

**FACULTY SENATE MEETING**  
**January 30, 2023**

**Members present:** Ryan Alverson, Terrence Anderson, Kalyani Ankem, Rachael Banks, Janel Bloch, Carole Cangioni, Mike Carrell, Ronnie Chamberlain, Chris Curran, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Steven Gores, Lisa Holden, Doug Hume, Steven Johnson, Ken Katkin, Edward Kwon, Isabelle Lagadic, Kajsa Larson, Chris Lawrence, Kevin Lotz, Phil McCartney, Deborah Patten, Michael Providenti, Chari Ramkumar, Bob Salyer, Patrick Schultheis, Andrea Lambert South, Laura Sullivan, Zach Wells, Darrin Wilson

**Members absent:** George Carpten, David Childs, Olu Ekundayo, William Herzog, Jennifer Kinsley, Brittany Sorrell, Kimberly Yates

**Guests:** Rich Boehne (Chair of Board of Regents), Bonita Brown (Interim President), Matt Cecil (Provost), Grace Hiles (Faculty Senate Office), Vicki Cooper, Kristin Hornsby, Rob Zai, Diane Williams, Emily Detmer-Goebbel, Bethany Bowling, Shauna Reilly, Kevin Kirby, Diana McGill, Amal Said, Rupesh Agrawal, Julie Olberding, Samantha Langley, Dirk Grupe, Greg Hatchett, Jason Vest, Rob Zai, Jessica Taylor, Alar Lipping, Erin Strome, Brooke Buckley, Dolores White, Suk-hee Kim, Yaw Frimpong-Mansoh, Holly Riffe, Shelli7-

**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 approved as distributed.

**Approval of Minutes**

The November 28, 2023 minutes were approved; the December 16, 2023 minutes will be approved at the February 2023 meeting as the Constitution attachments were not included.

**Guest Reports:**

- **Chair of Board of Regents** (Rich Boehne):
  - He expressed his gratitude for being invited to the meeting to discuss the upcoming presidential search, the second presidential search he will chair. He also expressed appreciation for the faculty regents with whom he has worked – they have done excellent jobs representing faculty interests.
  - He discussed how the higher education enterprise has changed, which includes a more complex business model (geography no longer a barrier, digital revolution accelerated with COVID, funding streams no longer predictable). The changed business model requires NKU to adapt.
  - The next president needs to be someone who has curiosity, experience, and dedication to looking at the changed higher education business model.
  - In response to questions:
    - The presidential search committee is designing the search process and will bring a proposal back to the Senate.
    - Many candidates may be excluded from the search if the search is more open {this in response to senators expressing strong opinions for an open search}.

- The Board does take responsibility for NKU's situation and is looking seriously at what occurred and what can be learned from past mistakes.
    - There is no set timeline for the search, though nothing will start before March. He is more concerned with getting the right person for the position than a set timeline.
  - Senators stressed the importance of regaining faculty trust and being fully involved in the search process.
- **Interim President (Bonita Brown):**
  - She expressed appreciation for the support she has received so far, and acknowledged her work in continuing to move forward during this time despite the known challenges.
  - Areas she will concentrate on are: infrastructure stabilization, rebuilding community trust, and rethinking NKU's purpose. She will need faculty and staff support and looks forward to campus conversations.
  - In response to questions:
    - There are processes IT is working on related to software purchasing.
    - Funds were budgeted for additional faculty compression adjustments.
    - All scholarships and aid are being closely examined; faculty do know students in their programs very well and should be involved with recruiting.
    - The NKU Cabinet is very much aligned and working together to hold each other accountable. They are committed to sharing information as quickly as is possible.
- **Provost (Matt Cecil):**
  - He thanked President Brown for taking on the president role and for her leadership. He also thanked Senate President Farrar for his leadership and advocacy for faculty.
  - Abdou Ndoye, Vice Provost for Undergraduate Academic Affairs, will serve as co-chair for the Academic Commons Work Group, since President Brown will no longer be able to do so.
  - Gannon Tagher will serve as Interim Dean of the College of Health and Human Services. The search for a new dean will take place next year.
  - He gave special thanks to faculty chairs who have done much work to adapt to budget reductions, and acknowledged the difficulty of this work. Forty-five full-time faculty positions have already been eliminated, mainly open positions that will not be filled at this time. There will be reductions in NTT positions and some NTTR positions, though the hope is to use vacancy dollars. Instructional costs still need to be reduced.
  - Thanks to the dedication of faculty and staff, retention is strong, and persistence and graduation rates are up.
  - In response to questions:
    - He will have to look into the new copying costs with FedEx Office Solutions.
    - A couple of positions have been hired for Enterprise NKU; one came from Informatics+.
- **Faculty Regent (John Farrar for Michael Baranowski):**
  - He has shared faculty views with the Board on the presidential search process, and the advantages to having an open search. He will continue to push faculty views.

- **Staff Congress Representative (Steve Slone)**
  - There will be an email message in early February about the interface and prices from our partner Fed Ex Office solutions about campus copying. The prices are still being finalized and there should be price information in the email.
  - February is traditionally when the Staff Congress Roundtable event occurs. This year the Roundtable will be delayed. In lieu of the Roundtable, Staff Congress is discussing the feasibility of a staff forum or community building event. This would be an opportunity to break down barriers and talk about NKU and what it can become.
  - He is thinking about ways to focus on the NKU brand and rebuild the brand that may have gotten lost over the last few years.
  - He gave heartfelt thanks to Senate President Farrar and the relationship they have built over the years with our governance groups.
  - He also expressed thanks to Grace Hiles who does so much work for both Staff Congress and Faculty Senate.
  
- **SGA (Isaiah Phillips):**
  - He introduced a new SGA project called the Student Experience Taskforce aka SET. The project goal is to help address the decrease in undergraduate enrollment at NKU by identifying what changes need to occur in relation to the student experience from the student's perspective first, then others around campus and the local community. They plan to accomplish this by conducting secondary research, surveys, observations, and interviews. There will be a faculty survey to highlight their experiences from the past six years, as well as a look into faculty/staff retention, student retention, and student support efforts. The goal is to have the project complete by March 13<sup>th</sup>, with findings presented to the BOR at their March 15 meeting. He hopes that faculty, staff, and student voices will be considered in future NKU decisions. If anyone would like to assist with the project, please contact him.

#### **Officer Reports:**

- **Senate President (John Farrar):**
  - He is staying apprised of bills in the legislature that may be of concern to higher education.
  - The Academic Commons Work Group held their first meeting two weeks ago. Focus is primarily on student support services, though faculty support in the future is also being considered. Questions discussed include: How do we scale up what NKU is already doing? What units would benefit from being co-located, co-administered? Should we consider populations of students for the Commons, such as Adult Learners, Veterans? No decisions have been made and the group's work now is to take a high-level view and have a proposal for the BOR so the Academic Commons can be activated at their March meeting. The group will continue to meet every two weeks.
  - A reasonable faculty workload policy needs to be clearly defined and implemented.
  - He would like to see the post-tenure review process be rethought, from a punitive process to a developmental process. A key question is how can faculty be engaged and supported in this stage of their career, so they can meet their goals and gain promotion.

- Other areas he would like to see discussed are a process that supports and protects NTT and NTTR faculty, as well as an alternative promotion and tenure pathway, like a teaching track.
- **Vice President** (Kalyani Ankem):
  - No report.
- **Secretary** (Laura Sullivan):
  - No report.
- **Faculty Advocate** (Phil McCartney):
  - He has contacted the BOR a number of times, and other confidential issues have come up as well.
  - He encourages everyone, including department chairs, to take a look at the updated Values and Ethical Responsibilities policy. It states that the work of all individuals will be judged on the basis of its true merit. With performance reviews coming up, it is important for chairs to take a holistic view of what their faculty are doing.

#### **Committee Reports:**

- **University Curriculum Committee** (Richard Fox):
  - The deadline has passed for getting new programs into the fall catalog. The deadline for all other curriculum changes is the March 23 UCC meeting.
  - The committee has made some progress on redefining the Focus to be clearer (there are issues with the current definition regarding “discipline”) and to permit multidisciplinary areas of study for a focus. We hope to have the new definition approved in February to bring to the senate for a vote.
  - There is a new program that UCC approved that can give students additional credentials on their transcript called STAR. Students may earn this credential by taking specific general education courses (15 credit hours) that emphasize transformational thinking for the community and in their career. This is not a degree producing program so it did not get routed through senate, the board or CPE. It should be put in place for the fall. For more information, see <https://nku.curriculog.com/proposal:5623/form>
- **Budget** (Janel Bloch):
  - The provost and Jeremy Altop, Vice President of Administration & Finance/CFO fielded questions about the budget situation at last week’s meeting.
  - This is the time of year that the faculty budget survey usually takes place, but it will be postponed due to the current financial situation.
- **Benefits** (Deborah Patten):
  - The committee’s first meeting will be this Wednesday.
- **Professional Concerns** (Kathleen Fuegen):
  - The committee recently discussed whether, in combined departments with only one tenure-line faculty in a given discipline, RPT committees be required to include one or more members from other departments. In schools that contain multiple departments

(e.g., new schools in College of Informatics), who shall be permitted to serve on RPT committees?

