

FACULTY SENATE MEETING
December 16, 2022

Members present: Ryan Alverson, Terrance Anderson, Kalyani Ankem, Rachael Banks, Janel Bloch, Andrea Brooks, Michael Carrell, Ronnie Chamberlain, David Childs, Christine Curran, Michael DiCicco, , Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Steven Gores, William Herzog, Lisa Holden, Doug Hume, Stephen Johnson, Boshra Karimi, Ken Katkin, Edward Kwon, Isabelle Lagadic, Christopher Lawrence, Kevin Lotz, Phil McCartney, Michael Providenti, Chari Ramkumar, Robert Salyer, Patrick Schultheis, Andrea Lambert South, Sandra Spataro (for Carole Cangioni), Laura Sullivan, Kimberly Yates

Members absent: Tracey Bonner, George Carpten, Olu Ekundayo, Jacqueline Emerine, Kajsa Larson, Jennifer Kinsley, Brittany Sorrell, Zach Wells, Darren Wilson

Guests: Matt Cecil (Provost), Grace Hiles (Faculty Senate Office), Greg Hatchett, Jason Vest, Rob Zai, Jessica Averitt Taylor, Irene Dell, Alar Lipping, Ursula Doyle, Erin Strome, Brooke Buckley, Dolores White, Suk-hee Kim

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 1:04 pm with a quorum present.

Approval of Minutes

The approval of the November 28, 2022 minutes will be postponed until the January 2023 meeting.

Guest Reports:

- **Provost (Matt Cecil):**
 - He thanked the Senate/faculty for keeping NKU's students in the forefront during a stressful and difficult semester, following two years of the pandemic.
 - Retention numbers are good: Fall to fall is at 78%; fall to spring is 86%. Honors will retain 200 of 201 students moving into the spring semester, thanks to the difference the faculty make. Staff, as well, deserve tremendous credit due to their ongoing commitment to their work and NKU.
 - He wished everyone a wonderful holiday break and reiterated his appreciation for the faculty and staff.
 - In response to questions:
 - He does not know who the interim president will be. The Board of Regents (BOR) will continue leadership until one is appointed.
 - Enrollment management will continue to look at outreach for those students who did not return for fall semester. Where NKU is good at and needs to continue to be great is in recruiting in our own backyard, returning to the top ten schools that NKU recruits.
 - The Admissions director resigned for another opportunity and someone will be hired as soon as possible for his replacement.

- **Faculty Regent** (John Farrar for Michael Baranowski):
 - The BOR is actively working on choosing an interim president. They have not yet begun talking about the process for the permanent presidential search. Please contact get in touch with him if there are any questions.

- **Staff Congress Representative** (John Farrar for Sara Conwell)
 - She extended wishes to everyone for a wonderful and restful holiday, and expressed thanks for working on behalf of our students.
 - SC partnered with the Parents Attending College office to sponsor a family for the holiday.
 - SG is finalizing a repositioning statement, similar to Faculty Senate's statement. The statement will be sent to the administration and BOR.

- **Elections Committee Report** (Greg Hatchett):
 - He provided a copy of the 2022 Faculty Senate At-Large & University-Wide Nominations and Elections results (see attached).
 - In response to a question about how many voted, he said that 215 faculty members participated in the voting process, which he believes is a record vote.
 - He gave special thanks to Grace for all her hard work with the elections.

Officer Reports:

- **Senate President** (John Farrar):
 - The composition of the Academic Commons Work Group has been finalized, with their first meeting to take place on January 10. If anyone knows of an institution/s that might serve as a good model for NKU's, please send those suggestions to him.
 - He will continue to push for an open and transparent search process for the presidential search. Rich Boehne, chair of the Board, has already pushed back in response to the Faculty Senate statement on the search.
 - Faculty workload will be considered by PCC this semester, with the goal toward making that a reasonable number for faculty.
 - He also thanked the Senate for their work, and for the chance to advocate for faculty and work with students.

- **Vice President** (Kalyani Ankem):
 - No report.

- **Secretary** (Laura Sullivan):
 - No report.

- **Parliamentarian** (David Childs):
 - No report.

- **Faculty Advocate** (Phil McCartney):
 - No report.

- **Graduate Council Chair** (Jessica Kratzer):
 - No report.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - The deadline to get curriculum changes in the fall catalog is to have items approved through the UCC by March 23. If your department is planning changes, you will need to get them through your department and college within the first couple months of the spring semester.
- **Budget** (Janel Bloch):
 - No report.
- **Benefits** (Mike DiCicco):
 - Faculty Development Award letters have been delivered to awardees. The following is a breakdown of award applications and results:

Sabbatical

Available awards: 23

Applications submitted: 23

Full year: 10

Spring/fall only: 13

Awarded: 23

Summer Fellowship

Available awards: 16

Applications submitted: 23

Awarded: 16

Project Grant

Available awards: \$60,000

Applications submitted: 23

Applications awarded: 11

Award funded: \$60,000

- **Professional Concerns** (Kathleen Fuegen):
 - The committee continues to discuss the role of intercollegiate athletics at NKU. Members have expressed a need to have more information regarding the revenue that D1 athletics generates.
 - They are also continuing to discuss the use of online program management (OPM) companies for the recruitment of students for online programs. Members expressed concern that there was little faculty input when the contract was signed. The contract with Academic Partnerships (AP) will end in December of 2025. The committee discussed whether to recommend that NKU not renew its contract with AP.
 - Another item discussed was whether there should be a workload policy for non-tenure track faculty. There is a policy in the Handbook for tenure/ tenure-track faculty. Without a policy, NTTs could see teaching loads increased to 5/5.
 - The committee is opposed to increasing workload for NTT faculty with no increase in compensation. Nonetheless, the committee was hesitant to take any action regarding formulating a policy regarding teaching load for NTT faculty. Such a policy could adversely affect NTT faculty for whom teaching is not the primary activity. They believe

that any increases in teaching load are acceptable only if NTT faculty do not also have scholarship and service responsibilities. NTT faculty with scholarship and service expectations should not be subjected to an increase in teaching load.

- **TEEC** (Chris Lawrence):
 - The first general test was conducted on the new course evaluation system, Explorance. There will be a second test, as well, at the start of next semester.
 - The committee has also been in touch with the provost about faculty workload.
- **General Education Committee** (Andrea Brooks):
 - The General Education Committee will take on two projects in the spring semester. The first is a review of syllabi that the committee asked all General Education instructors to submit. The second is a review of the close-the-loop forms that instructors submit following a round of assessment. Thank you to everyone who has been involved with submitting syllabi, artifacts, and completing those close-the-loop forms.

New Business:

- Discussion item from PCC, Confidentiality of discussion with Faculty Advocate, nepotism in review for RPT. (1 attachment)
 - Senate faculty discussed whether a person should be allowed to serve on an RPT committee if their spouse/partner is submitting a dossier. It was clarified that former partners were not considered as part of this discussion. Other comments included referencing the Ethical Values and Responsibilities policy.
 - The second item discussed was confidentiality of discussion with the Faculty Advocate. New language on confidentiality is proposed in three sections of the Faculty Handbook: 3.2, consultations between faculty members and the Faculty Advocate regarding evaluation; 8.3, consultations between faculty members and the Faculty Advocate regarding performance review; and 14.2, consultations between faculty members and the Faculty Advocate regarding grievances.
 - These issues will be voting items at the January 2023 meeting.
- Voting item, proposed amendments to the Faculty Senate Constitution (2 attachments)
 - Key proposed changes that prompted discussion included whether Senate membership should include part-time faculty and whether the Faculty Advocate should be allowed a vote in the Senate.
 - After discussion and amendments, the motion to approve the Constitution as amended **PASSES** (See attached Constitution with changes).

Old Business:

- There was no old business.

Announcements (John Farrar):

- Nominations are open for Senate offices for 2023-24. The election will be held immediately before the January meeting. Please contact him or Grace, or committee chairs depending upon your interest, if you have any questions.
- He wished everyone a happy holiday and new year.

Adjournment

The meeting was adjourned at 2:17 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary