

FACULTY SENATE MEETING

March 29, 2021

Members present: Kalyani Ankem, Jason Applegate, Rachel Banks, Janel Bloch, Robert Brice, Ada Cencki (for Darrin Wilson), Ronnie Chamberlain, David Childs, Susannah Coaston, Amy Gillingham Cunningham, Christine Curran, Charlisa Daniels, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Kebede Gemene, Lisa Holden, Stephen Johnson, JC Kim, Kajsa Larson, Christopher Lawrence, Jitana Benton Lee, Phil McCartney, Chari Ramkumar, Dana Ripley, Denice Robertson, Lynn Smith, Brittany Sorrell, Laura Sullivan, Jose Saavedra Torres, Lynn Warner, Kimberly Weir, Zach Wells, Justin Yates, Kim Yates

Members absent: Tracey Bonner, Rhonda Davis, Jacqueline Emerine, Rich Gilson, Brian Hackett, Ken Katkin, Jennifer Kinsley, Caroline Macke, Ban Mittal, Sara Runge, Robert Salyer, Andrea Lambert South, Andrea Watkins

Guests: Ashish Vaidya (President), Ande Durojaiye (Interim Provost), Michael Baranowski (Faculty Regent), Mia Derks (SGA Representative), Mike Hales (Interim VP for Administration and Finance, and CFO), Grace Hiles (Faculty Senate Office), Amal Said, Emily Detmer-Goebel, Erin Strome, Dolores White, Suk-hee Kim, Amanda Laskowski, Amy Danzo, Nilesh Dixit, Hassan Hassabelnaby, Ginni Fair

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:03 pm with a quorum present. The agenda was adopted without additions or corrections.

Approval of Minutes

The minutes of the February 22, 2021 meeting were approved.

Guest Reports:

- **President (Ashish Vaidya):**
 - In the campus message distributed today, the president shared positive news – House Bill 192, which establishes the 2021-22 budget for the Commonwealth, included a 2% (17 million) increase for the Higher Education Performance Funding Model. NKU retains its \$52 million in base funding, and we have the ability to vie for our share of \$17 million in performance-based funding. Preliminary estimates indicate NKU is likely to receive between \$2.5 to \$3 million in additional funds.
 - “The Three Box Solution” is still relevant in a post-COVID world and, in fact, must be accelerated to achieve Success by Design (SBD) goals. Difficult decisions must still be made in Box 2 – strategically evaluating and “forgetting” programs, services, procedures, culture, and attitudes that hinder NKU becoming a student-ready and regionally engaged institution.
 - Preliminary news from Washington, DC indicates that NKU will receive \$24 million in relief funds from the COVID-19 Federal Stimulus Package (American Rescue Plan). Half must be directly allocated for student aid.
 - Other DC news is that the Biden administration is putting together an aggressive infrastructure plan, with free community college as one piece of that plan. This has implications for institutions like NKU and means we have to work even more closely with our community college partners.

- In response to questions and concerns:
 - How the other half of the American Rescue Act funding has not been determined. Funds cannot be used directly for reimbursing faculty for salary/TIAA loss.
 - Any increase from the Performance Funding Model is not necessarily our base moving forward. He would consider looking at some of that money as recurring funds but will also look at what is applicable to one-time investments, and is open to looking at all options that lay a foundation for long-term success.
 - Last week's vaccination process went very smoothly. Round 2 will take place in a few weeks. On April 12, all Kentucky adults over 18 years of age are eligible for the vaccination; Ohio availability for that age bracket will be earlier. He hopes all can be fully vaccinated by summer, though we still need to stay safe and maintain protocols.

