

FACULTY SENATE MEETING

April 22, 2019

Members present: Ryan Alverson, Rachel Banks, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Susannah Coaston, Christine Curran, Jacqueline Emerine, John Farrar, Doug Feldmann, Richard Fox, Yaw Frimpong-Mansoh, Kebede Gemene, Steven Gores, Lisa Holden, Morteza Sadat Hossieny, Eric Jackson, Stephen Johnson, Ken Katkin (for Ljubomir Nacev), Hilary Landwehr, Christopher Lawrence, Phil McCartney, Marcos Misis, Shawn Nordheim, Toru Sakaguchi, Robert Salyer, Corey Scheadler, Emily Shifley, Erin Strome, Laura Sullivan, Hallie Sylvestro (for Dorea Glance), Lynn Warner, Steven Weiss, Justin Yates, Matthew Zacate

Members absent: Ronnie Chamberlain, Irene Encarnacion, Rich Gilson, Brian Hackett, JC Kim, Mike King, Jennifer Kinsley, Kimberly Gelbwasser Lazzereri, Jonathan McKenzie, Ban Mittal, Tamara O'Callaghan, Cathy Pence, David Raska

Guests: Sue Ott Rowlands (Provost), Michael Baranowski (Faculty Regent), Anita Southwick (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 March 25, 2019 meeting were approved as distributed.

Guest Reports:

- **Provost** (Sue Ott Rowlands):
 - The final two dean candidates will be on campus this week, one for the College of Business and one for Steely Library. There will be open forums for the campus community to provide feedback. The complete schedules are on the website.
 - There will be a campus-wide Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) Thank You Reception in appreciation for all of the help and support during the SACSCOC on-site visit. The reception is Thursday, April 25, at 4:00 pm in the UC Ballroom.
 - The Final Friday reception to celebrate the end of this academic year will be May 3, from 3:00 – 5:00 pm in the Fine Arts Center, Main Art Gallery.
 - Chase Law School commencement will be Friday evening, May 10. Commencement for the College of Health Professions, Haile/US Bank College of Business, and College of Informatics will be in the morning on Saturday, May 11; the College of Education and Human Services and the College of Arts and Sciences commencement will take place that afternoon.
- **Faculty Regent** (Michael Baranowski):
 - The Board of Regents (BOR) met April 8 and approved the Strategic Framework. He stressed to the BOR how important it is that the enthusiasm for the framework filter down to implementation, and that appropriate incentives are in place for faculty to do all that the framework expects. President Vaidya said that support for implementation will be part of the process moving forward.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - Over the summer he will be asked to nominate a faculty representative to serve on the Parking Appeals Committee. If anyone is interested in serving in that role, or know someone who might be, please contact him in the next week or so. Serving on this committee is a good opportunity to interact with Parking Services, and have input on decisions that affect all of us.
 - In the fall a faculty member from each of the colleges (excluding the libraries) will need to be named to serve on the Academic and Admissions Policy Committee (AAPC). Current committee members from all the colleges except Informatics have expressed an interest in serving again next year. If anyone is interested in serving, or would like to recommend someone to serve, please let him know. Also, the committee charge is available if anyone would like to see it. He would like to have membership lined up before the summer if possible.
 - Tamara will be stepping down as parliamentarian. The parliamentarian is not an elected office of the Senate and traditionally is appointed by the Faculty Senate president. Please contact him if interested in serving in this role; an email will also be sent announcing the need to fill this position. Prior experience and knowledge of Robert's Rules of Order are desirable, but not essential. He would like to have the new parliamentarian selected before the start of the fall semester.
 - The 2019 Picnic in the park for faculty, staff, and family will be on August 9. Announcements with more information will be made during the summer. There are many opportunities to volunteer for the event.
 - The final Faculty Senate meeting will be Friday, May 10, at 1:00 pm. It will be preceded by the Faculty Senate Scholarship lunch at noon, where the Senate will honor the recipients of the Senate Scholarship and Book Awards, as well as outgoing Senate officers. He encouraged all to attend both, and to RSVP to Grace Hiles on the lunch.

