

FACULTY SENATE MEETING

August 27, 2018

Members present: Ryan Alverson, Rachel Banks, Janel Bloch, Richard Boyce, Susannah Coaston, Christine Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Yaw Frimpong-Mansoh, Kimberly Gelbwasser, Dorea Glance, Steven Gores, Patrick Hare, Lisa Holden, Morteza Sadat Hossieny, Stephen Johnson, Mike King, Hilary Landwehr, Christopher Lawrence, Phil McCartney, Marcos Misis, Shawn Nordheim, Tamara O'Callaghan, Cathy Pence, Jeanne Pettit, David Raska, Toru Sakaguchi, Robert Salyer, Cory Sheadler, Emily Shifley, Erin Strome, Laura Sullivan, Sharon Vance, Lynn Warner, Steven Weiss, Justin Yates, Matthew Zacate

Members absent: Thomas Baxter, Robert Brice, Chase Law Department senator, Doug Feldmann, Kebede Gemene, Rich Gilson, JC Kim, Jonathan McKenzie, Ban Mittal, Ljubomir Nacev

Guests: Ashish Vaidya (President), Sue Ott Rowlands (Provost), Michael Baranowski (Faculty Regent), Grace Hiles (Faculty Senate Office), Sue Murphy-Angel (Staff Congress Representative), Matt Frey (SGA Representative), Anita Southwick, Greg Hatchett, Alar Lipping, Kim Scranage, Leo Calderon, James Buss

Call to Order, Adoption of Agenda:

Senate President Matthew Zacate called the meeting to order at 3:08 pm with a quorum present. The agenda was adopted as distributed at the meeting.

Welcome and Introductions:

Senate President Zacate asked that each senator introduce himself or herself, provide information on how long he or she has been at NKU, and how many years involved with senate.

The minutes of the May 4, 2018 meeting were approved as distributed.

Guest Reports:

- **President (Ashish Vaidya):**
 - NKU hosted an investiture ceremony in Greaves Hall for the newest U.S. 6th Circuit Court of Appeals judge, northern Kentucky native, Judge John B. Nalbandian.
 - After eight weeks in the office, President Vaidya reflected on how he has heard many comments from people on campus and from the community about the high regard in which NKU is held.
 - The Board of Regents (BOR) will invite the director of the Kentucky Retirement System (KERS) to their September 12 meeting. The resolution of the retirement problem is not NKU's alone to solve and will involve many individuals to be at the table. The meeting will be open to the campus community.
 - In response to the campus' request for a shorter, more focused strategic planning process, the president has proposed a three-year strategic framework for NKU to present to the BOR at their March board meeting. There will be a smaller Strategic Framework Core Team, 12 members in total, with representative composition. The senate will provide nominations for faculty

members. There will also be a Resource/Advisory team that will be created to advise in the process.

- **Provost** (Sue Ott Rowlands):
 - Enrollment is down this fall presenting NKU with some challenges. Without Accelerated Online (AO) students, there is a 4% decline, equating to a little over \$3 million. The decline is abated slightly by factoring in the AO students. Largest decreases are in undergraduate enrollment with a decrease in a little over 500 students. This impacts retention rate where NKU has slid back ten percentage points this fall, after having made progress over the last five to seven years (five percentage points).
 - The Provost urged faculty to be mindful of the retention issue and do what they can to mitigate the circumstances, such as directing students to appropriate services (i.e., tutoring, counseling, food assistance) and continue to be excellent teachers, advisors, researchers.
 - Open office hours are on Friday, from 8 – 10 am.

- **Faculty Regent** (Michael Baranowski):
 - The BOR held a two-day retreat this summer. The budget issue is a topic of great concern. Other items discussed included the Papa John's matter, enrollment, and retention.
 - He stressed to the Board that faculty are often an underutilized resource and can be instrumental in increasing retention. There is often a misalignment though in that faculty are asked to do more and more, yet faculty are those who see students the most and can positively affect retention, such as noticing a student who needs a referral for help. However, faculty will need the resources and support to do so.
 - Regent Baranowski would like to bring any questions faculty may have to each Board meeting, which he will then report on with his senate monthly report. Please email any questions to him. The next BOR meeting is September 12.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - The Faculty Senate is to designate five representatives – one from each college (Arts and Sciences, Business, Education and Human Services, Health Professions, and Informatics) – to serve on the Academic and Admissions Policy Committee (AAPC). This committee meets once a month and consists of just over 20 members. Its charge is to “review, revise, develop and recommend academic policies for undergraduate students, including policies relating to university-wide admission standards, academic standing (warning, probation, suspension), academic renewal, transfer of credit, non-traditional credit, course repeats and withdrawals, graduation requirements, etc.” More information about the committee can be found on its website <https://inside.nku.edu/viceprovost/aapc.html>. Send nominations or a self-nomination to (zacatem1@nku.edu) or to Grace Hiles (hilesg1@nku.edu) by noon on Tuesday, September 4.

