

FACULTY SENATE MEETING

March 31, 2025

Members and Officers present: Jason Applegate, Jitana Benton-Lee, Janel Bloch (Budget), Andrea Brooks* (Gen Ed), Kinsey Bryant-Lees, Carole Cangione, 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), Jackie Herman, William Herzog, Stephen Johnson, Ken Katkin, Suk-hee Kim, Edward Kwon, Kajsa Larson, Chris Lawrence (TEEC), Nile Patterson, Michael Providenti (Secretary), Holly Riffe (PCC), Dana Ripley, Robert Salyer, Andrea South, Sandra Spataro* (Faculty Regent), Mehmet Sulu, Jessica Taylor, Brandelyn Tosolt (Faculty Advocate), Jessica Lott (for Monica Wakefield), Zach Wells, Darrin Wilson, Matthew Zacate, Junxiu Zhou, Marcia Ziegler
(an asterisk * indicates ex officio members)

Members and Officers absent: Ryan Alverson, William Boyce, Steven Gores, Michael Guy, Boshra Karimi, Jennifer McLeod, Burke Miller, Patrick Schultheis, Eileen Weisenbach-Keller

Guests: Cady Short-Thompson (President), Diana McGill (Provost), Steve Slone (Staff Congress), Grace Hiles (Faculty Senate Office), Collin Jarrell (SGA), Charlisa Daniels, Rhonda Davis, Irene Dell, Emily Detmer-Goebel, David Evans, Hassan HassabElnaby, Beth Hickey, Madhura Kulkarni, Kevin Kirby, Alar Lipping, Julie Olberding, Denise Robertson, Anne Sahingoz, Amal Said, Mary Schilling, Jason Vest, Dolores White

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President Jacqueline Emerine at 1:02 pm with a quorum present. The agenda was modified to postpone the discussion of the research relevant to the Faculty Workload discussion. The agenda was adopted as modified.

Approval of Minutes

The minutes from the February 24, 2025 meeting were approved as distributed.

Guests

President (Cady Short-Thompson)

- An email late last week summarized a new Kentucky law and the actions taken as a result. Currently working with the CPE to better understand how to implement the legislation. Send any questions to the President, the Provost, your dean, or chair.
- There will be a Town Hall on 4/8, 9:00-10:30am. Topics will include compliance with state law, finances, renovation, and the organizational chart updates.
- QUESTIONS:
 - Can there be a support group on campus to help faculty understand and adjust to the legal changes? ANSWER: There could be break-out town hall events to address questions. If there are questions right now, send those to the President or legal counsel.

Provost (Diana McGill)

- The new VP of Student Affairs starts on 4/14. Their office will eventually be in SU.
- The Town Hall on 4/8 will address the reorganization process.

Faculty Regent (Sandra Spataro)

- The Board met in February. Some fees were approved. It was an oversight that these did not come

to Faculty Senate first but the next set will come to Senate.

Staff Congress (Steve Slone)

- A Staff Congress Round Table with the cabinet was held in March.
- Staff Congress will send out a budget survey.
- Staff Congress elections will be held in April.

SGA (Collin Jarrell)

- SGA elections were held. Results include President (Collin Jarrell), Vice-President (Kyah Smith), 2 secretaries, and 5 senators were elected. The SGA Constitution was modified so that instead of 30 at-large senators, there will now be 3 senators for each college, 5 senators for first-year students, and 10 at-large senators.
- The fish feeder dedication at Loch Norse is on 4/2 at 4:30pm.
- The outdoor safety walk will be 4/14 at 5pm.

Discussion of the Re-Organization of Academic Affairs (Diana McGill)

- A draft organization of Student Affairs was shared. This information will be used to create an organizational chart. The Provost has been meeting with groups for feedback.
- The goal is to provide stability and build around function and structure. Identifying communication pathways and opportunities for collaboration.
- A draft organizational chart will be available on 4/8 with feedback open through the end of April.

