

MEMO

TO: Faculty Senate

FROM: Laura A. Sullivan, Secretary

DATE: February 18, 2022

RE: January 31, 2021 Election Meeting

A Report on the 2022-23 Election Meeting

2022-23 Members present: Kalyani Ankem, Rachael Banks, Janel Bloch, Susan Brudvig, George Carpten, Christine Curran, Jacqueline Emerine, John Farrar, Richard Fox, Kathleen Fuegen, Kebede Gemene, Doug Hume, Steven Johnson, Ken Katkin, Edward Kwon, Kevin Lotz, Chari Ramkumar, Bob Salyer, Patrick Schultheis, Robert Salyer, Laura Sullivan, Lynn Warner, Kimberly Weir, Dolores White, Kimberly Yates, Roger Zarnowski (for Lisa Holden)

2022-23 Members absent: Terrance Anderson, Ryan Alverson, Jason Applegate, Tracey Bonner, Michael Carrell, Ronnie Chamberlain, Joseph Cress, Charlisa Daniels, Irene Encarnacion, Steven Gores, Tracy Hart, William Herzog, Jennifer Kinsley, Christopher Lawrence, Lynn Smith, Brittany Sorrell, Andrea Lambert South, Jose Saavedra Torres, Andrea Watkins

Guests: Richard Gilson, Grace Hiles (Elections Assistant)

The special elections meeting was called to order by Senate President John Farrar at 3:05 pm with a quorum present.

The slate of nominees prior to the meeting were the current officers:

President: John Farrar

Vice President: Kalyani Ankem

Secretary: Laura Sullivan

Benefits Committee Chair: Charlisa Daniels

Budget Committee Chair: Janel Bloch

University Curriculum Committee Chair: Richard Fox

Professional Concerns Committee Chair: Kathleen Fuegen

TEEC Chair: Christopher Lawrence

General Education Committee Chair: Kimberly Weir

Senate President Farrar called for nominations from the floor. There were no nominations from the floor.

Those nominated prior to the meeting were elected by acclamation. The following are the Senate officers who were elected for the 2022-23 term:

President: John Farrar

Vice President: Kalyani Ankem

Secretary: Laura Sullivan

Benefits Committee Chair: Charlisa Daniels

Budget Committee Chair: Janel Bloch
University Curriculum Committee Chair: Richard Fox
Professional Concerns Committee Chair: Kathleen Fuegen
TEEC Chair: Christopher Lawrence
General Education Committee Chair: Kimberly Weir

The special elections meeting was adjourned at 3:08 p.m.

FACULTY SENATE MEETING
January 31, 2022

Members present: Ryan Alverson, Kalyani Ankem, Rachael Banks, Janel Bloch, Tracey Bonner, George Carpten, Michael Carrell, David Childs, Susannah Coaston, Christine Curran, Charlisa Daniels, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Kebede Gemene, Tracy Hart, Doug Hume, Stephen Johnson, Ken Katkin, Kajsa Larson, Christopher Lawrence, Kevin Lotz, Phil McCartney, Chari Ramkumar, Dana Ripley, Bob Salyer, Patrick Schultheis, Brittany Sorrell, Andrea Lambert South, Laura Sullivan, Lynn Warner, Kimberly Weir, Roger Zarnowski (for Lisa Holden)

Members absent: Jason Applegate, Ronnie Chamberlain, Rhonda Davis, Steven Gores, Brian Hackett, Jennifer Kinsley, Jitana Benton Lee, Sara Runge, Lynn Smith, Jose Saavedra Torres, Andrea Watkins

Guests: Ashish Vaidya (President), Matt Cecil (Provost), Michael Baranowski (Faculty Regent), Steve Slone (Staff Congress Representative), Grace Hiles (Faculty Senate Office), Emily Detmer-Goebel, James Allen, Ginger Blackwell, Nancy Bellucci, Richard Gilson, Erin Strome, Suk-hee Kim, Alar Lipping, Kim Yates, Edward Kwon, Dolores White, Rob Zai, 1.83E+10

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:09 pm with a quorum present. The agenda was adopted without additions or corrections.

Approval of Minutes

The minutes of the December 17, 2021 meeting were approved.

Guest Reports:

- **President (Ashish Vaidya):**
 - The president opened his remarks by congratulating the Bengals on their conference championship win; this has been very uplifting for the region. He also wished everyone a happy new year.
 - He thanked everyone present and the rest of campus for being flexible with pushing back the school start date due to high Omicron numbers.
 - Last Thursday he went to Frankfort to testify before the House committee, specifically on a funding request for expansion of the Science Center, a capital project. Other legislative requests are for an increase in the performance funding appropriation, funding for asset preservation projects, and funding for new capital projects.
 - Federal legislation NKU is paying attention to include the infrastructure bill, which passed and will benefit the region indirectly, and the bill that will address the national teachers' shortage. The Build Back Better plan is on hold.
 - Benjamin Figueroa joined NKU in January on a six-month appointment to serve as the interim Vice President for Administration & Finance/CFO, while a search is made for Mike Hales' replacement. The provost is chairing the search committee with the expectation that a permanent VP will be in place by July 1.
 - There was a recent email announcement about Athletics Director Ken Bothoff's retirement, effective June 20, 2022. Ken did an outstanding job transitioning NKU from Division II to Division I athletics, as well as improving the academic side of athletics. The

search for a new director is in its early stages; Eric Gentry, Vice President for University Advancement, will chair that search.

