

FACULTY SENATE MEETING
October 28, 2024

Members and Officers present: Jason Applegate, Janel Bloch (Budget), William Boyce, Andrea Brooks* (Gen Ed), Carole Cangioni, Kimberly Clayton-Code, Joe Cress, Christine Curran (Senate Vice President), Rebecca Elkins (Benefits), Jacqueline Emerine (Senate President), Irene Encarnacion, John Farrar, Richard Fox (UCC), Kathleen Fuegen* (Parliamentarian), Dorea Glance* (Grad Programs), Steven Gores, Michael Guy, Jackie Herman, William Herzog, Boshra Karimi, Eileen Weisenbach-Keller, Suk-hee Kim, Edward Kwon, Kajsa Larson, Chris Lawrence (TEEC), Kinsey Bryant-Lees, Zeel Maheshwari, Jennifer McLeod, Nile Patterson, Michael Providenti (Secretary), Holly Riffe (PCC), Dana Ripley, Robert Salyer, Patrick Schultheis, Andrea South, Sandra Spataro* (Faculty Regent), Mehmet Sulu, Jessica Taylor, Monica Wakefield, Zach Wells, Darrin Wilson, Marcia Ziegler. (an asterisk * indicates ex officio members)

Members and Officers absent: Ryan Alverson, Ken Katkin, Jitana Benton-Lee, Burke Miller, Junxiu Zhou.

Guests: Cady Short-Thompson (President), Diana McGill (Provost), Terkerah Washington (Staff Congress), Grace Hiles (Faculty Senate Office), Collin Jarrell (SGA), Bethany Bowling, Brooke Buckley, Charlisa Daniels, Chris Calvert, Joe Cobb, Augustine Frimpong-Mansoh, Emily Detmer-Goebel, Dan Ginn, Mike Irvin, Shelli Johnson, Steven Johnson, Alar Lipping, Chad Ogle, Steve Slone, Julie Stockman, Gannon Tagher, Emily Taylor, Jason Vest, Karen Vietz, Delores White, Robert Zai.

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President Jacqueline Emerine at 3:06 pm with a quorum present. The agenda was adopted as distributed.

Approval of Minutes

The minutes from the September 30, 2024 meeting were approved as distributed.

Guest Reports:

- President (Cady Short-Thompson)
 - Working with CPE and other presidents about a proposal for the underrepresented metric, one of the performance funding metrics. Looking at first-gen students. This is a possible 3% metric.
 - The CFO is planning forums in November to share ideas and get input.
 - Committed to faculty and staff raises and trying to determine how that can be done. A 1% raise is approximately \$1M. The goal is 3% in a multi-year plan. The university is trying to grow various revenue streams.
 - Spread the word about NKU to bring in more transfer students. The increase in transfer students last spring made a big difference.
 - The Board will be discussing fees in the next meeting. Nothing final yet, still working through details.

- Working on a deal with FC Cincinnati and external partners to bring facility changes that would result in more people on campus.
- There is a new Board member, Shea Conley. Still waiting for an appointment for another Board vacancy.
- QUESTIONS:
 - Are there updates on direct admit? Are students enrolling? ANSWER: The early numbers show students are committing. Commitment numbers are higher at this time compared with last year. In addition, the open houses are registered to the limits right now.
- Provost (Diana McGill)
 - Working with J. Vest and HR to finalize the presentation for training for the admin search committees. These will be initiated by the Provost or J. Vest, will be taken over by Lauren from HR, and Marquita will provide implicit bias training. This should last 90 minutes.
 - VP of Student Affairs: almost 50 applications. Zoom interviews will begin the first week of November, finalists by mid-November, and campus interviews the first week of December.
 - Honors Associate Dean: this is an internal search with multiple applicants. Interviews are starting.
 - The Honors Dean search is on hold for this year.
 - The committee for the College of A&S Dean has been given a charge.
 - The Library Dean search: final committee was named today.
 - Faculty lines being searched this year:
 - There are 23 positions, 19 of which are base funded. 4 are being funded by the college. These positions are a mixture of tenure-track and assistant teaching professor positions.
 - These are new lines that do not include positions that were delayed until this year's searching. This also does not include an ATP advisor.
 - QUESTIONS:
 - Request to share the breakdown of positions in a spreadsheet with enough detail to compare with previous years. ANSWER: Yes, that can be shared.

