

FACULTY SENATE MEETING

January 25, 2021

Members present: Kalyani Ankem, Rachel Banks, Janel Bloch, Robert Brice, Susannah Coaston, Christine Curran, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Amy Gillingham-Culligan, Rich Gilson, Brian Hackett, Lisa Holden, Stephen Johnson, JC Kim, Kajsa Larson, Christopher Lawrence, Caroline Macke, Phil McCartney, Chari Ramkumar, Dana Ripley, Denice Robertson, Sara Runge, Robert Salyer, Andrea Lambert South, Brittany Sorrell, Ban Mittal, Lynn Warner, Kimberly Weir, Darrin Wilson, Justin Yates, Kim Yates

Members absent: Jason Applegate, Tracy Bonner, David Childs, Ronnie Chamberlain, Charlisa Daniels, Rhonda Davis, Jacqueline Emerine, Kebede Gemene, Ken Katkin, Jennifer Kinsley, Jitana Benton-Lee, Lynn Smith, Laura Sullivan, Jose Saavedra Torres, Andrea Watkins, Zach Wells

Guests: Ande Durojaiye (Provost), Ashish Vaidya (President), Michael Baranowski (Faculty Regent), Keysha Alston (Staff Congress Representative), Mia Derks (SGA Representative), Grace Hiles (Faculty Senate Office), Brooke Buckley, Leo Calderon, Michael Carrell, Emily Detmer-Goebel, Josh Kelly, Suk-hee Kim, Alar Lipping, Lisa Long, Diane McGill, Erin Strome, David Tataw, Jason Vest, Dolores White, Stephen Yungbluth

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:00 pm with a quorum present. The agenda, as distributed prior to the meeting, was adopted.

Approval of Minutes

The minutes of the December 11, 2020 meeting were approved as distributed.

Guest Reports:

- **President (Ashish Vaidya):**
 - The president welcomed everyone to spring semester 2021 and wished them a Happy New Year. Student Success Summit and MLK Day, the two events in the first few weeks, were outstanding.
 - He expressed his appreciation to the Faculty Senate Executive Committee and Search Advisory Committee for the time and effort that they continue to spend on the provost search process. The process is down to its closing moments. An announcement is expected in the next few weeks. Constituent groups interviewed a third candidate in the provost search. Depending on the report from the Search Advisory Committee, it will be decided whether additional open forums will be scheduled. The president appreciates the feedback he received on the open forums last week from the campus community.
 - With respect to enrollment this spring, he is pleased with the work that was done in the last few weeks of the fall semester and early part of this semester. Towards the end of fall, registration was lagging substantially. While the gap is not completely closed and there is some concern about first-year students, we are in a much better position. Applications for next fall are significantly behind compared to the past. Although similar patterns can be seen in other institutions, it is a concern. Kim Scranage, Vice President Enrollment and Degree Management, Provost Durojaiye, and others will have conversations with the various groups about what we could be doing differently. Graduate enrollments still look strong.

