

FACULTY SENATE MEETING
February 24, 2020

Members present: Ryan Alverson, Kalyani Ankem, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Andrea Brooks, Susan Brudvig (for Jacqueline Emerine), Susannah Coaston, Christine Curran, Charlisa Daniels, Irene Encarnacion, John Farrar, Richard Fox, Yaw Frimpong-Mansoh, Steven Gores, Lisa Holden, Stephen Johnson, Ken Katkin (for Jennifer Kinsley), Isabelle Lagadic, Kajsa Larson, Christopher Lawrence, Marc Leone, Lisa Long, Caroline Macke, Phil McCartney, Shawn Nordheim, Cathy Pence, Chari Ramkumar, David Raska, Denice Robertson, Robert Salyer, Cory Sheadler, Laura Sullivan, Steven Weiss, Darrin Wilson, Justin Yates, Matthew Zacate

Members absent: Ronnie Chamberlain, Jacqueline Emerine, Doug Feldmann, Amy Gillingham, Rich Gilson, Dorea Glance, Brain Hackett, Tracy Hart, Jennifer Kinsley, Alain Krapl, Marcos Misis, Ban Mittal, Ljubomir Nacev, Toru Sakaguchi, Lynn Warner

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

The meeting was called to order by Senate President Matthew Zacate at 3:03 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the January 27, 2020 meeting were approved after two needed corrections were noted.

Guest Reports:

- **President (Ashish Vaidya):**
 - Various pension options are being discussed in Frankfort; a determination will need to be made, hopefully, before April. A recent email from President Vaidya explained the various bills addressing this problem. The university is consulting with a group to allow for an informed decision from the available options. NKU is looking at a \$200 million liability so a data-driven decision is critical.
 - He recently appeared in front of the Kentucky Budget Review Subcommittee on Postsecondary Education to share a snapshot of NKU and discuss the university's place as an outlier in the state appropriation formula. Even among our peers, NKU receives the lowest amount of state appropriations funding, without rationale. This amounts to a difference of \$3-4 million.
 - A budget development memo is forthcoming, to gather feedback on the next biennium. At this stage, the Kentucky Council on Postsecondary Education (CPE) tuition caps are unknown.
 - A search is underway for the Vice-President for Student Affairs. The president expressed appreciation for the search committee due to the aggressive search timeline.
 - Both women and men's basketball teams are doing well. The men's team may wind up with a high seed and will likely play in Indianapolis. The women, as well, may be hosting a couple of tournament games.
 - There has been a national discussion about student athletes being able to use their name/image/likeness for personal benefit. Many states so far have passed legislation to this effect. This is a challenge for the NCAA, as a national organization, which does not wish to have 50 different versions of this type of bill.

- After ten years, NKU is engaging in master planning. NKU hopes to have a plan that aligns with the strategic plan by summer or fall.
 - NKU and Gateway Community & Technical College recently announced the River City Promise program that will offer free tuition and enhanced benefits for Pell eligible high school students from Bellevue, Dayton, Holmes, Lloyd, Ludlow and Newport who graduate in May 2020 and beyond.
 - The first five Success by Design initiatives are underway; initiatives were determined by campus feedback. There are ten fully funded initiatives; others are partially funded and others have been shared with the implementation team and may potentially move forward.
 - The president responded to a question about student immigration concerns, affirming that university police are committed to the safety of all NKU students. He also responded to Landrum building issues.
- **Provost** (Sue Ott Rowlands):
 - Next Monday and Tuesday there will be two full workshop days for statewide review of academic programs. There will be much data to review and discussion of possible new programs based on what the market data shows. From there a plan will be devised that will engage the campus as a whole. Look for communication following the workshops.
 - The provost responded to a question about the memo that stated disagreement with the Scientific/Research Misconduct Policy passed by Faculty Senate. The memo identifies two most salient points of disagreement (see attached memo).
- **Faculty Regent** (Michael Baranowski):
 - The next Board of Regents (BOR) meeting is March 18.
- **Staff Congress Representative** (Kimberly Wiley):
 - The Staff Congress Roundtable was February 13. It was a success with the different format—smaller table discussions that responded to submitted questions.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - Senate president Zacate had two items for his report:
 - First, he detailed a comparison he did between NKU's Faculty Handbook and other institutions' handbooks—four Kentucky universities, Murray State, Morehead State, Eastern Kentucky, and Western Kentucky, and a selection of schools from the Southern Association of Colleges and Schools Commission on Colleges (SACS) and nationally for 23 institution's handbooks in all. His conclusion is that NKU faculty have more power/privileges compared to these other institutions.
 - Second, he provided an update on the status of the Scientific/Research Misconduct Policy. After detailing the history of the policy and its various permutations, he presented three options. The first is that Senate could work further on the policy or it could be sent back to the PCC (or ad hoc committee) for additional review. The second option is to send the amended PCC version, which Senate already approved, without modification back up the administrative chain, with the knowledge that it will not be approved by University Counsel and the Provost. The third option, as a compromise, is to

