

FACULTY SENATE MEETING
May 13, 2022

Members present: Ryan Alverson, Kalyani Ankem, Rachael Banks, Janel Bloch, David Childs, Susannah Coaston, Christine Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Steven Gores, Tracy Hart, Lisa Holden, Doug Hume, Stephen Johnson, Ken Katkin, Christopher Lawrence, Kevin Lotz, Phil McCartney, Chari Ramkumar, Dana Ripley, Brittany Sorrell, Laura Sullivan, Lynn Warner

Members absent: Jason Applegate, Tracey Bonner, George Carpten, Michael Carrell, Ronnie Chamberlain, Charlisa Daniels, Rhonda Davis, Kebede Gemene, Brian Hackett, Jennifer Kinsley, Kajsa Larson, Jitana Benton Lee, Sara Runge, Bob Salyer, Patrick Schultheis, Lynn Smith, Andrea Lambert South, Jose Saavedra Torres, Andrea Watkins, Kimberly Weir

Guests: Sara Conwell (Staff Congress Representative), Grace Hiles (Faculty Senate Office), Emily Detmer-Goebel, Edward Kwon, Nancy Campbell, Dolores White, Terrance Anderson, Erin Strome, Brandelyn Tosolt, Karen O'Connell, Maureen Doyle

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 1:06 pm with a quorum present. The agenda was adopted without additions or corrections.

Approval of Minutes

The minutes of the April 25, 2022 meeting were approved.

Guests Reports:

- **Staff Congress Representative** (Sara Conwell):
 - No report.

Officer Reports:

- **Senate President** (John Farrar):
 - Senate President Farrar opened his remarks by acknowledging that it has been a long academic year with many challenges, but Faculty Senate can be proud of its accomplishments as a result of the hard work of committee chairs, committee members, and senators. Accomplishments included the vaccine mandate resolution, the moving of the COVID testing site, approval of new programs, and the new parental leave benefit. The first Faculty Conversation was also held. There is still work to be done as faculty morale, engagement, and burnout are still issues for many.
 - He believes a better plan is needed for compensation – As Faculty Senate president he has expressed his concerns with the current compensation plan, though the concerns have not yet been addressed. Staff salaries have been a long-term problem and NKU is paying the price for what should have been done years ago. There is a problem as well with faculty compression; however, this issue is not adequately covered in the current compensation plan, and Academic Affairs was not included in plan discussions. He has asked the administration for additional funds for a comprehensive compensation plan.

- Merit raises, included in the compensation plan, are set at 3% for faculty and staff. His preference is to restructure the merit increase to a flat amount, due to the large range of faculty salaries. He is prepared to speak at the next Board of Regents (BOR) meeting if necessary to address this issue.
- Senate President Farrar finished his comments by wishing everyone a great summer with much rest, relaxation, and rejuvenation.
 - Discussion followed on faculty compression and the merit raise, with some in favor of everyone receiving the same merit amount.

Vice President (Kalyani Ankem):

- No report.

Secretary (Laura Sullivan):

- No report.

Parliamentarian (David Childs):

- No report.

Faculty Advocate (Phil McCartney):

- He supports the concern Senate President Farrar expressed in regard to faculty compensation and compression. It is no longer acceptable to hear that NKU does not have enough funding to retain faculty.

Committee Reports:

- **University Curriculum Committee (Richard Fox):**
 - He was contacted by Marketing and Communications to inform him that the old UCC website was being shut down due to accessibility issues. However, he is trying to get IT to make the database of old proposals accessible again.
- **Budget (Janel Bloch):**
 - There was much discussion about the compensation plan at the committee's final meeting of the semester.
 - Interviews are currently scheduled for the position of Vice President for Administration & Finance/CFO. She encouraged attending the open forums if possible.
 - The results of the recent budget survey showed that the top three items had to do with compensation and the fourth item was with workload.
- **Professional Concerns (Kathleen Fuegen):**
 - She thanked Senate President Farrar and Budget Chair Bloch for continually pressing the issue of compensation on behalf of the faculty.
 - An issue under discussion in the committee is whether part-time faculty should have representation on Faculty Senate. Arguments against included concerns that part-time faculty interests do not align with full-time faculty's interests, such as RPT, and part-time faculty can already speak to the representative senator in their departments. Those for the idea said that it is not entirely clear how part-time faculty can make their concerns known and, by serving on Senate, there could be better understanding between the two faculties. However, representation on Senate may not be the appropriate place for part-time faculty to have their concerns/issues addressed.

- **TEEC** (Chris Lawrence):
 - The committee has the information needed to make a final recommendation on course evaluation software.
 - Interviews will be held in the next few weeks for the permanent director of the Center for Teaching and Learning.

New Business:

- Election of Faculty Advocate, General Education Committee Chair, Benefits Committee Chair. Nominations accepted from the floor or to John Farrar (farrarj1@nku.edu).
 - There were no nominations from the floor. There are two nominees – Phil McCartney and Brandelyn Tosolt.
 - The vote shows Brandelyn Tosolt as the winner, with the position to start in July.
 - After the vote, there was a question as to whether there had been a quorum established prior to voting.
- Other election results, by acclamation, are Andrea Brooks as General Education Committee Chair, and Michael DiCicco (fall semester) and Deborah Patton (spring semester) as Benefits Chairs while Charlisa Daniels is on sabbatical.

Old Business:

- Senators discussed a resolution that would change the merit funds from 3% to the same amount for each employee. It was determined, however, that there was not a quorum for the vote.

Announcements (John Farrar):

- There are open forums currently for the Vice President for Administration & Finance/CFO search.
- He thanked Kimberly Weir, outgoing General Education chair, and Charlisa Daniels, Benefits Chair, for their excellent leadership over the last several years.

Adjournment

The meeting was adjourned at 2:23 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary