

**FACULTY SENATE MEETING**  
**March 25, 2019**

**Members present:** Ryan Alverson, Janel Bloch, Robert Brice, Susannah Coaston, Christine Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Doug Feldmann, Richard Fox, Kebede Gemene, Steven Gores, Lisa Holden, Morteza Sadat Hossieny, Eric Jackson, Stephen Johnson, Hilary Landwehr, Christopher Lawrence, Kimberly Gelbwasser Lazzereri, Phil McCartney, Marcos Misis, Ban Mittal, Shawn Nordheim, Tamara O'Callaghan, Cathy Pence, David Raska, Toru Sakaguchi, Robert Salyer, Emily Shifley, Erin Strome, Laura Sullivan, Hallie Sylvestro (for Dorea Glance), Lynn Warner, Steven Weiss, Justin Yates, Matthew Zacate

**Members absent:** Rachel Banks, Thomas Baxter, Richard Boyce, Yaw Frimpong-Mansoh, Rich Gilson, Brian Hackett, JC Kim, Mike King, Jennifer Kinsley, Jonathan McKenzie, Ljubomir Nacev, Corey Sheadler

**Guests:** Ashish Vaidya (President), Sue Ott Rowlands (Provost), Michael Baranowski (Faculty Regent), Diana Wallace (Staff Congress Representative), Grace Hiles (Faculty Senate Office)

The meeting was called to order by Senate President Matthew Zacate at 3:02 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the February 25, 2019 meeting were approved as distributed.

**Guest Reports:**

- **President (Ashish Vaidya):**
  - There was a good turnout at the strategic framework open forum last week. Additional feedback/comments from the campus and community will be gathered, with the final framework presented to the Board of Regents (BOR) at a special meeting in April. The president acknowledged the hard work of the entire campus and community, as well as the tremendous work of the core team and resource teams.
  - There has been some progress on the pension reform since the last meeting. Higher Education Pension Reform Bill (HB 358) successfully passed the House, but the Senate would like to include some less favorable aspects in the bill. The House and Senate have until the 28<sup>th</sup> to come to some form of compromise on the bill. The governor sent a letter to the General Assembly indicating his preference for the Senate version, which he would sign.
  - He proposed the NKU budget to the BOR last week, which included a 2.8% increase in undergraduate tuition and a 2% compensation increase (in addition to the 3% in place January 1). A fundamental aspect of student success is to reward and compensate faculty. The Board accepted the budget proposal.
  - This is Inauguration Week and there are a variety of events all are invited to attend. Community Appreciation Day is tomorrow which includes a new event, Making Teaching Public. Faculty were invited to open his/her class to the community; many faculty volunteered to do so, and twelve classes were chosen to participate. Wednesday is Student Appreciation Day; Thursday is Faculty and Staff Appreciation Day with a luncheon and panel discussion. Friday is Investiture Day which celebrates NKU and its rich legacy.

- **Provost** (Sue Ott Rowlands):
  - The Thursday Inauguration Week luncheon will celebrate faculty excellence, and a panel of peers will talk about student engagement with teaching and research. Faculty can RSVP at the Investiture Week website. The Friday Investiture ceremony will be at BB&T Arena at 2:00 pm with a reception to follow.
  - There will be three full days of interviews at the airport for the dean positions for the College of Business and Steely Library. Campus interviews will take place in April.
  - The Southern Association of Colleges and Schools (SACS) team will be on campus April 9 – 11 as part of NKU's bid for reaccreditation. A reminder that the QEP is on information literacy in case anyone is asked.
  
- **Faculty Regent** (Michael Baranowski):
  - The BOR met March 20. The morning session included a Budget and Tuition presentation and an Honors College presentation. Budget items approved include a 2.8% undergraduate tuition increase, 2.6% parking increase, and 2% compensation increase.
  - A special meeting will take place April 8 to vote on the strategic framework.
  
- **Staff Congress Representative** (Diana Wallace):
  - For the first time, staff now have an opportunity to evaluate NKU administration, through the hard work of the Staff Congress Executive team, Staff Congress president, Sue Murphy Angel, and Information Technology. The staff evaluation process is similar to Faculty Senate's annual evaluation of administrators. This year the evaluation period ends Friday, March 29.
  - A presentation on the NKU proposed Capital Project was made at the March meeting. Adam Caswell was also scheduled to provide information on the pension bill, House Bill 358, but was unable to attend due to an emergency meeting in Frankfort. He will be rescheduled for a future meeting.
  - It is Staff/Employee Appreciation week at NKU. There are 21 nominees for the Regent Distinguished Service Award. The three awarded staff will be announced on Thursday.
  - The Benevolent Spring Souper Lunch and Bake Off will be March 26, from 11 am – 1 pm in Campus Recreation's MAC gym. Cost is \$5.00 or donation of sick/vacation time.

