

## FACULTY SENATE MEETING

May 7, 2021

**Members present:** Kalyani Ankem, Rachel Banks, Janel Bloch, David Childs, Susannah Coaston, Amy Gillingham Culligan, Christine Curran, Rhonda Davis, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Kebede Gemene, Lisa Holden, Stephen Johnson, Christopher Lawrence, Jitana Benton Lee, Caroline Macke, Phil McCartney, Chari Ramkumar, Dana Ripley, Denice Robertson, Sara Runge, Robert Salyer, Lynn Smith, Kimberly Weir, Justin Yates

**Members absent:** Jason Applegate, Tracey Bonner, Robert Brice, Ronnie Chamberlain, Charlisa Daniels, Jacqueline Emerine, Rich Gilson, Brian Hackett, Ken Katkin, JC Kim, Jennifer Kinsley, Kajsa Larson, Ban Mittal, Brittany Sorrell, Andrea Lambert South, Laura Sullivan, Jose Saavedra Torres, Lynn Warner, Andrea Watkins, Zach Wells, Darrin Wilson, Kim Yates

**Guests:** Ashish Vaidya (President), Ande Durojaiye (Interim Provost), Michael Baranowski (Faculty Regent), Bob Alston (Assistant Dean of Students), Grace Hiles (Faculty Senate Office), Keysha Alston (Staff Congress Representative), Brooke Buckley, Suk-hee Kim, Alar Lipping, Lisa Long, Diana McGill, Amal Said, Erin Strome, Dolores White

### Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:05 pm with a quorum present. The agenda was adopted without additions or corrections.

### Approval of Minutes

The minutes of the March 29, 2021 meeting were approved as corrected. It was clarified that the vaccine resolution was sent to Kentucky Governor Andy Beshear; Dr. Steven Stack, Commissioner of the Kentucky Department of Public Health; and Jim Gray, Transportation Secretary.

### Guest Reports:

- **President (Ashish Vaidya):**
  - There will be an in-person commencement for the first time since December 2019. There will be five ceremonies with safety and health protocols. For one of the ceremonies, May 2029 and December 2020 graduates were invited back to campus.
  - He encouraged faculty to spend some time to be part of the Board meeting on Wednesday. There will be a major presentation about tuition and the proposed FYI 22 budget. A modest 1% increase in tuition, the lowest it has been in 20 years, will be proposed as a recommendation. Increases in student aid will be used to help those in our student body who need it.
  - By mid-May, how Fall 2021 will look will be communicated to the campus community. The university is encouraging everyone to get vaccinated. Health, Counseling, and Student Wellness is offering vaccines to all students through its vaccine clinic. He asked faculty to encourage colleagues and students to get vaccinated.
  - He hopes to see everyone in person soon.
  - In response to questions and concerns:
    - He clarified that the 1% tuition increase is for undergraduate tuition. Several graduation tuition rates are being reduced across multiple programs.