- Steve Weiss and Rick Boyce volunteered to represent Informatics and Arts & Sciences, respectively, on AAPC.
- President Vaidya and the President's Cabinet are forming committees to put together a three-year strategic plan over the next five to six months. There will be a 12-member Strategic Framework Core Team, which will include three faculty members, and a larger Resource/Advisory Team comprised of subject matter experts from across campus, including faculty members. The size of the Resource/Advisory team is not yet decided. He believes the original thinking was that the president of Faculty Senate would serve on the Core Team and select other faculty members based on suggestions by deans and chairs. Senate President Zacate advocated that the Faculty Senate have a greater voice in the selection of the faculty representatives on the committees and appreciated President Vaidya's willingness to consider this idea. In response, the president asked the Faculty Senate to suggest three faculty members to serve on the Core Team and three to five faculty members to serve on the Resource/Advisory Team. President Vaidya will also consider suggestions made by administrators, so there is no guarantee that all faculty members recommended by the senate will be selected for the committees.
- To move quickly on the strategic plan, senators should submit nominations (including self-nominations) to the senate Executive Committee, and from those nominations, the Executive Committee will submit recommendations on behalf of the full senate. As Faculty Senate President, his name will be included on the list of faculty members for the Executive Committee to consider. Please send nominations and self-nominations to either Matthew Zacate (zacatem1@nku.edu) or to Grace Hiles (hilesg1@nku.edu) via e-mail by **noon on Tuesday, September 4**. Also, please include a short explanation with each nominee to help the Executive Committee's deliberation.
- The president and his cabinet are looking for committee members who have a demonstrated record of advancing student success, have an institutional strategic perspective, are committed to equity, access and inclusion, and are creative, innovative, and open to new ways of doing things. The two committees will be formed to be as diverse as possible in all senses of the word (in experience, gender, race, ethnicity, sexual orientation, etc.).
- Please see the attached memo "Faculty Nominations to serve on the Strategic Framework Core Team" for more information, including especially the charge of the Core Team committee.
- A survey from Human Resources went out to staff and faculty on August 14 via the nkunews-bounces listserv. The survey seeks input to use as guidance for how to implement raises as part of a 3% compensation pool that will go into effect in January 2019. It seems that President Vaidya requested the survey go out in response to unanswered questions that came up in a meeting of the President's Cabinet. After the survey went out, Senate President Zacate met with President Vaidya and expressed the view that the senate should have been consulted instead of (or, at the very least, before) sending out the survey.
- Part of the survey – merit versus equity-based raises – was addressed recently in a memo to the provost from the senate Budget Committee. The recommendations are still valid, and Janel has been asked to consult with the Budget Committee to verify that. The other part of the survey – term of

employment to be eligible for a raise – was not addressed by the Budget Committee. He recommends that HR interpret the results of the survey this one time without consulting senate for simplicity's sake; however, he would also like Janel and the Budget Committee's input on that as well as senators' feedback.

- A resolution on tenure passed at the senate's final meeting of the spring. While there appears to be little effect to this point, it is not surprising, especially with the recent change in leadership. Senate President Zacate recommends patience to see what President Vaidya and Regent Baranowski can do to change minds at the state and local levels. The issue can be revisited in January if it is not resolved by then.
 - The Professional Concerns Committee will be asked to make a recommendation on updates to the Consensual Relations Policy in the Faculty Handbook, and to make this the committee's top priority for this fall.
- **Faculty Advocate** (Phil McCartney):
 - Several faculty contacted him this summer and fall on various issues. These included how senate can best partner with chairs and the Student Government Association (SGA), how senate can reassert itself, Southern Association of Colleges and Schools (SACS) reaccreditation issues, and student success as it pertains to quality over quantity (i.e., boosting numbers).

Committee Reports:

- **University Curriculum** (Richard Fox):
 - Attached is the UCC report for the 2017-18 academic year.
 - The first UCC meeting will be next Thursday, September 6.
 - The annual curriculum workshops will be held on September 18, 9:30-10:30 am in SU 104 and September 19, 2:00-3:00 pm in SU 104.
- **Budget** (Janel Bloch):
 - The committee's first meeting will be next Wednesday, September 5.
 - Some additional committee members may be needed; Senator Bloch asked that senators check to see if their departments are represented.
 - The committee's agenda will continue with last year's budget survey and the follow-up report, and the HR survey (equity/merit issue) and how to respond to that.
- **Benefits** (Emily Shifley):
 - The first meeting will take place next week; some department members are still needed on the committee.
 - Grace will send an email next week with details on upcoming informational workshops on sabbaticals, grants, and fellowships.
 - Applications for sabbaticals, grants, and fellowships are due by October 2.
- **TEEC** (Chris Lawrence):
 - The committee still needs representatives from the College of Business and Steely Library.

- A letter was written, in collaboration with the provost regarding the problem with spring 2018-19 evaluations. This will be available for faculty to put in their RPT folders.
- **Professional Concerns** (John Farrar):
 - Committee agenda items for the year include the consensual relations policy and the intellectual property policy.
- **General Education** (Steve Weiss):
 - Scoring of artifacts collected for the assessment of Critical Thinking and Communication SLOs took place on June 13. The Provost is to be thanked for providing the funding (faculty stipends, lunch) for the day. Over 40 faculty participated in the scoring.
 - The committee's first meeting is Tuesday, September 11.

New Business:

- Vice President Emerine asked that Academic Partnerships (AP) courses be discussed/reviewed, now that faculty have taught in the program.
- Matt Frey, SGA vice president, stated that SGA is happy to collaborate with senate to improve the academic and social experience for NKU students, and improve communication between the two groups. Also, there will be a State Senate District 24 Debate between Rachel Roberts (D) and Senator Wil Schroder (R) at NKU, on October 2, from 6 – 7:30 pm, in the Student Union. The debate is hosted by SGA. .

Adjournment

The meeting adjourned at 4:30 p.m.

Respectfully submitted,

Laura A. Sullivan
Secretary