

**FACULTY SENATE MEETING**  
**March 30, 2020**

**Members present:** Ryan Alverson, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Andrea Brooks, Susannah Coaston, Christine Curran, Charlisa Daniels, Jacqueline Emerine, Irene Encarnacion, John Farrar, Doug Feldmann, Richard Fox, Yaw Frimpong-Mansoh, Amy Gillingham, Dorea Glance, Lisa Holden, Stephen Johnson, Ken Katkin (for Jennifer Kinsley), Kajsa Larson, Christopher Lawrence, Marc Leone, Lisa Long, Caroline Macke, Phil McCartney, Ljubomir Nacev, Shawn Nordheim, Cathy Pence, Chari Ramkumar, David Raska, Denice Robertson, Toru Sakaguchi, Robert Salyer, Cory Scheadler, Laura Sullivan, Lynn Warner, Steven Weiss, Diane Williams (for Tracy Hart) Darrin Wilson, Justin Yates, Matthew Zacate

**Members absent:** Kalyani Ankem, Ronnie Chamberlain, Rich Gilson, Steven Gores, Brain Hackett, Tracy Hart, Jennifer Kinsley, Alain Krapl, Isabelle Lagadic, Marcos Misis, Ban Mittal

**Guests:** Sue Ott Rowlands (Provost), Michael Baranowski (Faculty Regent), Sue Murphy-Angel (Staff Congress Representative), Grace Hiles (Faculty Senate Office), Terrance Anderson (Occupational Therapy, OTD Program Director)

The meeting was called to order by Senate President Matthew Zacate at 3:04 pm with a quorum present.

The agenda was adopted as distributed at the meeting. Approval was given to hold Faculty Senate meetings following special rules via Zoom, per the current pandemic situation.

The minutes of the February 24, 2020 meeting were approved.

**Guest Reports:**

- **Provost (Sue Ott Rowlands):**
  - The Academic Affairs Work Group, a subgroup of the COVID-19 Preparedness team, recommended that a pre-tenured faculty member have the option to extend the tenure clock by a year, due to the disruption of COVID-19. The provost said she would approve those requests, which are due via the usual channels, by August 1.
  - Faculty will have the choice to include student evaluations from Spring Semester 2020 in their reappointment, promotion and tenure submissions or their annual performance reviews, but they are not required to do so. This is being done to help take a bit of pressure off those faculty who have had to transition quickly to an online teaching format. This spring semester is being labeled as a Special Circumstances semester.
  - After many meetings and much discussion, the president approved a P/F grading proposal for undergraduate and graduate courses for Spring Semester 2020 only. An email will be sent from the Registrar's office on April 13<sup>th</sup> that will give students the option to change from a letter grade to pass/fail. This option will remain available until Friday, May 1<sup>st</sup> at 4:30 pm (the last day of classes). A "P" grade earned in spring 2020 will satisfy course pre-requisites that would otherwise require a letter grade. The catalog limits a student to 12 pass/fail credit hours that will count toward graduation. Courses taken for P/F during spring 2020 will not count toward that limit. Students on academic warning or probation will be held harmless for this academic term and will have another term to improve their academic standing. A grade of D or better

(undergraduate courses) or C or better (graduate courses) will be required for a grade of "P". A "P" grade does not figure into GPA, but an "F" grade will lower a student's GPA. All courses for which students receive passing (P) grades will count toward degree requirements. This overrides some departmental or college policies unless the department or college has evidence that their accrediting agency will not allow P/F grades. There is no limit on the number of courses students can convert to pass/fail grading for this semester. The Chase Law School will be going to a Credit/No Credit model.

- **Faculty Regent** (Michael Baranowski):
  - The Board of Regents (BOR) met virtually on March 18. Discussion focused on the pension; however, they are still waiting on decisions from Frankfort and more data is needed to make sound decisions. The provost made a presentation on the COVID-19 situation.

#### **Officer Reports:**

- **Senate President** (Matthew Zacate):
  - He thanked the provost for including himself, John Farrar, and Janel Bloch on two committees formed to deal with issues surrounding COVID-19 (the university-wide COVID-19 Preparedness Team and the Academic Affairs Work Group). The teams should continue to meet and he appreciates that they welcome any faculty views in their discussions.
  - President Vaidya's memo of February 27 on the budget planning process puts forth seven general questions to various university governance groups to get their input on some big-picture-type questions. The Faculty Senate Executive Committee (EC) and the Budget Committee have considered these questions. The EC also thought it would be a good idea to distribute them to the full Senate. The questions are:
    1. *Please comment on the scenarios and planning parameters (assumptions). Are they reasonable? Is anything missing from the assumptions?*
    2. *What are the pros and cons of tuition increases and compensation increases?*
    3. *What criteria should we consider to examine the impact of the pension options?*
    4. *How should we encourage collaboration across divisions that support joint strategies for improving student outcomes?*
    5. *Which student outcomes do we want to improve and by how much? How can we align budgetary resources to achieving those outcomes?*
    6. *What are the pros and cons of establishing targets and benchmarks for student success goals as well as operational efficiencies?*
    7. *What other revenue opportunities should we consider?*

Please email any thoughts on these questions to him or Janel.

- **Secretary** (Laura Sullivan):
  - Corrections were made to the 2019-20 Election Meeting report. A motion to accept the report was adopted.
- **Faculty Advocate** (Phil McCartney):
  - There are a number of issues that he is not able to discuss at this time.

#### **Committee Reports:**

- **University Curriculum Committee** (Richard Fox):
  - The committee met last Thursday and approved 215 items (The minor in Informatics was the one item not approved). These will go into the 2020 Fall catalog. The graduate catalog deadline is April 16, but any graduate items approved in this meeting or the next should still make the graduate catalog.
  - There are two more meetings this semester, but the next one will be cancelled as there are no items for discussion.
  - A new degree program was approved on Thursday, the voting item for today's meeting—the Doctorate in Occupational Therapy. The inaugural program director, Terrance Anderson, is present at the meeting and available for questions.
  - VOTING ITEM: Approval of new degree program: Doctorate in Occupational Therapy (OTD) – see <https://nku.curriculum.com/proposal:3719/form> ).  
**APPROVED.**
- **Budget** (Janel Bloch):
  - The state's budget and NKU's budget are still in flux. NKU's budget is waiting for tuition cap information from the Council on Postsecondary Education (CPE) and feedback from campus constituents on the questions in the president's budget memo.
  - A special BOR meeting has been moved to April.
  - The faculty budget survey is finished and EC has approved it with one small change to be made. This report will be forwarded to the cabinet and then will be available to everyone.
- **Benefits** (Charlisa Daniels):
  - There are two updates to current committee business. First, the Faculty Senate Scholarship will now require two recommendation letters, rather than that be an option. Due to COVID-19, the committee is working to extend the deadline for the current application. Second, the chair/dean letters are being revised to require more information from the chair/dean as to how they view the proposals they receive.
  - The committee's next meeting is Wednesday.
- **Professional Concerns** (John Farrar):
  - The committee met March 5 and then again via Zoom on the 1<sup>9th</sup>. The main item of business was the response to the Scientific/Research Misconduct Policy and the motion made in Faculty Senate (to approve the Executive Committee version of the policy). The committee, after having given due weight to the provost's memo, passed a motion that was approved that did not accept the motion made in Faculty Senate. The PCC-approved policy should go to the BOR and the committee asks that it be discussed in open session.

- The committee finalized the RPT process recommended revisions. This document is a discussion item today.
- **TEEC** (Chris Lawrence):
  - The committee presented recommended changes to the grading schedule to Graduate Council. They agreed the committee could investigate further and they will reach out Xavier and other schools on the issue.
- **General Education Committee** (Andrea Brooks):
  - The committee met last Tuesday with the bulk of the meeting devoted to the assessment process going forward. The general sentiment of the group was to continue doing something similar (with some modifications) to what they have done the past few years; this includes gathering artifacts and holding the Assessment Summit.
  - They are also looking at ways to integrate better department feedback.
  - Thanks to Connie Kiskaden, there are updates regarding the new SLO's on the website, as well as syllabi templates for each category in Gen Ed.

#### **Unfinished Business and General Orders**

- VOTING item: Approval of Executive-Committee version of the Scientific/Research Misconduct Policy to replace section 16.7 of the Faculty Handbook (see accompanying file '*ResearchMisconductResponse-correctedHeaders.pdf*').
  - The provost would not recommend to the BOR the PCC's recommended Scientific/Research Misconduct Policy, but she would recommend the EC version of the policy. Much discussion followed on whether or not to approve the EC version of the policy.

**NOT APPROVED.**

#### **New Business**

- Discussion item: Proposed changes to Section 7.3 of the Faculty Handbook as recommended by the PCC (see accompanying file '*Section 7\_3 (library) updates PCC passed 3-19-20.pdf*').
  - John Farrar, PCC chair, explained that there are two separate sections to consider. The first are the policies/procedures particular to the libraries. This is primarily clarifying language, such as changing "director" to "dean."
- Discussion item: Proposed changes to the Section 3 of the Faculty Handbook as recommended by the PCC (see accompanying file '*RPT proposal with highlighted changes--PCC passed 3-23-20.pdf*').
  - The larger RPT section has been discussed in committee for months. Much concern from chairs/deans/provost reflects process issues. Faculty concerns stem from ensuring that the handbook clearly reflects that this is a faculty peer review process, so that was PCC's goal with the policy review and proposal. Specific changes include (and are not limited to):
    - Adding a statement on collegial governance;
    - Allowing for an electronic version for ease and efficiency;
    - Clarifying review periods;
    - Moving deadline up to last working day of August to allow for full appropriate review for each level of review;
    - Notifying candidate if supplemental materials are brought in after dossier submission; and
    - Clarifying grievance process.

- Discussion on the recommendations followed, with some concern on moving deadline for dossier submission up; in the past Labor Day weekend has been helpful to have for junior faculty.
- There was much discussion on how to handle the Senate approved Scientific/Research Misconduct Policy from October. Since this was already approved, there was clarification that it would not need to be reapproved. However, a motion was made and adopted that, having reconsidered all the reasons the administration objects to the policy, the Faculty Senate reaffirms its support for the Scientific/Research Misconduct Policy it already approved at its October meeting and for the administration to deliver it to the Board of Regents.

### **Adjournment**

The meeting was adjourned at 5:24 pm.

Respectfully submitted,

Laura A. Sullivan