

## FACULTY SENATE MEETING

December 14, 2018

**Members present:** Ryan Alverson, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Susannah Coaston, Christine Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Doug Feldmann, Richard Fox, Yaw Frimpong-Mansoh, Kebede Gemene, Dorea Glance, Steven Gores, Lisa Holden, Stephen Johnson, Mike King, Hilary Landwehr, Phil McCartney, Jonathan McKenzie, Marcos Misis, Shawn Nordheim, Tamara O'Callaghan, Cathy Pence, Toru Sakaguchi, Robert Salyer, Cory Sheadler, Lynn Warner, Steven Weiss, Justin Yates, Matthew Zacate

**Members absent:** Rachel Banks, Rich Gilson, Morteza Sadat Hossieny, JC Kim, Jennifer Kingsley, Christopher Lawrence, Kimberly Gelbwasser Lazzeri, Ban Mittal, Ljubomir Nacev, Jeanne Pettit, David Raska, Emily Shifley, Erin Strome, Laura Sullivan, Sharon Vance

**Guests:** Ashish Vaidya (President), Michael Baranowski (Faculty Regent), Sue Murphy Angel (Staff Congress Representative), Grace Hiles (Faculty Senate Office), Sue Murphy Angel, Greg Hatchett, Leo Calderon, Jeff Smith, Chuck Frank, Carrie McCoy, Alar Lipping, Sharmanthie Fernando, Deanna Karam

The meeting was called to order by Senate President Matthew Zacate at 1:07 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the November 19, 2018 meeting were approved as distributed.

### Guest Reports:

- **President (Ashish Vaidya):**
  - He thanked Faculty Senate for all the work that we do.
  - The Fall Forum PowerPoint will be distributed via a password protected site.
  - Commencement is tomorrow; he hopes to see many of us in attendance.
  - Spring Convocation will be Friday, January 18. It will be unique; the Provost will say more about it in her report.
  - Monday, January 21, is the NKU Annual Reverend Dr. Martin Luther King, Jr. Day of Community Service. Many faculty, staff, and students have registered to participate at a number of volunteer sites.
  
- **Provost (Sue Ott Rowlands):**
  - Faculty development award letters went out this week.
  - Faculty should receive compensation letters today.
  - Faculty should receive RPT letters today.
  - The Spring Convocation will include a screening of the film, *Unlikely*, which is about higher education and access. A panel discussion will follow.
  
- **Staff Congress Representative (Sue Murphy Angel):**
  - Planning for a faculty/staff basketball game is underway.
  - The recent roundtable was a success; questions and answers will be posted in January for everyone to review.

## Officer Reports:

- **Senate President** (Matthew Zacate):
  - He presented a comprehensive report on the election results of At-Large Senators, Complaint Process Advisory Committee, Financial Exigency Committee, Peer Advisory Committee, and Peer Hearing Committee, as well as the slate of 2019-2020 Senate officers. The full report accompanies the minutes.
  - An election meeting for 2019-2020 Senate officers will take place prior to the Senate meeting on Monday, January 28.
- **Parliamentarian** (Tamara O'Callaghan):
  - She will step down as parliamentarian at the end of the academic year. If anyone is interested or you know of anyone interested in the role, please contact her.
- **Faculty Advocate** (Phil McCartney):
  - He continues to answer questions about RPT and collegial governance.

## Committee Reports:

- **University Curriculum** (Richard Fox):
  - A new bachelor's program in Engineering Physics has been proposed.  
**VOTING ITEM:** Approval of new program: BS in engineering physics (see <https://nku.curriculog.com/proposal:2347/form>  
**APPROVED.**
  - The provost has approved the changes to the prerequisite curriculum policy—all 3xx, 4xx, and 5xx courses require prerequisites. This change allows departments to remove prerequisites for 6xx and higher level courses that were put in place because of the previous policy.
  - Math changes will be done via departmental memo since there were widespread changes to the math curriculum.
- **Budget** (Janel Bloch)
  - Recommendations from the budget survey were sent to the Strategic Planning core team, revised into the 3 box format.
  - The committee approved the draft of the summer/winter compensation policy. This now moves to PCC.
  - A small committee is looking at parking and the possibility of having different rates based on salary.
  - The committee met with Mike Hales, Chief Financial Officer (CFO), after the President's Fall Forum; he provided more details on Fall Forum budget information.
- **Benefits** (Emily Shifley):
  - Senate President Zacate reported on the committee's work, in place of the committee chair who was not in attendance. The group is presently working on revising evaluation tools.
- **Professional Concerns** (John Farrar):
  - Discussion 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').

- PC Chair Farrar explained the process of how PCC arrived at this proposed change. The policy's priority is to protect the individual with less power.
- The policy should clearly state that faculty should avoid relationships with students. However, there is concern that 16.9.3 is overly restrictive requiring that faculty avoid a relationship with any student on such a large campus with disparate departments.
- Discussion 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').
  - Discussion included concerns over cohabitating couples. In addition, clarification was requested on the statement that exceptions may be made to the policy upon the recommendation of a majority of the members of the administrative unit. The PCC chair said that if the majority of the members of the unit in question are in agreement, there could be an exception.
  - Senators were asked to take the policy back to their departments for feedback.
- **TEEC** (Chris Lawrence):
  - Senate President Zacate reported on the committee's work, in place of the committee chair who was not in attendance. The inaugural co-directors of the Center for Teaching & Learning have been announced.
- **General Education** (Steve Weiss):
  - The deadline for new proposals was early December. The committee received only one new proposal and one resubmission.
  - The committee has nominated Dr. Kimberly Weir to head the committee going forward.

#### **New Business:**

- Discussion 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).
  - These are proposed changes from the last academic year. The committee discussed this over several months in the spring and realized there was ambiguity over the appointment of new administrators. The aim of the policy is clarification for the purpose of equity.
  - A complication is when administrators transition back to the faculty/department due to the issue of salary. It was mentioned that there is language about this in the Chairs' handbook about chairs returning to departments.
  - A motion was made for PCC and/or Budget committees to examine the issues regarding an administrator's return to faculty rank.  
**APPROVED.**
  - The provost noted problematic language on the last page: "decision to award academic rank and/or tenure will be negotiated prior to the time

of the initial appointment between the candidate and the applicable department chair..." Discussion ensued about clarifying the language overall as to who can enter into negotiations. Candidate and department chair cannot enter into that discussion, as discussion would occur prior to the appointment. The hiring manager and applicable hiring chair/dean/other would make that decision.

- The policy will come back to Senate in January.
- Senator Encarnacion announced that the Northern Kentucky Hispanic Latino center will open February 1. The center is not affiliated with NKU, but three student interns will be hired. Any bilingual students or students interested in doing social work should contact her.

### **Adjournment**

The meeting was adjourned at 2:05 p.m.

Respectfully Submitted,

Lynn Warner (note-taker); Laura A. Sullivan, Secretary (transcriber)

## 2018 Senate Election Results

### 2019-2021 At-Large Senators

- 1 in Arts & Sciences: Irene Encarnacion
- 1 in Business: Ban Mittal (uncontested)
- 1 in Steely: Laura Sullivan (uncontested)
- 1 in Informatics: Jacqueline Emerine (uncontested)

### Complaint Process Advisory Committee

- 1 in Education & Human Services: Brandelyn Tosolt (uncontested)
- 1 in Business: unfilled

### Financial Exigency

- 1 needed: Bianca Prather Jones (uncontested)

## 2018 Senate Election Results Peer Review Advisory Committee

Members	Term
Tamara O'Callaghan, English	July 1, 2018 - June 30, 2022
Trina Koscielicki, Allied Health	July 1, 2018 - June 30, 2022
Jonathan McKenzie, Political Science	July 1, 2016 - June 30, 2020
Wayne Bresser, Physics	July 1, 2015 - June 30, 2019 (renewed)
Steven Weiss, Communications	Appointed by Executive Committee
Alternates	Term
Jamey Strawn, Theater & Dance	(appointed)
Brandelyn Tosolt, Teacher Education	(appointed)
Kalyani Ankem, Business Informatics	(appointed)
Yaw Frimpong-Mansoh, Philology	(appointed)
Lili Ma, Chemistry	(appointed)

2018 Senate Election Results Peer Review Hearing Committee

Members	Term
Richard Boyce, Biological Sciences	July 1, 2018 - June 30, 2022
Holly Riffe, Social Work	July 1, 2019 - June 30, 2023
Morteza Sadat, Engineering Technology	July 1, 2015 - June 30, 2019 (renewed)
Roxanne Kent Drury, English	July 1, 2018 - June 30, 2022
Shannon Alexander, Allied Health	July 1, 2019 - June 30, 2023
Alternates	Term
Jaesook Gilbert, Teacher Education	(appointed)
Chris Christensen, Math & Stats	(appointed)
Greg Hatchett, Counseling & Human Services	(appointed)
Eric Jackson, History	(appointed)
KC Russel, Chemistry	(appointed)

Upcoming: Election of 2019-2020 senate officers: current nominees

President	Matthew Zacate, PGET (incumbent)
VP	Jacqueline Emerine, Comm. (incumbent) Kalyani Ankem, Bus. Informatics
Secretary	Laura Sullivan, Steely (incumbent)
Fac. Adv.	Phil McCartney, Math (incumbent)
UCC chair	Richard Fox, Computer Science (incumbent)
PCC chair	John Farrar, Chemistry (incumbent) Mauricio Torres, PGET
Benefits chair	(available)
Budget chair	Janel Bloch, English (incumbent)
TEEC chair	Chris Lawrence, Counseling (incumbent)
Gen Ed chair	Kimberly Weir, Political Science

Election of officers will be at 2:50pm on Monday, January 28 in the UC ballroom.