

FACULTY SENATE MEETING
March 28, 2022

Members present: Ryan Alverson, Kalyani Ankem, Rachael Banks, Janel Bloch, George Carpten, Michael Carrell, Susannah Coaston, 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, Christopher Lawrence, Kevin Lotz, Phil McCartney, Chari Ramkumar, Dana Ripley, Patrick Schultheis, Lynn Smith, Brittany Sorrell, Andrea Lambert South, Laura Sullivan, Jose Saavedra Torres, Lynn Warner, Kimberly Weir

Members absent: Jason Applegate, Tracey Bonner, Ronnie Chamberlain, David Childs, Christine Curran, Rhonda Davis, Brian Hackett, Jennifer Kinsley, Kajsa Larson, Jitana Benton Lee, Sara Runge, Bob Salyer, 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, Suk-hee Kim, Edward Kwon, Erin Strome, Alar Lipping, Kim Yates, Dolores White, Rob Zai, Brooke Buckley, Diana McGill, Rudy Garns

Call to Order, Adoption of Agenda

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

Approval of Minutes

Senate President John Farrar said there was one change made to the February 28, 2022 minutes. The minutes, as amended, were approved.

Guest Reports:

- **President (Ashish Vaidya):**
 - There is a current news item on House Bill 9 charter legislation. In 2017, Kentucky approved charter schools in the Commonwealth, but there was not a funding stream in place for them. HB9 addresses a funding stream with the end of the bill stating that there will be two pilot projects in Kentucky – one pilot is NKU as an authorizer of a charter school. NKU was not consulted about this, or asked to participate, and was not aware that this was in the legislation until the bill was passed by the House. The president said that his office has been inundated with calls from extremely distraught public school superintendents about this issue. NKU managed to have the language in the bill changed to NKU “may” be an authorizer, although it is not entirely clear what that includes. There is some time to understand the situation; January is the deadline to see if NKU wants to serve as an authorizer or not as charter schools often have uneven results. He stressed that all stakeholders will be engaged in this conversation.
 - The state budget is not yet finalized; there are several more days of legislative sessions and more discussions. The proposed budget then goes to the governor and, if any vetoes, will go back and adjustments made.
 - Last Friday, NKU held an historic event – ground was broken next to the Student Union for the future site of nine plots that will represent nine historically black fraternities and

sororities. These are designed to symbolically and physically represent each historically black Greek-lettered organization within the National Pan-Hellenic Council, and offer a gathering place for reflection, education, and gathering. "National Pan-Hellenic Council (NPHC) Plots: Recognizing the past, present, and future of historically African-American Fraternities and Sororities at Northern Kentucky University" was one of the winning proposals of the 2020 Innovation Challenge.

- **Provost (Matt Cecil):**
 - COVID numbers are at their lowest currently, as are hospital rates. He hopes everyone is enjoying respite from the surges, however, NKU will continue to monitor data and make adjustments as needed. He thanked the faculty again for their resilience and persistence, and the great work being done with students.
 - His office recently hosted Dr. Kevin McClure from the University of North Carolina Wilmington for a discussion via Zoom on how we can improve faculty and staff engagement and morale. The session was presented to deans and department chairs. Strategies are needed to have faculty and staff feel more engaged and valued.
 - He recently met with the new Student Success Center team, including eleven new advisors. The talented and diverse team is currently working with departments and some students as well. They are working to turn around retention and are already seeing signs of improvement.

- **Faculty Regent (Michael Baranowski):**
 - The Board of Regents (BOR) met on March 16. The BOR approved a number of faculty promotions, as well as a 2% increase in tuition, or 1.97% exactly. He clarified that the tuition increase is for undergraduate tuition only, in response to a question from PCC Chair Kathleen Fuegen.

- **Staff Congress Representative (Steve Slone):**
 - Staff Congress is working on collaboration with Sustainability, Wellness and Environmental Science on spring philanthropy/community service projects; more information will be shared when all is finalized.
 - The Administrator Evaluation survey is being finalized and plans to be distributed as soon as possible. Who will be evaluated is still being determined.
 - Staff Congress scholarship applications are underway.
 - Staff Congress elections are currently being held. The window for nominations to run closed last Friday.
 - March 9 is Staff Congress' 40th birthday. The plan is to celebrate in May at the end of finals, though the event may be moved to August. A large celebration is anticipated and details are forthcoming.

Officer Reports:

- **Senate President (John Farrar):**
 - The administrator evaluation survey process is completed. Two hundred and twenty faculty participated with 640 responses. He is analyzing the data now and looking for any inflammatory statements that may require redaction. The Executive Committee will then review. After that, the evaluations will be distributed to the administrators for their comments, and then to their supervisors.
 - The Hybrid University Task Force continues to meet and make progress.

- Other matters being addressed include the budget and bills in the state Senate and House. Some bills have made progress; others have stalled.
- This Friday is the first Faculty Conversation. Technically, registration is closed, but if anyone who has not registered would like to attend, please let him know, to accommodate appropriately for food and drink. The first part of the conversation will be the business part, about 90 minutes, followed by socializing. The two topics of conversation are a potential software switch for the RPT process and program review. He thanked the provost for sponsoring the session.
- Bonita Brown sent an email detailing the Northern Kentucky Region's Moon shot efforts; the focus will be on three tripwires - Registration Holds, Emergency/Retention Grants, and the Transfer Pipeline. Three committees are forming to review the best practices in those areas and assess which practices will work best for the campus. Committees will mostly consist of individuals who work directly in those areas. However, faculty input is sought as well. If interested, contact Bonita at brownb33@nku.edu.
- The first Moon Shot for Equity convening in our region will be held virtually on Tuesday, April 5, from 1:00 pm – 4:00 pm.
- There are currently various opportunities for faculty leadership and service. Please consider volunteering for one of the Success by Design Moon Shot teams, the NKU Leadership Institute, the Teaching Fellows, or the Associate to Full Professor programs.

Vice President (Kalyani Ankem):

- The vice president observed that the Spanish flu of 1918 ended in its third year. She had hoped that this pandemic, too, would end in its third year, and is disappointed that it has not. Because of its continuation, she will continue to use hand sanitizer and wear a mask.

Secretary (Laura Sullivan):

- No report.

Faculty Advocate (Phil McCartney):

- He mentioned the upcoming Inclusive Teaching Academy to be held on Thursday, April 7 and Friday, April 8. He noted that many faculty will be teaching during the academy, but certainly support diversity and inclusion as crucial aspects of NKU's culture.
- He has spent a great deal of time working with PCC Chair Kathleen Fuegen, and Budget Committee Chair Janel Bloch to refine NKU's *Values and Ethical Responsibilities policy*. He encourages all faculty to read the proposed changes and understand the policy.
- As a member of the TEEC, he continues to advocate for a holistic approach to the assessment of teaching effectiveness rooted in the statements in the Faculty Handbook. Grade distributions and student evaluations should not be used as "litmus tests" of teaching effectiveness. As President Vaidya has said, "student success at NKU must not become hollow."

Committee Reports:

- **University Curriculum Committee (Richard Fox):**
 - The committee approved 144 items to meet the upcoming fall catalog deadline. Fifteen were graduate items that will now need to go to Graduate Council. It was decided to reverse the order of the approval process -- UCC approve first to make the deadline, and then move to Graduate Council.

- He asked senators to remind those filling out curriculum forms that program changes generally do not go through Senate.
 - He is working with Senate President John Farrar and Gen Ed Chair Kimberly Weir on identifying why students are taking so many hours – the average is 120 – and also taking so long to graduate. They are hoping to find trends that can be reversed.
 - There is a voting item from UCC under New Business later in the agenda, a substantive program change for Integrative Studies, A.A.
- **Budget** (Janel Bloch):
 - There were 223 responses to the Budget Survey, an approximately 34% response rate. The top three ranked items were on salary issues: 1) Provide compensation increases (cost of living, merit) for faculty/staff; 66% of respondents ranked this item #1 (35%) or #2 (31%); 2) Address salary equity/compression issues for faculty/staff; 48% of respondents ranked this item #1 (21%) or #2 (27%); 3) Reimburse the one-time salary and TIAA cuts; 29% of respondents ranked this item #1 (13%) or #2 (16%).
 - The survey results will be posted on the budget website.
 - There are two more meetings scheduled this semester to stay apprised of NKU and state budgets.
- **Benefits** (Charlisa Daniels):
 - The Budget Survey included a ranking question that involved Faculty Development Awards (FDAs). Results of the survey indicated interest in: health benefits cost increase awareness, more high deductible options, and family planning. Other factors mentioned included mental health counseling and chiropractor/medical massage, and weight loss services.
 - The committee is preparing for the first RFP bid meeting. There is a Benefit Date Enrollment proposal that would give consideration to closing the gap on the delay after hiring to get insurance. Ranked priorities from the survey will be included, and a fertility add-on package. Benefits is considering a survey to provide data to support that NKU faculty/staff desire this package. They have already been logging requests for it from faculty/staff.
 - Another issue under review was whether recipients of FDAs be required to report the results of their award to the University Research Council (URC). After a discussion, a poll was taken – A. Require, B. Recommend, C. Do not require. Committee members overwhelmingly voted to recommend that FDA recipients report results to URC, but it will not be a requirement.
- **Professional Concerns** (Kathleen Fuegen):
 - The committee discussed proposed changes to the Values and Ethical Responsibilities policy. The policy documents NKU's core values and ethical standards. An internal auditor and a member of human resources have proposed additions to this policy. The committee noted that the section on whistleblower protection uses language that is inconsistent with the rest of the policy. This section refers to illegal and dishonest activity, but there is no mention about "illegal" or "dishonest" activity before this section. If the problem being reported isn't "illegal" or "dishonest," then the person making the allegation is not a whistleblower and thus not entitled to protection from retaliation. Because some allegations are made against those with considerable power, it is critical that faculty making these allegations be protected. Not all unethical behavior is illegal or dishonest. She met with Faculty Advocate Phil McCartney to discuss the

changes. They made several edits in the section on whistleblower protection. These edits have been reviewed by the internal auditor and human resources representative. She will bring a revised draft back to the PCC at their next meeting.

- PCC also discussed proposed revisions to the Faculty Senate constitution. The Senate represents the “general faculty,” but the definition of “general faculty” creates problems when it comes time to determine who is eligible to vote. Currently, general faculty includes people who spend less than 25% of their time in an administrative appointment. PCC discussed whether to define general faculty as those who spend 50% or more of their time in teaching and/or research/creative activity, including professional librarians. They also discussed whether to define membership in terms of who is not considered general faculty (i.e., those with certain job titles). The committee will continue to discuss these issues at their next meeting. They will also continue to discuss whether adjunct faculty ought to have Faculty Senate representation.
- **TEEC** (Chris Lawrence):
 - TEEC continues to work with the Course Evaluation Software Work Group to review submissions received in response to the university’s RFP.
- **General Education Committee** (Kimberly Weir):
 - Four new courses were passed in the Foundation of Knowledge program – ENG 231, LDR 101, MUS 202, and PSC 202. They will be in the fall catalog.
 - Emily Detmer-Goebel recently sent an email about a summer workshop on assessment. Student artifacts will not need to be scored this time, but this will be a time to discuss assessment design and course level assessment. There will be a \$200 stipend given for those who attend on Tuesday, June 7. More information will follow closer to the date.

New Business:

- Voting Item from UCC, substantive program change for Integrative Studies, A.A. <https://nku.curriculog.com/proposal:5073/form> . Rudy Garns, Interim Director for Integrative Studies, was present to explain the program change and address questions. The program’s significant changes have been prompted by the Young Scholars Academy program, in that these students, as well as NKU’s, will benefit from having more programs across campus available to them.

MOTION PASSES.

Old Business:

- No old business.

Announcements (John Farrar):

- The first Friday Faculty Conversation is April 1 at 2:00 pm in the Dignitorium. There will be discussion followed by a social hour. The Zoom option is by request, but he encourages faculty to attend in person. The presentation part will be recorded, but the conversation part will not. Register at: https://nku.co1.qualtrics.com/jfe/form/SV_ctlQdl649lCPSm ASAP.
- Faculty are sought for *Success By Design* Moon Shot teams to review and consider best practices related to registration holds, emergency/retention grants, and the transfer pipeline. This is largely a staff effort, but faculty input is also needed. Email Bonita Brown to volunteer at brownb3@nku.edu.
- April 1 is the upcoming deadline for the NKU Leadership Institute, Associate to Full Professor program, and the Teaching Fellows program.

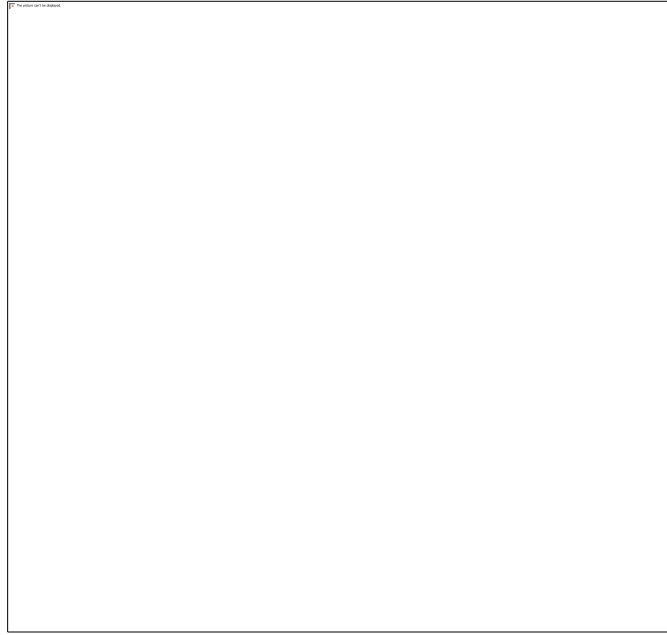
- The Moon Shot for Equity convening will take place virtually on Tuesday, April 5 from 1:00 pm – 4:00 pm. The first part of the meeting will be informational; the latter will consist of breakout groups to discuss best practices of registration holds, emergency/retention grants, and the transfer pipeline.

Adjournment

The meeting was adjourned at 4:07 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary



**The Office of Economic and
Community Engagement,
Outreach, and Lifelong Learning**



Strategic Opportunity



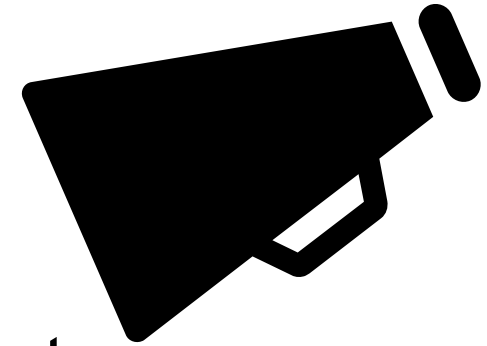
- **Create a single entry-point for external partners seeking to connect with NKU**
- **Grow and deepen NKU's community and corporate partnerships**
- **Leverage NKU's assets, agility and partnerships to create value for external partners and the community**
- **Better serve:**
 - Post-graduate learners
 - Lifelong learners
 - Career builders/switchers
 - Employers needing upskilling and training
 - Current students wanting to connect with business and industry

Why Now?

- **Integral component of Success by Design**
- **External partner expectations for innovation, responsiveness and value**
- **Need to diversify student mix and revenue sources**
- **Increased market interest in upskilling and lifelong learning**
- **Greater alignment with regional workforce needs**
- **Competitive environment**



What our External Partners are Telling Us



- We prefer having a single point of contact to facilitate our NKU relationship
- NKU needs to streamline its processes and communications with us
- NKU needs to be nimbler and more innovative in responding to opportunities for partnerships
- In order to serve our needs, NKU needs to better understand our strategies and goals
- We expect to see quantifiable metrics on the ROI of an NKU partnership

How Do We Respond?