- **Interim Provost (Ande Durojaiye):**
 - Last weekend over 4,000 were vaccinated with St. Elizabeth partners and there was positive community feedback. The second dose will be administered on April 10. As the president mentioned, we are moving in the right direction with vaccines soon available for those in the age range of our students.
 - There is not a plan yet to eliminate masks and social distancing. The Norse Nine will continue and safety remains the top priority.
 - All commencements are now able to be held; five different ceremonies will take place the weekend of May 7. The 2020 graduates will have their in-person event on Sunday. Safety guidelines are in place, as per state guidelines, with caps on number of guests in attendance and other safety protocols.
 - Data from the Kentucky Council on Postsecondary Education's (CPE) website shows that women still earn significantly less than males even with the same education level (78 cents to the dollar). African Americans make 51 cents to the dollar compared to counterparts. Much work needs to be done in both these areas.
 - Concrete details on what fall semester will look like are still being determined; we hope to have this information to you in April. We want to bring vibrancy back to campus and still observe protocols.
 - In response to questions and concerns:
 - Senator Fox shared his concern about a UCC matter. Two programs approved in February were not on the Board of Regents (BOR) agenda in March because the deadline for the BOR agenda was moved up by the Provost's office and this change was not communicated to UCC. This means that the programs will not be approved as expected. The earliest they can be approved by CPE is June since they will not be on the BOR's agenda until May. The impact is that the programs cannot be advertised until the end of June at the earliest. Interim Provost Durojaiye was not aware of this issue.
 - It is not known yet whether students could be required to be vaccinated. They are looking into it, but this depends on what is allowable legally in Kentucky.

- **Faculty Regent (Michael Baranowski):**
 - The BOR had their last meeting on March 10 with the usual morning and afternoon presentations. They approved Presidential Recommendations which included Faculty Emeritus Status for Perry Bratcher and Allen Ellis.

- **SGA Representative** (Mia Derks):
 - SGA was suspended as communicated in a recent email from Dr. Eddie J. Howard, Jr., Vice President for Student Affairs. The Executive Board is still meeting and current work includes reviewing Book Grant applications. The day of service is planned for April 17.
 - Elections were held for next year's president and vice president.,

- **Budget Update** (Mike Hales, Interim VP for Administration and Finance, and CFO):
 - Interim VP for Administration and Finance, and CFO Hales gave a slide presentation on the FY21 budget, Stimulus Funds, Legislative Update, and the FY22 Budget Status. As noted in a memo distributed several weeks ago, COVID-19 impacted revenues more significantly than anticipated, in auxiliaries and housing, for example. A normal year would see 2000 beds occupied; NKU projected 1,100 beds due to de-densifying, yet we were closer to 800 occupied due to students choosing to stay home. The arena was impacted due to cancellation of events and we still do not know when events can be scheduled again. Dining revenues are difficult to project due to not yet knowing how many students will be back on campus. However, AOL gross revenues continued to be strong. He is requesting feedback from Senate on tuition and fees, areas for investment, and potential areas to divest. More details can be found in the attached slide presentation.
 - In response to questions and concerns:
 - He believes there is a four year contract with the University of Cincinnati men's basketball team to come to NKU and play our basketball team. He has not heard any information that UC would not honor their contract and pay NKU rather than play us.
 - ABC Insights merged with HelioCampus to become the HelioCampus Benchmarking Consortium. This group provides benchmarking data for universities. NKU has provided them with data for comparisons and we should have information by mid to late April on any areas we need to examine from an efficiency standpoint.
 - The Accelerated Online contract (AOL) is for eight years. It was signed in 2017, effective in 2018, so will expire in 2025. There would be penalties to end the contract prior to that. Thus, NKU has not had conversations yet as whether to continue or sever the relationship, or examined the partnership in light of campus being forced to go online due to the pandemic.
 - If campus does revert back to what is relatively "normal" (students in housing, face-to-face classes), then the commuter meal plan will be implemented.

Officer Reports:

- **Senate President** (John Farrar):
 - Faculty regent elections are now open; a recent email contained a link to the ballot. If you did not receive the email and should have, please let him know. There are already a number of votes. Voting closes April 9.
 - The vaccine resolution was sent to Kentucky ? on March 9. The only responses were automatic replies.

