

FACULTY SENATE MEETING
August 29, 2022

Members present: Ryan Alverson, Kalyani Ankem, Rachael Banks, Janel Bloch, Michael Carrell, Christine Curran, Michael DiCicco, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, William Herzog, Lisa Holden, Doug Hume, Stephen Johnson, Boshra Karimi, Ken Katkin, Edward Kwon, Isabelle Lagadic, Kajsa Larson, Christopher Lawrence, Phil McCartney, Michael Providenti, Chari Ramkumar, Robert Salyer, Patrick Schultheis, Andrea Lambert South, Brittany Sorrell, Laura Sullivan, Zach Wells, Dolores White, Darren Wilson, Kimberly Yates

Members absent: Terrance Anderson, Jason Applegate, Tracey Bonner, Carole Cangioni, George Carpten, David Childs, Joseph Cress, Olu Ekundayo, Steven Gores, Jennifer Kinsley, Jessica Kratzer, Kevin Lotz

Guests: Michael Baranowski (Faculty Regent), Steve Slone (Staff Congress Representative), Jaelynn Gentry (SGA Representative) , Grace Hiles (Faculty Senate Office), Emily Detmer-Goebel, Suk-hee Kim, Kevin Kirby, Erin Strome, Dirk Grupe, Yaw Frimpong-Mansoh, Brooke Buckley, Diana McGill, Jason Vest

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:05 pm with a quorum present. The agenda was adopted without additions or corrections.

Approval of Minutes

The minutes of May 13, 2022 were approved.

Guest Reports:

- **Faculty Regent** (Michael Baranowski):
 - Issues discussed at the Board of Regents (BOR) summer retreat included the status of Hybrid U and whether NKU should become a charter school authorizer. Information on the latter matter is currently being gathered. There will be a recommendation to the Board at the September 14 meeting.
- **Staff Congress Representative** (Steve Slone):
 - He is the Staff Congress president this year, and is looking forward to being at the Senate meetings and working with the Executive Committee.
- **SGA Representative** (Jaelynn Gentry):
 - She is the vice president for SGA this year in addition to serving as the liaison for Faculty Senate.
- **Success by Design update** (Bonita Brown, Chief Strategy Officer and Pete Rinto, Institutional Effectiveness Analyst):
 - Bonita provided a slide presentation update and overview (see attached) on Success by Design (SBD), addressing the 4 student success initiatives – Tripwire Identification, Degree, Co-Curricular & Career Mapping, Advising & Coordinated Care, and High Impact

Practices. She asked for any feedback on how SBD information could be better communicated.

- In response to questions:
 - There is some financial aid confusion currently with the new tuition payment plan; the department is also down staff which has been a factor in the situation. She provided the rationale for NKU dropping students who have not paid their tuition earlier than has been done in the past. By doing so, these students will not owe tuition the rest of the semester – the longer they stay in school and are not paying, then NKU is paying. This is a hard reality, she acknowledged, but either students are accruing a debt or NKU is accruing a debt.
 - There is also a Resource Guide for students, in addition to the one for students.

Officer Reports:

- **Senate President (John Farrar):**
 - Senate President Farrar welcomed everyone back to campus. Referencing his earlier email with the agenda for this meeting, he acknowledged the “trauma” of the past two years, and the resulting challenges as a result, such as students’ mental health. Recovering from the past couple years will take time and deliberate attention to our wellbeing.
 - He believes that faculty success leads to student success and is committed to his advocacy role as Senate president.
 - One faculty area that needs addressing is the number of faculty who leave NKU before they are evaluated for promotion and tenure, particularly female faculty and underrepresented minorities. Many have left not because they were not on track for reappointment and tenure, but because of harassment. Performance guidelines and RPT guidelines need to be clarified. Another area that needs attention is DFW rates. Overall, he plans to focus on ways in which faculty can be better supported.

Vice President (Kalyani Ankem):

- She expressed her support for the election of Phil McCartney as Faculty Advocate.

Secretary (Laura Sullivan):

- She asked that if any guests had not signed in to please do so, so that their presence at the meeting would be reflected in the minutes.

