

**Faculty Senate  
September 24, 2018 UC Ballroom 3pm  
Meeting Minutes**

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

**Members absent:** Jennifer Kinsley, Doug Feldmann, Rich Gilson, JC Kim, Ban Mittal, Robert Salyer, Cory Scheadler,

**Guests:** Ashish Vaidya (President), Michael Baranowski (Faculty Regent), Allen Cole (Registrar), Grace Hiles (Faculty Senate Office), Diana Wallace (Staff Congress Representative), Matt Frey (SGA Representative),

**Call to Order, Adoption of Agenda:**

Senate President Matthew Zacate called the meeting to order at 3:03 pm with a quorum present. The agenda was adopted as distributed at this meeting. The minutes of the August 27, 2018 meeting were approved as distributed.

**Approval of Minutes – August 27, 2018 meeting:**

The minutes of the August 27, 2018 meeting were approved as distributed.

**Guest Reports:**

- **President** (Ashish Vaidya):
  - NKU is facing enrollment challenges, with a decrease in enrollment close to four percent although this figure is not final. Last year the university saw an approximate \$9.5 million in net balance position. Approximately \$5 million related to capital projects carried forward, leaving about four million dollars added to the university’s reserve position. This year, President Vaidya is asking for ideas for one-time non-recurring funds, taken from some of this reserve that could be used to boost enrollment. Several ideas were brought forward from the Senate.
  - President Vaidya summarized the three-box solution process to be used as a framework for the strategic plan. For box three, he requested suggestions for bold ideas that could be put into place now, innovations to be invested in, to see if they are viable; if not, learn from them and move on from there. A caveat is that these ideas must be a collaborative process and not a siloed approach. A call for ideas will go out at a future date.
  - A schedule of strategic planning workshops and focus groups will take place soon; these will encompass faculty, staff, students, as well as community groups. As the core team starts its work, President Vaidya asked for feedback on how the three key aspects of the plan—access, completion, success—should be defined. Any input on this is welcome.
  
- **Faculty Regent** (Michael Baranowski)

- Representatives from the Kentucky Employment Retirement System (KERS) spoke at the recent Board of Regents (BOR) meeting. The current unfunded liability is \$13.8 billion; NKU is apparently in better shape than other institutions. Interest was not expressed in raising the retirement age. Their report is due out in December, which will be based on November elections and legislature decisions. It will most likely be early 2019 before a strategy regarding the pension problem is determined.
- **University Registrar (Allen Cole):**
  - The background on last year's final exam schedule conflicts was provided. With input from Faculty Senate, two revised proposals for a structural change to address the problems were proposed. Proposal A was selected. The spring 2019 exam schedule will maintain 32 slots, eliminate the 50 minute lunch break, and keep ten minutes between each exam period.
- **SGA Vice President (Matthew Frey):**
  - Matthew summarized current issues regarding candidates interviewed for Senator and Justice positions.
  - 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.
- **Staff Congress Liaison (Diana Wallace):**
  - Bullying and harassment was discussed; HR will be consulted for policy definitions.
  - NKU retirement eligibility differs from KERS. Information on both is provided on their website.
  - The Staff Congress Roundtable will be on November 9, from 1:00 pm – 4:00 pm in the University Ballroom.

#### **Officer Reports:**

- **Senate President (Matthew Zacate):**
  - VOTING ITEM: Approval of Executive Committee's nominations for faculty members to serve on the strategic planning teams (see accompanying memo: *Faculty nominations for the strategic planning teams* dated September 11, 2018). The Executive Committee discussed and considered nine faculty members who either self-nominated or were nominated for membership on the strategic planning teams. The nominations were put in the form of a memo and forwarded to President Vaidya. The memo requires retroactive approval.

**MOTION PASSED.**
- **Secretary (Laura Sullivan):**
  - The minutes of the special election meeting of August 27, 2018 meeting were approved as distributed.
- **Faculty Advocate (Phil McCartney):**
  - He participated in the recent leadership retreat and continues to examine faculty issues brought to him.

## Committee Reports:

- **Budget** (Janel Bloch):
  - The committee voted on and approved the response to the survey that Lori Southwood, Co-Interim Chief Administration Officer/Chief Human Resources Officer, sent to the NKU listserv, on how upcoming salary increase should be handled. Results from the survey will be announced soon.
  - Mike Hales (Chief Financial Officer) gave a budget update and the Provost provided an update on Academic Partnerships (AP). The budget presentation will be posted on the Budget Committee's Canvas site.
- **Benefits** (Emily Shifley):
  - Applications for sabbaticals, summer fellowships, and project grants are due October 2, by 4:30 pm.
- **Professional Concerns** (John Farrar):
  - The committee discussed priorities for the year, the first being the consensual relations policy. The second priority is the resolution on tenure. Other priorities include the intellectual property policy, Section 16 of the faculty handbook, phased retirement handbook changes, and research/misconduct allegations.
- **TEEC** (Chris Lawrence):
  - The committee set the agenda for the year at their recent meeting. The following issues will be addressed: course evaluations for faculty and "coaches" in accelerated online programs, the timing of course evaluations, and the lack of complete course evaluations in the Spring 2018 semester. The committee will also review the applications for the co-director positions of the Center for Teaching & Learning.
- **General Education** (Steve Weiss):
  - The committee recently had their first organizational meeting; this semester they will be working on the final rounds of assessments.

## New Business:

- A concern was brought forward on behalf of female faculty in the College of Arts and Sciences (A & S)—lack of gender and racial diversity on the Academic and Admissions Policy Committee (AAPC). Discussion ensued with consideration to be given to moving appointment process up earlier, in the spring, rather than in the fall.
- A second concern from A & S is the presence of book buyers on campus. The motion was made and passed for PCC to address this issue.
- The Transportation Advisory Committee had over \$800,000 in unpaid tickets and the group is considering bringing in collections to address the problem. Feedback on how this could affect retention should be brought to Senator Curran.

## Adjournment

The meeting was adjourned at 4:52 p.m.

Respectfully Submitted,

Laura A. Sullivan  
Secretary