- There is a new constitution for the NCAA, one that is more streamlined and that clearly demarcates the three divisions. Each division will be able to determine what structure best suits their division. Also, Illinois-Chicago has chosen to leave our league and join the Missouri Valley Conference, leaving 11 teams in the Horizon League.

- **Provost (Matt Cecil):**

- The provost thanked faculty and staff for adapting so quickly to the delayed start of school. NKU is on track to be back fully; Omicron cases are going down as fast as they went up. Also, only a handful of students ended up in quarantine. Changes in teaching modes will not be approved; the expectation is for classes to return to scheduled modalities.
- He acknowledged that they had to make a quick decision overnight regarding delaying the start of spring semester. With that said, he would change some things, such as moving the AOL start dates. He thought that would be less confusing, however, faculty said that this created extra work for them. He apologized for that and expressed gratitude for problem solving during the shift.
- Dining will go back to normal; it had been “grab and go.” They are still considering some seating limitations in the Student Union. He believes we will probably have to live with baseline cases and mask mandates will remain in place.
- He has received questions about why NKU will not provide kn95 masks, as some other campuses are doing so. Due to Occupational Safety and Health Administration (OSHA) regulations and the recommendation from NKU Legal, NKU will not take the institutional risk by ignoring the OSHA regulations.
- There is good news on enrollment due, in great part, to the faculty’s role in the admissions process. NKU set a record with almost 90 percent – 89.7 percent – reenrolled for spring. This semester has 187 students over last spring semester. Opportunity gaps are smaller than what was seen with COVID which is encouraging, and NKU hopes to see an improvement from fall to fall. The goal is essentially to stop the slide with campus enrollment.
- There is a large increase in admits with international students (110 new students – average number is about 45). NKU already has 800 applications from international students for next fall. Approximately 70 percent are first year students.
- Derrick Robertson has joined NKU as Senior Director of Undergraduate Admissions. He comes from the University of Cincinnati and knows the region very well. He is currently holding listening meetings with faculty, staff, and administration for feedback.
- The Student Success team is meeting weekly, and there is progress on Success by Design (SBD) initiatives.
- NKU has seen a positive effect from changing the procedure whereby a student can be dropped for nonpayment in the middle of the semester. Last semester, there were 453 students on the drop list; due the removal of the cost barrier 400 students were retained and 281 enrolled in the spring. It makes more sense to work with students and help them out rather than drop them from school.
- The provost ended his remarks by acknowledging NKU as a campus of doers and believes that the future is bright due to the hard work of the faculty and staff.

- **Faculty Regent** (Michael Baranowski):
 - He was unable to attend the last Board of Regents (BOR) meeting and will attend the next meeting on March 16.

- **Staff Congress Representative** (Steve Slone):
 - Staff Congress passed its first resolution in December, a resolution from the Advocacy Committee, on staff salaries (see attached). The committee is meeting regularly with Lori Southwood in regards to financial planning for this next budget cycle.
 - The Roundtable event will be held Thursday February 10 from 1:00 until 3:00 pm via Zoom. Questions are requested from the staff and campus community that are then provided to the administration. The event will consist of two breakout sessions with Staff Congress members and members of the administration, and a wrap up conversation in the end. Write ups of the conversations, as well as the questions and answers, will be shared with the campus community through a password protected link on the Staff Congress website.
 - Staff Congress' 40th anniversary will be celebrated on March 10, from 4:00 – 6:00 pm. The hope is to have the event in person but a virtual option is being explored as a back-up plan. Additional information is forthcoming and faculty are encouraged to attend.
 - A little over a year ago Staff Congress launched Norse Appreciation as a way to highlight the hard work of staff, faculty, and students. Individuals who are recognized receive an email from Staff Congress highlighting their nomination and their name is also shared at the next Staff Congress meeting. The names are also shared with Faculty Senate and SGA. If you see individuals worthy of appreciation, feel free to submit one yourself. <https://inside.nku.edu/staffcongress/NorseAppreciation.html>

Officer Reports:

- **Senate President** (John Farrar):
 - The search firm for the Vice President for Administration & Finance/CFO position met with the Executive Committee as they are working to finalize the profile.
 - He is taking a “wait and see” approach to House Bills 14 and 18, on critical race theory. There does not seem to be much political will to move the bills forward, so they may die on their own.
 - Hybrid University subcommittees are meeting regularly and making progress toward their goals.
 - The Strategic Advisory group of SBD is working on how best to communicate successes.
 - Administrator evaluations will go out the first part of February. There was trouble with the instrument last year which delayed the process, but this year they are on track for February distribution.
 - A task force has been formed to examine Gen Ed and 300 level courses; there are concerns with transfer students trying to graduate in 120 hours. UCC Chair Fox and Gen Ed Chair Weir will co-chair the task force. Representatives are needed from all colleges, specifically representatives from Education, and Health and Human Services. Let him know if you are willing to serve if you are in those colleges or know someone who is.
 - UCC Chair Fox clarified that the task force will be looking at various related issues, beyond placing 300 level courses in Gen Ed, such as what benchmarks are doing and transfer student data.
 - In response to questions and concerns:

- Faculty Advocate Phil McCartney asked for an update on the academic dishonesty issue and student cheating. Senate President Farrar, who is on the Academic Dishonesty Committee, proposed to that group that the policy be reviewed comprehensively for improvements/changes, and they are currently working on the policy.
- PCC Chair Fuegen asked about House Bill 231 on illegal aliens in higher education institutions and House Bill 257 which relates to mandating vaccines for students. Senate President Farrar said he does not have information or updates on either of those bills.

Vice President (Kalyani Ankem):

- No report.

Secretary (Laura Sullivan):

- No report.

Faculty Advocate (Phil McCartney):

- He believes NKU's current Values & Ethical Responsibilities Policy should be enhanced to reinforce the University's commitment to ethical behavior by all members of the university community, and to offer a means of addressing allegations of violations of the policy that protects all individuals. That is especially important when there is a disparity in power between the individuals. If the university does not provide mechanisms within the university that its community members trust as a means of addressing ethical violations, the impact will be to encourage individuals to seek justice by going to media outlets and attorneys.
- There are recently proposed changes to the Values and Ethical Responsibilities policy which he does not believe should be approved. He is concerned that the proposed changes would alter the policy to the detriment of the university community.
- He thinks that positive changes can be made to the Values & Ethical Responsibilities policy itself and the way in which it is utilized. He intends to work with others to see that positive changes take place.

Committee Reports:

- **University Curriculum Committee (Richard Fox):**
 - Sixty-eight items were approved at UCC's last meeting. Before then, meetings were cancelled or items were handled via email. This week's meeting will also be handled by email.
 - This is the last Senate meeting to approve new programs for the fall catalog. All other items need to be approved by the end of March to make the catalog. He reminded everyone that graduate items take longer because they must go through Graduate Council.
 - There is a voting item on today's agenda – a new program coming from Education.

- **Budget** (Janel Bloch):
 - The committee's first meeting is February 9. They will receive updates on the state and NKU budgets, as well as review the budget priorities survey to be issued later this semester.
 - PCC Chair Fuegen asked whether the committee planned to address the changes to the operating budget for programs and schools. Budget Committee Chair Bloch said that is the one area her committee does not have purview over.
 - The provost said that they are making the budget process much simpler – that a budget should reflect what is spent. RCM was a very complicated process and mixes up what something costs and what the revenue actually is. It also included a lot of carry forwards. Instead, colleges will be working with their departments now to clearly determine what it costs to run their units, instead of having a budget that does not reflect reality.
 - The provost responded to a question from Senator Curran as to whether there will still be carry forward funds – there will continue to be carry forward funds. The problem is that under RCM they had been used somewhat like operating funds which is not how they are intended to be used.

- **Benefits** (Charlisa Daniels):
 - The committee's next meeting is this Wednesday. They will establish their priorities for the semester.

- **Professional Concerns** (Kathleen Fuegen):
 - The PCC discussed one of two draft policies intended to replace the existing intellectual property policy. These two draft policies were created with the input of several faculty and staff, including Faculty Senate President Farrar and Budget Committee Chair Bloch. The draft policies apply to faculty, staff, and students. We currently have one intellectual property policy that includes copyrights, patents, and inventions. The two draft revisions separate IP into two categories: copyrights, inventions and patents.
 - The committee was favorably disposed toward the draft revisions. The Copyright draft revision reiterates that faculty retain ownership to Traditional Works including authored textbooks, journal articles, musical composition, works of arts, novels, poems, and so forth. Further, Traditional Works that were created while on sabbatical, or with the aid of a summer fellowship or project grant, are still owned by the faculty. That is, sabbaticals, fellowships, and project grants are not considered "extraordinary resources." The draft policy more clearly addresses what does and does not constitute "extraordinary resources." This is important because revenue derived from Traditional Works that were created with the use of extraordinary resources is shared with the university.
 - The committee had concerns regarding what the university may do with Traditional Works. The policy states the following: In the case of Traditional Works, regardless of the original purpose, the Creator shall grant, or use best efforts to cause others to grant, to the University, at no cost, a perpetual, royalty-free right and license to use, perform, display, copy, or reproduce such works, for all traditional, customary or reasonable academic or research purposes of the University. Also, in the case of Traditional Works that are instructional materials to the administration of an academic program ... the University shall also have a perpetual, royalty-free right and license to use, reproduce, modify, and create derivatives of such works, for all traditional, customary, or

reasonable academic purposes of the University. These aspects of the draft revision are problematic for two main reasons:

