

FACULTY SENATE MEETING
September 25, 2023

Members and Officers present: Seyed Allameh (for Zeel Maheshwari), Ryan Alverson, Terrance Anderson, Michael Baranowski, Ginger Blackwell, Janel Bloch, William Boyce, Andrea Brooks, Carole Cangioni, Josh Cooper, Joe Cress, Chris Curran, Charlisa Daniels, Jacqueline Emerine, John Farrar, Richard Fox, Kathleen Fuegen, Steven Gores, Lisa Holden, Steven Johnson, Boshra Karimi, Ken Katkin, Edward Kwon, Chris Lawrence, Jitana Lee, Michael Providenti, Robert Salyer, Hans Schellhas, Brittany Sorrell, Laura Sullivan, Jessica Taylor, Brandelyn Tosolt, Monica Wakefield, Zach Wells, Kim Yates

Members and Officers absent: Ronnie Chamberlain, David Childs, Olu Ekundayo, Irene Encarnacion, William Herzog, Isabelle Lagadic, Marcos Misis, Junxiu Zhou

Guests: Cady Short-Thompson (Incoming President), Bonita Brown (Interim President), Matt Cecil (Provost), Amanda Andrews (Staff Congress), Lucy Burns (SGA), Grace Hiles (Faculty Senate Office), Kristin Hornsby, Shelli Johnson, Laura Menard, Suk-hee Kim, Brooke Buckley, Vicki Cooper, Emily Detmer-Goebel, Brianna Marshall, Alar Lipping, Danielle McDonald, Holly Riffe, Kristi Horine, Shauna Reilly, Erin Strome, Kevin Kirby, Rob Zai, Lois Schultz, Diana McGill, Diane Williams, Donna Smith, John Bickers, Mary Chesnut, Nikk Pilato, Hailley Fargo, Steve Slone, Yaw Frimpong-Mansoh, Julie Olberding, De-dee

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:04 pm with a quorum present.

Approval of Minutes

The minutes from the August 28, 2023 meeting were approved.

Guest Reports:

- **Incoming President (Cady Short-Thompson):**
 - She stated that she is glad to be “home” and will officially begin her role as president in a week. Currently she is spending time at community events.
 - She has heard many compliments about the faculty and all their good work with students.
 - Her priorities will include enrollment and financial management.
 - A listening tour is planned for her to meet with departments.

- **Interim President (Bonita Brown):**
 - This is her last Senate meeting in her role as interim president. She is excited to work with the new president and is helping in onboarding her. She is also looking forward to getting back to her role with Success by Design, but will continue to work on streamlining processes in key areas such as enrollment.
 - She thanked everyone for their support in this role.

- **Provost (Matt Cecil):**
 - He welcomed Cady and thanked Bonita for the remarkable job she did in very difficult circumstances.
 - NKU is still tracking well for persistence and retention. He believes increase in retention will be 78%, a record, which reflects on the faculty and the good experience that students are having in the classroom.
 - It also looks like there is a strong potential for a balanced budget in 2025; it is remarkable that a \$30 million shortfall is likely to be fixed in two budget cycles. He expressed his appreciation to the faculty and staff for their resilience and part in getting to this point.
 - Two areas that are still being worked on is the Academic Commons (report forthcoming from the work group) and the Academic Partnerships (AP) contract. He thanked those departments who have agreed to add programs in response to what students currently want and need.
 - He addressed the Young Scholars Academy (YSA) program as it connects to the budget situation. This is an amazing, innovative program where students from the region take their last two years of high school on campus. All earn 60 credits toward a college degree. This reflects our mission to the region, and 50% of these students become NKU students. There are currently 270 students enrolled. The student does get a reduced cost which is the problem – NKU will have to find a revenue source or eliminate the program. Recently, a student and parent went to Frankfort with him and the president and testified in front of the legislature for the program. The student was eloquent in expressing how critical the program was to her and her future.
 - In response to questions/concerns:
 - Regarding YSA, the school districts do contribute some funding, but NKU believes it is fair for them to contribute more, as well as the state.

Faculty Regent (Michael Baranowski):

- In addition to the good news with the announcement of Cady as the new president, the Budget Improvement Plan was passed at the recent Board of Regents (BOR) meeting. There was an intense discussion about Athletics cuts and Academic Affairs cuts. He did vote against the plan and is happy to provide specifics to anyone who contacts him.
- **Staff Congress Representative (Amanda Andrews):**
 - She expressed gratitude to Bonita, on behalf of Staff Congress (SC) for her leadership.
 - SC is excited to welcome Cady to the university next week and looks forward to hosting her at the SC October meeting.
 - The Benevolent Association Luncheon is on November 14, 11:00 am – 1:00 pm in the UC Ballroom. Judges and chili submission volunteers are needed. Also, faculty representatives are needed on the Benevolent Association Committee.
 - An “Employee Recess” has been organized for September 27 at 2:00 pm in Student Union 102 or Griffin Lawn depending on the weather. There will be games and activities, and an opportunity to connect with each other and relax.
 - Norse Appreciations are a chance to spotlight the good works of staff, faculty, and student workers. This will be integrated into Talent Ed.
 - October is Campus Sustainability month. here will be interactive and educational events around sustainability. The NKU Sustainability website has more information and how to get involved.

- **SGA Representative** (Lucy Burns):
 - She welcomed Cady on behalf of SGA.
 - They are close to having the 25 student members needed to do the work of SGA. She asked faculty to inform students that they are still looking for members. There is a link to apply on the website from Campus Groups.
 - Upcoming events include movie night and a Town Hall.

Officer Reports:

- **Senate President** (John Farrar):
 - Workload is still an issue of interest; he recently met with Kathleen Fuegen (PCC chair) and Jason Vest to discuss.
 - There is concern among faculty about committees the BOR has created, so he is keeping apprised of this issue. For example, one committee is Student Success and Academic Affairs. If the goal of that committee is oversight, that falls under the purview of the Board; if it is management, then that would be a problem. He wants to ensure that faculty and the Board have the same understanding of the work of each committee.
 - There are several committee vacancies. The Academic and Admissions Policy Committee (AAPC) is in need of a representative from Arts & Sciences. The Parking Appeals Committee also needs a replacement after the resignation of a long-term member; the work is easy and meetings are generally short. The Elections Committee was seeking a representative from the College of Education, but no one has come forward yet. The committee will be the same as last year with Greg Hatchett as chair and members Susan Brudvig, Mike Waters, and Bob Russ.
 - He presented a draft of a recommendation (see attachment) from the Academic Commons Work Group; this is not the full recommendation which is forthcoming. Student-focused learning resources are the emphasis now. Any initial feedback is welcome.
 - An election will need to take place for Faculty Regent, one for spring semester to replace Michael Baranowski and then another election for a permanent regent. Nominations would be in late October, followed by open forums, and the election in November.

- **Vice President** (Jacqueline Emerine):
 - No report.

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

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

- **Faculty Advocate** (Brandelyn Tosolt):
 - No report.

- **Graduate Council Chair**: (Ginger Blackwell):
 - No report.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - He sent out a memo on the UCC listserv alerting all academic unit heads (chairs, school directors, associate deans) of their intention to build an SLO repository. He has requested that each academic unit comply in compiling all of their course SLOs into a spreadsheet, and then have faculty either approve them as is or make changes and approve the final version. He has asked that this be placed on a spreadsheet to be submitted into Curriculog for approval through the curriculum process. Originally the plan was to put the spreadsheets on a server that all can access but Denise Robertson said CTL is considering having them placed in Canvas. The goal is to have this done by the end of the academic year. The reason for pursuing this is to help new faculty and adjuncts locate the approved SLOs for new classes they are teaching, to hopefully prevent faculty from arbitrarily changing SLOs in violation of the curriculum process, and in support of accreditation and program review. He has been asked what repercussions would occur if a department does not comply. There are none other than not having their SLOs available in an easy-to-access location. On the other hand, the majority of the work is in compiling the SLOs into a spreadsheet, which can be handled by administrative assistants or work study students. Please ask your chairs to spearhead this.
 - The committee met once and last week's meeting was moved to an email vote. Two new graduate programs from the College of Business – STEM Master of Accountancy and STEM MBA – have been approved and will be on the next Senate meeting agenda.

- **Budget** (Janel Bloch):
 - The committee met last week and identified department concerns. One common concern is workload. Please let her know of any other issues you would like the addressed.
 - Discussion during the meeting also covered the recent BOR presentation which included Athletics. The provost also mentioned that there is money allotted for compression adjustment; if anyone thinks that pertains to them they should speak to the pertinent administrator in their school/college.

- **Benefits** (Charlisa Daniels):
 - The committee met on September 6 to discuss the Faculty Development Awards (FDA). Funds have been allotted for 21 sabbaticals, 11 summer fellowships, and \$66,000 for project grants.
 - Patty Burke from Benefits have been invited to the October 4 meeting to talk about the Benefits Fair and the changeover from Humana. If anyone wants to attend, please contact her for department representative for the Zoom link.

- **Professional Concerns** (Kathleen Fuegen):
 - During its meeting last week, the BOR approved several changes to its by-laws. They created two new standing committees, one of which was discussed by the PCC.
 - The new Student Success and Academic Affairs Committee would, for example, ensure that overall student, staff, and faculty well-being are prioritized; monitor the institution's programs that affect and contribute to student retention and persistence; make recommendations to the Board regarding strategic matters and policies pertaining

to academic instruction, research, tenure, and shared governance; and advise the Board regarding proposed revisions to the Faculty Handbook, Faculty Senate Constitution, Staff Congress Constitution, and the Code of Student Conduct.