Faculty Advocate (Phil McCartney):

- He agrees with Senate President Farrar’s comments about the trauma that everyone has experienced the past two years.
- He is proud to serve as Faculty Advocate and will continue to do his best to support all faculty. This work is extremely important, and he welcomes anyone who has concerns to come speak to him. He is committed to ensuring that the Values & Ethical Responsibilities policy is adhered to, and that the administration upholds it.

Committee Reports:

- **University Curriculum Committee (Richard Fox):**
 - The committee’s first meeting of the semester is this Thursday; all meetings this semester will be held via Zoom. This year’s initiatives will be discussed, but most of the

meeting will be reviewing the curriculum process and Curriculog. One item for the semester will be to discuss changes to the definition of Focus.

- He will be holding his annual curriculum workshops soon. All are invited to the workshops and UCC meetings.
- His annual UCC report is available (see attached).
- **Budget** (Janel Bloch):
 - The committee's first meeting is September 21, and all meetings will be via Zoom this semester.
 - Issues to be addressed include parking and the annual budget survey.
 - She welcomes any suggestions or concerns for the committee to discuss this semester.
- **Benefits** (Mike DiCicco):
 - The committee's first meeting is September 7, where they will take up the annual Faculty Development Awards.
- **Professional Concerns** (Kathleen Fuegen):
 - Thursday is the committee's first meeting, in the UC Ballroom, although there will be a Zoom option. Priorities for the coming year will be discussed.
 - If there are any new representatives on the committee, please let Grace know so that she can update the committee list.
- **TEEC** (Chris Lawrence):
 - The new course evaluation software was chosen, Explorance Blue. The committee will work to implement that, so that the software is up and running by January. The software allows for peer evaluation, self-evaluation, and has a text analytic package. This will help reduce biased language in the course evaluation qualitative comments.
 - In response to questions:
 - Faculty will be informed when the current software will be replaced by Explorance.
 - Faculty will continue to be able to add questions to their evaluation.
 - The contract was not awarded to the lowest bidder. The administration said they would support software that improves conditions for faculty/staff and Explorance was superior to other course evaluation software in that regard.
- **General Education Committee** (Andrea Brooks):
 - The committee meets next Tuesday, and it will be a hybrid format. The agenda has not been finalized, though initiatives will be addressed.
 - Three categories will be assessed this fall - Cultural Pluralism, Individual and Society, and Global Viewpoints.

New Business:

- Nominations are sought for the Admissions and Academic Policy Committee. Representatives are needed from each College.
- Nominations are sought for the Elections Committee. Representatives are needed from each College. This committee normally has minimal tasks; however, issues with the Faculty Advocate election last spring illuminated the need for process clarification and best practices.

Old Business:

- There was no old business.

Announcements (John Farrar):

- Phil McCartney was elected as Faculty Advocate.

Adjournment

The meeting was adjourned at 4:20 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary

UCC Report, 2021-2022 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 2021-22 academic year, the meetings on 10/7/21, 11/18/21, 2/3/22, 2/17/22 and 4/7/22 were converted into email votes as there was minimal business. Additionally, the meetings on 11/4/21 and 12/2/21 were canceled. Aside from the email meetings, all other meetings were held by zoom. The average attendance for the academic year was 69.3% (a decrease from 73% the previous year).

Sara Runge represented the UCC on AAPC. The college committee curriculum chairs were Mike Bush (COAS), Nancy Lang (COB), Ginger Blackwell (COE), Shannon Alexander (COHHS), Richard Fox (COI). The UCC secretary was David Cain (ex-officio member).

2. Curriculum Changes Approved

- New program approval: 1 new major, 3 minors
 - MS in Cardiovascular Perfusion
 - Sales Minor
 - Esports Minor
 - Audio Production Minor
- Other curricular changes approved (numbers are approximate):
 - Number of program changes (majors, minors, certificates): 89
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 - Number of new courses: 69
 - Number of course changes: 292
 - Number of course deletions: 22
 - Number of new gen ed courses: 1
 - Number of courses removed from gen ed: 1

3. Other actions taken

- Discussed changes to the definition of Focus (still pending).
- Discussed changes to the graduation requirements (no action taken as of now).
- Collected feedback on the Curriculog forms and made improvements.

4. Expected Initiatives for 2022-2023

- Creation of course SLO repository.
- Improvements to curriculum process.
- Modify the Focus definition and remove the three Focus items listed in the catalog.

Submitted by Richard Fox, UCC Chair

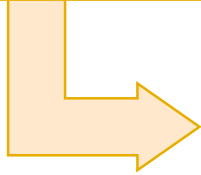


Success by Design Strategic Framework

Faculty Senate
August 29, 2022

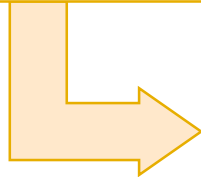
Fall 2018

- Three Pillars
- Community Engagement



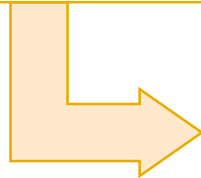
Spring 2019

- Framework Development
- Campus Engagement



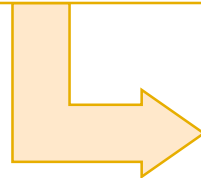
Fall 2019

- First Five Initiatives
- Implementation Teams
- Three Box Solution



Spring 2020

- Innovation Challenge
- *Beginning of Pandemic Pivot*

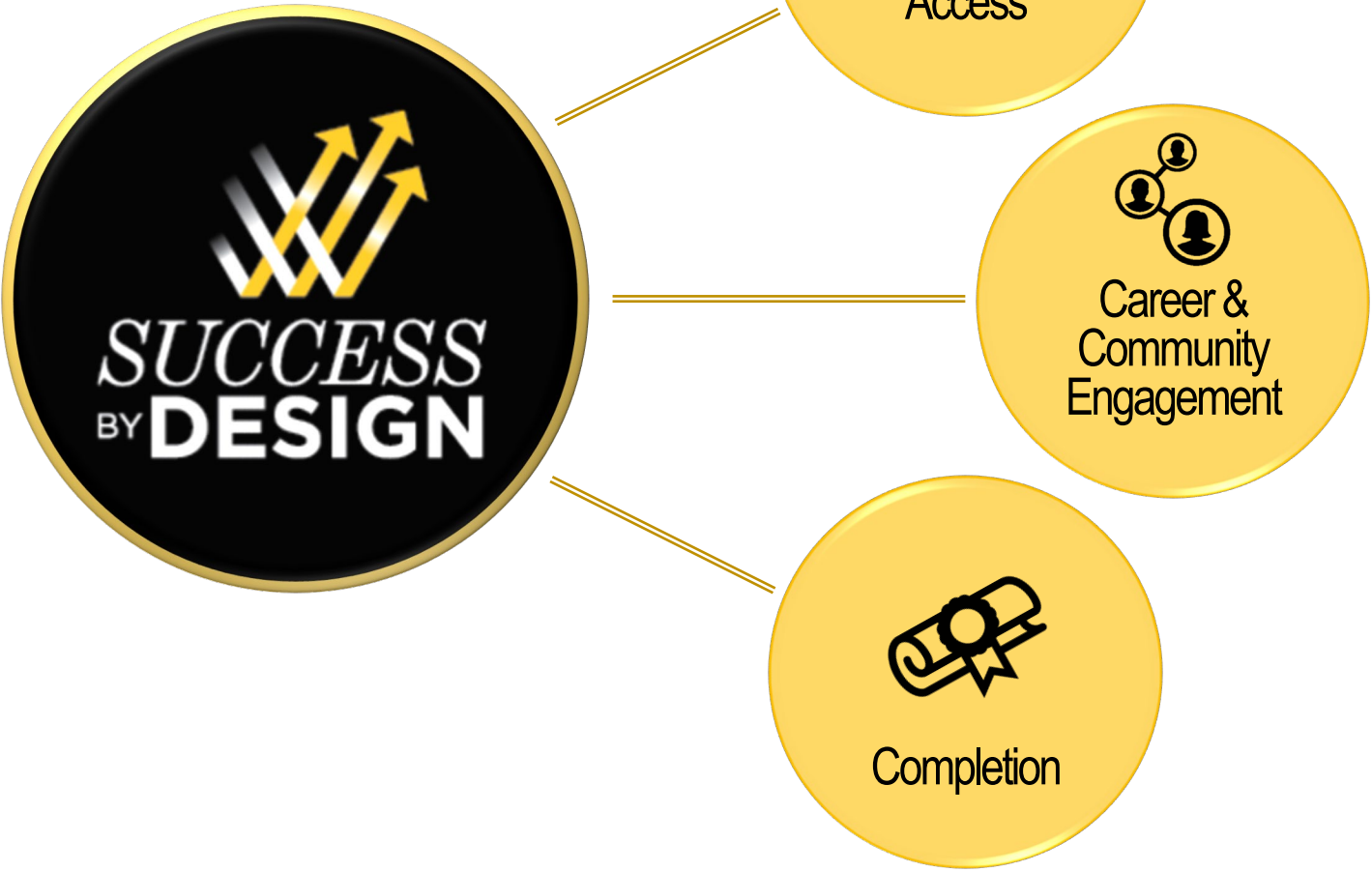


Fall 2020 -
Spring 2021

- Strategic Advisory Group
- Metric Teams Developed



STUDENT SUCCESS PILLARS



FOUR STUDENT SUCCESS INITIATIVES

FALL 2021 – SPRING 2022





WHAT'S NEW?

TRIPWIRE IDENTIFICATION

- Overhauled student payment plan starting for Fall
 - Four equal payments, no monthly fees
- Military transfer credits cap removed
- Reviewing new scholarship management software
- Stopped drop for non-payment mid-semester

COORDINATED CARE

- Developed model for Coordinated Care at NKU
 - Rollout and training coming in Fall
- Increasing utilization and consistency of use of Navigate platform
 - Will have shared notes across support units
 - Improved Communication (email and text)
 - Streamlined scheduling for students
- Launched “Help a Norse”



TRIPWIRE IDENTIFICATION

NEW INSTALLMENT PLAN

Old Installment Plan

- Students automatically enrolled
- Installments due in 3 imbalanced payments:
 - 50% on first day of class
 - 25% one month into semester
 - 25% two months into semester
- All available financial aid applied to 1st installment, creating unanticipated higher 2nd and 3rd payments
- \$50 installment plan enrollment fee
- 1.25% maintenance fee each month on outstanding balance
- Registration hold placed on accounts with remaining balance over \$500

New Installment Plan

- Opt-in required of students
- Installments due in 4 evenly distributed payments
 - 25% on first day of class
 - 25% one month into semester
 - 25% two months into semester
 - 25% three months into semester
- Installment payments determined after application of available financial aid
- \$90 installment plan enrollment fee
- No monthly maintenance fees
- No registration hold for current accounts regardless of remaining balance



TRIPWIRE IDENTIFICATION NEW INSTALLMENT PLAN

Benefits to students:

- 1. Equalized 4-payment plan distributes payments over greater timeframe and reduces per payment burden**
- 2. Revised application of financial aid equally avoids possibility of unanticipated balloon payments**
- 3. Although the installment plan enrollment fee was increased, this increase is greatly offset by the complete removal of the monthly maintenance fee charged on outstanding balances**
- 4. New opt-in procedure provides students with greater transparency and understanding of payment responsibilities prior to the start of the semester**



MOON SHOT FOR EQUITY

The project aims to close equity gaps within regional clusters of two- and four-year colleges and universities by 2030. The GCNK regional cohort announced its first best practice projects in Spring 2022, each of which directly align with Success by Design's Tripwire Identification.



Retention Grants



Holds Reform



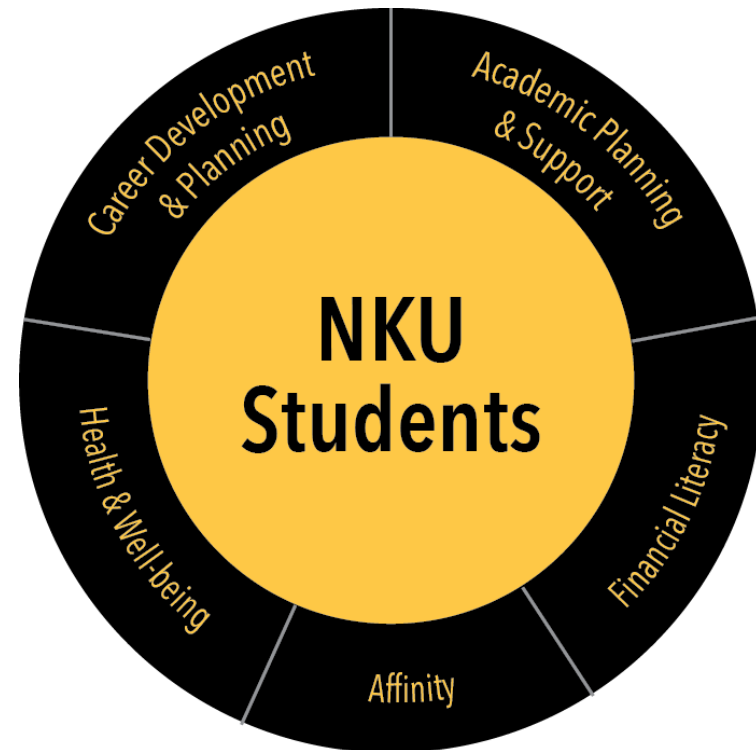
Transfer Pathways



ADVISING & COORDINATED CARE

The Northern Kentucky University community empowers students to take control of their college experience and achieve their fullest potential through streamlined practices that promote proactive outreach, timely response, effective collaboration, and holistic, wrap-around support to facilitate student success.

NKU has identified five primary themes that encompass the holistic support we believe necessary to provide students with an optimal college experience. We believe that it is the responsibility of *all faculty and staff* to have a basic understanding of each of these five themes and be acquainted with the campus resources that directly support each theme.





ADVISING & COORDINATED CARE

HELP A NORSE

nku.edu/help-a-norse

Help a Norse is your one-stop, simplified approach to referring an NKU student for supportive outreach.

A student's physical safety:

- An incident/accident requiring medical attention
- Thoughts about hurting/engaging in violent behavior toward other people



First, contact the University Police at: (859) 572-7777 or 911

A student's psychological safety/mental health:

- Thoughts about ending their own life/suicide
- Engaged in self-harming behavior that may have endangered their safety



First, contact the On-Call NKU Counselor at (859) 572-7777. The National Suicide & Crisis Lifeline can also be reached by dialing 988.

Next, please submit a brief report to help us support the student after emergency services are activated:

[SUBMIT A REPORT](#)

Estimated NKU response time:
Immediate

A student's academic or financial issues:

- Attendance issues
- Missing assignments
- Difficulty paying account balance
- Other financial challenges

[SUBMIT A REPORT](#)

Estimated NKU response time:
Within 1-2 business days of report being submitted

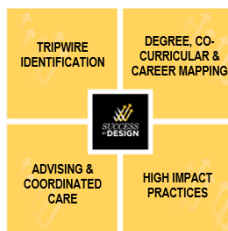
A student's personal situation:

- Title IX / Sexual misconduct
- Increased signs of distress/social isolation
- Increase in conflict with others through escalated speech, actions, or mannerisms
- Reports social, family, or household challenges

[SUBMIT A REPORT](#)

Estimated NKU response time:
Within 1-2 business days of report being submitted

[VIEW COMMUNITY/REGIONAL RESOURCE GUIDE](#)



WHAT'S NEW?

DEGREE MAPPING

- **Co-Curricular and Career Maps** will aid students in selecting a major, understand likely career paths, and choose co-curricular and career experiences at the early, mid, and late stages of their major
- **4-Year Plans of Study** template being developed to improve consistency and ease of use for students
- **Major Summary and Alumni Spotlight** guides be planned. Provide prospective students with a succinct overview of programs and connections to post-degree outcomes.