- The faculty search process and meeting times will also be shared.
- Faculty Regent (Sandra Spataro)
 - There is a Board meeting coming up within 2 weeks.
- Staff Congress (Terkerah Washington)
 - The Staff Congress holiday party will be December 12, 3-5pm in the UC Ballroom.
 - Donations for holiday party – accepting winter wear (gloves, hats, scarves, etc.). There is still a need male or gender-neutral donations. Donations can be dropped off at UC 210.
 - Working to get staff appreciation up on digital signage. Please let staff congress know if there is someone for whom you'd like to share appreciation (there is a link on the Staff Congress webpage).
- SGA (Collin Jarrell)
 - The third Victor Talks is tonight at 5pm. The topic is economics in the election.
 - SGA Resolutions passed:
 - There is a resolution for faculty to post syllabi before students register. The hope is to broaden the use of the syllabus bank.
 - There is a resolution to allow technology to assist note-taking in the classroom.
 - These resolutions will be sent to the Faculty Senate President.
- Discussion on the budget (Christopher Calvert)
 - Looking at replacing SAP with a modernized SAP or a different product. What is available, practical, or in use? An RFP was issued October 1 and responses are due next week. Review will begin the week after. Workday and Ellucian Banner (these are the systems most used by institutions similar to NKU) were demoed. There should be a decision in January 2025 and the system should be live by fall 2028. A system is not considered fully operational until it has gone through a full semester of registration. SAP will no longer be compliant in 2030.
 - The demos will be open to anybody at NKU.
 - There will be spring budget forums in November or December.

- Currently building early versions of the revenue and operating budgets. There is a plan to distribute to divisions or departments in December or January. Working on budget assumptions with the Cabinet and Board. There will be engagement with divisions and departments in January and February to confirm personnel and operational budgets for FY26. The spring budget forum will be in March and April. Outstanding items will be finalized in May and presented to the Board for approval on June 11.
- No direction from CPE about allowable tuition rate increases. Best guess, it will be similar to last cycle (5%, no more than 3% in any one fiscal year).
- FY26 budget will look similar to FY25.
- QUESTIONS:
 - Is it anticipated that faculty and staff raises will be built into the budget? ANSWER: The President has expressed a desire to do that if possible.
 - What would be the source of raises? ANSWER: Either revenue increases or expense reductions.
 - What are we doing to compensate for athletics? ANSWER: in FY25 Athletic received \$10.3M in budgeted support. \$4.8M of that is scholarships.
 - How can we funnel this much money into athletics and not faculty and staff who support the core mission of the university? ANSWER: This decision was made by the Board of Regents. (The \$1.2M for new sports was intended to be a 3-year investment to boost enrollment.)
 - Is there a study of ROI from athletics? ANSWER: Not aware of one. (Provost: there have been studies based on participation in some national tournaments.) There would need to be a study to calculate the earned media impact of having athletics.
 - What is the plan to get to a balanced budget? ANSWER: Discounts have been reduced but students, juniors and seniors, who had discounts, those discounts were not taken away. The process takes several years.
 - What kind of deficit is anticipated for housing and parking? ANSWER: The deficit for student housing is anticipated to be about \$1.4–1.6M (similar to FY24). The loss is due to the service on the debt. The best thing we can do is increase occupancy in housing. Parking operates at a profit.
 - We need a budget we can see and discuss. We have lost faculty, our admins need support, we need a pathway to increase our tenure-track faculty. What are our budget allocations going forward?

- How are we doing with our expenses in the current year? ANSWER: We are pretty much at or slightly ahead of projections for the fiscal year.
- Do we anticipate asking the colleges to make additional budget cuts in FY25? ANSWER: No.
- Can we see the data? ANSWER: The presentation that was given to the Board will be forwarded to Faculty Senate.

Officer Reports:

- Senate President (Jacqueline Emerine):
 - Please submit feedback on the strategic planning process. To find the link: start at NKU's homepage and search for "future strategic plan." BTW, the term "planning" will NOT work in the site search. The feedback will be collected in time to be on the November Faculty Senate agenda.
 - There are several open positions on Faculty Senate. Please nominate yourself or someone else on the Faculty Senate page through November 1. Start at the link for "elections." The elections site will be set up between November 4-14 and the elections will be November 19-29.
- Senate Vice President (Christine Curran):
 - The draft of the Constitution has been sent to PCC. There is nothing in the Constitution to remove members who fail to attend – something could be added.
- Secretary (Michael Providenti):
 - No report.
- Parliamentarian (Kathleen Fuegen):
 - No report.
- Graduate Council Chair (Dorea Glance)
 - Grad Council meets November 14.

Committee Reports:

- University Curriculum Committee (Richard Fox):
 - UCC's last meeting was two weeks ago. That was the last meeting to have course changes approved for the spring.

- The next deadline is the beginning of March for fall and summer courses.
- Please have your faculty, chairs, program directors, and UCC reps check your portion of the catalog. If there are omissions and unimplemented approved changes that can be remedied, just let the UCC Chair know what revisions are needed.
- The UCC approved a recommendation to place micro-credentials under the curriculum process. Concerns were shared by the Provost and a faculty member in the College of Business. There was a request to postpone the vote on this recommendation in Faculty Senate. The item can be removed from the Faculty Senate agenda if Senate would like.
- QUESTIONS:
 - What were the concerns that have been raised? ANSWER (Provost): There have been problems with courses being removed from the catalog that might have been part of a micro-credential but there was no notification to the micro-credential holder that the course no longer existed. Micro-credentials are NKU defined (not CPE or SACS, not a major or minor). Some micro-credentials have no credit-bearing courses associated with them. These were originally designed as just-in-time training for people in the workforce. Most micro-credentials are currently filled with NKU students. The question is “how do non-credit bearing trainings go through the curriculum process?” RESPONSE (UCC Chair): UCC provides oversight between colleges and, when a department proposes curriculum, can indicate if such a course already exists. Because these are not considered curriculum, they don’t go in the catalog which makes them more difficult to advertise more broadly. Of the 250 students enrolled in micro-credentials, almost all are degree-seeking students.
- Budget Committee (Janel Bloch):
 - Reviewing the Summer/Winter Compensation Policy. Looking into putting together a survey to get additional input.
 - Planning to look at the Faculty Extra Compensation Policy and the Tuition Waiver Policy in conjunction with Benefits and Staff Congress.
- Benefits Committee (Rebecca Elkins):
 - Next meeting November 6.
 - Patty Burke from HR answered questions in the last meeting about benefits and introduced the new dental provider (Humana Dental).
 - Annual enrollment for benefits is underway. Everyone must login to My NKU and enroll before November 7.

- There were questions and concerns about faculty development awards. The website will be updated next year to make it more accessible.
- The committee is reviewing the faculty development applications. The reviewers are being lenient on the format due to the late release of the documents.
- QUESTIONS:
 - Were any applications kicked out? How was this handled? ANSWER: The committee accepted all applications. Early submissions were given the opportunity to update to the new format but the old format was accepted. Late applications were not accepted.
 - How many applicants were there for each award? ANSWER: There were more applicants than there are awards. The numbers will be sent to Faculty Senate President Emerine.
- Professional Concerns Committee (Holly Riffe):
 - Working on the Research Misconduct Policy.
 - Also discussing how to include more schools in RPT decisions (Handbook 3.2.3)
- TEEC (Chris Lawrence):
 - No report.
- General Education Committee (Andrea Brooks):
 - Accepting new course proposals for the next academic year. These are due in Curriculog by the end of the semester so they should be going through the Curriculog process now.

New Business

- Voting item: Human Research Subjects Protection (Passed in PCC on 10/3/24).
 - Human Subjects policy (Handbook 16.6). Originally this was 7 pages in the Handbook and now it is 2. The policy remains the same but procedures that needed to be updated are being moved to the Research Grants and Contracts webpage.
 - **VOTE:** Motion and second – motion to approve revisions to Handbook 16.6 CARRIED by voice vote without opposition.
- Voting item: Micro-credential Recommendation (Passed in UCC on 9/19/24).

- Graduate Education, Research and Outreach stated micro-credentials are not curriculum. UCC provides oversight. Since micro-credentials fall outside of UCC, if a department or college disagrees with something, there is no place for that to be discussed. In addition, many people are unaware that we offer micro-credentials. Also, departments create courses that would work well in a micro-credential if they knew the micro-credential existed. The committee that decides on micro-credentials meets once a semester whereas UCC meets twice a month.

- DISCUSSION:

- Can micro-credentials be placed in the catalog with an indication that these courses are not for credit? ANSWER: Yes, it appears that the resistance against this recommendation is that UCC approves the curriculum and since micro-credentials are not credit bearing, they shouldn't be part of the curriculum process. The UCC would not be turning these down but could help improve them.

- While the micro-credential process is not the same as UCC, the current process is good. One outcome of the current process was that a micro-credential was instead developed as a credit-bearing course in the catalog.

- There has been feedback that NKU could do a better job working with industry by helping students who do not want a degree but do want some training. Organizations seeking training don't always use courses that are in the catalog.

- There was concern that having micro-credentials go through UCC would not make the process more flexible for something that is not going on a transcript.

- There are things that need to be fixed about micro-credentials. Students have to apply for permission (this is confusing to students). Suggestion that micro-credentials need to be a broader discussion item.

- There is no policy regarding compensation or price. Not having policies potentially reduces revenue.

- Concern about faculty needing to come up with a marketing strategy to propose a micro-credential. The administration of micro-credentials and certificates are also an issue.

- The proposed recommendation would not remove the committee that already exists, it would simply add UCC to the process. Many people look at the catalog including advisors. Micro-credentials could be placed into Curriculum to make them trackable and more visible.

- There was concern about how micro-credentials are recognized. There have been awards of badges for social media rather than certificates. The quality of the course was good but there was nothing, like a certificate with the university's name, to share.
 - It could serve our students by including micro-credentials on their transcripts.
 - If there are concerns that would lead to a broader discussion about micro-credentials, we could consider forming a Senate Subcommittee to examine it.
 - Additional discussion and a possible vote delayed due to quorum breaking.
- **POTENTIAL ACTION:** The UCC Chair could meet with the Provost to discuss this further.

Old Business

- None at this time.

Announcements

- None at this time.

Adjournment

- The meeting was adjourned at 5:05 pm.

Respectfully submitted,

Michael Providenti
Faculty Senate Secretary