

**FACULTY SENATE MEETING**  
**August 30, 2021**

**Members present:** Kalyani Ankem, Rachel Banks, Janel Bloch, Tracey Bonner, Michael Carrell, David Childs, Susannah Coaston, Amy Culligan, Christine Curran, Charlisa Daniels, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Kebede Gemene, Steven Gores, Tracy Hart, Lisa Holden, Doug Hume, Stephen Johnson, Ken Katkin, Jennifer Kinsley, Kajsa Larson, Christopher Lawrence, Jitana Benton Lee, Kevin Lotz, Phil McCartney, Chari Ramkumar, Dana Ripley, Sara Runge, Patrick Schultheis, Lynn Smith, Andrea Lambert South, Robert Salyer, Laura Sullivan, Lynn Warner, Kimberly Weir, Kim Yates

**Members absent:** Jason Applegate, Rhonda Davis, Rich Gilson, Brian Hackett, Jose Saavedra Torres, 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), Emily Detmer-Goebel, Erin Strome, Dolores White, Maureen Doyle, Alar Lipping, Zach Wells, Carlos Matthews, Ursula Doyle, Karen Vietz, Gabe Sanders, Brooke Buckley, Brittany Sorrell, Leslie Silbernagel, Robin Theobald, Stephanie Klatzke, Rachel Vogelpohl, Amber Carter, Anthony Chavez, Anne Sahingoz, Nancy Bellucci, Diana McGill, Brittany Bowling, Carl Miller, Diane Williams, Sharlene Boltz, Dorea Glance

**Call to Order, Adoption of Agenda**

The meeting was called to order by Senate President John Farrar at 3:07 pm with a quorum present. He welcomed those in attendance, in person and via Zoom.

A question was asked about the voting item (COVID Vaccine Mandate at NKU) on the agenda and that previous practice was to discuss a voting item at one meeting and then have a vote the following meeting. Senate President Farrar said in the past it has been a courtesy to bring Handbook items for discussion first, but it is not a requirement. Nothing hinders Senate from voting on items immediately.

The agenda was adopted without additions or corrections.

**Approval of Minutes**

The minutes of the May 7, 2021 meeting were approved.

**Guest Reports:**

- **President (Ashish Vaidya):**
  - The president thanked everyone for attending the Fall Convocation, whether in person or via livestream; it was wonderful to see faculty and staff in person after so many months apart. Three essential goals were identified for the university this year: 1) There will be an emphasis on advancing Diversity, Equity, and Inclusion (DEI). NKU is a few weeks away from the formal launch of Moonshot for Equity, September 15, at the Freedom Center. A limited number of individuals will be in attendance and it will also be available via livestream. This is a collaboration across four institutions - NKU (as the leader), Gateway Technical and Community College, Cincinnati State University, and

- Miami University of Ohio. 2) NKU will also look to identify further growth opportunities in the area of regional stewardship. 3) Designing and building a hybrid university is the final goal. A task force will be created for this initiative. Faculty Senate, Staff Congress, and the Student Government Association (SGA) will be asked to provide input on who should serve on this group. The pandemic has forever changed the landscape of higher education and both virtual and in person learning have to be available to students.
- A committee was formed with representation from faculty, staff and administrators to guide us in our use of funds from the American Rescue Plan Act (ARPA). That includes institutional use of \$11.4 million and a student-grant portion of \$11.9 million. Recommendations for the \$11.4 million in institutional funds include:
    - \$2.8 million of indirect costs from grants to use for non-recurring strategic investments;
    - \$5 million to offset potential revenue losses from Covid impact on enrollment, housing, parking, and more to help balance the FY22 budget;
    - \$2.1 million for \$250 book vouchers for undergraduate students to use to offset expenses related to books, technology and supplies;
    - \$660,000 for debt relief for students with outstanding NKU balances from spring '20 through spring '21;
    - \$255,000 to provide funding for mental health initiatives;
    - \$120,000 for vaccine incentives including the vaccine incentive contest;
    - \$20,000 to provide funding for digital textbooks as part of the Textbook Affordability Program to help save students money on their textbook costs;
    - And the remaining \$400,000 will include a combination of recommendations including loaner laptops for students, diversity/equity/inclusion initiatives, other strategic high-impact practice initiatives, and other Covid-related costs such as quarantine meals and PPE.
 Recommendations for the \$11.9 million student-grant portion include three phases:
    - During Phase 1, \$8.4 million would be used as block grants to Pell-eligible students and for those with unmet needs. Pell-eligible students would be provided \$1,000 for the fall semester and \$1,000 for the spring semester. Students with unmet needs would be provided \$500 for fall and \$500 for spring.
    - For Phase 2, \$2 million would be used for all other students to apply for grants of \$500 that would apply to their student account or be directly paid to them per Department of Education guidelines. That would include non-FAFSA filers, international & DACA students.
    - Phase 3 would include \$1.5 million to use for emergency grants for unpaid balances, unforeseen hardships, and more. As with Phase 2, these would be applied for with the option to post to student accounts or paid directly.
  - The IT department has developed a self-reporting COVID-19 vaccination app for all NKU users to add their vaccine information so we can measure the percentage of faculty, staff and students who are fully vaccinated. Those who enter their information are also entered into NKU's vaccination incentives contest that will award 1,000 prize drawings for \$100 each, followed by a week of grand-prize drawings. So far, we have our first drawing.
  - Work is underway to help legislators understand NKU's priorities for this January. NKU received 2.9 million in new performance funding, meeting our metrics, surpassing the University of Louisville.
  - In response to questions and concerns:

