

**FACULTY SENATE MEETING**  
**November 20, 2017**

**Members present:** Rachel Banks, Richard Boyce, Carol Bredemeyer, Robert Brice, Kathleen Carnes, Christine Curran, Jacqueline Emerine, Richard Fox, Kathleen Fuegen, Kimberly Gelbwasser, Kebede Gemene, Lisa Holden, Morteza Sadat Hossieny, Vanessa Hunn, Stephen Johnson, Ken Katkin, Francoise Kazimierczuk, JC Kim, Christopher Lawrence, Gisele Lorient-Raymer, Phil McCartney, Carrie McCoy, Marcos Misis, Tamara O'Callaghan, Deborah Patten, Jeanne Pettit, Toru Sakaguchi, Cory Scheadler, Ron Shaw, Erin Strome, Laura Sullivan, Lynn Warner, Steven Weiss, Matthew Zacate

**Members absent:** Janel Bloch, Steve Crites, Irene Encarnacion, Yaw Frimpong-Mansoh, Rich Gilson, Steven Gores, Jennifer Kinsley, Marc Leone, Ellen Maddin, Jonathan McKenzie, Ban Mittal, Ljubomir Nacev, David Raska, Gabe Sanders, Sharon Vance

**Guests:** Richard Boyce (Faculty Regent), Deanna Karam, Staff Congress Representative, Erica Bluford (Student Government Association Representative), Grace Hiles (Faculty Senate Office), Samantha Langley (Vice Provost for Graduate Education, Research and Outreach), Kim Scranage (Vice President for Enrollment and Degree Management), Alar Lipping

The meeting was called to order by Senate President Matthew Zacate at 3:00 pm with a quorum present. He announced a change in agenda; the PCC voting item (Tenure During Phased Retirement) has been withdrawn. Also, President St. Amand and Provost Ott Rowlands are not able to attend today's meeting.

The agenda was adopted as distributed at this meeting. The minutes of the October 23, 2017 meeting were approved.

**Guest Reports:**

- **Faculty Regent (Richard Boyce):**
  - Special meetings of the Board of Regents (BOR) were held in November on the presidential search.
  - A number of items were approved at the regularly scheduled BOR meeting on November 8 including the Institute for Student Research and Creative Activity, Non-employee Participation on Sponsored Projects Policy, Financial Conflict of Interest Disclosure for Research Policy, Establishing, Reviewing, and Discontinuing Centers and Institutes Policy, Responsible Conduct of Research Policy, Credit for Prior Learning Policy, and the Inclusive Excellence Plan.
  - Currently under negotiation are the start date for the incoming president and the possible extension of Interim President St. Amand's contract past December.
  - Regent Boyce discussed the closed search process for the presidential search. He said that candidates do not have the same anonymity as in the past. Had the search process been open, some candidates said that they would not have been in the search. However, some improvements could be made with the process, including adding more faculty (outside of those on the search committee and BOR) to participate in the interviews of the candidates. This will be a recommendation for future searches.
  - He asked for input on any aspect of the search process. Several faculty provided concerns on the closed search process, including the fact that the BOR did not consider

what the Senate voted on regarding the search process. Another concern expressed was the insufficient representation of faculty in the process. A question was also asked about how important it was to the search committee to find a candidate who could start in January. Regent Boyce said that most candidates interviewed said it would be difficult to leave their current positions at that time. While some regents thought it was important to have a president in place in January, overall, the committee thought it was more important to get the best person for the position.

- The transition team will include Senate President Zacate and Erica Bluford, Vice-President of the Student Government Association (SGA).
- This is the last year for Regent Boyce to serve in this position. The position is open for anyone interested in being a regent.
- **Staff Congress Liaison (Deanna Karam):**
  - The annual Soup & Dessert Luncheon and Holiday Market was very successful.
  - Staff Congress is considering reexamining the nonsmoking policy on campus. They plan to ask SGA and Faculty Senate (FS) if they are interested in looking at the policy as well.
  - Other items under review are how staff can unify regarding KERS and the sick policy for Operations and Maintenance.
- **Vice Provost for Graduate Education, Research and Outreach (Samantha Langley) and Vice President for Enrollment and Degree Management (Kim Scranage):**
  - A Q & A session was held with Vice Provost Langley and Vice President Scranage about Accelerated Programs (AP), specifically on implementation. Any questions about the selection process or the contract will be answered by the Provost at a future meeting.
    - Q: Who approves marketing? A: All marketing goes through Gina Rittinger, Assistant Vice President for Marketing and Communications. Most marketing will focus on the social media platform. Content will be department-specific and fit with the NKU brand. There may be an occasional radio spot. Marketing will start local as 85% of students taking online courses live within 150 miles of the program.
    - Q: How is revenue handled? A: Once the program goes live, any student recruited after that is a revenue share. One hundred percent of the tuition will be treated as direct revenue and go to the college where the course resides. The AP agreement calls for a 50% share of net revenue share. This 50% will then be charged to that college as a direct expense.
    - Q: How will the largely adult student population affect the PACE program? Was an analysis done on how AP would affect PACE? A: These questions were referred to the Provost as any analysis that was done would have been prior to their involvement with AP implementation.
    - Q: How much will Academic Coaches be paid? A: It varies, but the average is \$30 per student. Coaches work for Instructional Connections (IC).
    - Q: How will the courses appear? Will they look any different to what an NKU student sees now? A: You shouldn't be able to tell any difference; it should be seamless.
    - Q: How will the Academic Coaches function? A: This is up to the faculty member and not decided by the university. It is an individual decision on how to use a coach in class. If one is needed for a course, a faculty member submits a request to IC, with qualifications and expertise desired. IC will send back a list

of qualified coaches which a faculty member will review and rank order. A phone/video conversation is then set up between the faculty member and the coach once a coach is assigned. If a faculty member is dissatisfied with a coach at any time, the coach will be removed immediately. AP will be on campus December 6 and the session will focus primarily on coaches.