- **TEEC** (Chris Lawrence):
  - TEEC participated in the second test of the university's new course evaluation system, Explorance Blue. Feedback was provided to the company, and refinements are ongoing.
  
- **General Education Committee** (Andrea Brooks):
  - At the last meeting, the committee approved the STAR program. As mentioned in the UCC report, the STAR program is a series of sequenced courses that students *may* elect to pursue as a pathway in general education. The pathway yields a certificate called Transformative Thinking for Community and Career. Students earn the certificate by completing STAR versions of ENG 101 and 102, plus an additional few courses that are approved as STAR versions of general education courses, across the different categories. If anyone is interested in transforming any existing general education course into a STAR version, Tonya Krouse is the best person to contact as she's been leading the pilot and initial implementation.
  - Second, in lieu of our regularly scheduled February meetings, the committee (along with a handful of volunteers) will be scoring artifacts that were submitted for assessment last semester. Many faculty did score the student work themselves, as that is an option, so the number of artifacts is much smaller than some prior years, but, they did get about 200 artifacts. So, the committee will take on this work. The first meeting of the month will be used as a norming session and then the 2<sup>nd</sup> meeting was canceled to give us that time back for scoring. As a reminder, this will wrap up the assessment cycle, so next year we do not intend to collect artifacts from any categories.

#### **New Business:**

- Once the Constitution is ratified, which has to be done by the full faculty body, the items discussed at the last meeting - Confidentiality of discussion with Faculty Advocate, nepotism in review for RPT – will be brought back for voting.

#### **Old Business:**

- There was no old business.

#### **Announcements** (John Farrar):

- The 2023 Senior Student Awards nominations open until March 3, 2023. Please nominate deserving students.
- Academic Affairs Faculty and Staff Award nominations open until February 9, 2023.
- Administrator evaluation surveys are coming soon. They are generally conducted the beginning part of February; details are being worked out.

#### **Adjournment**

The meeting was adjourned at 4:49 pm.

Respectfully submitted,

Laura A. Sullivan  
Secretary

# MEMO

TO: Faculty Senate

FROM: Laura A. Sullivan, Secretary

DATE: February 20, 2023

RE: January 30, 2023 Election Meeting

A Report on the 2023-24 Election Meeting

**Present:** Ryan Alverson, Terrence Anderson, Kalyani Ankem, Rachael Banks, Janel Bloch, Carole Cangioni, Mike Carrell, Ronnie Chamberlain, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Steven Gores, Lisa Holden, Doug Hume, Steven Johnson, Ken Katkin, Edward Kwon, Isabelle Lagadic, Kajsa Larson, Chris Lawrence, Kevin Lotz, Phil McCartney, Deborah Patten, Michael Providenti, Chari Ramkumar, Bob Salyer, Patrick Schultheis, Andrea Lambert South, Laura Sullivan, Jessica Taylor, Zach Wells, Darrin Wilson

**Guests:** Greg Hatchett, Grace Hiles (Elections Assistant)

The special elections meeting was called to order by Senate President John Farrar at 2:55 pm with a quorum present.

The slate of nominees prior to the meeting were:

President: John Farrar

Vice President: Kalyani Ankem (incumbent), Chris Curran, and Jacqueline Emerine

Secretary: Laura Sullivan

University Curriculum Committee: Richard Fox

Budget Committee: Janel Bloch

Benefits Committee: Charlisa Daniels

Professional Concerns Committee: Kathleen Fuegen

Teaching Effectiveness and Enhancement Committee: Chris Lawrence (nominated by committee from membership and confirmed by Senate)

General Education Committee: Andrea Brooks (nominated by committee from membership and confirmed by Senate)

Senate President Farrar called for nominations from the floor. No additional nominations were made.

All uncontested officers were elected by acclamation. The election of the Vice President was held via ballots for those present in person and also via Zoom for those attendees. Jacqueline Emerine was elected as Vice President.

The following are the Senate officers who were elected for the 2023-24 term:

President: John Farrar

Vice President: Jacqueline Emerine

Secretary: Laura Sullivan

University Curriculum Committee: Richard Fox

Budget Committee: Janel Bloch

Benefits Committee: Charlisa Daniels

Professional Concerns Committee: Kathleen Fuegen

Teaching Effectiveness and Enhancement Committee: Chris Lawrence (nominated by committee from membership and confirmed by Senate)

General Education Committee: Andrea Brooks (nominated by committee from membership and confirmed by Senate)

The special elections meeting was adjourned at 3:03 p.m.