- Good news from the federal government from the budget standpoint. He is grateful for receiving the second round of the federal relief funds. It is about \$13.7 million, with 4 million to be allocated for student aid at the very minimum. Mike Hales, Chief Financial Officer, and others are in active conversations with folks at the federal level to get clarification on where we can and cannot spend the money. The president hopes that this new infusion of money will allow our students who are facing tremendous pressure to stay on track and stay in school.
- The governor has proposed a budget for higher education. President Vaidya is pleased about a 2% increase in funding in the proposed budget. It remains to be seen what the State House and Senate will do. We are still working on pension exit, and there are some obligations that we need with respect to getting language in the legislative agenda that allows us to pay ahead of time to KERS, so we don't incur a penalty. Regarding State appropriations, the performance funding working group did submit its recommendation which the president expects will be accepted by the General Assembly. State appropriations from this year will be considered as a floor; that is, we will not be cut anymore. Only new money will be put into the performance fund formula.
- In response to questions from senators:
 - The president clarified that the pay cuts this year were meant to be temporary and non-recurring.
- **Provost (Ande Durojaiye):**
 - His office is looking at what needs to be done to transition the campus to face-to-face. Talks with chairs indicate that faculty interest in getting back to face-to-face is mixed. One of the challenges in the fall semester was that student engagement was way down. Asynchronous, online teaching did not work well for first-year students and non-traditional students. The feedback from a number of focus groups subsequently conducted with students indicates that they didn't feel as engaged as they felt previously. His office is thinking about how to promote engagement.
 - His office will also try to be more consistent with messaging.
 - Regarding vaccination, it was initially stated that we are in Phase 1B, but now there is a new statement. Kroger will be offering vaccinations to those in Phase 1C. There are only 53,000 vaccines in the State. The university has a plan for vaccination. We have a number of individuals certified to administer the vaccine. On campus, an order has been placed, but the provost does not know when we will get the vaccines. He encouraged faculty to get vaccinated if there is an opportunity to do so in other places.
 - There has been discussion about planning with the fall 2019 schedule. However, there are challenges in planning with the fall 2019 schedule. That appears to be the best-case scenario which may be unlikely. The provost asked faculty to be nimble with changes.
 - Last fall, there were concerns about the number of students enrolled. After an aggressive approach to reach out to students, in which many faculty members participated, enrollment increased. He thanked everyone who was involved in the efforts. Ryan Padgett, Assistant Vice President, Enrollment and Student Success, was leading some of those efforts across campus. Next fall will be a different challenge. His office will be strategic in a number of areas. We have had the highest retention and graduation numbers. Accelerated online programs have offset some of our enrollment decline. We continue to be down in traditional undergraduate students, but we continue to see huge increases in accelerated online students.
 - In response to questions from senators:

- The provost acknowledged that scheduling this semester can lead to students travelling more. However, testing at the same level as that done in some of the other universities in the region is a capacity issue. Our testing right now is based on individuals who have exhibited symptoms.
 - They have recently started to talk about the Covid 19 variants. The Covid plan is flexible to allow factoring in new variables in planning as they become aware.
 - He will be meeting with deans about annual performance reviews. In a pre-tenure faculty workshop held recently, conversations took place around goal planning and reviews. They plan to be flexible because the events last year impacted individuals and their ability to do their work.
 - There are issues with tracking and logging faculty who have been vaccinated; hence, it may not be feasible to do so.
- **Faculty Regent** (Michael Baranowski):
 - He is feeling more optimistic today about our situation than he was nine months ago.
- **Staff Congress Representative** (Keysha Alston):
 - She shared the [Norse Uppecciation](#) link with faculty and encouraged faculty to check it out. [Norse Uppecciation](#) has also been added to the NKU app.
 - She also shared the [Staff Congress Roundtable Event](#) link if faculty want to submit questions or concerns. The event will be held in February.
 - The Staff Pension Committee is working hard with its focus now being Tier 3 employees and the transition to TIAA.
- **SGA Representative** (Mia Derks)
 - There has been a resolution idea for an absentee ballot drop-off box: the police office and Steely Library. This is in addition to Campbell County public libraries, to make the ballot-box more accessible to students.
 - Victor Talks which is somewhat similar to TED Talks will be coming up in March. It will be a webinar like the one in the fall. It will be centered around Women's History Month celebrations. They have been contacting women faculty, staff and students across campus for the event.
 - One of the events in Virtual Homecoming will be the Canvas banner competition. Different clubs and groups will be getting together in a virtual setting to create a digital banner for the banner competition.

Officer Reports:

- **Senate President** (John Farrar):
 - He was happy to receive somewhat good news at the Board of Regents meeting about the budget. There is a Budget Executive Committee meeting on Wednesday when more will be discussed.
 - Amanda Kilmer in Organizational Leadership was recognized at the Norse Uppecciation. Senate President John Farrar asked those who know Amanda to give her congratulations and thanks. He also encouraged faculty to take the opportunity to nominate colleagues for their good work.
- **Faculty Advocate** (Phil McCartney):

