

FACULTY SENATE MEETING
March 27, 2017

Members present: Michael Baranowski, Janel Bloch, Richard Boyce, Perry Bratcher, Carol Bredemeyer, Brooke Buckley, Christine Curran, Jacqueline Emerine, Irene Encarnacion, Richard Fox, Kathleen Fuegen, Doug Hume, Stephen Johnson, Ken Katkin, Jennifer Kinsley, Francoise Knox-Kazimierczuk (for Trina Koscielicki), Tonya Krouse, Christopher Lawrence, Marc Leone, Ellen Maddin, Phil McCartney, Carrie McCoy, Melissa Moon, Tamara O'Callaghan, Deborah Patten, Jeanne Pettit, David Raska, Gisele Lorient-Raymer, KC Russell, Toru Sakaguchi, Gabe Sanders, Ron Shaw, Erin Strome, Laura Sullivan, Sharon Vance, Matthew Zacate

Members absent: Tracey Adams, Sean Foley, Vanessa Hunn, JC Kim, Denise Luethge, Yaw Frimpong-Mansoh, Marcos Misis, Ljubomir Nacev, Randy Pennington, Cory Sheadler

Guests: Richard Boehne, Normand Desmarais, Steven Weiss, Haley Madden, Grace Hiles

The meeting was called to order by Senate President Michael Baranowski at 3:05 pm with a quorum present. The minutes of the Feb. 27, 2017 meeting were approved.

Guest Reports:

- **Provost** (Sue Ott Rowlands):
 - Faculty Honors and Awards ceremony April 27, 4pm
 - No update on the decision for a learning management systems vendor
- **Board of Regents** (Richard Boehne – Chair, Normand Desmarais – Chair of the NKU President Search Committee):
 - Mr. Desmarais outlined the Presidential search process. Highlights included:
 - Total of 19 committee members, including four faculty, 1 Chair, and 1 Dean
 - Committee representation includes Board of Regents, Staff, Faculty, Students, Foundation & Alumni, Community
 - This will be a “hybrid” (not “open”) search in order to balance confidentiality and the “need to know”. In this type of search, finalists are invited to meet the Board of Regents, Search Committee and a selected group of faculty, staff, etc. The “selected group” will most likely, in the case of faculty, be recommended by the Faculty Senate.
 - Isaacson-Miller will be serving as search firm consultants
 - Open forums will be held in mid/late April to gather information about what to look for in the next President
 - Presidential “profile” will be released April 22.
 - June 15-July 15 will be spent narrowing submissions to a list of finalists
 - July 15-31 will be spent interviewing the finalists
 - Contract negotiated by Aug. 15
 - Board of Regents announces next President Aug. 15-Sept. 1.
 - Announcement regarding raises will occur after the April 26 Board of Regents meeting.

Committee Reports:

- **University Curriculum** (Richard Fox):
 - Two more meetings before the end of the year. One new program (Health Communication) is in process
- **Budget** (Janel Bloch):
 - Salary recommendation regarding equity adjustment is being forwarded to the Provost
 - Summer/Winter compensation policy almost finished
 - Faculty survey results have been posted to the Faculty Senate website.
- **Professional Concerns** (Ken Katkin):
 - Credentialing Policy – this policy was reviewed by PCC with no recommended changes
 - Research Data Management Policy -- PCC will recommend changes to the administration's policy proposal that is currently out for notice-and-comment
 - Intellectual Property Policy -- At PCC's recommendation, the administration has agreed to withdraw the policy proposal that was out for notice-and-comment this academic year. Accordingly the current Intellectual Property Policy (adopted in 2009) remains in effect. The PCC and the administration plan to try again next year to develop a new Intellectual Property policy.
 - PCC is reviewing the issue of performing faculty performance reviews while the faculty member is on medical leave
 - PCC is reviewing the issue of outsourcing the Early Childhood Center
- **TEEC** (Chris Lawrence):
 - *An Introduction to Just-In-Time Teaching (JITT)* workshop – April 17th, SU 104, Noon-1pm
 - Working on revisions to course evaluation questions
- **General Education** (Steve Weiss):
 - Continuing to collect artifacts for student learning outcomes
 - There is a new Assistant VP for Assessment
 - The moratorium for additional new general education courses has been lifted. There are currently between 105-110 classes (maximum of 125 allowed).

Old Business:

- **Faculty Benefits** (Matthew Zacate):
 - **VOTING ITEM** (Project grant funding recommendation): The recommendation was made to revise section 11.3.3 of the Faculty Handbook to read as follows (**APPROVED**):

Normally the maximum amount for a faculty project grant will be the amount of a faculty summer fellowship. Especially worthy projects, however, may be funded with additional amounts. Grant funds will be made available on May 1 of the calendar year in which the award is made and must be spent before June 30 of the following calendar year.
- **Graduate Programs:**

- **VOTING ITEM** (Exceptions and Course Age Reinstatement): Recommended wording for the exception rule (**APPROVED**):

Once the student successfully complies with all of the elements in the reinstatement plan, the course is considered valid for the length of time identified in the reinstatement plan. A course may only be reinstated one time.

- **Professional Concerns Committee** (Ken Katkin):

- **VOTING ITEM** (Biennial Review of RPT): PCC recommends that Faculty Senate adopt amendments to the NKU Faculty Handbook that would implement a change from annual to biennial RPT reviews. This would necessitate the following changes for the Faculty Handbook (**APPROVED**):

- **2.2. INITIAL APPOINTMENT—PROBATIONARY**

Ordinarily an initial appointment will be for two years for all ranks. If a person is appointed to the faculty during an academic year, the term of his/her contract will end at the end of the following academic year.

- **2.3.2. ASSISTANT PROFESSOR**

Reappointments of an assistant professor will be for two-year terms, provided, however, that the total time in probationary appointments, including university-recognized credit for prior service, does not exceed seven years. If an assistant professor does not receive tenure before the end of the sixth year of probationary appointments, including university-recognized credit for prior service, the contract for the seventh year shall be a one-year terminal contract (see Section 2.5, Probationary Contracts).

- **2.5. PROBATIONARY CONTRACTS**

Faculty who have probationary contracts do not have tenure. Reappointment to a probationary contract is conditioned upon successful performance and recommendation for reappointment as specified at Sections 3, Evaluation; 4, Reappointment; 5, Promotion; 6, Tenure, and 7, Appointment, Promotion and Tenure for Librarians. A person may not hold a probationary appointment for more than seven years, including university-recognized credit for prior service. If a person does not receive tenure before the end of the sixth year of probationary contracts, including university-recognized credit for prior service, the contract for the seventh year shall be a one-year terminal contract.

- An amendment to the above proposal allowing for an off-year review at the request of the RPT Committee was defeated.
- **VOTING ITEM** (Statement of Solidarity-*We Are NKU*): The following recommendation was brought forward for voting (**APPROVED**):

Today, in accordance with Northern Kentucky University's core values of inclusiveness and nondiscrimination, NKU faculty and staff resolve to stand with all members of the NKU community, of all backgrounds, including: race, gender identity, sexual orientation, religion, immigration status, and national origin.

We are committed to providing all our students, faculty, and staff with a safe and welcoming environment, and ensure their continued ability to thrive on our campus.

We condemn all acts of violence and bias against any religion or immigration status, and stand in support of those of all faiths, belief systems, races, ethnicities, nationalities, political affiliations, gender expressions, or sexual orientation. In so doing, we reaffirm our deep commitment to the freedom of speech of all community members, including the freedom to express political or religious opinions of all varieties. We also resolve, however, never to tolerate acts of discrimination, violence, bias, or hate against any individual member of our university community.

NEW BUSINESS:

- **University Curriculum Committee** (Richard Fox): The following four program proposals were **APPROVED:**

- Health Informatics (BS)
- Mechatronics (BS)
- Neuroscience (BS)
- Radiation Therapy (BS)

The meeting adjourned at 4:40 pm.

Respectfully Submitted,

Perry Bratcher
Secretary