

FACULTY SENATE MEETING
December 13, 2019

Members present: Ryan Alverson, Kalyani Ankem, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Ronnie Chamberlain, Susannah Coaston, Christine Curran, Charlisa Daniels, Jacqueline Emerine, Irene Encarnacion, John Farrar, Doug Feldmann, Richard Fox, Dorea Glance, Steven Gores, Tracy Hart, Lisa Holden, Stephen Johnson, Ken Katkin (for Jennifer Kinsley), Caroline Macke, Yaw Frimpong-Mansoh, Phil McCartney, Ljubomir Nacev, Shawn Nordheim, Cathy Pence, Nathan Delee (for Chari Ramkumar), Denice Robertson, Toru Sakaguchi, Robert Salyer, Lynn Warner, Steven Weiss, Darrin Wilson, Justin Yates, Matthew Zacate

Members absent: Amy Gillingham, Rich Gilson, Brain Hackett, Alain Krapf, Isabelle Lagadic, Kajsa Larson, Christopher Lawrence, Marc Leone, Marcos Misis, Ban Mittal, David Raska, Cory Scheadler, Laura Sullivan

Guests: Ashish Vaidya (President), Sue Ott Rowland (Provost), Michael Baranowski (Faculty Regent), Sue Murphy-Angel (Staff Congress Representative), Kimberly Wiley (Staff Congress Representative), Grace Hiles (Faculty Senate Office), Sara Conwell, Yi Hu

The meeting was called to order by Senate President Matthew Zacate at 1:08 pm with a quorum present.

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

Guest Reports:

- **President (Ashish Vaidya):**
 - 133 proposals were received for the Innovation Challenge. Dr. Vaidya is very excited to see the results and to hear the pitches in January.
 - On January 17 the inaugural Student Success Summit will be held in lieu of a spring convocation. This will be a panel moderated by Ryan Padgett. The Panel includes:
 - Brigitte Blom Ramsey, Pritchard Committee;
 - Dr. Anton Reece, President West Kentucky Community & Technical College; and
 - Dr. Kristin Hunter, Associate Provost for Academic & Student Affairs, University of Kentucky.
 - The second half of the Student Success Summit will be the Innovation Challenge. The panel, in addition to some students, will serve as judges.
 - Thank you to the search committee and everyone who provided feedback for the Chief Diversity Officer position. The committee has made a recommendation and an announcement will go out in January.
- **Provost (Sue Ott Rowland):**
 - Thank you to members of the Benefit Committee and Chair Charlisa Daniels. All faculty benefits letters have gone out.
 - The RPT process has also been completed and all letters have gone out to department offices.

- Tomorrow is commencement, which starts earlier this year at 9:00 am for Arts & Sciences and Business, and 2:00 pm for the other three colleges. The earlier start time is in order to encourage students and families to stay for the whole ceremony.
- **Faculty Regent** (Michael Baranowski):
 - No report
- **Staff Congress Representative** (Kimberly Wiley):
 - The Staff Congress Roundtable is February 14. Questions can be submitted through the website.
 - Staff Congress has been holding pension meetings in order to help staff members connect to KERS and understand their benefits.
 - The Sustainability Committee tip of the month is—turn off your electronics/computers over the break.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - The 2019 Senate election results were announced. Newly elected at-large senators are:
 - Arts & Sciences : Janel Bloch (English), Tracey Bonner (SOTA), Chris Curran (Biological Sciences), Phil McCartney (Mathematics and Statistics), and Rhonda Davis (Integrative Studies)
 - Informatics: Andrea South (Communication)
 - Health and Human Services: Jitana Benton-Lee (Nursing), Susannah Coaston (Counseling), and Lynn Smith (Nursing)
 - Education: Sara Runge
 - Chase Law: Ken Katkin
 - Complaint Advisory Committee members are:
 - A&S: Rebecca Bailey
 - Chase Law: Ken Katkin
 - Informatics: (vacant)
 - Business: Michael Carrell
 - Health and Human Services: Sandra Grinnell
 - Steely Library: Nancy Campbell
 - Peer Review Advisory Committee are:
 - Jonathan Reynolds (History and Geography in A&S)
 - Brandelyn Tosolt (Education)
 - Elections for 2020-2021 senate officers will take place at a special meeting at 2:50 pm on January, 27, 2020 in the UC Ballroom just before the regular senate meeting. A general call for nominations will be sent out when classes resume in January. In the meantime, anyone may nominate someone (including yourself) for one of the positions, by emailing Senate president Zacate or Grace Hiles. He will not be running for president this year and Jacqueline will not be running for vice-president. Jacqueline and I will not be running for our positions this year. Everyone else on the Faculty Senate Executive Committee are interested in continuing to serve, though some in different positions. The slate of nominees for 2020-2021 before the general call for nominations is as follows:
 - President, John Farrar (Chemistry and Biochemistry, CAS)
 - Vice President, Kalyani Ankem (Business Informatics, COI)

- Secretary, Laura Sullivan (Steely Library) – incumbent
 - UCC Chair, Richard Fox (Computer Science, COI) – incumbent
 - PCC Chair, Kathleen Fuegen (Psychological Science, CAS)
 - Budget Chair, Janel Bloch (English, CAS) – incumbent
 - Benefits Chair, Charlisa Daniels (Chemistry and Biochemistry, CAS) – incumbent
 - TEEC Chair, Christopher Lawrence (Counseling, HHS) – incumbent
 - Gen Ed Chair, Kimberly Weir (Political Science, Criminal Justice, and Org Leadership, CAS) – incumbent
 - Faculty Advocate, Phil McCartney (Mathematics and Statistics, CAS) – incumbent
- There is a Roundtable event that Staff Congress organizes. This event gives staff the opportunity to ask questions of administrators anonymously through online and paper submissions. Organizers have allowed faculty to submit questions also. A committee collates these questions, sorts them into topics, and the questions are passed along to the appropriate administrators. In the Roundtable events that Senate President Zacate has attended, a panel of staff members ask selected questions at the Roundtable event itself and the administrators answer them. Anybody – staff, faculty, students, and the public – could attend this event. Administrators also provided answers to questions – even those questions that were not asked during the public event – in writing. Until recently, those answers were available online.

There is quite a range in the kinds of questions asked. Some of the questions sound as though they come from employees who see recurring problems in their daily jobs, report them to managers/supervisors, and don't see any corrective actions taken. Questions like these reveal issues that need to be taken care of. The event provides an opportunity for such questions to come to light, and I see this as an important opportunity for holding administration accountable.

There was NOT a roundtable event this past fall. This was the first time in 30 years that the event was not held. This is concerning, because this event is important for accountability. While an event has been scheduled for this February, the format has been changed. Perhaps most significantly, it will not be open to the public. Such a change gives the appearance that the administration is blocking Staff Congress's efforts to promote transparency and accountability. Perhaps the senate will need to play a more active role in monitoring non-academic administrative performance in future if Staff Congress's efforts to do so are blocked. I am not recommending any action by the Faculty Senate at this time; for now, I'd like to wait to see how the event in February goes. The senate can expect more from me on this topic in future.

- **Secretary** (Lynn Warner for Laura Sullivan):
 - A memo has been distributed regarding the November 25, 2019 special election meeting. The report was accepted as distributed.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - VOTING ITEM: Approval of new program: BS in cybersecurity (see <https://nku.curriculog.com/proposal:3104/form>). This program will require new staff

and courses, although some of the courses are already being taught. A new faculty member is coming in January and a faculty member will be hired for the fall semester.

APPROVED.

- **Budget** (Janel Bloch):
 - Chief Financial Officer (CFO) Mike Hales made a presentation at their last meeting. His slides will be posted on the Budget Canvas site; if you are interested in seeing them, contact your department representative.
 - Faculty budget survey has been completed and will be compiled soon.
 - The state budget will be discussed in the upcoming new session.

- **Benefits** (Charlisa Daniels):
 - The committee received an extended budget for awards this year.
 - The committee is reevaluating some of the tools they use to award benefits.

- **Professional Concerns** (John Farrar):
 - The committee has voted on a number of items. They are close to finalizing their work on the RPT process and hope to have that to Senate soon.
 - VOTING ITEM: Approval of resolution that recommends prioritizing the allocation of funds to minimize any negative effects on employees due to changes to NKU's retirement system (see file 'Staff Pension support resolution--PCC passed 12-5-19.docx'). Many employees are concerned about what will happen with their pension and staff are important to supporting student success. There is ambiguity currently about what will happen with KERS on the state level, but there is the possibility that NKU will leave KERS. At this time, PCC felt it was important to show support of staff members during the uncertainty. There is the possibility of resolutions related in the future, but for now wanted to show we stand with the staff.

APPROVED.

 - Sue Murphy Angel and Kimberly Wiley thanked the senate for supporting the staff. Many staff are concerned about their future, so they appreciate the support.

- **General Education Committee** (Kimberly Weir):
 - The committee revised their bylaws to better reflect committee composition and operations.
 - VOTING ITEM: Approval of newly revised bylaws of the General Education Committee (see file 'GEC bylaws October 2019- committee passed 10-22-19.docx').

APPROVED.

New Business

- Discussion item: Changes to the Faculty Handbook recommended by the PCC to create the status Honored Retired for non-tenured faculty (see files 'Emeritus status memo.docx' and 'Emeritus proposal PCC approved 11-21-19.docx'). PCC was asked by the Executive Committee to look at the status of lecturers. The fact that emeritus status exists for staff members was a contributing factor in the request for the PCC to consider creating emeritus status as a possibility for retiring faculty who are not tenured. The proposal would create a new category for non-tenured faculty for emeritus status as Honored Retired Faculty. This will require re-numbering in the handbook. It was felt that the emeritus status should be reserved for just

tenured faculty, thus a new category was created. The process follows a similar process as emeritus faculty.

- Discussion included clarifying Section 2.1, using emeritus/a as the word “emeritus” is gendered, and recognizing that “emeritus” does not imply tenured faculty and that there should not be a differentiation in status as we all work together and do similar work. It was also noted that top research institutions do not separate between tenured and non-tenured in awarding emeritus status.
- Chair Farrar will take this item back to PCC for more discussion.
- Lot F will be closed for construction in January and February. Students will be affected during this time. The Transportation Committee is looking for input on cheap and easy solutions.

Adjournment

The meeting was adjourned at 2:08 pm.

Respectfully submitted,

Lynn Warner (for Secretary Laura Sullivan)