- When a Creator publishes a Traditional Work, such as a journal article, the Creator transfers the copyright to the publisher. Thus, the publisher is granted the exclusive and perpetual right to reproduce, transmit, and make available the Creator's Work. If the University *also* wants to have a license to reproduce the Work, then the Creator and University must negotiate with the publisher. This would create unnecessary complexity. It would burden the faculty.
 - The granting of license to the university may have unintended negative consequences where instructional materials are concerned. Specifically, it may disincentivize faculty from designing new curriculum. Under this provision, a course designed by one faculty member may be used by several other faculty. Faculty may not create course materials specific to their students' needs if they believe such materials will be modified and shared widely.
- One way to make the policy more faculty-friendly would be not to mandate that faculty grant a perpetual, royalty-free license to the University. Faculty should be free to voluntarily enter in such an agreement. Another way to make the policy more faculty-friendly would be to stipulate that the university be granted a perpetual royalty-free license *only* when the Work was created on a Work for Hire basis (university sponsored) or was created using extraordinary resources. In the case of instructional materials, the university shall have a right and license to use, modify, and create derivatives of such works *only* when such materials were produced with extraordinary university resources.
 - The committee will continue talking about copyrights at their next meeting on Thursday, as well as inventions and patents. There will be a separate draft policy addressing those.
- **TEEC (Chris Lawrence):**
 - TEEC will meet February 3. The committee will discuss the launch of the RFP for course evaluation software packages, as well as alternative course evaluation methods.
 - **General Education Committee (Kimberly Weir):**
 - For anyone offering an FOK course in Fall 2022 and would like the course highlighted in a flier to be distributed to students, please send several bullet points about the course to Emily Detmer-Goebel before March 1.
 - The committee is still in need of more Flip Grid videos before they can be made available online; they can be sent to Emily Detmer-Goebel as well.
 - Emily Detmer-Goebel compiled a list of low cost/no cost course textbooks. This list was sent to advisors to help direct students who have financial concerns when enrolling, however, if interested in the list, please get in touch with Emily.

New Business:

- **VOTING ITEM:** Voting Item from UCC: New program. Master of Arts in Education: Educational Leadership, School Principal, All Grades. <https://nku.curriculog.com/proposal:4882/form>
 - UCC Chair Richard Fox introduced James Allen, Chair of Educational Leadership and Advanced Studies, and Ginger Blackwell, Interim Associate Dean, from the College of Education. They were present to discuss the voting item and answer any questions.
 - Jim Allen explained that NKU used to offer a master's in Education, but the state sunsetted the program, and the department created the Educational Specialist (EdS)

degree. However, due to the high-demand for principals and the principal shortage, the state has changed the regulation to once again allow candidates to pursue administrative certification at the master's level. Several universities in the state have either already added their programs back at the master's level or are in the process of doing so like NKU. Going forward, candidates will be able to pursue principal certification at the master's level. If the candidate already has a master's degree, they will gain principal certification through the EdS.

APPROVED.

Announcements (John Farrar):

- Faculty senators are sought for the committee to select the Faculty Senate award. This is an annual award of the Faculty Senate. Last year five or six students submitted applications, and a senator is needed to review the applications and select a recipient this year with him. If interested, please send an email to farrarj1@nku.edu.
- The administrator evaluation surveys are being prepared and should be distributed soon.
- The task force examining Gen Ed and 300 level courses needs representatives from the College of Education and the College of Health and Human Services.
- The elections meeting for Faculty Senate leadership for 2022-23 was held directly before the Senate meeting. There were no nominations from the floor, so the slate will be the following incumbents:

President: John Farrar
Vice President: Kalyani Ankem
Secretary: Laura Sullivan
Benefits Committee Chair: Charlisa Daniels
Budget Committee Chair: Janel Bloch
University Curriculum Committee Chair: Richard Fox
Professional Concerns Committee Chair: Kathleen Fuegen
TEEC Chair: Christopher Lawrence
General Education Committee Chair: Kimberly Weir

- The Faculty Advocate, as per the Senate Constitution, is elected before the last meeting of the spring semester which is in May. The Parliamentarian is appointed by the Faculty Senate president.

Adjournment

The meeting was adjourned at 4:25 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary