

**FACULTY SENATE MEETING**  
**August 26, 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, Richard Fox, Kebede Gemene, Amy Gillingham, Dorea Glance, Steven Gores, Brian Hackett, Lisa Holden, Stephen Johnson, Ken Katkin (for Ljubomir Nacev), Suk-hee Kim, Alain Krapl, Isabelle Lagadic, Kajsa Larson, Christopher Lawrence, Marc Leone, Phil McCartney, Shawn Nordheim, Cathy Pence, Chari Ramkumar, Denise Robertson, Toru Sakaguchi, Robert Salyer, Corey Scheadler, Laura Sullivan, Lynn Warner, Steven Weiss, Kimberly Weir, Darrin Wilson, Justin Yates, Matthew Zacate

**Members absent:** Doug Feldmann, Yaw Frimpong-Mansoh, Rich Gilson, Jennifer Kinsley, Marcos Misis, Ban Mittal, David Raska

**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 3:04 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the May 10, 2019 meeting were approved as distributed.

### **Welcome and introductions**

Faculty Senate President Zacate welcomed the senators to a new academic year and asked that each introduce themselves, with their department, number of years at NKU, and years on Senate if appropriate.

### **Guest Reports:**

- **President** (President Ashish Vaidya):
  - The president introduced the newest member of his cabinet, Bonita Brown, Vice President and Chief Strategy Officer. Her primary function will be to facilitate Success by Design. A PowerPoint presentation highlighted the following:
    - After the Board of Regents (BOR) approved the strategic framework in April, the next step was to design initiatives with measurable objectives, and determine which box (1, 2, or 3) they fall under. Some initiatives need refinement.
    - Success by Design Open Forums are taking place for feedback on next steps for implementing the strategic framework.
    - A \$2 million Strategic Investment and Innovation Fund has been created to support the implementation of Success by Design; this fund will support box 3 new initiatives to help reach Success by Design goals.
    - Last year's core team, under a new name and under Bonita's leadership, will continue to provide input into the framework.
    - Prioritizing initiatives and determining an action plan are now needed as we move forward into the implementation phase. Feedback will continue to be sought from the campus and community.

- President Vaidya asked two questions as a starting point for this phase: 1) What are the top items/ideas we should keep in mind as we begin the implementation phase? 2) At the end of this implementation process, what would success look like to you?
  - Campus pension talks, including KERS staff, have taken place with staff and some faculty. The campus will continue to be kept informed on this issue.
  - The position of Special Advisor to the President for Inclusive Excellence has been redesigned into the position of Chief Diversity Equity and Inclusion Officer (CDO) and Title IX Coordinator, and will report directly to the president.
- **Provost** (Sue Ott Rowlands):
  - The Council on Postsecondary Education (CPE) is launching a statewide review of academic programs, undergraduate programs only, at the eight Kentucky public universities. An outside firm, Gray Associates, hired by CPE, will gather the data. The review will examine those programs that are operating well and will be retained, those which need improvement and require additional resources, sunset programs which are those not doing well and will be eliminated, and recommended new programs that are needed. External data collected include program relevancy, needs of potential students, where students are employed after graduation, and competition with other programs. Institutional Research (IR) will also provide NKU data on enrollment, retention, and graduation rates.
  - This is a new CPE statewide review process and the announcement took Kentucky presidents and provosts by surprise. The program review timeline is aggressive. University leadership will meet with CPE in mid-September. Data will be gathered between September and December, with workshops in January to present the findings. It is not clear what happens after that. CPE has clarified that it is not important to them if faculty are not teaching a high number of students in their programs; rather, it is more important if they are doing service teaching for the university. The provost stated that she does not believe this is a pathway toward releasing tenured faculty.
- **Faculty Regent** (Michael Baranowski):
  - The BOR had an informational retreat on July 17 and 18. The next meeting is September 11.
- **Staff Congress Representative** (Kimberly Wiley):
  - Their first meeting was August 8. A presentation was made on Success by Design and the pension issue was discussed.
- **SGA Representative** (Shelby Sanford):
  - They are in the process of forming their new Senate and focusing on the Rally for Education.

#### **Officer Reports:**

- **Senate President** (Matthew Zacate):
  - Due to the long agenda, there is no report, but questions are welcome.

- **Graduate Council Chair** (Brian Hackett):
  - The first Executive Committee meeting took place today. The year's agenda will include improvement of services and looking at some changes to graduate studies.

### **Committee Reports:**

- **University Curriculum** (Richard Fox):
  - The committee's first meeting is September 5.
  - The UCC's annual report is included with other handouts for today's agenda.
  - The annual curriculum workshops on Curriculog will be held September 10 and 11.
- **Budget** (Janel Bloch):
  - The committee's first meeting is September 4.
  - This is the year of the biannual budget and the committee will look into a faculty survey to provide input into that process.
  - Senator Bloch is serving on a committee looking at the incentive-based budget model, any input/comments are welcome.
- **Benefits** (Charlisa Daniels):
  - The committee's first meeting is September 4.
  - The evaluation tool for the faculty development awards was improved last year.
  - Information is forthcoming on the annual workshops on preparing for an award and the submission process.
- **Professional Concerns** (John Farrar):
  - The committee's first meeting is September 5.
  - The Executive Committee referred a number of items to the committee this year—the RPT process, annual performance review process, emeritus status for lecturers, as well as the intellectual property policy which has been carried forward for some time.
- **TEEC** (Chris Lawrence):
  - The committee's first meeting will be in two weeks.
- **General Education** (Kimberly Weir):
  - The committee's first meeting is August 27.
  - Over the past three years, the committee has completed the assessment of the General Education SLOs. This year, there will not be any formal assessments of the SLOs. Rather, assessment data will be reviewed and the SLOs. There will be upcoming workshops for faculty to participate in the final approval of the SLOs. These workshops have been requested by the Southern Association of Colleges and Schools (SACS).
  - There will be a General Education Summit on September 15 that will summarize all the changes. These will eventually go to UCC.

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

- VOTING item: Resolution on mental health services for NKU students proposed by Chris Curran (see accompanying file '*Mental Health services resolution 5-7-2019.docx*').

APPROVED. The resolution was approved with changed wording, after lengthy discussion and amendments, to:

#2. Supporting the newly formed Mental Health Advisory Group's efforts to address the concerns raised by faculty and students, especially the cost and access to counseling services for a diverse student body.

### **New Business**

- DISCUSSION item: Approval of recommendation from the Executive Committee to make changes to the Scientific/Research Misconduct Policy in section 16.7 of the Faculty Handbook as described as the "latest version (12-AUG-2019)" proposed in the memo from the Faculty Senate President dated August 12, 2019 (see accompanying file *ResearchMisconduct\_MOZ-correctedHeaders.pdf*).
  - The policy includes a lengthy memo on the history of revisions. Joan Gates, NKU Vice President for Legal Affairs and General Counsel, worked in conjunction with Senate President Zacate to bring the policy into compliance with federal regulations. The current version differs from the PCC version, due to General Counsel's concern with the definition of research misconduct and statute of liability content.
  - Senate concern was expressed over the significant differences between this policy version and PCC's.
- DISCUSSION item: Approval of recommendation from the Executive Committee to make revisions to the Faculty Handbook needed to support (1) the creation of schools in colleges and (2) colleges without departments or schools as highlighted in color in the accompanying file *Faculty Handbook 2019-2020 Draft Aug19.pdf*.
  - Handbook changes are needed to the Faculty Handbook to accommodate the new school structure at NKU, which include school-less/department-less colleges.
- DISCUSSION item: Approval of recommendation from the Executive Committee to revise section 12.6 of the Faculty Handbook so that it accurately describes how records of faculty sick-leave are kept as worded in the file *Handbook\_Section12-6\_Final.pdf*.
  - The handbook change will address where faculty sick-leave accumulation records are kept. The handbook would reflect that the records are maintained in Human Resources, rather than the office of the Vice President for Academic Affairs and Provost.

### **Adjournment**

The meeting was adjourned at 5:04 p.m.

Respectfully Submitted,

Laura A. Sullivan