HIGH IMPACT PRACTICES

- Goal for all students to participate in at least 2 HIPs
- HIPs institute held this summer (August 10-12) had 101 faculty from 31 departments
- Rubrics developed by HIPs team available
- Application for HIPs course designation available
- Additional professional development opportunities throughout academic year

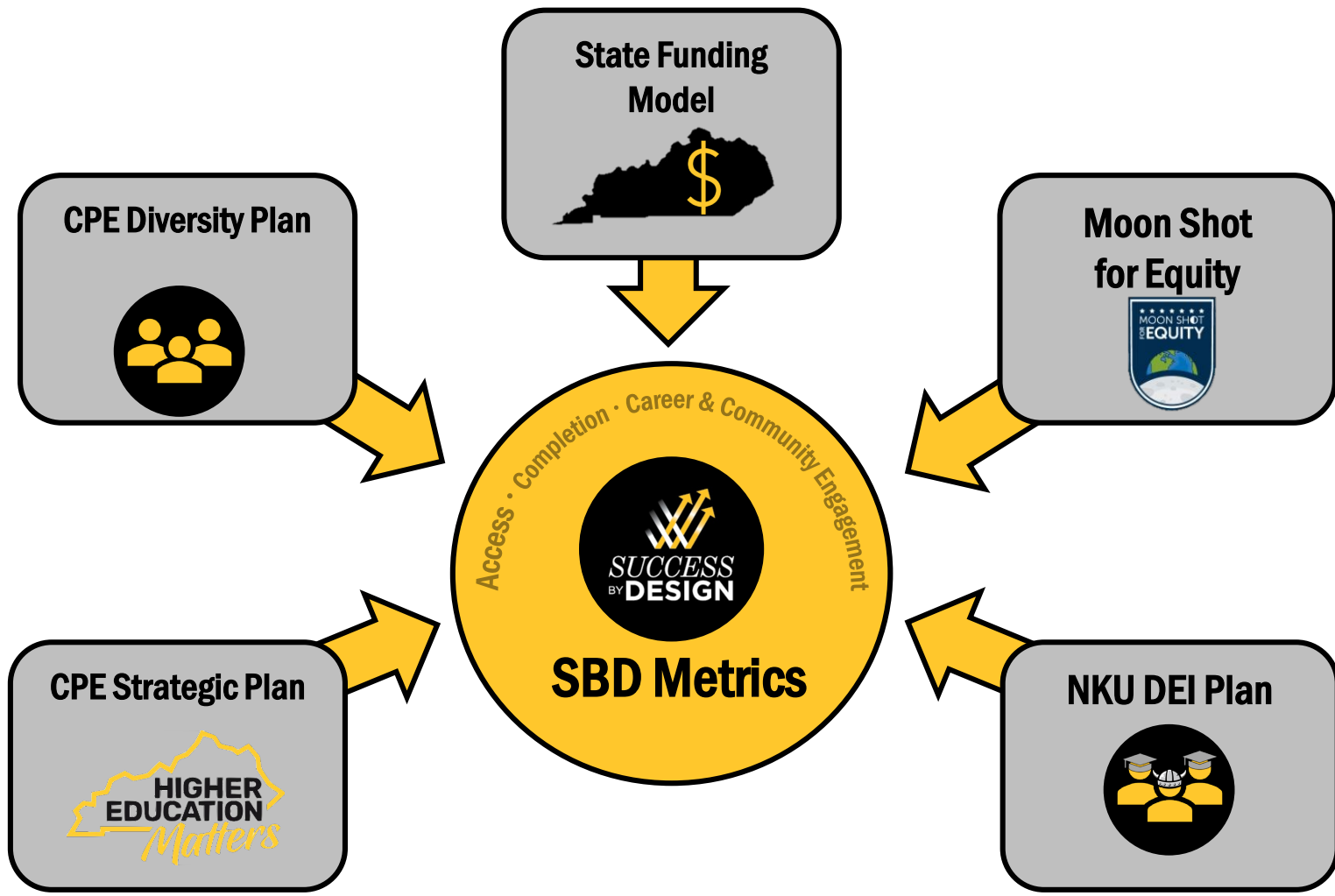


DEGREE, CO-CURRICULAR & CAREER MAPPING

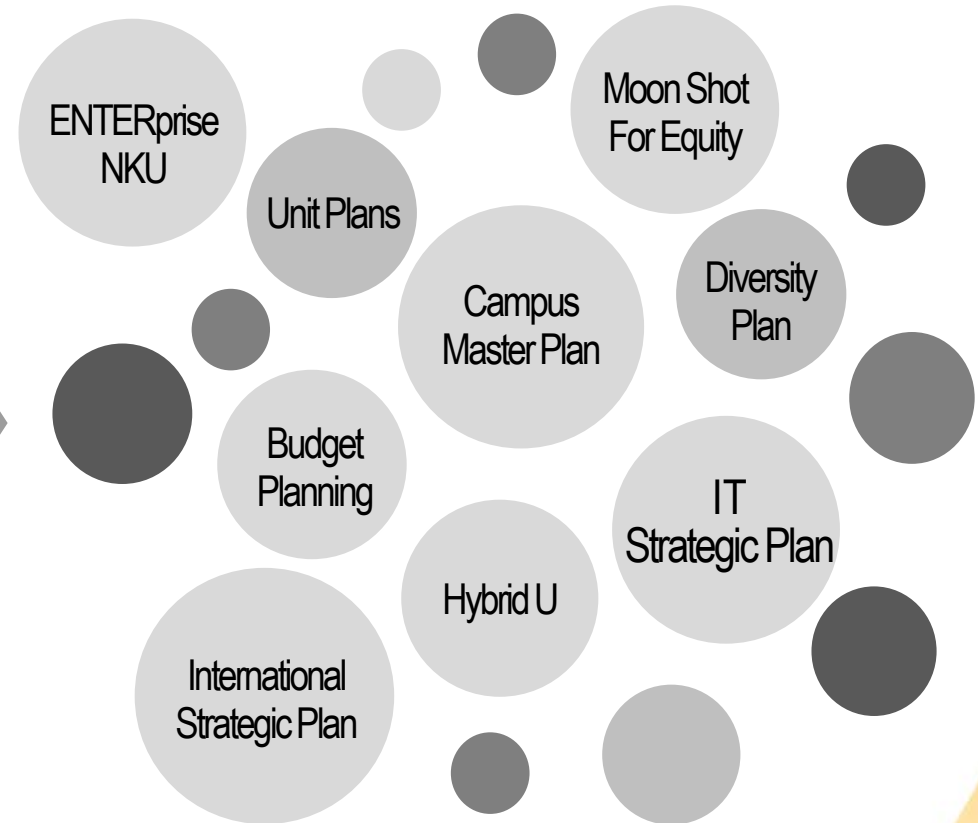
→

	<i>Early in the Major</i>	<i>Mid-Major</i>	<i>Late in the Major</i>
 Curriculum	Brief description of skills developed at each stage of the major with link to four-year degree plan.		
 Co-Curricular	Opportunities for development of skills and experience outside of the classroom connected to the major.		
 Career Explorations	3-5 post-graduation paths typically pursued by graduates of the major with link to alumni spotlights.		

INTEGRATED METRICS



INTEGRATED PLANNING



PERFORMANCE MODEL & COMPARISON

Council on Postsecondary Education
 Performance Funding Model for the Public Universities
 Table 8 - Metrics Where Rates of Growth Exceeded Sector Average
 Between Fiscal Years 2021-22 and 2022-23

Performance Metric	R1	R1	Regional	Regional	Regional	Regional	NKU	Regional	Pool Size
Student Success Outcomes									
Bachelor's Degrees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	\$53.7
STEM+H Bachelor's Degrees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	29.8
URM Bachelor's Degrees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	17.9
Low Income Bachelor's Degrees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	17.9
Student Progression @ 30 Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	17.9
Student Progression @ 60 Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	29.8
Student Progression @ 90 Hours	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	41.8
Earned Credit Hours	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	208.9
Operational Support Activity									
Instructional Square Feet	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	59.7
Direct Cost of Instruction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	59.7
FTE Students	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	59.7
Metrics Above Sector Average	11	7	0	4	3	4	8	2	
Total Allocable Resources:									\$596.8

FOUR STUDENT SUCCESS INITIATIVES

FALL 2021 – SPRING 2022





QUESTIONS?

successbydesign@nku.edu

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Submitted by Richard Fox, UCC Chair

Information about Faculty Senate meetings
(adapted from Matthew Zacate email, August 21, 2019)

- **Meeting duration.** Following our conventional meeting format, there will usually be around 16 regular guests, officers, and committee chairs eligible to give reports at each meeting. Using 5 minutes as a reasonable expectation for the length of a typical report, it could take as long as 80 minutes just to get through reports. Some reports will take less than 5 minutes, and some officers and guests will not have reports. On the other hand, questions about reports will increase the time needed for this portion of the meeting. Usually there will be business to be discussed and voted upon after the reports. One should therefore assume that a typical meeting will take at least 1 ½ hours. I personally would prefer meetings to be finished in less time; however, there likely will be occasions when there is more business than can be covered in 1 ½ hours. I hope everyone can keep enough flexibility in their Monday evening schedules to give us the option of holding longer meetings in the (hopefully) rare instances they are needed.
- **Attendance.** According to Robert’s Rules of Order, business cannot be conducted without a quorum. Our Senate constitution defines the quorum to be 50% of members. We have 40 voting representatives in the Senate, so 21 must be present. It is, therefore, desirable that Senators be present (and seated at the table or identified on Zoom) at the beginning of the meeting, which starts promptly at 3pm, and stay until the meeting is adjourned. If the number of Senators attending the meeting falls below 21, the meeting effectively will need to be adjourned early, before all business is completed.
- **Substitutes.** Our Senate constitution allows a designated alternate to attend a meeting in place of an elected Senator. Thus, if an unavoidable conflict arises and you must miss a meeting, you can still help us conduct business by arranging for a colleague from the unit you represent to take your place. In order for your substitute to qualify as a “designated alternate,” please notify Senate President (farrarj1@nku.edu) and copy Grace Hiles (hilesg1@nku.edu) at least three hours before the meeting so that we have an up-to-date roster available to determine if a quorum exists and to be clear who exactly has voting privileges should a vote take place.
- **Business.** Business is conducted largely in the form of a main motion (made orally) or a resolution (presented in writing). The Senate mainly will consider main motions/resolutions that come as recommendations from Senate standing committees, as recommendations from Senate Executive Committee, or as proposals from Senators. We’ll discuss motions and resolutions as part of New or Old Business after the regular reports. It has become common practice for motions that propose Faculty Handbook changes will be discussed at one meeting, and then be brought back as a voting item at the next meeting. However, this is not required. It is best if a Senator with a proposal contacts a member of the Executive Committee well in advance of the meeting so that an officer of the Senate can help with the formulation of the resolution and arrange for it to be distributed to all Senators before the meeting; however, this is not required. A Senator may bring up new business with a motion at the meeting, but I likely will ask for the motion to be written down before it is considered by the full Senate so that I can be sure it is recorded accurately in the minutes.
- **Shaping motions/resolutions.** The end result of any given motion/resolution is a yes/no vote. Members of the Senate will have the opportunity to discuss most motions/resolutions before the vote is held. In addition to discussing the merits of a motion, it usually is possible to propose changes to its wording; any such proposed changes are voted upon as they arise, and then the main motion – with any approved changes – is voted upon as the final step. It is not necessary for a Senator to be well-versed in the formal language of Robert’s Rules of Order to participate in discussions and propose changes. Senate officers will help with language when necessary, and Senators should feel free to ask questions about how to propose changes or new business if they are uncertain.
- **Postponing votes on motions/resolutions.** After a main motion has been made and seconded, it is possible during the discussion phase to make a motion to postpone the vote until the next meeting. If the motion to postpone is seconded and then receives a majority vote, further discussion of the main motion will be postponed. This may be desirable in situations where the business is not time-sensitive and Senators would like to consult members of their departments/colleges before voting.