

FACULTY SENATE MEETING
January 28, 2019

Members present: Ryan Alverson, Rachel Banks, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Ronnie Chamberlain (for Mike King), Susannah Coaston, Christine Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kebede Gemene, Dorea Glance, Lisa Holden, Morteza Sadat Hossieny, Stephen Johnson, Jennifer Kingsley, Hilary Landwehr, Christopher Lawrence, Phil McCartney, Marcos Misis, Ban Mittal, Shawn Nordheim, Tamara O'Callaghan, Cathy Pence, David Raska, Toru Sakaguchi, Robert Salyer, Cory Scheadler, Emily Shifley, Erin Strome, Laura Sullivan, Lynn Warner, Steven Weiss, Justin Yates, Matthew Zacate

Members absent: Doug Feldmann, Yaw Frimpong-Mansoh, Rich Gilson, Steven Gores, Brian Hackett, JC Kim, Kimberly Gelbwasser Lazzeri, Jonathan McKenzie, Ljubomir Nacev, Sharon Vance

Guests: Ashish Vaidya (President), Sue Ott Rowlands (Provost), Michael Baranowski (Faculty Regent), Terri Smith (Staff Congress Representative), Matthew Frey (SGA Representative), Hannah Edelen (SGA Representative), Rachele Vogelpohl, Alar Lipping, Grace Hiles (Faculty Senate Office)

The meeting was called to order by Senate President Matthew Zacate at 3:05 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the December 14, 2018 meeting were approved as distributed.

Guest Reports:

- **President** (Ashish Vaidya):
 - He welcomed everyone back from break and shared the good news that there was an uptick in retention from fall to spring, significantly higher from last year. This is due to everyone's efforts on campus.
 - The strategic framework process is going strong; the core team and resource teams have compiled much data and summary documents. He summarized the 3-box framework and emphasized that this approach will not end in March; the process is iterative, will adapt and adjust as needed. As part of the process, the mission/vision statement of NKU will be reexamined.
 - The spring convocation was unique with the showing of the movie, *Unlikely*, and how it highlighted the challenges higher education presents to students. There will be sessions scheduled for campus to discuss the movie.
 - The FY20 budget plan will be done by March. The maximum cap for tuition by the Council on Postsecondary Education (CPE) is 6%. NKU raised tuition by 3% so that will allow us to raise it by another 3%. However, compensation and other issues have not been finalized yet. He is still hopeful for a positive outcome on the pension issue.

- **Provost** (Sue Ott Rowlands):
 - She provided more details on enrollment figures—the first day NKU saw a 5% headcount uptick since last fall; the 2.2% first year retention was a factor as was the increases in accelerated online program enrollments with a 2% increase since last fall. However, NKU attracted fewer out of state students and that will have a budget impact.
 - Nominations for faculty awards went out today.

- **Faculty Regent** (Michael Baranowski):
 - The Board of Regents (BOR) meeting was last Wednesday. The March meeting will address budget issues.
 - Over the break he attended the Future of Higher Education conference in Louisville. Michael Crow, president of Arizona State University, spoke on the problems in higher education.

- **Matthew Frey/Hanna Edelen** (SGA Representatives):
 - The year in review was presented, showcasing SGA's service and activities.

- **Staff Congress** (Terri Smith):
 - The Staff Congress Roundtable report will be available soon. There is discussion on another type of forum for next year's event.
 - Staff Congress elections will take place soon.
 - Recyclemania, as a new recycling program, is being considered.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - The Faculty Senate survey, held last spring, is available. An Executive Summary was distributed via email, due to the size of the full report (over 80 pages). The full report is available on the Senate website. He thanked Janel (Chair, Budget Committee) for her work in compiling the report.

- **Vice President** (Jacqueline Emerine):
 - She is working on a compensation policy draft for full-time faculty specifically for independent studies, advising, dissertation theses, comprehensive exams, non-thesis projects, and capstones. Some departments have their own policies and others do not. Any feedback that would contribute to a university-wide policy is welcome.

