

To Northern Kentucky University Board of Regents and Chair Boehne, members of the NKU community.

At our meeting on November 28, 2022, the NKU Faculty Senate issued the following statement on the NKU Budget Repositioning framework. In the coming months, the Faculty Senate looks forward to working with the NKU administration to develop a fully-operational implementation plan for the budget repositioning.

As Northern Kentucky University addresses the current structural budget challenges, we must focus on our shared mission, values, and identity. Since our inception, NKU has embraced our role as a regional, public, teaching-focused university. Our mission has included an “up close and personal” approach to teaching and regional stewardship, which focused our scholarship and service on meeting urgent community needs. The emphases on “up close and personal” teaching and community engagement continue to resonate with most faculty members. Accordingly, the Faculty Senate expresses the following guiding principles for any reductions:

1. Student success is a priority for faculty and staff across the university. Student success is enhanced by frequent, high-quality interactions between faculty and students inside the classroom and out. The impact of increased class sizes on high-impact practices must be addressed. An education at NKU is high value and worthy of investment.
2. The consequences on diversity, equity, inclusion, justice, and belonging must be considered before any change is implemented. We must continue to make progress in these areas.
3. The impact on faculty positions should be minimized to the extent possible. Non-tenure track faculty are integral to the university.
  - a. The long-term health of the university is connected to faculty tenure; these tenure protections must not be eroded.
  - b. To retain talented faculty, compensation and job security must be a priority.
4. Faculty expect to engage in collegial governance as the budget reductions are implemented.
  - a. The repercussions of budget cuts on course scheduling, curriculum, non-traditional credentialing, class sizes, and dual-credit programs must be included in these conversations.
  - b. Faculty bodies should be involved in a review of scholarship and financial aid policies and strategy.
  - c. Faculty bodies must participate in discussions of private contracts concerning academic matters. Specifically, the contract with Academic Partnerships should be reviewed as soon as possible.
5. Areas of revenue enhancement consistent with our mission must be a priority.
  - a. Dual credit programs should be critically assessed. NKU faculty recognize the potential benefits of dual credit programs to students and to the university. However, the Young Scholars Academy, as it is presently designed and funded, is not sustainable.
  - b. Marketing to and recruiting of students, especially locally, is a necessity. Marketing and recruitment must work synergistically with NKU faculty, academic departments, and outreach programs.
6. All areas of the university must share in the budget reduction and revenue enhancement.
  - a. The costs and benefits of intercollegiate athletics must be investigated. The annual approximately \$12,000,000 subsidy to the intercollegiate athletics programs is not sustainable and must be reviewed to reduce costs and increase revenue.
7. A full accounting and examination of the causes of this current budget challenge, as well as the decisions that led to those causes, must be reported to the faculty and the rest of the campus community.