- Several faculty members had situations last semester where the student cheated. A question that arose was how incidents of academic misconduct are handled relative to the ethics policy and the student code of conduct, so students are held accountable for the misconduct and suffer the consequences.
- In response to questions from senators:
 - He is interested in finding the policies for handling situations of cheating. He had a student who submitted an exam from a class other than his own. The questions regarding exam security on Canvas and other students who might have transmitted the exam have remained unanswered. The student was able to withdraw with no follow through on the stipulations given. He wants to find the extent to which departments are dealing with these issues and not communicating with the Dean of Students office. He asked Senator Chris Curran to share the work from her department on plagiarism, first offense vs second offense, and repeat offenders and how to identify them. After Senate President John Farrar shared that the Academic Integrity Work Group is looking at the process, improving the process, and finding ways to handle situations where the student withdraws to escape punishment for academic dishonesty, Faculty Advocate Phil McCartney reinforced the importance of following the university's ethics policy.
 - After Senate President John Farrar pointed out that a situation where a student withdraws to escape punishment for academic dishonesty has not been contemplated in the policy, Faculty Advocate Phil McCartney reported that, based on conversations with a few faculty members who experienced similar situations, students were in fact able to withdraw and no follow up occurred. He emphasized that there is big difference between a student who maintains academic integrity but withdraws from the class and one who violates academic integrity and withdraws, and there is no distinction currently at this point. He was assured by Senate President John Farrar that student cheating in multiple classes and how faculty are made aware of it is part of their discussions in the Academic Integrity Work Group. Faculty were encouraged to use the reporting mechanisms.
- **Graduate Council (Brian Hackett):**
 - Three separate committees have been formed: Recruitment and Retention Committee, Marketing Committee, and Community Engagement Committee. The committees will soon meet when reports can be generated.

Committee Reports:

- **University Curriculum Committee (Richard Fox):**
 - UCC began discussion on how to handle emergency requests for temporary changes such as changing admission standards for one or two semesters. This would be a change to the bylaws to indicate a process for handling temporary or emergency kinds of requests.
 - New program proposals expected to come through UCC are Bachelor of Arts in Education, Culture and Society from Teacher Education and a Master of Science in Cybersecurity from Computer Science. The deadline for fall catalog submissions is the end of February for new program proposals and the end of March for everything else.

- UCC approved Master of Science in Health Administration which is a voting item for Faculty Senate to approve. The Business Informatics department expressed some concern about possible duplication of courses between the new proposed master's degree and what is in the master's in Health Informatics program. David Tataw, Program Director for this new master's degree, will be in discussion with the Business Informatics department for the possibility of sharing existing courses.
- **Budget** (Janel Bloch):
 - Mike Hales, Chief Financial Officer, will provide updates on the State and NKU budget situation and pension exit issue on Wednesday.
 - One of the charges of the Budget Committee is to solicit and provide input on the budget priorities for NKU. According to Mike Hales, Chief Financial Officer, they are mainly looking for input on where to strategically invest and where to divest.
 - Regarding Senator Darrin Wilson's question for President Vaidya about salary cuts, Mike Hales, Chief financial Officer, has also indicated that those salary cuts were designed to be temporary. She clarified that the current salary cuts, however, will go through June 30, the end of the fiscal year.
- **Benefits** (Charlisa Daniels):
 - The committee met on Wednesday, January 13. During this meeting, goals for the semester were discussed:
 - Bringing Paid Parental Leave policy back to the Faculty Senate.
 - Updating rubrics for scoring applications to strengthen the Faculty Senate Scholarship process.
 - Conversations with the benefits team about increased employee contributions towards TIAA and health benefits.
- **Professional Concerns** (Kathleen Fuegen):
 - The committee met last week. There were two items on the agenda as discussion items.
 - The first is a continuation of a discussion that they started last semester regarding whether faculty on part-time appointments are eligible for professional development awards including sabbaticals, summer fellowships, and project grants. It appears that there are a couple of sections of the Faculty Handbook that address this. The section having to do with the awards stipulates that only full-time faculty members are eligible, but the section delineating part-time appointments suggests that faculty members on part-time appointments retain all rights and responsibilities attended to their appointment as a tenured faculty member. Thus, PCC is endeavoring to figure out how to reconcile these two sections of the Handbook. In addition to the Benefits Committee, PCC is debating sabbatical eligibility. The first issue is whether sabbatical eligibility should be based on the number of credit hours somebody teaches rather than the number of years they have taught. The second issue is whether faculty on a part-time appointment, who would get a sabbatical, have a full salary for one semester or a pro-rated salary. The third issue is whether faculty on part-time appointments would be allowed part-time employment during a sabbatical leave. She checked policies and procedures at 12 national benchmark institutions. Only three allowed part-time appointment and only one of these allowed faculty on half-time appointment to apply for

sabbatical. PCC is leaning toward saying that it probably makes more sense for faculty on part-time appointments to be eligible for other development awards: summer fellowships and project grants.

- The second item discussed at last week's meeting is the grievance procedure. There were concerns whether Section 14 of the Faculty Handbook which governs grievance procedure is being followed. The committee is addressing a couple of issues, such as differentiating grievances from reconsideration. A grievance may be filed only if the provost makes a negative recommendation. If there is a negative recommendation that comes from any other level, it is subject to reconsideration, but not eligible for grievance. The other issue that PCC is tackling is how the negotiation of grievances is communicated to all parties. PCC is considering how previous levels, particularly the RPT committee, become aware of the outcome of a negotiation if it is a grievance that pertains to reappointment, promotion or tenure and the candidate successfully grieves the provost's negative recommendation.
- **TEEC (Chris Lawrence):**
 - TEEC met twice last week, once for the regular meeting and the second time to meet with representatives from Anthology.
 - Anthology is a company that oversees the IDEA Student Ratings of Instruction. The IDEA Student Ratings of Instruction is a method of course evaluation that goes beyond what happens with standard course evaluations, in which we typically just get a 4.5 or 4 or something. It takes a more developmental approach in that it identifies areas in teaching that the instructor has said are important for a class, and it gives the instructor, based on ratings, resources that may help improve ratings. The IDEA Student Ratings of Instruction is being considered as a possible replacement for the CollegeNET system that we currently use at the university. If it looks like the university will go ahead with the change, TEEC will make a formal presentation to the Faculty Senate.
 - Last semester, TEEC did a lot to bring about the idea of the VF grade. It should come before the Faculty Senate next month.
- **General Education Committee (Kimberly Weir):**
 - General Education innovation proposals are due February 15. The committee is interested in all things, small and large, in terms of potential innovations that could help the General Education program.
 - Next round of General Education assessment scoring will take place on May 18. This is for the artifacts that were collected for the fall semester. Emily Detmer-Goebel is the liaison administrator who is responsible for General Education assessment. She will be contacting faculty about assessment and will be leading that session.
 - Foundation of Knowledge Policy and Procedures revision is a voting item for Faculty Senate to approve.

New Business

- VOTING item: General Education Committee recommendation for Foundation of Knowledge Policy and Procedures revision (see 3 files 'Foundation of Knowledge Policies and Procedures (Approved) 5-4-2012.pdf' 'FOK 2020 revision.pdf' 'FOK 2012 policy revision rationale.docx').

- The original Foundation of Knowledge Program policy was written in 2012 in the interim General Education Committee that was formed at that time. Policy revisions were made for fall 2020 in the General Education Committee that stands now. The original policy from 2012, policy revisions for fall 2020, and rationale for each change have been distributed with the agenda. The changes were made largely due to outdated language in the original policy. Some of this revision was from finalizing the process that was put in place over time and writing the policy. Also, the committee's learning experience from the first round of assessment contributed to the revision.

APPROVED.

- VOTING item: UCC recommendation for new program proposal for a Master of Science in Health Administration. (Curriculog link: <https://nku.curriculog.com/proposal:4225/form>)
 - Last fall, the proposal went through Graduate Council, but bringing it into UCC and Senate was postponed because the proposal was incomplete. The courses were approved by Graduate Council in December or January, and then the proposal went through UCC. There was some concern about course duplication between this new program and what is available in the Health Informatics program. Information may not have been disseminated from the administration level down to the faculty. David Tataw, Program Director for this new master's degree, has agreed to talk to the faculty and the Business Informatics department to see what they can do.
 - The department plans to start offering the Master of Science in Health Administration in the summer or fall. The program is replacing the current master's in Health Sciences which will be phased out. The department has set a date to continue conversations with Health Informatics. In response to a question from Senator Ban Mittal, David Tataw, Program Director for this new master's degree, provided details on capacity and recruitment. He expects some master's in Health Sciences students to be grandfathered into the new program. Besides this, the customer base is early to mid-career in the region who want to work online. The program is 34 credits that allow students to get a core set of competencies. Similar programs tend to attract a good number of students and quickly expand when offered online.

APPROVED.

- Senate President John Farrar adjourned the meeting and thanked everyone for attending.

Adjournment

The meeting was adjourned at 4:32 pm.

Respectfully submitted,

Kalyani Ankem
Vice President