

**FACULTY SENATE MEETING**  
**October 25, 2021**

**Members present:** Ryan Alverson, Kalyani Ankem, Jason Applegate, Rachel Banks, Janel Bloch, Michael Carrell, Ronnie Chamberlain, Suzannah Coaston, Christine Curran, Charlisa Daniels, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Kebede Gemene, Steven Gores, Lisa Holden, Doug Hume, Stephen Johnson, Ken Katkin, Kajsa Larson, Christopher Lawrence, Jitana Benton Lee, Kevin Lotz, Phil McCartney, Chari Ramkumar, Dana Ripley, Patrick Schultheis, Lynn Smith, Brittany Sorrell, Andrea Lambert South, Laura Sullivan, Jose Saavedra Torres, Lynn Warner

**Members absent:** Tracey Bonner, George Carpten, David Childs, Rhonda Davis, Brian Hackett, Tracy Hart, Jennifer Kinsley, Sara Runge, Robert Salyer, Andrea Watkins, Kimberly Weir

**Guests:** Ashish Vaidya (President), Matt Cecil (Provost), Suk-hee Kim, Amy Danzo, Allyson Graf, Grace Hiles (Faculty Senate Office), Terrance Anderson, Emily Detmer-Goebel, Maureen Doyle, Jason Vest, Zach Wells, Brooke Buckley, Dolores White, Rob Zai, Alar Lipping, Erin Strome, Katherina Terhune

**Call to Order, Adoption of Agenda**

The meeting was called to order by Senate President John Farrar at 3:06 pm with a quorum present. He reminded those in attendance that any chat message to Grace is not private; messages will appear on the screen.

The agenda was adopted without additions or corrections.

**Approval of Minutes**

There was one correction to the September 27, 2021 minutes in the PCC committee report. In the sentence, "The committee is continuing discussion on handbook language regarding the stipulation that six years are *required* before applying for *tenure and* promotion or whether that is a barrier for some," the word "required" was replaced with "recommended" and "tenure and" was removed. The sentence now reads: "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."

The minutes of the September 27, 2021 meeting were approved as amended.

**Guest Reports:**

- **Provost (Matt Cecil):**
  - The provost recently met with Aliya Cannon, Student Government Association (SGA) president; she asked that he express appreciation from the students for all that faculty have done to keep the university moving forward during the pandemic. The provost echoed her appreciation and commended the faculty for their resiliency during the pandemic.
  - Spotlight on Scholarship was a success; it was great to hear the passion faculty have for their research. The high quality presentations covered a wide range of topics. He thanked everyone involved with the event.

- COVID cases are half of what they were two weeks ago in northern Kentucky, with cases declining exponentially. The three northern counties are highest in vaccinations in the state. NKU will maintain its approach to managing COVID.
- The provost thanked Kim Scranage, Vice President for Enrollment and Degree Management, for her hard work and leadership the past seven years, as she steps down November 1 to take a position at the University of West Georgia. Leah Stewart and Ryan Padgett will be co-administrators for Enrollment and Degree Management and report to him.
- Discussions on the proposed Student Success Hub continue with additional meetings. This initiative started four years and significant retention has been seen with models like this one.
- He will work with Senate/Senate president and the administration on the process for program review. Data gathering will need to start soon.
- The four Moon Shot for Equity institutions are gathering data and cataloging their current work in this area.
- Success by Design (SBD) work groups continue to meet and address any issues.
- In response to questions and concerns:
  - A senator asked for an update about Research, Grants, and Contracts and staffing concerns. The provost apologized for the difficulty staffing is causing for faculty and their ability to submit grants. He understands this is a high return on investment area and he has spoken to Sam Langley, Vice Provost for Graduate Education, Research and Outreach, about it.
- **Age-Friendly University Coalition** (Suk-hee Kim, Amy Danzo, Allyson Graf)
  - A PowerPoint presentation (see attached) detailed NKU's distinction of becoming an Age-Friendly University (AFU) in 2020. NKU's AFU Coalition was approved in 2021. Various opportunities are available for faculty, staff, students, and community members. Recent events include the Tri-State Walk to End Alzheimer's and Spotlight on Scholarship. Upcoming events include Adult Learner Week and a national presentation at the annual meeting for the Gerontological Society of America.

#### **Officer Reports:**

- **Senate President** (John Farrar):
  - Steps were taken over the summer in preparation for the upcoming program review. The approach to the review will be holistic, and more information is forthcoming.
  - Administrator evaluations took place late last spring. An updated and improved tool was used, but this meant a slight delay in implementation. The evaluations have been distributed to the administrators. The process has changed with the administrators receiving their reviews after any redactions. Comments from them are due back to him November 2. The results will then go to the appropriate administrator—provost, president, Board of Regents (BOR).
  - Several faculty were appointed to the Hybrid University task force. That work will ramp up soon.

#### **Faculty Advocate** (Phil McCartney):

- Bonita Brown attended the recent Arts & Sciences meeting to talk about the Moon Shot project. She is the person to approach with any questions about that. Advocate

McCartney has asked about (the for profit company) EAB's role in the project and the impact the project will have on the faculty and the curriculum.

### **Committee Reports:**

- **University Curriculum Committee** (Richard Fox):
  - There is no report today from UCC.
- **Budget** (Janel Bloch):
  - The committee reviewed the financial exigency policy for understanding and to see if there was need for clarifications or updates. There were only some minor changes that can be handled at the committee level.
- **Benefits** (Charlisa Daniels):
  - Bruce Smith attended the committee's last meeting. Annual benefits enrollment opens this Wednesday and closes Thursday, November 11. This is a passive enrollment except for updating and confirming one's FSA and HSA deductions for 2022. The vendor has changed for these accounts which should help with fees. Those with current HSA accounts will receive more information on the changes.
  - The Faculty Development Awards (FDA) applications are currently being evaluated; results will be shared during the November meeting.
- **Professional Concerns** (Kathleen Fuegen):
  - The BOR recently approved the policy on administrators returning to the faculty. PCC voted to replace the outdated policy in the handbook with the new BOR approved policy.
  - The committee continued discussion on the timeline for promotion to full professor. Some think that the recommended six years is a useful guideline for faculty; others believe that years should not be mentioned at all. Due to the divergence of opinions on the matter, PCC will not make any recommendations now to the handbook language to when faculty typically go up for promotion.
  - Another handbook issue under discussion has to do with the promotion process expectations to associate professor and professor, and the language used, specifically the word "continuing" in reference to scholarly and creative activity and institutional and public service. Concern expressed related to a candidate needing to continue the trajectory after being promoted. The recommendation is to replace "continuing" with "continued." The issue should be voted on at the next PCC meeting.
- **TEEC** (Chris Lawrence):
  - The proposed policy on the VF grade is in its last week of posting for university comment by the Academic and Admissions Policy Committee (AAPC). The second reading/hearing is expected in the next two weeks.
  - Meetings are being set up with potential companies that offer course evaluation software.

### **New Business:**

- Nominations for Vice President for Administration and Finance search advisory committee – John Farrar

- Please send any nominations for this committee to Senate President Farrar - [farrarj1@nku.edu](mailto:farrarj1@nku.edu) - he would like a diversity in faculty voices. Recommendations must be submitted in early November; he is in the process of confirming current nominations.

#### **Old Business**

- Election Committee – John Farrar
  - There are two new nominees for the committee, Phil Yannarella in Steely Library and Sam Cho in Computer Science.

#### **Announcements**

- Benefits open enrollment begins October 29. This is a passive enrollment except for updating and confirming one's FSA and HAS deductions.
- Vaccines continue to be offered by appointment in Health, Counseling, and Student Wellness; boosters are also available for those eligible.
- Vaccine testing is also available in UC 204 for NKU faculty, staff, students, and family.

#### **Adjournment**

The meeting was adjourned at 3:48 pm.

Respectfully submitted,

Laura A. Sullivan  
Secretary