- **Creation of ENTERprise NKU**

- A new unit focused on leading innovative solutions for the challenges faced by our external partners – accessing, training, upskilling and retaining – a talented workforce
- The new unit will have responsibility for cultivating and sustaining corporate and community partnerships
- The new unit will work cooperatively campus-wide across colleges and centers to facilitate timely and coordinated responsiveness to community and corporate partners



Outcome



- Elevate NKU brand
- Attract new revenue
- Deepen regional engagement
- Attract new audiences to NKU
- Create additional high-value learning experiences and career pathways for NKU students and graduates
- Improve external partner satisfaction through coordinated communications and management

Mission Statement

ENTERprise NKU serves as the “front door” to the university, responsible for creating high-value partnerships between the campus and external partners.

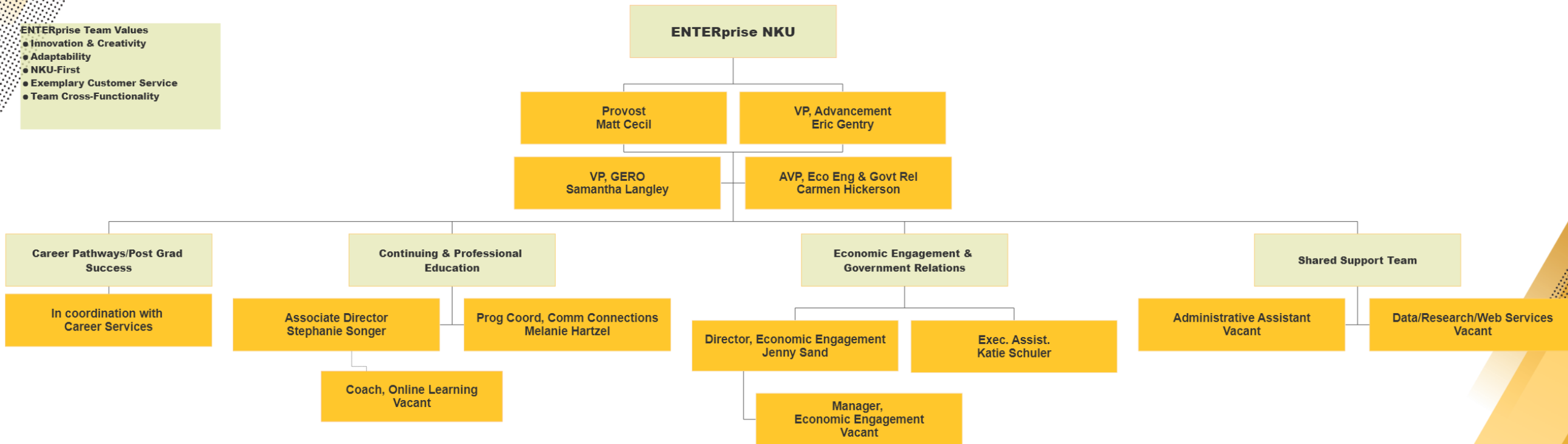
By enhancing the NKU/community connection, we in turn strengthen the region's workforce and economic prosperity through innovative and lifelong learning opportunities through professional development, personal enrichment, and economic development.

Structure

- **Co-led by Academic Affairs & Advancement**
- **Co-managed by Vice Provost, GERO and AVP, EE & GR**
- **3 new FTE's**
- **Create Advisory Council - internal and external partners**
- **Three areas of focus**
 - Continuing & Professional Education
 - Career Pathways and Post-graduate Success
 - Community & Corporate Engagement

Organizational Structure

- ENTERprise Team Values**
- Innovation & Creativity
 - Adaptability
 - NKU-First
 - Exemplary Customer Service
 - Team Cross-Functionality