Discussion of the Alcohol, hazing, and drug-free policies (Holly Riffe)

- The following policies were updated to comply with federal mandates:
 - Alcohol Policy – passed PCC with minor modifications (semicolons and commas). This includes the one-year pilot to allow alcohol at Northern Terrace for students over 21.
 - Why is this in the Faculty Handbook? PCC will be looking at this.
 - Hazing Policy
 - Drug Free Policy
- These policies will be voting items in the April Senate meeting.

Discussion of the Strategic Plan (Christine Curran)

- The plan does not separate faculty and staff to address morale.
- There have been questions about academic standards and how to incorporate AI.
- Looking at who is in charge of these draft ideas, to determine which elements are strategic and which are operational, and to determine how to measure them for assessment.
- The draft should be wrapped-up by mid-April. Feedback is welcome at any time in the process. Send feedback to Chris Curran or Peter Rinto. The goal is to have the Board approve the plan in June.
- The student side looks like Success by Design.
- QUESTIONS:
 - Have micro-credentials been discussed? Yes, there have been discussions of a flexible curriculum. The language would more likely be skills, knowledge, training.
 - Will this be implemented on a financial level and assessed with financial data to find opportunities? There have been discussions about implementation on the financial side.
 - There is concern that the plan is general and generic, like Success by Design. Response that the next steps are important to ensure faculty see their role in this plan.
 - Section 3, bullets 2-3 are similar – consider combining these.

- Could there be different wording to address active learning?
- AI literacy should be addressed in the plan.
- Under “Our Campus Colleagues,” 1, first bullet: suggestion to remove the word “more.”

New Business

- Voting item: Foundation of Knowledge (General Education - Andrea Brooks)
 - VOTE: the motion to approve changes to the Foundation of Knowledge carried by voice vote.
- Voting item: Revised Research Misconduct Policy (Holly Riffe)
 - VOTE: the motion to approve Revised Research Misconduct Policy carried by voice vote.

Officer Reports

President (Jacqueline Emerine)

- If anyone has questions about what is currently happening at the state and federal level regarding education, please reach out.
- Next meeting 4/28. Final meeting 5/9 at 1pm, lunch at noon.
- The Faculty Advocate position for next year is open.

Vice President (Christine Curran)

- The general faculty needs to approve the Constitution.
- Graduate Studies representative as ex officio needs to be clarified.
- Departments that traditionally had extra representation on subcommittees should submit their requests by 4/30.

Secretary (Michael Providenti)

- No report.

Parliamentarian (Kathleen Fuegen)

- No report.

Graduate Council Chair (Dorea Glance)

- Grad Council will meet 4/10.

Committee Reports

University Curriculum Committee (Richard Fox)

- We met last Thursday where we approved all remaining items for the 2025/26 catalog. We had about 85 items to approve, which was less than previous years but that is partially because we had another deadline for course changes that impact the fall schedule which we handled in our March 6 meeting. We were scheduled to have a meeting this week, but I canceled it because our last meeting was just last Thursday. We have one remaining meeting of the academic year, April 17. We will vote to approve college curriculum committee bylaws and updates to the UCC bylaws. I will then bring the revised UCC bylaws to senate for approval either in April or May. Also, if any of your departments have not yet created your SLO repository, you should consider working on it. To date, we have repositories from 10 different departments/schools.

Budget Committee (Janel Bloch)

- Currently compiling data from faculty budget survey. The survey had a 45% response rate.
- Sorting out the different way raises might be done. 35% prefer flat 3%. The other 65% preferred other options, generally something that would provide a higher percentage to low wage and lower percent to high wage.
- Will collaborate with Staff Congress' budget survey.

Benefits Committee (Becky Elkins)

- Discussed the task force for tuition and parking. If we are going to alter the tuition policy, what do we want to give up for that?
- Discussed faculty development awards with Budget and PCC chairs. Looking to change a few things on the evaluation and directions to ensure measurements are valid, reliable, and transparent. There will be a report on the number of applications and awards.
- Faculty Senate Scholarships are due 4/1.
- Discussed recreation center reinstatement.
- Discussed phased retirement. Currently HR's website says phased retirement is available to tenured, tenure-track, and renewable faculty but the Faculty Handbook says it is only for tenured faculty.

Professional Concerns Committee (Holly Riffe)

- President Short-Thompson and Danielle McDonald will attend PCC to discuss the impact of new state law.
- There will be a discussion concerning the Qualtrics survey about AI.

TEEC (Chris Lawrence)

- Updating the University Common Syllabus. Reached out across campus to ensure the information is correct.
- Reviewing materials from previous committees that examined the 15 versus 16-week semester.

General Education Committee (Andrea Brooks)

- The committee met once this month. In lieu of our second meeting this month committee members took on a mini project. This is related to the Kentucky Graduate Profile. We are reviewing all the gen ed rubrics and comparing them with the Essential Skills rubrics, digging in to see what we already assess through gen ed and where there may be gaps. We don't believe gen ed has to address all of the Essential Skills but we think this work will help us to know what we are already doing well and where gen ed might grow (or where departments could think about addressing the skills).

Faculty Advocate (Brandelyn Tosolt)

- The Faculty Advocate position is open. The deadline for nominees is next week. Potential nominees can reach out to Brandelyn.

Old Business

- None at this time.

Announcements

- None at this time.

Adjournment

- The meeting was adjourned at 2:42 pm.

Respectfully submitted,

Michael Providenti
Faculty Senate Secretary

STRATEGIC PLAN DRAFT

March 2025

Our Students

GOAL: Expand and enhance student access, success, and career readiness to ensure equitable outcomes and promote the economic and social mobility of all learners.

1. Enhance access to higher education.

- Simplify admissions, enrollment, and transfer processes and experiences to reduce barriers for students.
- Improve affordability through increased external scholarship funding, wraparound supports, and other resources.
- Expand partnerships with P-12 schools, higher education institutions, non-profits, and local employers to increase educational opportunities.

2. Promote student success and university culture.

- Provide holistic support through NKU's Coordinated Care model using tools and technology to make data-informed decisions and impact student success through timely communications and personalized interventions.
- Foster a vibrant university culture of warm welcome, engagement and belonging.
- Identify and address opportunities to positively impact the academic experience through strategic course offerings and flexible learning pathways.

3. Prepare students for career and lifelong success.

- Provide support and infrastructure to strengthen engagement and mentoring opportunities between students and university employees.
- Build experiential and co-curricular learning, and career planning into all majors to enhance students' career readiness and lifelong learning.
- Provide students with curricular and co-curricular opportunities to cultivate the essential workforce skills identified in the Kentucky Graduate Profile.

Our Campus Colleagues

GOAL: Create a supportive and sustainable work environment that attracts and retains talent, promotes employee wellbeing, and enhances institutional success.

1. Enhance employee morale, wellbeing, and professional growth.

- Provide a more competitive salary and benefits package, along with greater access to professional development and career advancement opportunities.
- Cultivate programs and benefits that focus on improving employee morale and a culture of wellbeing.
- Develop workplace policies that effectively support institutional goals while acknowledging and accommodating the diverse responsibilities of employees.

2. Strengthen long-term institutional success.

- Improve resource management, financial sustainability, and operational efficiency with a focus on shared governance, accountability, and clarity.
- Modernize systems and processes to improve operational efficiency and effectiveness.

Our Community

GOAL: Advance economic, social, and civic vitality through community partnerships and regional engagement.

1. Bolster workforce readiness and regional growth.

- Strengthen alignment of academic programs and regional needs through employer and community collaboration.
- Prepare students to meet evolving workforce demands, fostering talent that drives regional economic growth and enhances social mobility.
- Expand career credential and upskilling opportunities for current professionals and foster innovation through public-private partnerships.

2. Drive community engagement and impact.

- Promote civic literacy, leadership development, and P-12 collaborations to strengthen connections across the community.
- Advance research, creative activity and other initiatives that address regional needs, promote innovation, enhance peoples' lives, and drive prosperity.
- Deepen alumni engagement to create stronger connections with students, employees, and the region.

16.20 ALCOHOLIC BEVERAGES

Related NKU Policy: [Alcoholic Beverages](#)

I. Policy Statement

This policy establishes Northern Kentucky University's rules relating to alcoholic beverages. These rules reinforce the University's commitment to maintaining its campus as a safe place to learn and work and to fostering a healthy campus culture for its students and employees:

- The service, sale, possession, consumption, and manufacture of alcoholic beverages is prohibited on the University's campus and in its activities on and off campus, and employees may not consume alcoholic beverages while performing University responsibilities on or off campus, except where permitted by this policy.
- University employees may not be under the intoxicating influence of alcoholic beverages while on campus or while performing University responsibilities on or off campus.
- University funds may not be used to purchase or reimburse the purchase of alcoholic beverages. Northern Kentucky University Foundation funds may be used in accordance with the Foundation's procedures
- Even when use of alcoholic beverages on campus is permitted by this policy, individuals under the age of 21 are prohibited from possessing, purchasing, and consuming them. In addition, it is a violation of this policy to provide an underage individual with an alcoholic beverage or otherwise assist an underage individual with obtaining alcoholic beverages
- Conduct relating to alcoholic beverages that is prohibited by criminal law is also a violation of this policy where the conduct occurs on campus, in connection with University off-campus functions, and/or during an employee's performance of University responsibilities on and off campus (e.g., driving while intoxicated, use of false or fraudulent identification cards to obtain alcoholic beverages). Public intoxication as defined by Kentucky law is prohibited on the University's campus.

Other University policies and rules also apply to use and misuse of alcoholic beverages, including the Prohibition of Hazing policy, the Code of Community Standards and Student Rights, the Registered Student Organization Handbook, and relevant provisions of the University's housing contract. The University maintains a separate Drug-Free Campus policy.

II. Policy Applicability

This policy applies to all spaces and activities on the University's campus, including for example:

- residence halls;
- the conduct of all individuals, groups, and entities while on the University's campus, including employees, students, student organizations, contractors and service providers, and visitors;
- University-organized activities and functions that occur off campus; and
- the performance of University responsibilities by employees on and off campus.

This policy also applies to spaces and activities at properties leased by the University for its functions and activities.

This policy does not apply to the residential properties that are owned by the University and leased to individuals or other entities for use as private homes or for organizational uses.

This policy does not apply to events hosted off campus by the Northern Kentucky University Foundation.

As used in this policy, “alcoholic beverage” has the same meaning as provided by Kentucky law.

III. Education Programs

The University will provide periodic education, training, and other resources to the campus community regarding the health impacts associated with use and misuse of alcoholic beverages, dangers of underage alcohol consumption, and alcohol addiction. The University also will maintain a program to prevent the abuse of alcoholic beverages by students and employees, as required by federal law.

IV. Exceptions

Alcoholic beverages may be served, sold, possessed, and consumed as described in the exceptions established below and only in a manner that is legal and responsible.

Even when use of alcoholic beverages is permitted by this policy, individuals engaging in activities involving alcoholic beverages must comply with applicable state and local laws. When required by law, state and/or local permits must be obtained prior to service of alcoholic beverages, and when those permit requirements apply, the terms and conditions of permits must be followed in connection with any event involving alcoholic beverages.

Note that in many instances, alcoholic beverages may be sold or provided on campus only by the University’s contracted caterer(s) or concessionaire(s). In those cases, the caterer / concessionaire may be responsible for obtaining and ensuring compliance with state and local laws and permitting requirements, and event participants therefore must comply with protocols required by the caterer / concessionaire.

A. Official University Functions

Alcoholic beverages are permitted at official University functions, on and off campus, when organized or approved by the President, Board of Regents Executive Secretary, Provost and Executive Vice President for Academic and Student Affairs, Vice President for Administration and Finance, Vice President for Student Affairs, Vice President and Director of Athletics, Vice President for Advancement, or their designee(s).

B. Arena Events

Alcoholic beverages may be sold, served, and consumed during events at Truist Arena in accordance with the University’s arena management contract and applicable laws. The University may prohibit alcoholic beverages at certain events (e.g., commencement).

C. Northern Terrace Residence Hall

Residents of Northern Terrace Residence Hall and their guests (21 and over) may possess and consume alcoholic beverages in residence hall rooms for the 2025-26 academic year, with extensions to be considered at a later date. Alcoholic beverages may not be consumed in any other areas of Northern Terrace, including in common areas. Northern Terrace residents and guests must comply with other specific rules and housing contract terms applicable to that facility.

D. Student Events

Alcoholic beverages may not be served or consumed at Registered Student Organization campus events or at other primarily student-facing campus events unless approved in advance by the Vice President for Student Affairs or designee. These events may be subject to additional requirements established by Student Affairs. At least fourteen (14) days prior to any such events involving alcoholic beverages, the event leader must complete and submit an [NKU Alcoholic Beverage Event Form](#).

E. Foundation Events

Events hosted on the University's campus by the Northern Kentucky University Foundation may involve the service and consumption of alcoholic beverages when approved by the Vice President for Advancement and operated in compliance with applicable laws and permits.

F. Private Events

Alcoholic beverages are permitted at private events held by outside entities on the University's campus when permitted under the entity's contract with the University or otherwise authorized by the Vice President for Administration and Finance or designee, approved in advance by the University and when so long as the service and consumption of alcoholic beverages complies with the relevant facility use agreement and permitting requirements.

G. Other Exceptions

Additional exceptions to this policy may be granted by the President, the Provost and Executive Vice President for Academic and Student Affairs, or the Vice President for Administration and Finance.

V. Advertising and Marketing

Advertising, marketing, and promotion of alcoholic beverages is prohibited on the University's campus, except for advertising and signage in Truist Arena that is permitted by the University's multi-media rights and other relevant agreements.

VI. Amnesty for Students

The University recognizes that students may be hesitant to report severe misconduct involving alcoholic beverages, including hazing and sexual misconduct, due to fear of potential consequences of their own behavior, such as underage consumption. To encourage reporting, the University will extend amnesty to students who are victims and/or witnesses of such severe misconduct and who truthfully report it.

VII. Enforcement

This policy is enforced by the following officials:

- For students, by the Vice President for Student Affairs or designee;
- For faculty, by the Provost and Executive Vice President for Academic and Student Affairs or designee;
- For non-faculty employees, by the Chief Human Resources Officer or designee; and
- For all other individuals, by the University office with supervision over the corresponding contract or event.

Students and student organizations who violate this policy are subject to disciplinary action according to the [Code of Community Standards and Student Rights](#) and the [Registered Student Organization Handbook](#).

Employees who violate this policy are subject to disciplinary action according to applicable processes.

Other individuals and entities who violate this policy may be removed from campus and are subject to other penalties [and/or criminal prosecution](#).

The Northern Kentucky University Police Department has authority to enforce criminal laws regarding alcohol use, possession, and related misconduct.

Edited: 7/2024: Updated terminology for Code of Student Rights and Responsibilities (now called Community Standards & Student Rights)

16.20. University Alcoholic Beverage Policy and Regulation

16.20.1. Institutional Statement of Policy

Students at Northern Kentucky University who are 18 years of age or older are legally adults capable of increasing their ability to manage their affairs. Current Kentucky law and Northern Kentucky University's policy prohibit the possession and use of alcohol by those under 21 years of age. Although the University does not condone violation of the law for persons of any age, neither does it operate in loco parentis with regard to students. The law, however, does require that universities exercise a duty of care in acting reasonably to provide a safe environment for their students. Northern Kentucky University's responsibility toward students is not to control their behavior, but rather to educate them to make appropriate and effective decisions in their own lives.

If members of the Northern Kentucky University community decide to consume alcoholic beverages, it is the policy of the University to encourage responsible use and to discourage the misuse and abuse of alcoholic beverages. The University recognizes that each person, within the limit of the law, has the right to decide freely whether or not to consume alcoholic beverages;

however, no person has the right, under the influence of alcohol or otherwise, to abuse the rights or endanger the health, welfare, and property of self or others.

The University supports the following statements relating to the consumption of alcoholic beverages by all persons:

- 1) ~~There are acceptable alternatives to drinking alcoholic beverages.~~
- 2) ~~It is acceptable not to drink; each individual needs to make a personal, informed choice.~~
- 3) ~~If an individual chooses to drink, they should do so responsibly and in moderation. Furthermore, they should adhere to state and local laws pertaining to the sale and use of alcohol and University policies and regulations.~~
- 4) ~~Consumption of alcoholic beverages should not be the main focus of an event.~~
- 5) ~~Accurate information about the consumption of alcoholic beverages is available.~~
- 6) ~~Treatment is encouraged for the progressive disease of alcoholism.~~

Today's students live in a society in which alcohol is widely used and often abused. Attaining legal drinking age does not ensure that individuals will be able to make wise decisions involving alcohol consumption. Northern Kentucky University is committed to providing information in the form of discussions, displays, and programs promoting alcohol awareness and responsible decision making. Members of the University community will be provided information and planning materials in order to promote positive social activities that do not emphasize the consumption of alcoholic beverages. Furthermore, the University will provide opportunities for learning the skills and developing the attitudes needed to handle alcohol use or non-use in ways that are beneficial to the self and to others.

16.20.2. Regulations Concerning Alcoholic Beverages

- 1) ~~The possession and/or consumption of alcoholic beverages on the campus of Northern Kentucky University is prohibited except as permitted by law (KRS 222.202, KRS 244.080, KRS 244.085) and institutional policy stated herein. See paragraph 3 below.~~
- 2) ~~The possession and/or consumption of alcoholic beverages in Northern Kentucky University residence halls is absolutely prohibited. (See Student Housing Policies, Rules, & Regulations and Housing Agreement Terms and Conditions.)~~
- 3) ~~Alcoholic beverages may be served and consumed at official University functions and approved non-University functions in the President's home and other non-public areas of the NKU campus, as designated by the President, according to the following guidelines:~~
 - A) ~~If alcoholic beverages are sold, all applicable sales and local permits must be obtained.~~
 - B) ~~Alcoholic beverages shall not be sold or served to anyone under the age of 21.~~
 - C) ~~No alcoholic beverages shall be sold or served to an intoxicated and/or disorderly person.~~
 - D) ~~Public funds shall not be used to purchase alcoholic beverages.~~
 - E) ~~Non-alcoholic beverages must be readily accessible in reasonable quantities and must be presented as appealingly as are the alcoholic beverages.~~

- ~~F) Reasonable quantities of snacks or food are required to be served with alcoholic beverages.~~
 - ~~G) The serving of alcoholic beverages at open or cash bars should end no later than one half hour before the scheduled end of the event.~~
 - ~~H) No person under the age of 21 years shall be permitted to sell or to serve alcoholic beverages.~~
 - ~~I) No persons authorized to sell or serve alcoholic beverages may consume such beverages while they are so engaged.~~
- ~~4) Alcoholic beverages may be served and consumed at official University events held off campus according to the following guidelines:~~
- ~~A) All faculty, staff, and students must obey all applicable state and local laws and University regulations pertaining to the sale and use of alcoholic beverages.~~
 - ~~B) The sale, serving, and consumption of alcoholic beverages are strictly prohibited except in areas and at times and dates licensed by the Kentucky Alcoholic Beverage Control Board, or similar agencies in other states.~~
 - ~~C) Persons under 21 years of age shall not legally possess or consume alcoholic beverages in Kentucky. The furnishing of alcoholic beverages to underage persons is strictly prohibited both by policy of the University and by statute of the Commonwealth. Use of fraudulent identification to procure alcoholic beverages is also prohibited.~~
 - ~~D) Adequate alternative beverages and snacks and/or food must be readily available at all functions where alcohol is served.~~
 - ~~E) Sponsoring groups and organizations will be responsible for providing security to insure that guests conduct themselves properly and to assist with crowd control.~~
 - ~~F) Alcohol shall not be consumed or carried in open containers on any street, sidewalk, alley, or in a motor vehicle.~~
 - ~~G) Sponsors of an activity should cease serving alcoholic beverages at least one half hour prior to the scheduled end of the activity.~~
 - ~~H) No persons under the age of 21 years shall be permitted to sell or to serve alcoholic beverages.~~
 - ~~I) No persons authorized to sell or serve alcoholic beverages may consume such beverages while they are so engaged.~~
 - ~~J) Activity sponsors must examine the identification of all guests entering the activity. Guests under 21 years of age shall not be permitted to drink alcoholic beverages in the Commonwealth of Kentucky. If the activity is located in another state, all applicable state and local laws regarding alcoholic sales, service, and consumption shall prevail.~~
 - ~~K) Littering, infringing upon the rights of others, and abuse of public or private property in connection with possession or consumption of alcoholic beverages are considered violations of this policy and of the disciplinary regulations law sections of NKU's Community Standards & Student Rights.~~

