

FACULTY SENATE MEETING
September 27, 2021

Members present: Kalyani Ankem, Ryan Alverson, Jason Applegate, Rachel Banks, Janel Bloch, Tracey Bonner, George Carpten, Michael Carrell, David Childs, Suzannah Coaston, 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, Kajsa Larson, Christopher Lawrence, Kevin Lotz, Phil McCartney, Chari Ramkumar, Dana Ripley, Robert Salyer, Patrick Schultheis, Brittany Sorrell, Andrea Lambert South, Laura Sullivan, Jose Saavedra Torres, Lynn Warner, Kimberly Weir

Members absent: Ronnie Chamberlain, Rhonda Davis, Brian Hackett, Jennifer Kinsley, Jitana Benton Lee, Sara Runge, Lynn Smith, Andrea Watkins

Guests: Ashish Vaidya (President), Matt Cecil (Provost), Eddie Howard (Vice President for Student Affairs), Bob Alston (Assistant Dean of Students for Community Care & Student Conduct), Gannon Tagher (Associate Dean for Academic Affairs/College of Health and Human Services), Abdou Ndoeye (Interim Vice Provost and Assistant Vice Provost for Assessment), Grace Hiles (Faculty Senate Office), Jeremy Engel, Emily Detmer-Goebel, Maureen Doyle, Zach Wells, Brooke Buckley, Nancy Bellucci, Diana McGill, Diane Williams, Wanda Crawford, Suk-hee Kim, Rob Zai, Zach Wells, Matthew Zacate, Alar Lipping, Kim Yates

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:04 pm with a quorum present. He welcomed those in attendance, in person and via Zoom.

Senate President Farrar asked for those joining the meeting via Zoom to stay muted unless you need to speak. Also, as an FYI, if anyone via Zoom sends a private message to Grace, the message will appear on the screen.

The agenda was adopted without additions or corrections.

Approval of Minutes

The minutes of April 26, 2021 and August 30, 2021 meetings were approved.

Guest Reports:

- **President (Ashish Vaidya):**
 - The president was glad to see everyone and noted that the semester was already getting away from us. Times are still challenging, though he is hopeful that there will be a drop in COVID cases soon.
 - Last week he had the opportunity to tour campus with friends who were visiting. The friends, including two students from the University of California, were very impressed with the campus and the facilities NKU offers. The president said there is a palpable vibrancy on campus and faculty engaging with students is great to see. He is also mindful that a balance must remain to ensure campus remains safe and that all remain healthy.

- The recent Fall Leadership meeting included 120 people; the meeting themes were Success by Design and Moon Shot for Equity.
 - The provost, Matt Cecil, and Tim Ferguson, Chief Information Officer, will co-chair a committee on implementation of the hybrid university, one of the president's goals this year. This will also be the topic of the upcoming Fall Campus Conversation.
 - NKU received a generous gift from the estate of Brenda Hoskins, with recognition via naming of the NKU Norse Athletics Soccer Field to the Richard Scudamore Field. Richard Scudamore was a relative of Brenda Hoskins and Executive Chairman of the English Premier League. There will be a celebration sometime next year.
 - In response to questions and concerns:
 - A question about a vaccine mandate was asked due to the Biden's administration requirement that all organizations with more than 100 employees be vaccinated. NKU is paying attention to that as well as CDC guidelines and will continue to have conversations, and consider all legal and political implications.
- **Provost (Matt Cecil):**
 - The provost expressed his appreciation for the opportunity to see everyone.
 - It appears that the worst of the COVID surge is passing, with cases trending more steeply down than up. There are considerably higher vaccination rates in the northern counties. The peak is following prediction, with steadying expected by mid-October.
 - The COVID testing site was moved to UC 204 in response to faculty feedback about the location. He is grateful for those faculty who brought the concerns to the administration's attention.
 - Enrollment trends continue to decline which is a concern and also a crisis for NKU. On campus enrollments need to be stabilized. Graduate enrollment is up, mostly from Accelerated Online Programs (AOP). Retention must also be addressed.
 - The program review process is one of the provost's goals. Prior to his arrival a work group met to provide principles for program review. A holistic approach will be used for this work, going beyond quantitative data. This will be an opportunity to work together and implement a process that makes the most sense for this campus.
 - In response to questions and concerns:
 - The administration has received the vaccine resolution and discussed it.
- **Student Code of Conduct (Eddie Howard, Vice President for Student Affairs, Bob Alston, Assistant Dean of Students for Community Care & Student Conduct)**
 - A PowerPoint presentation (see attached) detailed the revised Student Code of Conduct due to needed changes. This was a substantive update; revisions have not been done since 2012 and that revision was driven mainly by federal regulations and Title IX.
 - The main changes addressed were realigning the code with NKU core values (Integrity, Belonging, Collegiality), ensuring the most/best information prior to a 'charge,' community standards language (distancing from legalistic language, additions to community standards language), responding to 'Moments of Harm' (the importance of considering impact from behavior).
 - Questions and concerns from senators included the request for examples of how situations would be handled differently under the new code, how social media/bullying would be incorporated, and how student cheating on exams would be addressed.

- **Student Success Hub** (Gannon Tagher, Associate Dean for Academic Affairs/College of Health and Human Services, Abdou Ndoye, Interim Vice Provost and Assistant Vice Provost for Assessment)
 - A PowerPoint presentation (see attached) outlined the proposed Student Success Hub, which will offer a centralized comprehensive advising experience for all first-time NKU students. Components of the coordinated care model include a first year advisor, a peer advisor, and a faculty member. This is in response to the need to increase retention from the first year to second year. The model is based on best practices from all over the country.
 - Questions and concerns from senators included how arts students will be addressed, how Informatics will be handled as they have their own advisors, what the budget implications are, and what are the total number of advisors.

Officer Reports:

- **Senate President** (John Farrar):
 - He is currently working on the Intellectual Property policy and believes the revised document will be acceptable to faculty. The draft will next go to PCC.
 - The recently developed RPT training is extremely worthwhile to take, even if one is not involved with RPT. It was created with faculty in mind and he urged everyone to take the course, available through Canvas.
 - A draft of Constitution updates will be available in the next week or so.
 - Concerns about the Academic Dishonesty policy have been brought to him so he will begin addressing that; it falls under the auspices of the Academic Integrity work group.

Faculty Advocate (Phil McCartney):

- Since the last meeting, he was contacted about four distinct issues. One is Moon Shot for Equity and what may be a concern – that EAB, the firm behind the project, is a for profit company. What the learning outcomes are (not mentioned on the firm’s website) and their standards are questions that have been brought to him.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - His annual report is now available.
 - UCC passed the MS in Cardiovascular program. This is a voting item in today’s meeting.
 - Instead of doing a workshop this fall, he has uploaded the video to the UCC Canvas page.
- **Budget** (Janel Bloch):
 - The committee’s first meeting was September 15.
 - Their first order of business will be to examine the financial exigency guidelines for clarifications and improvements.
- **Benefits** (Charlisa Daniels):
 - The committee’s next meeting is October 6, the day after the Faculty Development Awards (FDA) applications are due – no later than 4:30 pm, October 5.
 - The FDA workshops she held were well received.

- The parental leave policy is still under review. She wanted to assure everyone that it has not been shelved.
- **Professional Concerns** (Kathleen Fuegen):
 - The BOR approved the policy on administrators returning to the faculty. The policy included changes to salary and leave.
 - The committee is continuing discussion on handbook language regarding the stipulation that six years are recommended before applying for promotion or whether that is a barrier for some.
- **TEEC** (Chris Lawrence):
 - The committee will meet tomorrow and plan to continue with issues from last year including the F grade and teaching evaluation improvements.
- **General Education Committee** (Kimberly Weir):
 - New course proposals are being moved to spring semester.
 - Flip grids are being developed to provide students with more information on Gen Ed courses. These are one minute personal videos where faculty can talk about their courses and they are an excellent way to advertise them. Examples are available at <https://flipgrid.com/3nq2zpev>. The committee would like to have them available for spring registration. For more information contact Emily Detmer-Goebel.

New Business:

- Nominations for Hybrid University Task Force. (1 attachment) – John Farrar
 - Senate President Farrar explained the task force to be formed, co-led by the provost and Tim Ferguson (CFO). The task force will examine how NKU can best meet the needs of our students. This will go beyond COVID and online learning and focus on adapting to the changing environment. The group’s composition will include faculty; he intends to nominate two or three faculty. Names are due to the president tomorrow and he has some nominations already. Diverse perspectives are particularly important. Please send any nominations to him at farrarj1@nku.edu.
- Nominations for Senate Elections Committee. – John Farrar
 - This group oversees the election process and provides guidance. There is serious need for committee members. Grace Hiles and Brian Hackett due most of the work. One from every college is desirable, though the committee usually does not have full representation. The only caveat is that anyone up for Senate elections cannot serve.
- VOTING ITEM: MS in Cardiovascular Perfusion
<https://nku.curriculog.com/proposal:4695/form>
 - UCC Chair Richard Fox introduced the voting item and said that the proposal was approved through the regular channels. Jeremy Engel, School of Allied Health, wrote the proposal and provided additional background. This is a lesser known field and is present in every open heart surgery. The demand is there with 1.2 million heart cases this year alone. The rigorous program will have 12 students, but many more applications are expected. The program will be the only one of its kind in the state of Kentucky; the closest program is in Cleveland.

PROPOSAL PASSES.

Old Business

- The new AAPC representatives are Rick Boyce, Dolores White, Mike DiCicco, Hongmei Wang, and Sandra Spataro.

Announcements

- There will be a flu clinic on October 7 in the UC Ballroom.
- Vaccine testing is available in UC 204 for NKU faculty, staff, students, and family.

Adjournment

The meeting was adjourned at 4:52 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary

UCC Report, 2020-2021 Academic Year

1. Overview

The UCC has 30 voting members, one from each academic department plus one each from Steely Library, University Programs and the three programs in SOTA, and ex-officio members from the Office of the Registrar and the Office of the Vice Provost for Undergraduate Affairs. The UCC meets the 1st and 3rd Thursday, September through April (except December and January which each have a single meeting). The second March meeting is held on the 4th Thursday to avoid a conflict with Graduate Council. During the 2020-21 academic year, the meetings on 9/17/20, 10/1/20, 11/5/20 and 12/3/20 were converted into email votes as there was minimal business. Additionally, the meetings on 1/14/21 and 4/1/21 were canceled. One additional email vote was held on 5/7/21 to handle last-minute curricular items. All meetings during this academic year were held by zoom (aside from the email votes). The average attendance for the academic year was 73% (an increase from 69% the previous year) and 91% for the email votes.

Tom Baxter represented the UCC on AAPC. The college committee curriculum chairs were Mike Bush (COAS), Nancy Lang (COB), Steve Crites (COE), Shannon Alexander (COHHS), Richard Fox (COI). The UCC secretary was David Cain.

2. Curriculum Changes Approved

- New program approval: 4 new majors, 3 minors
 - BA in Education, Culture and Society
 - Doctorate of Occupational Therapy
 - MS in Cybersecurity
 - MS in Health Administration
 - Health Communication Minor
 - Interdisciplinary Honors Minor
 - Religious Studies Minor

- Other curricular changes approved (numbers are approximate):
 - Number of new tracks/concentrations/specializations: 1
 - Number of program changes (majors, minors, certificates): 110
 - Number of program (including track/certificate) deletions: 11
 - Number of programs moved online: 3
 - Number of new courses: 120
 - Number of course changes: 290
 - Number of course deletions: 51
 - Number of E-designator courses: 1
 - Number of S-designator courses: 12
 - Number of gen ed program changes: 3
 - Number of new gen ed courses: 1
 - Number of courses removed from gen ed: 2

- Other items approved:
 - Removing Faculty Senate from the curriculum process on new certificate programs.
 - Change to the gen ed approval process in that there is only one form to propose a new gen ed course rather than two.
 - Creation of the E-designator for service learning courses.

- 3. Updates to the curriculum process
 - Because of a change in the deadline for BOR agendas, new program proposals need to be approved through Faculty Senate by the end of January instead of the end of February. All other deadlines regarding the fall catalog remain the same (end of March).
 - New form created for mass but similar program changes (e.g., changing admissions standards for several programs, changing minimal grade/GPA requirement for a number of programs).

- 4. Expected Initiatives for 2021-2022
 - Creation of course SLO repository
 - Improvements to curriculum process

Submitted by Richard Fox, UCC Chair

SUCCESS
BY DESIGN

First Year Student Success Hub

The Student Success Hub

The Student Success Hub will offer a centralized comprehensive advising experience for all first-time NKU students, providing them with a sense of belonging at the university and the confidence to pursue their academic goals. Using a coordinated care approach, student success coaches/advisors promote student success by helping students effectively transition to NKU, as well as gain the skills necessary to navigate academic, financial, and career planning. The Student Success Hub aids students in progress toward completing their degree programs by providing a seamless transition from the first-year advising experience to a student's college and/or major academic advisors.

The Challenges (Completion)