- Q: Is there a minimum number of students needed to make a course? A: That is not stipulated in the contract. Senator Fox added that it is the same process as now; that is managed by the department chair and dean.
- Q: Is there a plan to see how this is affecting departments and colleges financially? A: This question is best answered by the Provost.
- Q: How long is our contract? A: Eight years, although it is reevaluated by both parties annually. Both NKU and AP have the option of saying that the program is not working well. In order to give the program a chance, a few years is needed.
- Q: Are there challenges with implementation from talking to other universities? What are any lessons learned so we can avoid the same? A: Vice Provost Langley worked with AP to find a person with whom Senator Lawrence, TEEC chair, could speak to about evaluation. He spoke with the Associate Provost at Lamar University in Texas. Evaluation has not yet been squared away there. Lamar has made recommendations regarding pre-tenured faculty members; in order to protect them they may not teach online because of the evaluation issues. Interview notes between Chair Lawrence and Lamar Associate Provost will be made available.
- Q: How does evaluation work? A: There is a short evaluation on coaches at the end of the term. NKU has not yet decided to have a more thorough evaluation of coaches. TEEC is also working on what the evaluations will look like.
- Q: When does a course need to be ready? A: Four weeks prior to start of the course. This allows for the quality matters review and for the faculty to make any adjustments necessary after the review. The faculty member will work with an instructional designer once a course is approved.
- Q: When recruiting students, is there motivation for AP where they might suggest if this online program is not a good fit for the student? A: A student will be referred to the appropriate program. Also, if a change is wanted, this can come from the Admissions side or from the student him/herself. This is already occurring. Also, students can change from semester to semester.
- Vice Provost Langley is currently updating the AP FAQ webpage.
- Any other questions may be sent to Senate President Zacate. The Provost will be available at a future meeting to answer questions related to AP selection and contract.

#### **Officer Reports:**

- **Senate President (Matthew Zacate):**
  - Senate President Zacate thanked those running for open Senate seats. An email was recently sent out with information on the election. Elections close on Friday, December 1 at 6:00 p.m.

- **Faculty Advocate** (Phil McCartney):
  - He has continued to focus on AP, as well as the presidential search process and sexual harassment. He also has had conversations with Joan Gates, Vice President for Legal Affairs & General Counsel.

#### **Committee Reports:**

- **University Curriculum** (Richard Fox):
  - A new site will allow for more functionality than Curriculog, including posting of items not currently allowable. Contact Chair Fox or Connie Kiskaden, Coordinator of Curriculum Programs, for comments or questions.
  - An upcoming voting item is the Joint Juris Doctor/Master of Business Administration, which will have a substantive change.
- **Benefits** (Deborah Patten):
  - Faculty Development Awards were made; letters to awardees will go out at the end of December.
  - Project Grants (\$90,000): 22 applications, 18 awarded (some received less than \$6,000); Sabbaticals: 21 available, 18 applications, 17 awarded; Summer Fellowships: 18 available, 19 applications, 18 awarded.
- **Professional Concerns** (Ken Katkin):
  - The draft Intellectual Property (IP) policy that went out again on Notice and Comment would again have diminished the rights of the faculty, and would therefore have been faculty-unfriendly. The Provost stated that it was the intention of the administration to make the new IP policy more faculty-friendly, rather than less faculty-friendly. Accordingly, at PCC's request, the Provost terminated the notice-and-comment proceeding without adopting the draft policy. The Provost invited PCC to submit a more beneficial draft IP policy to her. A new PCC subcommittee is now in place to draft one that will benefit faculty.
  - An issue on health benefits for non-tenure track faculty will be reviewed. NKU is in compliance with the Affordable Care Act (ACA); however, the Faculty Handbook does not reflect this. At the December meeting of the Faculty Senate, the PCC hopes to recommend revised Faculty Handbook language that will mirror the University's current practice, which complies with ACA.
- **TEEC** (Chris Lawrence):
  - The committee is working on a second draft of the by-laws.
- **General Education** (Steve Weiss):
  - In December the committee will consider new Gen Ed courses for the year.
  - The committee voted without dissent to count all 100 Foreign Language courses as a single course in Gen Ed. This will allow for more diversity and the cap on Gen Ed courses will increase by 8. There are now close to twenty slots available for new Gen Ed classes.

- Recent courses approved include a new foreign language course, Latin 101, and an Anthropology course on evolution, the first course to count in the Science category of Gen Ed.
- Last spring they approved the new structure for the Honors Program that incorporates Gen Ed courses. David Kime's Honors Program new curriculum was awarded first place for a faculty/staff presentation in the category "Innovations in Honors Programs" at the recent National Collegiate Honors Council national conference in Atlanta.

**Unfinished Business and General Orders:**

- **Tenure During Phased Retirement**
  - This item will be withdrawn until there is clarification from Human Resources that TIAA drawdown would not be affected.

**New Business:**

- **Merit Scholarship changes/affects**
  - Senator McCartney would like a report/presentation from Enrollment Management on any effects the changes to the Merit Scholarship (no longer providing room and board) might have had on enrollment. Senate President Zacate said that Kim Scranage will present at a Senate meeting in the spring.
- **Website**
  - Senator Weiss expressed concern over the many "dead" and missing pages on the NKU website. He asked whose oversight this falls under and stressed the importance of updated, active pages for SACS accreditation.

The meeting was adjourned at 4:22 pm.

Respectfully Submitted,

Laura A. Sullivan  
Secretary