- Whether anything had been discussed regarding putting some of the federal funding into COVID, such as testing, the president said that is a point well taken and a question to address. So far, testing has been supported by state funding, and \$5 million has been set aside for unseen circumstances.
  - A question was asked if part-time students are eligible for the student aid. NKU is following guidelines, and his understanding is that as long as a student is enrolled, then he/she is eligible. Disbursement of funds are guided by an FAQ document; the provost will share that link.
  - The president expressed appreciation for the spirit of the proposed resolution for a campus vaccine requirement. This is a difficult issue and it will be discussed in more detail. Currently, NKU does not require vaccinations of any sort at this point. The message is strong encouragement to get vaccinated.
- **Provost (Matt Cecil):**
  - The provost stated that it was nice to see so many in the room and via Zoom. He echoed the president's thanks for all the faculty do, especially during this time. He is also hearing from students how grateful they are for the work of the faculty.
  - Enrollment was up slightly the day before, but there is now some minimal decline. Retention numbers were expected to be lower this year.
  - There are two changes in the Provost' office. Jason Vest's title, Assistant Provost for Special Projects, has been changed to more accurately reflect his work, Associate Provost for Academic Affairs. His work revolves around faculty and he will focus on professional development, hiring, promotion, and tenure. Jim Buss, dean of the Honors College, will be the lead on Moonshot for Equity. There will be an internal search to replace him for the five-year duration of Moonshot. Both are temporary assignments.
  - There were 12 COVID cases reported on campus this week. Overall, COVID rates are high in the state and vaccination rates remain low in the area. The new COVID dashboard will cover key data points with the source. NKU's approach at this point is to take some discrete mitigation efforts and he encouraged everyone not to get ahead of this. The COVID Preparedness team meets every Wednesday to review data which may promote new changes. The goal is not to disrupt classrooms and services and we manage as best we can and as long as we can. Vaccinations are the key way to get out of the pandemic. The proposed vaccine resolution is on the Cabinet's agenda tomorrow.
  - In response to questions and concerns:
    - Concern was expressed about planning ahead for undergraduate research and supporting junior faculty, as there were challenges last year, such as offices not being staffed last summer.
    - It was noted that other universities had planned ahead so that when the Pfizer vaccine was FDA approved, they immediately mandated the vaccine. Twelve cases seems misleading as well since NKU is not testing. Senate President Farrar clarified that today Senate is voting on resolution. Any final decision on mandating a vaccine resides with the president. The provost said that mandate could be implemented immediately if that was the decision.
    - Confirmation was given regarding protocol when a student tests positive for COVID. Students should be directed to the flowchart on the website and faculty do not tell the class that a classmate has tested positive.

- **Faculty Regent** (Michael Baranowski):
  - The Board of Regents (BOR) held their retreat in July, with key themes being the hybrid university and the importance of retention. Their next meeting is September 8.
- **Staff Congress** (Kristi Horine):
  - She is on the Outreach Committee of Staff Congress and members will take turns attending Faculty Senate meetings. They look forward to continued collaboration between the two groups.