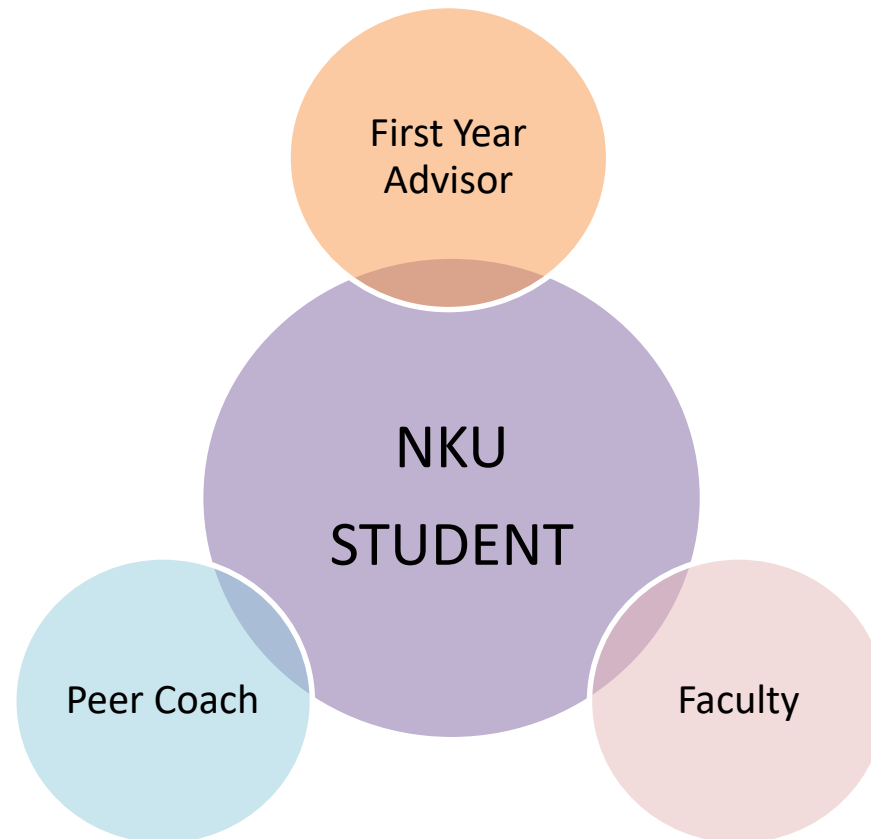
For the average full-time, first-year NKU students who is pursuing a degree at the university, they only complete **28.4 credit hours** in their first year (placing them behind the 15 to Finish goal).

Furthermore, the completion data suggests serious inequities among student populations: African-American students (**26.9 credit hours** completed), Hispanic or Latino (**27.7 credit hours** completed), First Generation (**27 credit hours** completed). Perhaps most troubling, Pell eligible students complete **fewer than 80% of the credit hours** that they attempt in their first year at NKU (they essentially gain no credit for one out of every five classes in which they enroll).

The Challenges (first-year decentralized college advising)

Major and College Retention (Fall 2018 Class) Cohort = 1820 beginning students			
	1 st Spring	2 nd Fall	3 rd Fall
Remain at NKU	1590	1312	1144
Remain in Original College	1344	1034	820
Remain in Original Major	1154	703	394

Coordinated Care and Holistic Advising at NKU



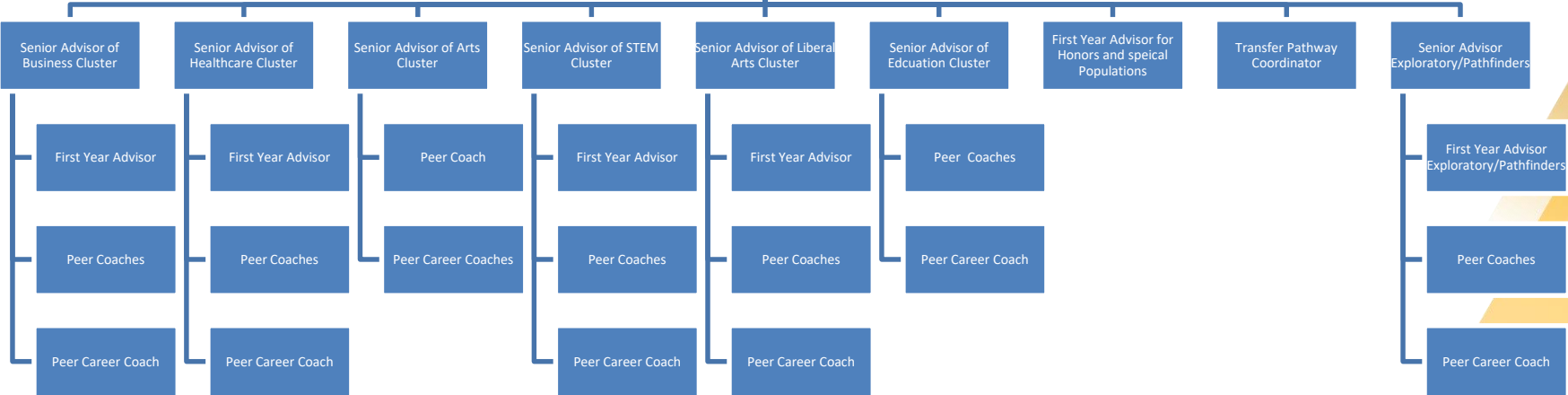
Assistant Vice Provost for First Year Advising and First Year Programs

Director of First Year Advising

Academic Specialist

Associate Director of Student Success

Coordinator of Advising Programs



Timeline

- August-September: Bring together campus leaders who can help sketch out the entirety of the Student Success Hub
- October 1: Final recommendation for the Student Success Hub, including the advising component
- October-November: Post job ads
- November-December: Hire
- Spring 2022: Train Student Success Hub Staff
- May 2022: Begin Onboarding Fall 2022 First Year Students via “The Hub”