- **Faculty Advocate** (Phil McCartney):
 - Two concerns were reported. The first issue is on the voting rights of non-tenure track faculty (NTTRs) if they outnumber tenured/tenure track faculty. Second, there is a concern about evaluating teaching effectiveness as it relates to student evaluations and grade distribution. In NKU's past, teachers were targeted for having high D/F/W grades; teachers cannot be held solely responsible for the success of our students.

Committee Reports:

- **University Curriculum** (Richard Fox):
 - The committee wrapped up their meetings, with one email vote remaining. Both undergraduate and graduate catalogs were submitted—the print one should be published by the end of the month; the electronic one will be postponed due to the reorganization of the College of Education & Human Services.
 - In light of that reorganization, Chair Fox and Connie Kiskaden, Curriculog system administrator, will work together to update Curriculog over the next couple of weeks.

- **Budget** (Janel Bloch):
 - The summer/winter compensation policy was signed by the president and will go into effect this summer.
 - Mike Hales, Chief Financial Officer (CEO), provided an update on the pension issue, supporting what President Vaidya stated in his recent email. He is confident that something will be worked out in the Special Session this summer.
 - She attended the recent Staff Congress meeting where Adam Caswell, Assistant Vice President for Government, Corporate and Foundation Engagement was a guest, speaking on the pension. He is optimistic as well that an increase will not occur.
 - It is likely that next fall the committee will conduct a budget priority survey so the campus can have timely input into the budget process next spring.

- **Benefits** (Emily Shifley):
 - There were eight applicants for the Faculty Senate student scholarships. The committee decided to split the awards for tuition and books, so two students will split the tuition scholarship and two students will split the book award.

- **Professional Concerns** (John Farrar):
 - The committee is currently looking at the following issues—voting rights for tenured and tenure track faculty versus non-tenure track faculty, the research misconduct policy, and recent concerns about insufficient faculty meetings with chair and dean candidates. They will examine the appeals process for RPT in the next academic year. Any concerns about that can be sent to him.
 - **VOTING ITEM:** Approval of resolution on tenure recommended by the PCC (see accompanying MS-Word file: *Senate resolution on tenure at NKU (PCC Final).docx*). The statement in bold is the resolution; the rest of the document provides background. Chair Farrar recapped the history of the proposed resolution on tenure. 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. NKU is again asking for approval of a public statement affirming NKU’s commitment to tenure protections and academic freedom. The entire document will be passed to the president. Clarification followed on whether the BOR will honor the provisions and protections in the Faculty Handbook. A motion was made to approve the resolution with a change in the final sentence in the resolution, from: **“The NKU Faculty Senate calls on President Vaidya and the NKU Board of Regents to honor the provisions and processes delineated in the *Faculty Handbook* and to issue a statement affirming this commitment.”** to: **“The NKU Faculty Senate calls on President Vaidya and the NKU Board of Regents to issue a statement affirming their commitment to honor the provisions and processes delineated in the *Faculty Handbook*.”**
APPROVED.
 - **VOTING ITEM:** Approval of new administrator evaluation and reporting parameters as recommended by the PCC (see accompanying document entitled *NKU Administrator Evaluation and Reporting Parameters*). The committee modified and updated the proposal, primarily in the area of reporting parameters. Questions and concerns included whether it was legal to make the evaluations public, hard copy versus electronic copy availability, and confidentiality as to those providing comments. The committee believed it was

more collegial to administrators to have hard copy availability only and did not wish to leave an electronic trail. The Faculty Senate Executive Committee will be responsible for redacting all evaluations to remove faculty identifiers, inflammatory, and irrelevant comments. The process by which redaction would occur was not decided upon in the committee's deliberations.

APPROVED.

- **TEEC** (Chris Lawrence):
 - The committee completed the focus groups' transcriptions and will develop recommendations based on the results.

- **General Education** (Steve Weiss):
 - The committee's final meeting tomorrow will be an assessment summit, where they will look at the last five semesters and design a plan, which will address questions from SACSCOC on how NKU is using the assessments. Overall, SACSCOC gave Gen Ed a "complete pass."

New Business

- The mental health proposal for underrepresented minorities that was initiated in SGA will be on the Budget Committee's fall agenda.

Adjournment

The meeting was adjourned at 4:07 p.m.

Respectfully Submitted,

Laura A. Sullivan