- **Faculty Advocate** (Phil McCartney):
 - He raised the issue of the documentation that the university was compiling for the Southern Association of Colleges and Schools (SACS) reaccreditation; he was recently informed that Senate would have the information in advance to the SACs team coming to campus in April.
 - He attended a QEP session last week and wants to ensure that this is not forgotten once accreditation is completed.

Committee Reports:

- **University Curriculum** (Richard Fox):
 - **VOTING ITEM:** Approval of new program: MS in athletic training (see <https://nku.curriculog.com/proposal:2214/form>). UCC approved this last week. The department deleted the BS in athletic training, based on student and employer feedback. There is no cost associated with the change and a number of new courses come with this program. There is also a teachout plan in place for current BS students.

APPROVED.

- **Budget** (Janel Bloch):
 - A subcommittee is looking at the parking rate structure and alternate means to accommodate those employees with lower salary levels. They are collaborating with Staff Congress on this issue.
 - How the university budgets for marketing/communication/promotion of NKU is being examined. Gina Rittinger, Assistant Vice President for Marketing and Communications, will be attending a future meeting with an Admissions representative to discuss.
 - The Executive Committee reviewed the proposed summer/winter compensation policy and suggested that a separate policy be considered for independent studies and the like, which Vice President Emerine is working on. PCC provided input and Academic Affairs Council will as well, before returning to the Budget Committee, PCC, and then Senate.

- **Benefits** (Emily Shifley):
 - All applicants were notified about their awards.
 - The committee will continue to work on revising the evaluation tool for future applicants.

- **Professional Concerns** (John Farrar):
 - A subcommittee is working on the evaluation of administrators including a timeline for the process. Other matters being examined are the summer/winter compensation policy, intellectual property policy, research misconduct, and a tenure statement to support tenure changes in the Faculty Handbook.

- **TEEC** (Chris Lawrence):
 - The committee met with the university representative for Quality Matters.
 - Focus groups will be scheduled for teachers working with Accelerated Programs (AP).
 - There will be an open house for the new co-directors of the Center for Teaching and Learning on February 7, from 3:30 – 5:30 in FH355.

- **General Education** (Steve Weiss):
 - The committee's first semester meeting was last week. A number of processes are just getting started with further details at the next Senate meeting.

Unfinished Business and General Orders

- **VOTING ITEM:** Recommendation from the PCC to revise the Consensual Relations Policy in the Faculty Handbook (see accompanying memo: *Changes to the Consensual Relationship and Nepotism Policies* dated 7-DEC-2018 and draft of new policy: 'Consensual relations policy changes PCC approved.pdf').
 - PCC Chair Farrar summarized the progression of work (over two years) on the proposed policy which resulted in a compromise of views from the committee. While reporting on the relationships is somewhat of a burden, the committee did not consider it to be substantial.
 - An amendment was proposed which changed two words in 16.9.3. (See attached for amendment). Amendment was approved.

- Prior to a final vote, concerns were expressed on who would have access to the information when a faculty member self-reported, and the difficulty in distinguishing between perceptions of a faculty and student as to whether a relationship was romantic or not.
- Senate President Zacate said that policies can be changed and amended, so there is always an opportunity for suggestions and improvements.

APPROVED.

- **VOTING ITEM:** Recommendation from the PCC to revise the Nepotism Policy in the Faculty Handbook (see accompanying memo: *Changes to the Consensual Relationship and Nepotism Policies* dated 7-DEC-2018 and draft of new policy: 'Nepotism policy changes PCC approved.pdf').
 - A second paragraph was added on faculty members academically evaluating a relative. Senator Curran suggested that language should be consistent with the consensual relations policy in 16.9.2 and use "domestic partners." Senator Weiss stated that nepotism has a legal definition which would prohibit us from adding that term. PCC can examine this issue in the future.

APPROVED.

- **VOTING ITEM:** Recommendation from the PCC to revise the Faculty Handbook (see accompanying memo: *Appointment of Administrators With Faculty Rank: Proposed Faculty Handbook Amendments* dated 3-MAY-2018).

APPROVED.

Adjournment

The meeting was adjourned at 4:32 p.m.

Respectfully Submitted,

Laura A. Sullivan