Faculty Advocate (Phil McCartney):

- There have been questions about the purchased diversity/equity/inclusion trainings and their merit. Many think that NKU could better utilize campus resources and our expertise instead.
- A concern has been raised about the role of a department chair and where does the chair abuse power and become a dictator.
- He continues to address previous issues brought to him.

Committee Reports:

- **University Curriculum Committee (Richard Fox):**
 - UCC approved over 150 items in the March meeting to get these items in the fall catalog.
 - Two programs approved in February were not on the BOR agenda in March meaning that they will not be approved as expected. The deadline for the BOR agenda was moved up by the Provost's Office without informing UCC of the changes. The result is that the two programs will not go to the BOR until May meaning the earliest they can be approved by CPE is end of June. This means that the programs cannot be advertised until end of June at the earliest. While they missed the fall catalog deadline, we are working with the registrar's office to have them added to their respective fall catalogs (one is a graduate program, the other an undergraduate program).
 - The UCC has one more meeting this semester, April 15, to handle any last minute items.
- **Budget (Janel Bloch):**
 - The budget survey was compiled and will be distributed this afternoon. There were 212 responses. Roughly 47% ranked refunding the salary cuts as number one; 47% ranked it as number two. The compilation includes sample comments, including the department of the responder; this provides some additional context in analyzing the results.
- **Benefits (Charlisa Daniels):**
 - She met with the Director of Benefits and Interim Provost to start the conversation on how to implement the Parental leave policy proposal. The language change (change "Maternity" to "Parental" Leave in the Handbook) and request for support of the policy will be voted on under New Business later in the meeting. She also presented the proposal to Staff Congress at their March meeting.
 - The scholarship sub-committee met and revised the Faculty Senate scholarship application documents after input from the Benefits committee. The new application, eligibility information, and rubric were accepted by the committee and will be distributed to campus. The scholarship deadline is April 6,
- **Professional Concerns (Kathleen Fuegen):**
 - The committee began discussion on extending eligibility for summer fellowships and project grants to tenured and tenure-track faculty on part-time appointments.
 - A second issue concerns deadlines for grade submission in 7-week and 5-week courses. Widespread agreement is that this is problematic. The grade deadline falls on Tuesday, immediately following the last week of classes; there is no finals week for these courses. More time is needed to address potential grade changes, errors in calculations, and the like. There will likely be a recommendation for a later grade submission deadline for these courses.

- **TEEC** (Chris Lawrence):
 - Anthology will be presenting on the IDEA Student Ratings of Instruction to the Council of Chairs April 26th.
 - TEEC is currently working with OSA to ensure accessibility of the updates to the syllabus template and University Common syllabus

- **General Education Committee** (Kimberly Weir):
 - The committee is creating a grid that will assist with determining appropriate categories for courses.
 - The Innovation committee made decisions on submissions of first round proposals. Those chosen will be contacted to ask for full proposals in the fall semester. There will be informative forums about that process.

New Business:

- **VOTING ITEM:** Benefits, change to Section 12.6 header “Paid leave for illness, temporary disability, or maternity leave” to “Paid leave for illness, temporary disability, or parental leave,” parental leave policy proposal (5 attachments)
 - Senate President Farrar noted that changing the handbook language to “parental” is the beginning of the process toward changing the paid leave policy. He commended the good work of Committee Chair Daniels and the Benefits Committee in beginning a comprehensive review of all paid leaves in this Handbook section. We are not voting to change the policy now. A work group of faculty and administrators will be created to move the process along.

APPROVED.

- **DISCUSSION ITEM:** PCC, proposed changes to Section 6.7, RPT timeline. (1 attachment)
 - PCC Committee Chair Fuegen summarized the item under discussion – reasons for extending the probationary period and evaluations of faculty who have extended the probationary period. COVID-19 is one reason for examining this issue. Additional clarification is also needed for when reappointment would take place and when faculty would apply for extensions and be evaluated. Faculty should not be penalized and the same criteria should be applied for faculty who extend the period.

Adjournment

The meeting was adjourned at 4:30 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary