

FACULTY SENATE MEETING

April 25, 2016

Members present: Tracey Adams, Michael Baranowski, Janel Bloch, Richard Boyce, Perry Bratcher, Brooke Buckley, Teuta Cata, Kim Clayton-Code, Steve Crites, Jacqueline Emerine, Irene Encarnacion, Morteza Sadat-Hossieny, Doug Hume, Stephen Johnson, Ken Katkin, Jennifer Kinsley, Trina Koscielicki, Tonya Krouse, Marc Leone, Lili Ma, Cecile Marczinski, Melissa Moon, Tamara O'Callaghan, Jeanne Pettit, David Raska, Ron Shaw, Tracey Sigler, Laura Sullivan, Sharon Vance, Mark Wasicsko, Matthew Zacate

Members absent: Shannon Alexander, Diana Belland, Carol Bredemeyer, Ronnie Chamberlain, Sean Foley, Richard Fox, JC Kim, Mary Kirk, Kajsa Larson, Yaw Frimpong-Mansoh, Joe Mester, Phil McCartney, Louise Niemer, Gabe Sanders

Guests: Geoffrey Mearns, Sue Ott Rowlands, Ken Rhee, Phil Moberg, Vickie Natale, Shawn Rainey, Lori Thaxton, 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 March 28, 2016 meeting were approved.

Guest Reports:

- **University President:** (Geoffrey Mearns):
 - University budget: Budget is still being finalized. The following issues are related to the next fiscal year's budget:
 - Increase of KERS costs by \$3.8M to \$19M
 - State appropriation reduction of 4.5% (between \$2.1M and \$2.2M)
 - Good news: state appropriations will increase by \$5.8M in FY17 due to equity compensation
 - Over 4,300 emails were sent to state representatives as part of NKU's advocacy campaign
 - The delay in state-wide budget decisions has consequently caused a delay in setting NKU's 2-year budget strategy. The Board of Regents will meet on April 27 to vote on tuition increases and a special Board meeting in mid-May will be called to vote on a final budget.
 - The President attended the academic awards ceremony for student athletes where appreciation for faculty support was expressed by one athlete who addressed those in attendance.
 - The Student Research & Creativity Celebration event recently took place which included the participation of over 100 faculty mentors.
 - Commencement ceremonies: Chase Law - Friday, May 13 6pm. College of Education and Human Services, College of Health Professions, College of Informatics - May 14 10am. College of Arts and Sciences, Haile/US Band College of Business - May 14 3pm.
- **Provost** (Sue Ott Rowlands)
 - Many end-of-semester student achievement celebrations are taking place across campus
 - Provost's annual reception for retiring, promoted, and tenured faculty will take place April 29.
 - "Final Friday" reception for all faculty will take place April 29 in the Fine Arts Gallery

- **Faculty Regent (Rick Boyce):**
 - Next Board of Regents meeting April 27.

Presentation:

- **National Survey of Student Engagement (Vickie Natale and Shawn Rainey):** An overview of the recent BCSSE (Beginning College Survey of Student Engagement) and NSSE (National Survey of Student Engagement) was presented. Highlights included:
 - Two classes (entering Freshmen and graduating Seniors) were surveyed. These surveys are administered every 2-3 years and compare NKU statistics to other Kentucky schools, NKU benchmarks, and other institutions in the same Carnegie classification as NKU.
 - These instruments measure student's perceptions of their experiences at NKU.
 - Freshman students are surveyed the summer before they arrive for campus the fall semester (BCSSE) and again the following spring (using the NSSE instrument)
 - Response rates: BCSSE: 78%, NSSE (Freshmen): 18%, NSSE (Seniors): 23%
 - Freshmen survey highlights:
 - Using comparison data, 43% participated in co-curricular activities in 2009. In 2015 this had risen to 57%
 - Freshmen ratings were above other NKU benchmarks and other Carnegie classification schools in the areas of: learning strategies (Academic Challenge), quantitative reasoning (Academic Challenge), student-faculty interaction (Experiences with Faculty), effective teaching practices (Experiences with Faculty), quality of interactions (Campus Environment) and supportive environment (Campus Environment). The only area where ratings were below average was in collaborative learning (Learning with Peers)
 - Senior survey highlights:
 - Using comparison data, participation in co-curricular activities increased by 7% between 2009 and 2015.
 - Senior ratings were above other NKU benchmarks and other Carnegie classification schools in the areas of: effective teaching practices (Experiences with Faculty) and quality of interactions (Campus Environment). Ratings of below average were in the following areas: collaborative learning (Learning with Peers), discussions with diverse others (Learning with Peers)
 - NSSE Institutional Comparisons:
 - High-Impact practices where NKU students rated lower than benchmark and Carnegie peers included:
 - Learning communities
 - Internship/field experiences
 - Research with a faculty member
 - Culminating Senior experience
 - Students rated on par with other benchmark and Carnegie peers on Service learning, and slightly above on Study Abroad experiences.
 - What NKU do to improve?
 - Encourage Study Abroad participation
 - Increase scholarship funding
 - Improve service learning opportunities
 - Increase opportunities for learning and living communities

- Increase opportunities for undergraduate research with faculty
- Increase opportunities for internships and co-ops
- Work with the Council of Post-Secondary Education on coordination of efforts

Officer Reports:

- **Senate President** (Michael Baranowski):
 - The Student Government Association (SGA) will be notified that their proposal to institute a D minus grade is not in the student's best interest

Committee Reports:

- **University Curriculum Committee** (Michael Baranowski for Richard Fox):
 - Curriculum software training should be deployed by the end of the fiscal year
 - After review, the Committee is recommending the withdrawal of the SGA proposal to count internship credits toward a major.
 - The Emergency Management Graduate Certificate, a new certificate program, was approved.
- **Benefits** (Matthew Zacate):
 - Discussions regarding increased funding for faculty development awards ensued but no recommendations were proposed
- **Budget** (Janel Bloch):
 - 2015 salary data is available via Blackboard (Content Tab→Institution Content→Salary Open Records→Salary Open Records_201- to 2015_SHARE.xlsx) and on file in the library.
 - The Committee's budget survey will be reviewed in more detail over the summer
 - CUPA comparison data on faculty salaries will soon be posted
 - The following issues are also being addressed:
 - Administrative salary review
 - Faculty salary equity review
 - Summer compensation for faculty
- **Professional Concerns Committee** (Ken Katkin):
 - The following issues have been approved by the PCC and were forwarded to the Provost:
 - Recommendation that faculty search committees forward a ranked list of finalists for open positions. If a higher level in the approval process (Chair, Dean, etc.) disagrees on this ranking, then that level must forward reasons the search committee's recommendations were not followed.
 - Recommendation to vest Deans and Chairs with authority to allow reassign time for faculty members to work on grant-funded research so long as the grant would return to the department enough money to hire a substitute teacher.
 - In order to help prevent faculty salary compression and inversion, consultation with the affected department faculty must take place if an increased salary is negotiated for a new hire after the initial offer.
 - Reviewing the Intellectual Property Policy – faculty copyright ownership is a major issue

- Formulating a recommendation regarding the use of audio recordings in faculty performance reviews
- Formulating a recommendation regarding faculty reviews of administrators. This will include wording intended to require that these reviews are used as part of the administrator's performance evaluation, and thereby to exempt them from review under Kentucky's Open Records law.
- **Teaching Effectiveness and Enhancement Committee:**
 - TEEC's Teaching Effectiveness Portfolio is now available on the TEEC website: http://facultysenate.nku.edu/content/dam/facultysenate/docs/teec/2016_TEEC%20Teaching%20Portfolio%20Edited%20Version%202016_3-4-2016.pdf
 - Working on documentation for students to provide course evaluation feedback during the semester.
 - Customized course evaluation question bank has been expanded for class evaluations

Old Business:

- **Revision of the Faculty Senate Constitution** (Faculty Senate Executive Committee): The Executive Committee previously distributed a draft of proposed changes to the Faculty Senate Constitution. Discussion ensued. Substantive changes included:
 - Cleanup of language
 - Creation of a Faculty Advocate position
 - Revision of the committee structure (expansion from five to eight standing committees)
- Several ideas generated by the discussion will be brought back to the Executive Committee for further review. NOTE: reassigned time for Chairs of the new committees will need Provost approval since this is a budget item.
- After discussion, it was decided that more time was needed to further review the document. The issue will be revisited in the fall semester. NOTE: A two-thirds vote of those present at a general faculty meeting is required for approval.

The meeting was adjourned at 4:00 pm.

Respectfully Submitted,

Perry Bratcher
Secretary