approve the EC's version of the policy which already meets the administration's approval. At a later date, proposals can be made to amend the policy to include language in the definition of research misconduct that is not in the EC version and to remove the statute of limitations, if desired.

- Discussion followed disputing whether the current handbook/policy is out of compliance and whether legal counsel could help clarify the areas of dissension.
- **Secretary** (Laura Sullivan):
 - A number of corrections were noted on the 2019-20 Election Meeting report. These will be made and there will be a motion to approve them at the next Senate meeting.
- **Faculty Advocate** (Phil McCartney):
 - Advocate McCartney underscored the importance of the ethical use of statistics, referring to the provost's concerns expressed at last month's meeting about NKU being compared to other institutions in the state academic program review. NKU has suffered due to the egregious misuse of statistics in the state, as well as in matters related to the growth of our academic programs and teaching effectiveness.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - There are two more meetings to have items approved for the 2020 fall catalog.
 - The committee is discussing how to store SLOs once approved because currently there is not a repository for them.
- **Budget** (Janel Bloch):
 - Chief Financial Officer, Mike Hales, will give a budget process update at the March 4 meeting. Anyone is welcome to attend.
 - She is still working on the results from the faculty budget survey.
- **Benefits** (Charlisa Daniels):
 - The committee continues to work on guidelines for chair/dean endorsement letters, normalizing the applicant's submission materials, faculty benefits input, and the parental leave policy.
- **Professional Concerns** (John Farrar):
 - The committee is nearing completion on their RPT process proposal.
 - The annual performance review process work is also nearing completion, and the committee is considering looking at the grievance process.
- **TEEC** (Chris Lawrence):
 - A flier will be sent out on next month's faculty development workshops.
 - The standardized syllabus proposal has been approved, but it can also be modified for individual use.
 - The committee has been tasked at doing more research into the additional grade recommendation.

- **General Education Committee** (Andrea Brooks):
 - The committee meets tomorrow; they will discuss workload of committee members and the potential addition of a faculty position dedicated to general education.

New Business

- VOTING item: Approval of changes to general education student learning outcomes as recommended by the General Education and the University Curriculum Committees (see file 'Mapping Old and New SLO Revisions 2020 FINAL.docx'). For additional context, a question & answer document is provided in the file 'General Education SLO QA.docx', and current general education SLO rubrics are provided in the file 'Gen EdRevised Rubrics 2020 FINAL.docx'.
 - The committee considers this a living document and they anticipate more revisions as the SLO's are put into use.
 - The College of Education raised some concerns and a motion was made to amend SLO A2; it was not seconded. After further discussion it became clear that the college was proposing changes to SLO's that they were not teaching, that were not aligned to the course in question.

APPROVED.

- A motion was made and seconded to approve the Executive Committee version of the Scientific/Research Misconduct Policy.
 - Considerable discussion followed on the topic, including postponing the motion on the table for the next Senate meeting, to allow for sufficient time to review the provost's memo/rationale and to reexamine the various iterations of the policy.
 - A motion to postpone the approval of the Executive Committee version of the Scientific/Research Misconduct Policy was adopted.

Adjournment

The meeting was adjourned at 4:59 pm.

Respectfully submitted,

Laura A. Sullivan