

FACULTY SENATE MEETING

December 15, 2017

Members present: Janel Bloch, Richard Boyce, Carol Bredemeyer, Robert Brice, Christine Curran, Jacqueline Emerine, Irene Encarnacion, Richard Fox, Kathleen Fuegen, Kebede Gemene, Steven Gores, Lisa Holden, Morteza Sadat Hossieny, Stephen Johnson, Ken Katkin, Francoise Kazimierczuk, Christopher Lawrence, Kimberly Gelbwasser Lazzeri, Ellen Maddin, Phil McCartney, Carrie McCoy, Jonathan McKenzie, Marcos Misis, Ljubomir Nacev, Deborah Patten, Jeanne Pettit, Toru Sakaguchi, Cory Scheadler, Lynn Warner, Steven Weiss, Matthew Zacate

Members absent: Rachel Banks, Kathleen Carnes, Steve Crites, Yaw Frimpong-Mansoh, Rich Gilson, Vanessa Hunn, JC Kim, Jennifer Kinsley, Gisele Lorient-Raymer, Ban Mittal, Tamara O'Callaghan, David Raska, Gabe Sanders, Ron Shaw, Erin Strome, Laura Sullivan, Sharon Vance

Guests: Gerry St. Amand (President), Sue Ott Rowlands (Provost), Richard Boyce (Faculty Regent), Deana Karam (Staff Congress Liaison), Grace Hiles (Faculty Senate Office), Alar Lipping, Jim Thomas, Jeff Smith, David Bauer, Greg Hatchett

The meeting was called to order by Senate President Matthew Zacate at 1:00 pm with a quorum present.

The agenda was adopted as distributed. The minutes of the November 20, 2017 meeting were approved.

Guest Reports:

- **Provost** (Sue Ott Rowlands):
 - Provost Rowlands thanked everyone for their work this semester and encouraged all to attend commencement.
 - One advising workshop on Accelerated Online (AO) programs has been held. Another one will be held next week.
 - She addressed questions about the following topics related to Academic Partnerships (AP):
 - Students who may be struggling in the online program and want to face-to-face classes will work with advisors. It is not prohibitive to move from program to program.
 - Advisors are trained to advise traditional face-to-face students so that they can take courses in the accelerated online programs while remaining face-to-face students.
 - Coaches will charge \$30-\$50 per student, depending on the discipline. They are compensated less than regular adjuncts.
 - TEEC is looking at guidelines for evaluating coaches. The decision to use coaches lies with the department and faculty member.
 - The AP initiative comes from three different task forces. The reports from these are on the Provost's website. The task forces determined that NKU needed a partner to assist with online programming due to insufficient resources. Increasing online offerings was also part of the Fuel the Flame strategic plan. An RFP was issued; six companies responded. Four faculty participated in drafting

the RFP. Four companies came to campus for a full day last spring. There were open faculty forums. At the end of that process, the RFP committee unanimously voted to select AP. The contract process took five months. The first task force met in 2012. All documentation is posted on the website and if anything else is needed, let the Provost know.

- There are three governance groups for AO programs comprised of faculty and staff. Details are on the Provost's website. Phone calls occur daily with AP.
- The projection is for 50 new students in the spring. There are currently 26. So far everything is on deadline and on track. The plan is for a gentle scale-up in the next few years.
- The contract will be reviewed annually to ensure compliance and relevancy.
- The question was asked as to whether Faculty Senate could participate in the annual review or at least be informed of the findings. It was suggested that a survey could be issued.
- The question was asked about the move to 15-week sessions. The recommendation from the work group is that the switch to the 15-week sessions is "an interesting idea that should be discussed by the campus at large." The report lays out several possibilities that will come up for discussion next semester.
- AP marketing will focus on a 50-mile radius and then expand by 50-mile increments. The marketing is a combination of social media, print, billboards, radio, on-the-ground, and search engine optimization; AP has the resources to make NKU programs pop up first. This is one of the main contributions NKU receives from AP.
- The contract can be terminated if either party is not meeting its agreement, i.e., AP is not marketing advantageously, NKU is no longer offering the courses. This is a strategy to enhance enrollments and grow revenues. AP is needed to help grow NKU programs, but NKU must do its part as well.

- **Faculty Regent (Richard Boyce):**

- Much uncertainty surrounds the pension issue; it is unlikely there will be a special session to address the topic.
- Much of the work on the budget will occur toward the end of the semester.
- The new president will make many campus visits before the end of the semester. Regent Boyce will be advocating for an opportunity for faculty to meet with him.
- The Provost is working for an open faculty forum, hopefully on the first day he visits campus in January.

Officer Reports:

- **Senate President (Matthew Zacate):**

- The election results are available. The open spaces on the committees will be left unfilled until the next election cycle.
- The election of next year's Senate officers will take place right before the regularly scheduled January Faculty Senate meeting. Additional nominations will be accepted until that meeting.

- The Faculty Regent election will occur in spring semester. Nominations will be accepted in January and February; there will be open forums as well. Elections will take place in March-April.
- A question was raised about whether non-tenure track renewable faculty are able to vote for Faculty Regent. The Faculty Senate Executive Committee will look into this at their January meeting.
- **Faculty Advocate** (Phil McCartney):
 - His time has been spent primarily addressing questions about the presidential search process.

Committee Reports:

- **University Curriculum** (Richard Fox):
 - The committee approved several Honors courses at their last meeting. These courses will be taken in lieu of the General Education coursework, e.g., ENG 291. While UCC voted to approve, there were concerns about this change. Questions should be referred to Belle Zembrodt, Honors Interim Director or David Kime, Honors Advising Coordinator.
 - **VOTING ITEM:** Approval of changes to the JD/MBA program (see <https://nku.curriculog.com/proposal:1551/form>). This is a substantive change to the joint JD/MBA program but similar to the change approved last year for the MBA program. It was an oversight that this was not done last year.
APPROVED.
- **Budget** (Janel Bloch):
 - The Provost attended the last Budget Committee meeting and answered several questions about the financial aspects of AP and the contract.
 - The committee has been receiving reports about the university and the state budget process. President St. Amand also sent out an update on the state and university budget process this week.
 - An enrollment update by Kim Scranage, Vice President for Enrollment and Degree Management, will be scheduled for the January or February Budget Committee meeting. All members of Faculty Senate will be invited to attend.
- **Benefits** (Deborah Patten):
 - Faculty Development Award letters were sent.
 - For the rest of the semester, the committee discussed developing training for the evaluation tool and perhaps re-evaluating the tool. They also considered updating the website and reviewing the committee's bylaws.
- **Professional Concerns** (Ken Katkin):
 - The question has come up about whether it is possible to withdraw an application for promotion before it moves through the entire administrative process. The committee has decided to recommend that an application cannot be withdrawn once it is filed.

- The previous discussion item about whether to retain tenure during phased retirement has been delayed. Human Resources has said it will modify NKU's agreement with TIAA to specify that drawdown can be continued during phased retirement. The current handbook says that one has to resign tenure to enter phased retirement. The issue is therefore on hold until HR resolves it.
- **DISCUSSION ITEM:** The Faculty Handbook states that non-tenure track temporary faculty will receive benefits once they are employed at NKU for an academic year. The Affordable Care Act states that benefits have to be given if one is employed for 90 days. PCC recommends changing the handbook to read "Health insurance is provided by the university if the appointment is full-time for the complete academic year ***“or to comply with local or state laws and regulations.”*** Some clarifications to the wording were suggested. PCC will review and vote on those suggestions.
- **TEEC** (Chris Lawrence):
 - In conjunction with the move to AP, TEEC is developing surveys to see what chairs and deans look for in teaching evaluations.
 - **VOTING ITEM:** Approval of newly developed TEEC Bylaws.
APPROVED.
- **General Education** (Steve Weiss):
 - Chair Weiss will attend a monthly meeting of General Education directors from the other state institutions.
 - The deliberation and approval process for new Gen Ed courses continues. A course from the English department, Literature of Inclusion, was approved. Four other courses are being considered. In the spring, an additional three or four courses will also be considered.
 - He expressed appreciation that artifacts have been submitted for A/Student Learning Outcomes. He also acknowledged the incredible amount of work that Connie Kiskaden, Coordinator of Curriculum Programs, has done to support the committee.

New Business

- There were two voting items and one discussion item as noted above.

The meeting was adjourned at 2:11 p.m.

Respectfully Submitted,

Laura A. Sullivan (transcriber of minutes); Janel Bloch (note-taker of minutes for Laura Sullivan)
Secretary