Respectfully Submitted,

Perry Bratcher  
Secretary