- **Interim Provost (Ande Durojaiye):**
  - The Covid-19 Preparedness Team has been working diligently to develop information for the President to provide his campus message on May 18. Course modalities have been set. We will offer online, asynchronous and synchronous courses, as well as a few hybrid courses. A big part of the message will be Healthy@NKU guidelines. The new Norse for Norse guidelines mirror CDC and State guidelines. The situation is fluid. Also, availability of vaccines will be covered in the campus message. The campus message will also cover Campus Rec, housing, and food/beverage operations. They are working with athletes and Horizon League.
  - Lori Southwood, Chief Human Resources Officer, sent a message about Summer hours due to run through August 8. Then, August 9 would be the return to campus. They want to bring vibrancy back to campus with faculty, staff, and students returning to campus in a safe way. There will be guidance on meetings, events, and other activities. The event process is reviewed by the Covid-19 Preparedness Team and Events Committee. Professional development will continue to be offered to faculty and staff. Travel will open July 1 with restrictions, so individuals have to go through a review and approval process.
  - In response to questions and concerns:
    - In Fall 2021, 78.7% of the schedule will be face-to-face. In Fall 2019, 83% of the schedule was face-to-face. We have had an increase in accelerated online courses.
    - Mike Hales, Chief Financial Officer, and Lori Southwood, Chief Human Resources Officer, are meeting with HelioCampus, formerly ABC Insights. The report will not be communicated to campus community until the Fall semester.
    - We went through a program review exercise maybe a year and a half ago with Gray Associates, an agency under contract with CPE. In the new process, there is a formula. CPE is requiring that the formula be applied to entering programs. The Provost's Office has brought together faculty members, chairs, deans, and those in Academic Affairs to find a way to evaluate programs holistically in alignment with the mission of the university. It is a long process. The framework will be shared with multiple stakeholders across campus. If requests from specific programs are received, they can run the evaluation to provide data. While responding to concerns about the exemption of new programs from evaluation and how program assessment data fits into the evaluation criteria, he clarified that the new guidelines provide a framework to further explore.
    - Regarding an article about Covid-19 cases at universities, he believes that the percentage of increase in cases at NKU reported in the *New York Times* article is inaccurate.
- **Faculty Regent (Michael Baranowski):**
  - Budget is on the agenda for the BoR meeting on Wednesday.
- **Staff Congress Representative (Keysha Alston):**
  - Staff Congress is awaiting some election results.
- **NKU Code of Rights and Responsibilities (Bob Alston, Assistant Dean of Students):**
  - The hope is that policy changes can be adopted by Fall 2021.

- Proposed changes reflect compliance with Title IX and are intended to make the current Code more user friendly. Major changes involve organization and formatting. There is a shift from legalistic language to the language of community values and community standards.
- NKU Core Values are aligned with expectations for desirable behaviors rather than prohibited behaviors. Resolution of minor violations will include multiple pathways to empower student self-determination. Language is enhanced to respond to moments of harm whether these are incidents of racial bias, discriminatory situations, or other serious misconduct that does not fall under Title IX. A Medical Amnesty Policy has been included. Updated appeal language reflects limited need for BoR appeal review with formalized appeals to be limited to the issue of possible expulsion. Record retention language has been updated. Language has been updated and aligned to better support students who experience moments of harm.
- Future collaborative opportunities with faculty include Educational Environment Disruption Process/Policy, Academic Dishonesty Process/Reporting (in alignment with ad-hoc group recommendations), Medical Withdrawals, and academic program removal for non-academic reasons.
- In response to questions and concerns:
  - Students have been involved in reviewing the proposal. Changes related to moments of harm and the possibility for restorative action or mediation were strongly supported by students. There is a freedom of expression policy on campus that is not a part of the revision. That policy establishes us as a limited public forum, so there are some restrictions around what folks can and can't do as members of the public on campus.
  - He has been very involved with our Legal Office, and he believes they will not let the Board pass anything that does not cover what is needed in terms of institutional legal liability. The distancing from legalistic language is an opportunity for us to say that we understand we have legal responsibilities to support students' right to due process without quoting State statute.

#### **Officer Reports:**

- **Senate President** (John Farrar):
  - Based on discussions thus far, there will not be a parking rate increase.
  - A raise pool is part of the budget proposed to the BoR.
  - At the University Council, Ryan Padgett, Assistant Vice President of Enrollment and Student Success, talked about concerns raised by students regarding affordability. According to the President, those increases are to be offset by either federal aid or institutional aid. Online courses are popular among students, but many students are concerned about the continuing shift to online, asynchronous mode. Also, mental health declines and enrollment declines are concerns going into the next year.
  - The Calendar Committee met. We have a similar calendar going forward; however, there continues to be discussion about distributed Spring Break. Distributed Spring Break has not been popular with students reporting to Ryan Padgett, Assistant Vice President of Enrollment and Student Success. A survey of faculty, staff, and students is under consideration to understand what worked and what didn't work.
  - He and Michael Baranowski, Faculty Regent, talked with the President and Provost about how difficult it will be to require vaccinations and whether there are other ways to incentivize students to be vaccinated.