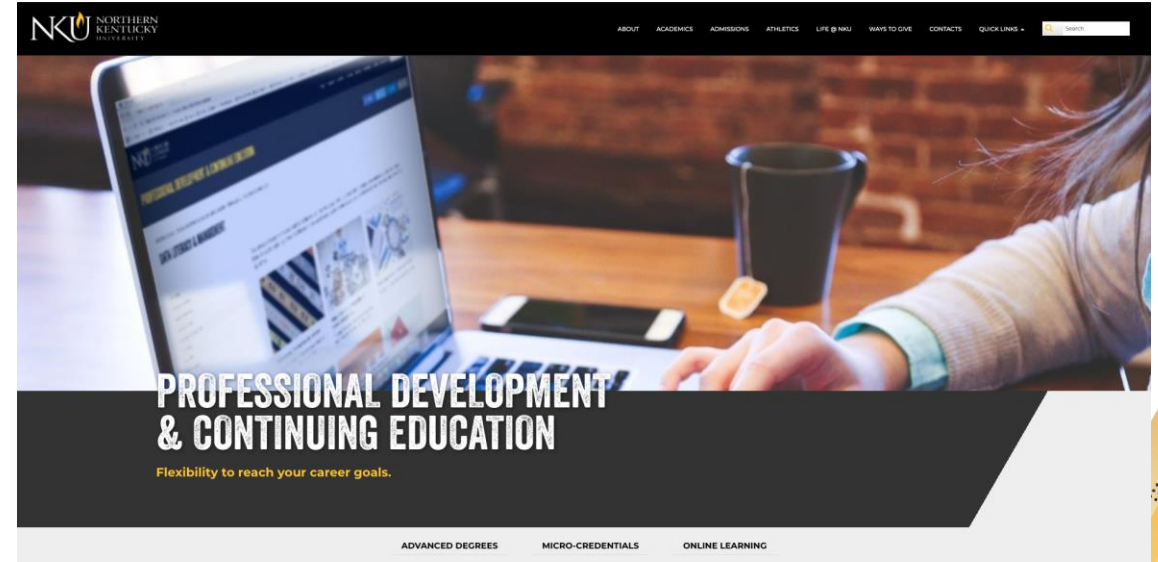


NKU External Engagement Ecosphere



Professional Development & Continuing Education

- **Audience:** Career advancers, career changers, businesses and individuals seeking to augment workforce skills, alumni seeking to augment their degrees, lifelong learners
- **Delivery:** Largely online, customized programs can be delivered on-site, face-to-face
- **Offerings to include:**
 - Accelerated online learning (AP)
 - Noncredit on-demand courses (Coursera/Pathstream)
 - Adult learning pathways
 - Executive education
 - Customized corporate training programs
 - Microcredentials
 - Personal coaching



Start on your path to success.

NKU offers a wide variety of learning opportunities to continue your education. Whether you are looking to advance your career, seeking an industry certification, or taking classes for pure enjoyment, training is available for all levels. We also collaborate with companies to upskill and prepare employees to tackle dynamic workplace challenges. Our non-credit courses, certificate programs, microcredentials, and online courses provide flexible options for learners at any stage of their career.



Career Pathways & Post Graduation Success*

- **Audience:** Current students, alumni, employers seeking to access NKU talent
- **Delivery:** Online and in-person; on- and off-campus activities
- **Offerings to include:**
 - Career fairs
 - Handshake
 - Internships/co-ops
 - External Mentoring/networking

**in coordination with Career Services*



Community & Corporate Engagement

- **Audience:** Regional employers, industry, associations, workforce organizations and non-profits
- **Delivery:** Partnerships may be initiated by ENTERprise NKU or elsewhere across campus, but all partnerships will be coordinated by ENTERprise NKU. Fulfillment of services may be provided by one or more colleges/centers.
- **Offerings to include:**
 - Relationship management/fulfillment/reporting
 - Staff & faculty experts' coordination
 - Economic development
 - Community partner engagement
 - Regional workforce connections

KPI's

Quantitative

- **# of partnerships**
 - Number of partnerships that expanded/deepened
- **Revenue generated from partnerships/sponsorships**
- **# of partners participating in or sponsoring events**
- **# of industry partners engaged on advisory boards, in classrooms, research projects, etc.**
- **# of corporate participants in Handshake, career fairs**
- **# of students participating in career fairs**
- **# of students placed in internships/co-ops**
- **# of participants in online learning offerings**
- **# of adult learners enrolled/on track for graduation**
- **New for-credit enrollment that can be tracked back to corporate partnerships**



KPIs

Qualitative

- Testimonials of successful partnerships
- Quality of partnerships/partner satisfaction
- Responsiveness to corporate inquiries
- Social Impact
- Overall impact on NKU brand



Questions?