**Officer Reports:**

- **Senate President** (John Farrar):
  - He welcomed everyone back to campus and noted that the summer was busy with many activities and work taking place.
  - DEI training was developed by a group over the summer with Danielle McDonald and David Childs taking the lead in developing a Canvas course. This course was designed for the RPT process; however, he said from his perspective the training is excellent and worthwhile taking even if not involved in RPT. One can self-enroll, but each of us should automatically be enrolled.
  - There will be some proposed changes to the Faculty Senate Constitution this year, such as clarification on how faculty are defined and simplifying the election process. There is usually a large gap between the time a person is elected and when he/she actually serves.
  - There will be a look at representation on Senate for adjunct faculty. Other universities have done so, although adjuncts do have unique issues that will need to be considered.
  - He considers one of his roles as Faculty Senate president is to help as best he can to represent faculty interests. In this role, he served on the Success by Design (SBD) Strategic Advisory Group this summer, the group that made recommendations for ARPA funding, and was also asked to participate in Norse Protect Norse and the Norse vaccine challenge. Issues of interest to him include coordinated care and wraparound services.
  - Collegial governance indicates that faculty have a role and responsibility for academic matters in the university, and that “we are all in this together.” The goal is to work with the administration as much as we can – we will agree at times and there will also be times when we disagree.
  - SGA and their leadership have been meeting with him once a month to determine how we can work together on various matters important to faculty, staff, and students.
  - Regarding the process today and the proposed resolution, Senate President Farrar said that we do not have to agree; that is expected. He does hope we disagree with respect and professionalism. He hopes that there will be a robust discussion, but at the end of the day we are friends and colleagues. A brief background on the origin of the resolution was then presented.
  - In response to questions and concerns:
    - A question was asked about his thoughts on adjunct representation on Senate. His ideas were discussed at Executive Committee last week. One option is to have at-large senators, a proportion from each college.

**Faculty Advocate** (Phil McCartney):

- He was contacted several times over the summer about confidential issues.

- An issue that was raised last year and should be addressed was the problem with the student who was able to withdraw from a course after being caught cheating. There is no distinction between a student withdrawing from a class for any reason versus a student who withdraws due to cheating. Academic Affairs and Student Affairs must work together to resolve this discrepancy.

### **Committee Reports:**

- **University Curriculum Committee** (Richard Fox):
  - His annual report will be distributed later this week or will be on next month's Senate agenda. Overall, the committee approved over 600 curricular changes last year.
  - Last year the committee met via Zoom and attendance increased slightly. Meetings this semester will also be via Zoom. The first meeting is this Thursday.
  - Every year Chair Fox tries to improve the curricular process. For example, a change to Curriculog will allow for easier mass program changes beginning this year.
  - As a reminder, due to the change to the BOR's agenda – deadline was moved up two weeks - new program proposals have to be approved by the end of January instead of February.
- **Budget** (Janel Bloch):
  - The committee's first meeting is September 15.
  - This again is a biannual budget year.
  - They plan to have Mike Hales, Vice President-Administration & Finance Division/Chief Financial Officer (CFO), attend as many meetings as possible so he can keep the committee updated.
  - Work this year will include following up on issues from the budget survey.
  - Please let Chair Bloch know of any budget issues from your department.
- **Benefits** (Charlisa Daniels):
  - The committee will have the same budget as last year for 2021-2022 Faculty Development awards. There will be funding available for 16 summer fellowships, 11 full project grants, and 23 sabbaticals.
  - She will hold Faculty Development Awards Workshops: Workshop 1/Overview of Faculty Development Awards will review guidelines, due dates, and evaluation criteria, Wednesday, September 8 at 2:30 pm and repeated Thursday, September 9 at 10 am, via Hybrid mode (SU 109 and Zoom); Workshop 2/Format of Faculty Development Award Proposals will review format and criteria of proposals in detail, answers to some frequently asked questions, and common pitfalls, Wednesday, September 15 at 2:30 pm, and repeated Thursday, September 16 at 10 am, via Hybrid mode (SU 109 and Zoom). In addition, she will hold office hours where faculty can bring individualized questions about the awards.
- **Professional Concerns** (Kathleen Fuegen):
  - The committee's first meeting is this Thursday via Zoom.
- **TEEC** (Chris Lawrence):
  - The committee met last Tuesday. Their main area of work this year will be looking at teaching effectiveness on campus, and training chairs and deans in examining teaching effectiveness.

- Last year they considered a new evaluation system. The Council of Chairs had some concerns with the system so other options will be explored this year.
  - Maureen Doyle, department chair of Computer Science, said that the chairs' concerns stemmed more from the timing of introducing a new tool than the tool itself.
- **General Education Committee** (Kimberly Weir):
  - The committee set their agenda for fall. They will be meeting via Zoom. Work this semester includes a call for new course proposals, review of Gen Ed initiatives, and reviewing the Foundation of Knowledge program, and recertification in the Communication category.

**New Business:**

- Nominations for Admissions and Academic Policy Committee
  - One faculty is needed from each college. It has been a challenge to get representatives in the past, so please consider serving or talking to your colleagues about serving.
- VOTING ITEM: Resolution on COVID Vaccine Mandate at NKU (1 attachment).
  - Senate President Farrar explained that this is not a policy proposal, though a resolution would help move this along the policy proposal process. Approving the resolution would add Senate's voice to the administration discussion. Staff Congress and SGA are also discussing the issue. Language regarding vaccination as a requirement of employment or enrollment has been removed from the resolution originally sent to the senators; updated version is on the screen. Also, updated information was added about the number of institutions that have mandates or some type of vaccine requirement, as well as a connection to SBD and financial impacts. The resolution came from the Executive Committee of Faculty Senate. If there is not a consensus from Senate then this will not be pushed through.
    - A motion was made (and seconded) to add the sentence "The Senate proposes that exemptions be made available for faculty, staff, and students of NKU who do not work or study on-campus, or who have documented medical conditions or bona fide religious beliefs that would justify an exemption." Discussion followed that included: matters of conscience be added to exemptions, concern over the use of "bona fide" (that was clarified to be standard part of First Amendment law), concern that there had not been enough time to gather departmental faculty opinions, that *Robert's Rules of Order* provide specifications on what a resolution includes (who is going to take the action, what is going to happen, what the resolution is calling for). Strong opinions were voiced for and against the resolution.

**AMENDMENT PASSES.**

    - Motion was made (and seconded) to remove word "bona fide" and include matters of conscience that would justify an exemption. Discussion centered on how one defines matters of conscience and that a process would need to be in place to determine that.

**MOTION FAILS.**

    - Additional resolution discussion followed that included the concern of teaching face-to-face and students not keeping masks on, that hospitals are currently full again and many are without ventilators, as well as worry that the university may have to return to fully online.

**MOTION PASSES, RESOLUTION ADOPTED.**

**Adjournment**

The meeting was adjourned at 5:14 pm.

Respectfully submitted,

Laura A. Sullivan  
Secretary

## COLLEGIAL GOVERNANCE AT NKU

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The Faculty and Administrators, of Northern Kentucky University, has endorse the "Statement on Government of Colleges and Universities", jointly formulated by the American Association of University Professors, Association of Governing Boards of Universities and Colleges, and the American Council of Education. (As adopted by the AAUP on October 29, 1966 and revised in April 1990) as the most appropriate general statement on University Governance. The remainder of the position paper, specifically addresses the role of faculty and faculty bodies in university governance, consistent with the aforementioned "Statement on Government of Colleges and Universities."

The Faculty and Administrators of Northern Kentucky University believe in a collegial system of university governance, based on a concept of authority and responsibility shared among colleagues, some who have primary duties as faculty and some who have primary duties as administrators. A collegial system has, as its fundamental principle, the concept of good faith, consultation among these colleagues prior to decision-making as stipulated below. Under the collegial system, decision-making authority is delegated or assigned to the collegial group most expert in or responsible for the particular area in which the decision is made. However, the Board of Regents and Council on Post-secondary Education is statutorily responsible for the governance of the University, and this document does not abridge this responsibility or authority. All colleagues in the system, regardless of their respective roles as faculty or administrators, have an obligation to honor and support the decisions reached through the collegial process. If good faith consultation among colleagues exists, if decision-making authority is delegated appropriately, and if all participants are committed to the decisions made through the collegial system, non-productive adversarial relationships among groups are minimized, and university goals and objectives are more easily achieved.

### **A. CHARACTERISTICS OF A COLLEGIAL SYSTEM OF GOVERNANCE:**

1. "Colleague" is defined as a university employee of faculty rank or of professional or administrative classification.
2. Leadership, reason, persuasion, and cooperation are the hallmarks of the collegial system.
3. All colleagues have the opportunity to participate, directly or through elected representatives, in the collegial process.
4. Good faith consultation and mutual respect among colleagues are fundamental principles of the collegial system. All university decisions are preceded by dialogue among relevant constituencies, followed by appropriate rationale.
5. Academic freedom is an essential element of collegial governance.
6. When the person responsible for making the decision reaches a decision, and that person has considered all recommendations made pursuant to this document, then that decision is reached through the collegial process.
7. Colleagues are bound by the decisions relating to or affecting matters, which are reached through collegial processes. Colleagues, therefore, ought to avoid using external political processes (e.g., legislature, CPE, governing board) to frustrate the decisions reached through the collegial process.
8. All colleagues are bound equally by the results of the system and seek to implement those decisions. Of course, a colleague is free to seek to change policy within the collegial system. Leaders of the faculty (e.g., president, provost, senate president, deans, and chairs.) have a particular responsibility to implement the decisions of the system. To facilitate consensus on [the policy] policies and procedures, the procedures outlined in section B1 through B4 below shall be followed.



## **B. THE ROLE OF FACULTY BODIES IN THE COLLEGIAL SYSTEM:**

"Faculty bodies" are defined as the collective members with faculty rank of an academic unit (such as) Department and College faculties, the Senate and its committees, and department and college faculty committees. As participants in the collegial system of university governance, all faculty bodies are obligated to make decisions and/or recommendations for the good of the university. Generally speaking, faculty bodies have primary responsibility for recommendations in matters directly related to academics, including curricula subject matter and methods of instruction, research, faculty status, and those aspects of student life which directly relate to the educational process.

### **1. Academic matters:**

Faculty bodies have primary responsibility for recommendations in the following matters, and their recommendations should be implemented except for compelling reasons. Reasons for non-implementation of faculty recommendations should be clearly stated in writing, except where giving reasons in writing would contradict the faculty handbook, other pertinent university governance documents, or state or federal regulations. In cases where written notification is prohibited, reasons for non-implementation of recommendations should still be communicated in another manner to the appropriate faculty bodies. Implementation or notification should occur in a timely fashion.

Examples:

- Admissions requirements
- Graduation requirements
- Graduation of students
- Program Curricula
- Approval of academic degree programs
- Policies regarding grading and student grievances associated with academic work
- Academic personnel policies
- Academic personnel decisions
- Dismissal of tenured faculty
- Policies (personnel policies) which result in dismissal of tenured faculty
- Faculty and academic grievances
- Approval of agreements with external organizations which directly affect academic matters
- Structure of faculty and collegial academic governance bodies
- Appointment and reappointment of academic officers
- Academic planning
- Issues related to academic freedom
- University policy statements related to the matters listed above

### **2. Activities fundamentally affecting academic programs:**

Good faith consultation with faculty bodies is routine in the following matters. Faculty opinion in these matters should be strongly considered.

Examples:

- Selection of the President and Executive Officers
- Structure and organization of academic units (departments, divisions, colleges, and schools)
- Institutional Budget Priorities
- Building priorities and design of academic facilities
- Policies regarding academic administrators (e.g. job descriptions, performance reviews)
- Selection of academic administrative staff at the Director level and above
- Decisions regarding organization of academic administration

- Goals and objectives of major fund raising efforts as they may affect academic matters
- Foundation money for academic affairs
- General policies regarding intercollegiate athletics, to the extent that they involve academic concerns
- Policies concerning agreements with businesses and other entities which may affect academic matters
- University policy documents related to these matters

### **3. Activities which may affect academic programs:**

Good faith consultation generally occurs in the following matters, which are the primary responsibility of the administration, to the extent that they affect academic matters.

Examples:

- Structure of support services
- Scholarship policies
- Student non-academic discipline (policy and implementation)
- Long range planning not affecting academic matters
- Selection of major non-academic administrators
- Structure and authority of campus security/police services
- Policies concerning disposal of major assets of the university
- Foundation priorities
- Planning for support services related to academic functions
- University support services related to academic functions

### **4. Activities not normally affecting academic matters:**

Consultation does not take place routinely in the following matters. When consultation does occur, the faculty act more as advisors or expert assistants than the colleagues. Decision-making or recommending authority generally is shared substantially with other groups (e.g. students, staff, and the community), and in some cases other (non-faculty) groups may retain primary authority. Faculty bodies may feel free to give advice in these matters regardless of whether formal consultation occurs.

Examples:

- Management and investment of funds of the university and the foundation
- Implementation of budget priorities and policies
- Selection of contractors and vendors
- Routine operation of and planning for auxiliary enterprises
- Non-academic personnel policies (development and implementation)
- Staff personnel policies
- Selection of staff and lower level non-academic administrators
- Development and implementation of staff grievance policies
- Alumni and development structures and plans (not including academic matters)
- Selection of auditors and outside counsel
- Development and implementation of recreational policies
- Routine operation of intercollegiate athletics
- Development of lobbying and legislature efforts

**Approved by NKU Faculty Senate February 23, 1998**

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[Dr. Vijay V. Raghavan,](#)

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**Information about Faculty Senate meetings**  
(adapted from Matthew Zacate email, August 21, 2019)

- **Meeting duration.** Following our conventional meeting format, there will usually be around 16 regular guests, officers, and committee chairs eligible to give reports at each meeting. Using 5 minutes as a reasonable expectation for the length of a typical report, it could take as long as 80 minutes just to get through reports. Some reports will take less than 5 minutes, and some officers and guests will not have reports. On the other hand, questions about reports will increase the time needed for this portion of the meeting. Usually there will be business to be discussed and voted upon after the reports. One should therefore assume that a typical meeting will take at least 1 ½ hours. I personally would prefer meetings to be finished in less time; however, there likely will be occasions when there is more business than can be covered in 1 ½ hours. I hope everyone can keep enough flexibility in their Monday evening schedules to give us the option of holding longer meetings in the (hopefully) rare instances they are needed.
- **Attendance.** According to Robert’s Rules of Order, business cannot be conducted without a quorum. Our Senate constitution defines the quorum to be 50% of members. We have 45 voting representatives in the Senate, so 23 must be present. It is, therefore, desirable that Senators be present (and seated at the table or identified on Zoom) at the beginning of the meeting, which starts promptly at 3pm, and stay until the meeting is adjourned. If the number of Senators attending the meeting falls below 23, the meeting effectively will need to be adjourned early, before all business is completed.
- **Substitutes.** Our Senate constitution allows a designated alternate to attend a meeting in place of an elected Senator. Thus, if an unavoidable conflict arises and you must miss a meeting, you can still help us conduct business by arranging for a colleague from the unit you represent to take your place. In order for your substitute to qualify as a “designated alternate,” please notify Senate President ([farrarj1@nku.edu](mailto:farrarj1@nku.edu)) and copy Grace Hiles ([hilesg1@nku.edu](mailto:hilesg1@nku.edu)) at least three hours before the meeting so that we have an up-to-date roster available to determine if a quorum exists and to be clear who exactly has voting privileges should a vote take place.
- **Business.** Business is conducted largely in the form of a main motion (made orally) or a resolution (presented in writing). The Senate mainly will consider main motions/resolutions that come as recommendations from Senate standing committees (usually as part of officer reports), as recommendations from Senate Executive Committees (usually in the New Business part of the meeting), or as proposals from Senators (usually as part of new business). It is best if a Senator with a proposal contacts a member of the Executive Committee well in advance of the meeting so that an officer of the Senate can help with the formulation of the resolution and arrange for it to be distributed to all Senators before the meeting; however, this is not required. A Senator may bring up new business with a motion at the meeting, but I likely will ask for the motion to be written down before it is considered by the full Senate so that I can be sure it is recorded accurately in the minutes.
- **Shaping motions/resolutions.** The end result of any given motion/resolution is a yes/no vote. Members of the Senate will have the opportunity to discuss most motions/resolutions before the vote is held. In addition to discussing the merits of a motion, it usually is possible to propose changes to its wording; any such proposed changes are voted upon as they arise, and then the main motion – with any approved changes – is voted upon as the final step. It is not necessary for a Senator to be well-versed in the formal language of Robert’s Rules of Order to participate in discussions and propose changes. Senate officers will help with language when necessary, and Senators should feel free to ask questions about how to propose changes or new business if they are uncertain.
- **Postponing votes on motions/resolutions.** After a main motion has been made and seconded, it is possible during the discussion phase to make a motion to postpone the vote until the next meeting. If the motion to postpone is seconded and then receives a majority vote, further discussion of the main motion will be postponed. This may be desirable in situations where the business is not time-sensitive and Senators would like to consult members of their departments/colleges before voting.

## Faculty Senate Resolution on COVID-19 Vaccine Requirement for Northern Kentucky University

The Faculty Senate at Northern Kentucky University (NKU) proposes the requirement that all faculty, staff, and students of NKU be fully vaccinated for SARS-CoV-2, commonly known as COVID-19, by the earliest practical date as a condition of their continuing employment or enrollment.

NKU is in the eighteenth month of COVID impacts on our operations. The Delta variant of SARS-CoV-2 has proven to be much more contagious than previous variants, which has resulted in significant increases in cases in the region,<sup>1</sup> state,<sup>2</sup> and country.<sup>3</sup> While various mitigation strategies have proven effective at decreasing the spread of infection, the CDC “Guidance for Institutions of Higher Education (IHEs)”<sup>4</sup> dated July 23, 2021 states the following:

1. “IHE administrators can help protect students, faculty, and staff and slow the spread of COVID-19 by encouraging vaccinations...”
2. “IHEs where all students, faculty, and staff are fully vaccinated...can return to full capacity in-person learning without requiring or recommending masking or physical distancing for people who are fully vaccinated.”
3. In cases where the IHE community is not fully vaccinated the IHE “requires decision making to protect” those who are unvaccinated.

In short, according to the CDC guidance “vaccination is the leading prevention strategy to protect individuals from COVID-19 disease and end the COVID-19 pandemic.” Furthermore, “current COVID-19 vaccines authorized for use in the United States are safe and effective, widely accessible in the U.S., and available at no cost to all people living in the U.S.” The Pfizer-BioNTech COVID-19 vaccine has now been fully approved by the FDA.<sup>5</sup>

As a model for the community, NKU should be leading the way in dealing with the COVID-19 pandemic. Moreover, vaccine requirements have been shown to increase rates even over voluntary incentives.<sup>6</sup> As expected, other colleges and universities are responding by adding vaccine requirements for faculty, staff, and/or students with the number now reaching 797, according to the *Chronicle of Higher Education*. This includes 351 public institutions with 150 requiring all students and employees to be vaccinated.<sup>7</sup> In addition, the *Association of American Medical Colleges*<sup>8</sup> along with almost 60 other organizations, including the *American College Physicians*,<sup>9</sup> support required COVID-19 vaccines. The Supreme Court denied a request without comment by students at Indiana University challenging the university’s vaccine requirement on constitutional grounds and allowed the requirement to continue.<sup>10</sup> In our region, the Ohio State University, Xavier University, and Mount Saint Joseph University recently announced a vaccine requirement.<sup>7</sup>

Finally, NKU has committed to student success as exemplified in the *Success by Design* (SBD) strategic framework. We know that in-person, on-campus engagement between students, faculty, and staff is critical to student success. Those types of engagements will be facilitated by this vaccine requirement.

References (all accessed on August 25, 2021)

1. <https://www.nku.edu/covid19/statistics.html>
2. <https://kycovid19.ky.gov>
3. <https://www.nytimes.com/interactive/2021/us/covid-cases.html>
4. <https://www.cdc.gov/coronavirus/2019-ncov/community/colleges-universities/considerations.html>
5. <https://www.fda.gov/news-events/press-announcements/fda-approves-first-covid-19-vaccine>
6. <https://www.scientificamerican.com/article/vaccine-mandates-are-lawful-effective-and-based-on-rock-solid-science/>
7. <https://www.chronicle.com/blogs/live-coronavirus-updates/heres-a-list-of-colleges-that-will-require-students-to-be-vaccinated-against-covid-19>
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