- EAB's Moon Shot for Equity has begun in a couple of regions and are thinking about adding three other regions, including Cincinnati. An announcement was expected in May but did not happen because we need to get partners on board in the Cincinnati region to try to implement best practices for equity.
- A DEI workshop at the beginning of RPT process has been proposed.
- He has been pushing for the development of academic program review criteria to be an open process with input from across the campus.
- The administrator evaluation survey must be completed by May 21. President John Farrar encouraged faculty to do these as soon as possible.
- In response to questions and concerns:
  - Any changes to RPT criteria or process are governed by the Faculty Handbook. The purpose of the DEI workshop is to get us to think about diversity, equity, inclusion, and justice as we begin the RPT process. It is about how to evaluate teaching, research, and service in an effective and fair manner.

**Faculty Advocate (Phil McCartney):**

- He has been talking to members of the Academic Integrity Workgroup. The question is what happens when there is an allegation of student cheating on an exam. In particular, can the student withdraw from the class and then face no further consequences? The unfortunate answer is that the student can withdraw, but he would like to see that changed. The broader issue is how allegations of academic misconduct are handled relative to the Ethics Policy and the Student Code of Conduct and what can we improve upon. Violations of rules and taking quizzes and exams for online courses, and in particular the pros and cons of using the Respondus LockDown Browser must be explored.
- We have had a change in Final Exam Policy that addresses timing of a comprehensive final exam or culminating project.
- We must have conversations with our incoming Provost, Matt Cecil, about intelligent and holistic use of data and metrics. We must have conversations about shared governance and the use of Faculty Handbook statements regarding the assessment of teaching effectiveness.

**Committee Reports:**

- **University Curriculum Committee (Richard Fox):**
  - The last UCC meeting was on April 15.
  - There were a few remaining items to approve via email. There are five courses on the ballot and some program changes. All items were approved. So, the last items have gone through, and those will be implemented in the Fall semester even though they probably will not make the catalog. Unfortunately, two of the courses are graduate courses. Graduate Council will not review them until the Fall semester, so UCC approved them out of order.
  - The first meeting in the Fall semester is scheduled for Thursday, September 2.
- **Budget (Janel Bloch):**
  - She will work on connecting comments gathered through the budget survey and what has been implemented in the budget. The goal is to implement some suggestions that might not have been implemented.

- **Professional Concerns** (Kathleen Fuegen):
  - She believes that the development of academic program review criteria is an academic matter and that our statements on collegial governance indicate faculty have primary responsibility for making recommendations regarding academic matters.
- **TEEC** (Chris Lawrence):
  - Based on a meeting and feedback given to us by the Council of Chairs, TEEC decided to postpone any decisions moving forward in terms of alterations to the course evaluation system until the Fall semester. TEEC will review the process and provide additional information.
  - TEEC has moved the syllabus template and the university common syllabus through the OSA for approval so that they will come out in a format that is accessible to screen readers. TEEC has sent these out to various organizations around campus to see if they want any updates made to their information. Once the feedback is received, it will be disseminated to faculty.

**New Business:**

- **VOTING ITEM:** PCC, proposed changes to Section 11, faculty development programs. These changes extend eligibility for summer fellowships and project grants to tenure-line faculty with part-time appointments (1 attachment).
  - Changes are proposed in sections pertaining to eligibility criteria for persons who want to apply for a summer fellowship and persons who want to apply for a project grant. These proposed changes would extend eligibility to tenure-line faculty on part-time appointments. It would not extend eligibility to part-time faculty. It would not extend eligibility to non-tenure-line faculty, nor would it extend eligibility to faculty who are on terminal contracts.

**APPROVED.**

- **Elections for Faculty Advocate:** Nominations from floor. All full-time tenured faculty are eligible to run.
  - Phil McCartney has been nominated to continue as Faculty Advocate. There were no other nominations. Phil McCartney has accepted the nomination. President John Farrar thanked Phil McCartney for continuing as our Faculty Advocate.

President John Farrar thanked everyone for their attendance and participation in the Faculty Senate over the past year. In response to a question about the format of the Faculty Senate meeting in the Fall semester, President John Farrar responded that it will likely be hybrid: face-to-face and virtual participation. President John Farrar wished everyone a good Summer.

**Adjournment**

The meeting was adjourned at 4:25 pm.

Respectfully submitted,

Kalyani Ankem  
Vice President