

FACULTY SENATE MEETING
February 25, 2019

Members present: Rachel Banks, Thomas Baxter, Janel Bloch, Robert Brice, Susannah Coaston, Christine Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Yaw Frimpong-Mansoh, Kebede Gemene, Dorea Glance, Steven Gores, Lisa Holden, Morteza Sadat Hossieny, Stephen Johnson, Ken Katkin (for Ljubomir Nacev), JC Kim, Jennifer Kinsley, Hilary Landwehr, Christopher Lawrence, Kimberly Gelbwasser Lazzereri, Phil McCartney, Shawn Nordheim, Cathy Pence, Toru Sakaguchi, Cory Scheadler, Emily Shifley, Erin Strome, Laura Sullivan, Lynn Warner, Steven Weiss, Justin Yates, Matthew Zacate

Members absent: Ryan Alverson, Richard Boyce, Doug Feldmann, Rich Gilson, Brian Hackett, Eric Jackson, Mike King, Jonathan McKenzie, Marcos Misis, Ban Mittal, Tamara O'Callaghan, David Raska, Robert Salyer, Sharon Vance

Guests: Ashish Vaidya (President), Ande Durojaiye (Vice Provost for Undergraduate Academic Affairs), Michael Baranowski (Faculty Regent), Matthew Frey (SGA Representative), Alar Lipping, Grace Hiles (Faculty Senate Office)

The meeting was called to order by Senate President Matthew Zacate at 3:03 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the January 28, 2018 meeting were approved as distributed.

Guest Reports:

- **President (Ashish Vaidya):**
 - He had the unique distinction of testifying before the Kentucky House of Representatives relative to the pension bill, HB 358. With NKU taking the lead last fall, the bill was a result of the six comprehensive Kentucky institutions working collaboratively, resulting in a consensus proposal working with both the House and Senate in the state legislature. The bill only addresses pension pertinent to higher education. The key recommendations of the bill are to place all new hires into a university-sponsored defined contribution system; create a one-time window of time for existing Kentucky Retirement System (KERS) employees to opt out of the KERS system and into a university-sponsored defined contribution plan; and have an actuary conduct an analysis to determine the actual unfunded liability. This will allow for a level-dollar payment plan for the liability, with KERS contribution levels frozen for one year beginning July 1. The House voted 12-2 to move the bill forward to the House floor. The bill will then go to the Senate, and then the governor will have the option of signing or not signing.
 - The strategic framework core team is in the final stages of the framework draft. There will not be dramatic changes made to the mission statement, although the team is looking at a different vision statement, seeking one that is inspiring yet credible. The core values will be left unchanged, other than minor wording, as values remain consistent. The strategic goals will then be examined under the three pillars – access, completion, and career/community engagement. The strategic initiatives will then be considered in a slightly different three-box framework—#1, optimizing, #2, aligning, and

#3, designing new ways that we will serve current and future students. The framework is scheduled for Board of Regents (BOR) approval at their March meeting, or a special meeting may be scheduled as a back-up during the first week of April. There will also be a broader campus forum to discuss the framework.

- The upcoming budget process raises two big questions. First, what level of tuition increases, if any, do we propose to the Board? The Council on Postsecondary Education (CPE) set a two-year tuition cap of 6%. NKU raised tuition 3% last year, and is bound not to increase by more than that the second year. The second question is will there be a compensation increase next year, and at what level? The intended compensation set for July 1 will put us back on cycle.
 - A question was asked about the new position to be created, Vice President and Chief Strategy Officer, on how that position will be funded. He said that this type of position, one central to oversight and execution of the strategic plan, is relatively new to higher education, although it is not in the business world. How does the university deliver on the promises made and demonstrate value are examples in higher education. President Ashish said he is sensitive to NKU being good stewards of our resources and funding will be come from an open finance position. This position will not add to NKU's fiscal burden next year.
- **Faculty Regent** (Michael Baranowski):
 - The strategic framework will be discussed at the March BOR meeting. Please let him know if there are any issues to be brought forward.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - Administrator surveys are available until Thursday.
 - There will be a presentation on the state's performance funding model on Wednesday, February 27, from 3:00 – 4:00 in UC 270, Otto Budig theater.
 - Staff Congress' president-elect asked Senate President Zacate to remind senators of the nominations for Adult Student of the Year. This was also announced in *This Week at NKU* and in the recent update email from the provost.

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. In order to build a better argument for the administration, a survey will be sent to full-time faculty to gather information on how many students faculty advise, how many hours per week are devoted to capstone projects, independent studies, etc. The survey should be sent via email within the next couple of days.

Secretary (Laura Sullivan):

- A memo reporting the results of the Special Election meeting in January was distributed and requires a motion to approve. It was discovered that the final draft of the memo was not the latest one in front of the senators, so the corrected/updated version will be available to vote on at the next Senate meeting.

- **Faculty Advocate** (Phil McCartney):
 - Recent discussions include gaining access to NKU's report filed prior to the Southern Association of Colleges and Schools (SACS) team's visit in April, RPT decision appeals, the research misconduct policy, the master plan, and assessment of the budget model.

Committee Reports:

- **University Curriculum** (Richard Fox):
 - The mass change form of course and program changes made because of previous MAT/STA changes will be on the next UCC agenda.
 - The administration plans on using x92 courses for tracking student research. There are questions about the details of such courses that have not yet been worked out (e.g., level, credit hour). Some departments have submitted forms to create or change existing x92 courses for tracking purposes. Departments still have time to submit further forms as these courses will not have to appear in the catalog to be used in this upcoming year.
 - The Council on Postsecondary Education (CPE) is no longer requiring that they (CPE) approve new certificate programs. As such, Chair Fox asked whether Faculty Senate should also be in the approval process. Justification for not requiring Senate approval is to reduce time from the already cumbersome curriculum process. An item of clarification is that certificates are different than certification.
 - Chair Fox moved that Senate approval will not be needed for new certificate programs, then withdrew his motion when a senator requested that this topic be considered a discussion item for now and on the agenda for a vote at Senate's March meeting.
 - A new certificate program will need to be approved next month.
- **Budget** (Janel Bloch):
 - The summer/winter compensation policy has been reviewed by PCC and Academic Affairs so it is back with the Budget Committee. The policy will then come to Senate for a vote. The policy is still on target to be in place by summer.
 - Syed Zaidi (Assistant Vice President, Facilities Management) and Mary Paula Schuh (Director, Campus and Space Planning) made a presentation at the committee's last meeting, to discuss undertaking a new master plan process, as NKU's plan is over ten years old. The campus master plan is the physical manifestation of the strategic plan. Zaid and Mary Paula will consider any feedback before making a final decision. The presentation slides are available should anyone want to see them.
 - The Budget Committee was invited to attend the state performance budget model presentation.
- **Benefits** (Emily Shifley):
 - Discussion Item: Recommendation from the Benefits Committee to revise section 11.4.4 evaluation of faculty development award proposals in the Faculty Handbook (see accompanying document: *Proposed Faculty Handbook Revisions*) Minor changes to the handbook are proposed. This will be a voting item at the March meeting.
- **Professional Concerns** (John Farrar):
 - The committee supported the summer/winter compensation policy.
 - Work on the evaluation of administrators continues.

- The committee voted on a proposal on class times, which supports allowing for ten minutes between classes. This will now move on to the Provost, not the Senate.
- Other issues the committee is addressing are the research misconduct policy and the tenure statement to support tenure changes in the Faculty Handbook.
- **TEEC** (Chris Lawrence):
 - The new co-directors for the Center for Teaching and Learning are currently working on policies and goals, but will not finalize these until the strategic plan process is completed.
 - Focus groups will be convened for faculty teaching in the accelerated online program, to discuss a variety of issues, such as how coaches are used. This will help with program evaluation.
- **General Education** (Steve Weiss):
 - The committee approved a revision to the bylaws, reflecting the committee as a Senate election. This change will now align with the constitution.

Adjournment

The meeting was adjourned at 3:56 p.m.

Respectfully Submitted,

Laura A. Sullivan