#### **Officer Reports:**

- **Senate President** (Matthew Zacate):
  - President Zacate did not have a formal report, but was open for questions.
  
- **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. A survey was 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 will be available through Friday. She will then begin analyzing the data and will have a full report at the next Senate meeting.

- **Secretary** (Laura Sullivan):
  - A corrected memo reporting the results of the Special Election meeting in January was distributed and requires a motion to approve. A motion was made and seconded to accept the report. Report was accepted.
- **Faculty Advocate** (Phil McCartney):
  - Recent discussions have focused on the strategic framework and what it means to make the campus “student ready.” Faculty he has spoken with believe they have unselfishly served students for many years. Senate President Zacate clarified that “student ready” is more about NKU’s infrastructure being in place for students and not about the faculty.

### Committee Reports:

- **University Curriculum** (Richard Fox):
  - The committee’s meeting March 28 will have a large number of items (124) on the agenda. Some items will also need to be approved by Graduate Council, so those items are going through the process backward with UCC first and Graduate Council after.
  - Shauna Reilly, director of the Institute for Student Research and Creative Activity, will meet with the committee to discuss the use of x92 courses, due to inconsistencies (such as some being pass/fail and others graded). A number of departments have already put their classes through however.
  - There are two voting items; one is for a B.A. in Japanese; the other is for a new certificate program from Business Informatics.
  - **VOTING ITEM:** Approval of new degree program: BA in Japanese (see <https://nku.curriculog.com/proposal:2694/form> ). The program will have to go through the Council for Postsecondary Education (CPE), but it should be available in the fall. A concern was expressed that the program does not have any tenure track faculty.  
**APPROVED.**
  - **VOTING ITEM:** Approval of new certificate program: Business Analytics Certificate (see <https://nku.curriculog.com/proposal:2523/form> ).  
**APPROVED.**
- **Budget** (Janel Bloch):
  - The summer/winter compensation policy was approved by the committee and is a voting item today.
  - The committee also is looking at the faculty extra compensation policy, although it does not include overload or summer/winter teaching. They will revisit after the results of Vice President Emerine’s compensation policy.
  - Syed Zaidi (Assistant Vice President, Facilities Management) and Mary Paula Schuh (Director, Campus and Space Planning) will make a presentation on the proposed Capital Project.
- **Benefits** (Emily Shifley):
  - The deadline for Faculty Senate student scholarships, for an incoming student of an NKU faculty or staff, is April 10. Scholarships are for tuition or books.

- **Professional Concerns** (John Farrar):
  - The committee passed a resolution readdressing the tenure issue. A resolution was passed about this time last year in response to the protections for tenure that were removed by the state. Other institutions affirmed their commitment to maintaining tenure as is, but NKU did not. A similar action will be asked for again this year with this new resolution.
  - Kaltura is being examined as it is not working well for some faculty.
  - Research misconduct is currently being discussed.
  - The RPT process question will probably be looked at in the fall.
  
- **TEEC** (Chris Lawrence):
  - They are finishing up focus groups for faculty who have participated in the accelerated online program.
  - Due to the various ways in which courses are being offered, the committee will look at modifying course evaluations.
  
- **General Education** (Steve Weiss):
  - Two forums were held prior to spring break to review the last round of assessment. PowerPoint slides are available for anyone interested.
  - The SACS team wants to meet with the committee when they are on campus.
  - The committee is beginning strategic planning and will look closely at student learning outcomes and program structure based on SACS feedback.

#### **Unfinished Business and General Orders**

- **VOTING ITEM:** Approval of 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*). Changes include splitting one bulleted point into two and removing the specific reference to grants.  
**APPROVED.**

#### **New Business**

- **VOTING ITEM:** Approval of a university-wide summer/winter compensation policy (see accompanying draft policy document: *Faculty Summer/Winter Compensation*). This does not involve a change to the Faculty Handbook and has moved through the Budget and PCC committees. A subcommittee has been working on this for three years; it has been in draft form for at least a decade but was never officially adopted as a policy. The goal was to simplify the policy that included a controversial and complicated formula related to prorating salaries. Proration is eliminated with this policy and faculty will be fairly compensated for classes taught.  
**APPROVED.**
- Senator Curran mentioned a mental health proposal for underrepresented minorities that went through SGA; she would like to see the resolution and see if Senate would want to support it. It was reported that this resolution did pass and moved on to Dan Nadler, Vice President for Student Affairs. Senate President Zacate will reach out to SGA about the resolution.

**Adjournment**

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

Respectfully Submitted,

Laura A. Sullivan