- The argument in favor of this particular change is that it provides a better governance structure for the Board. It would enable the Board to exercise greater oversight.
 - The counterarguments are three: the committee may undercut the authority of the president, the administration, and the faculty; the committee may create a contradiction between the role of the university president and the role of the university provost; and there is no requirement that the student regent, staff regent, or faculty regent serve on this committee.
 - The PCC discussed this change at length. There were concerns that the new committee may blur the distinction between the Board's responsibility to approve university policies and the administration and faculty's responsibility to implement the general direction set by the Board. The blurring of that distinction may undercut the authority of the president and other members of the administration and faculty. It may also violate SACS principles of accreditation regarding governance.
 - The PCC agreed that it would be use to prepare a brief statement expressing our concern.
- **TEEC (Chris Lawrence):**
 - The committee met on September 11 to discuss ways to create peer and self-evaluation options for faculty that would support teaching evidence and performance.
 - **General Education Committee (Andrea Brooks):**
 - The committee met twice in September and there are two updates.
 - As mentioned at the last Senate meeting, the GEC is accepting proposals for new courses in the Gen Ed program. The committee updated and simplified the cover sheet that should be attached to course proposals for Gen Ed. They also updated the rubric so that proposers have a sense of what the committee will be looking for when evaluating new courses. Both of these are on the General Education website. Slight revisions were also made to the Curriculog forms and those will direct you to the cover sheet and rubric as well. The committee plans to start looking at those proposals in early to mid-November.
 - The committee has also taken on a project to look at all the close-the-loop forms that have been submitted as part of the assessment process. The close-the-loop form is submitted for each course in the program and serves as a type of follow-up after you've done the assessment. The form is a reflection of what changes were made as a reaction to what you learned during the assessment process. The committee just started this review of all these forms with the focus on seeking trends or ideas for broad improvements to General Education. So far they have only looked at a small handful in the last meeting, but they were insightful and they plan to share out a summary of findings.
 - The committee will not meet at the next scheduled meeting which is October 3. Rather, small groups will meet to review forms before reconvening later in October for a broader discussion.

- **School Representative Work Group** (Chris Curran):
 - Representatives have been identified for the work group: Ryan Alverson (College of Education), Jacqueline Emerine (School of Media and Communication), Brittany Sorrell (School of Nursing), Maureen Doyle (School of Computing and Analytics), Chris Lawrence (College of Health and Human Services), Hans Schellhas (School of the Arts), Ed Kwon (Arts & Sciences), Irene Encarcion (Arts & Sciences), Robert Salyer (College of Business), Chris Curran (Arts & Sciences).

New Business:

- There was no new business.

Old Business:

- There was no old business.

Announcements (John Farrar):

- Please take the Campus Climate survey if you have not yet taken it.
- Faculty Friday is this Friday, outside the ballroom, from 3:00 pm to 5:00 pm.
- Lucy Burns (SGA) said that her sorority will be having a 5K (\$15) and you will receive a free t-shirt.
- Senator William Boyce said that a Wall Street Journal article this week rated NKU as #40 in value.

Adjournment

The meeting was adjourned at 4:33 pm.

Respectfully submitted,

Laura A. Sullivan
Secretary

UCC Report, 2022-2023 Academic Year

1. Overview

The UCC has 29 voting members, one from each academic department/school (except for SOTA which has three members) plus one member each from Stealy Library and University Programs. Ex-officio members come 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 have a single meeting each). The second March meeting was held on the 4th Thursday to avoid a conflict with Graduate Council. During the 2022-23 academic year, all meetings were held by zoom. Four meetings were changed from zoom to email votes only, a fifth email vote took place in May, and one meeting early in the academic year was canceled. Average attendance was 72%.

Sara Runge represented the UCC on AAPC. The college committee curriculum chairs were Mike Bush (COAS), Nancy Lang (COB), Ginger Blackwell (COE), Hallie Sylvestro (COHHS), Richard Fox (COI). The UCC chair was Richard Fox and the secretary was Kim Kattus.

2. Curriculum Changes Approved

No new degree programs came through the process, but we did approve the Transformational Thinking for Community and Career (STAR) program. Three new minors were approved. Other curriculum approved is as follows (all numbers are approximate):

- Number of program changes: 86
- Number of new courses: 36
- Number of course changes: 342
- Number of course deletions: 36

3. Other Efforts

- Modified the definition of the Focus to permit interdisciplinary areas of study and to permit programs to enforce minimum grades on courses that count toward a Focus.
- The UCC discussed ways to create an SLO bank and we hope to have this built during the upcoming academic year.
- We spent some time discussing whether we should modify undergraduate graduation requirements to help students graduate in fewer hours but decided not to pursue this topic at this time.
- Improved Curriculog forms.

4. Expected Initiatives for 2023-2024

- Building the SLO repository.

Submitted by Richard Fox, UCC Chair