- ~~L) Promotion and advertising of events where alcohol will be consumed should not encourage any form of alcohol abuse, nor should events be advertised which place emphasis on quantity and frequency of use of alcohol (e.g., chugging events).~~
 - ~~M) Beverage alcohol (kegs, cases of beer, bottles of distilled spirits or wine) should not be provided as awards or prizes to individuals or campus organizations.~~
 - ~~N) No alcoholic beverages shall be sold or served to an intoxicated and/or disorderly person.~~
- ~~5) Possible penalties for violation of these regulations include, but are not necessarily limited to, the following:~~
 - ~~A) Legal action by individuals or governmental authorities, including possible sanctions or citation or arrest; or~~
 - ~~B) University disciplinary action under NKU's Community Standards & Student Rights, Faculty Policies and Procedures Handbook, Salmon P. Chase College of Law Faculty Handbook, Department Chair/School Director Handbook, or other University policies.~~
 - ~~C) In addition to (A). and (B) above, students and/or student organizations may be subject to these penalties:~~
 - ~~1) Loss, curtailment, or elimination of student social functions, and notifications to national organizations where applicable.~~
 - ~~2) Loss of status as a registered campus organization.~~
- ~~6) Student organizations shall designate one person, perhaps an officer of that organization, to assume responsibility for ensuring that there is knowledge of and compliance with these alcohol policies. It is recommended that this person participate in a special educational program offered by the Office of the Dean of Students.~~
- ~~7) Beer distributors, liquor companies, bars, and nightclubs are not permitted to:~~
 - ~~A) Advertise on campus;~~
 - ~~B) Co-sponsor an event with a student organization;~~
 - ~~C) Advertise on any schedule card, athletic brochure, or press guide, invitation, or other printed material; or~~
 - ~~D) Provide advertising for University events presented on radio or television.~~
- ~~8) Northern Kentucky University does not assume responsibility for unofficial events held off campus involving individuals or groups affiliated with the University.~~
- ~~9) Violations of alcohol related University policies and regulations by any member of the NKU community shall be reported to one of the following University offices:~~
 - ~~A) Students: Dean of Students~~
 - ~~B) Faculty: Office of the Provost~~
 - ~~C) Staff: Department of Human Resources~~
 - ~~D) Guests and all others: Department of Public Safety~~

~~Suggested~~ Approved revision 16.7.2.5. Research Misconduct

Research misconduct is defined as fabrication, falsification, plagiarism, text recycling [in the form of duplicate publication](#), or other serious deviations from those accepted practices in proposing, performing, or reviewing research, or in reporting results from research. Common disciplinary practices [and/or](#) guidelines may differ between academic units [and, therefore, may be followed as deemed appropriate by the individual unit](#).

- Fabrication is making up data or results and recording or reporting them.
- Falsification is manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.
- Plagiarism is the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.
- Text recycling in the form of duplicate publication is the recycling of the entirety or core content of a published work for the same audience and/or genre. It does not include developmental recycling (recycling material from unpublished documents produced as part of the research and writing process), generative recycling (recycling a limited amount of published material in a new work that offers a substantive and original intellectual contribution), or adaptive publication (recycling the entirety or core content of a published work but for a different readership, or genre.).

[Approved via PCC on 11/21/2024](#)

[Final bullet point on Text recycling is new.](#)

Please note: I have revised the text based on the following publication:

Moskovitz, Cary, Susanne Hall, and Michael Pemberton. "Common Misconceptions about Text Recycling in Scientific Writing." *BioScience*, Volume 73, Issue 1, January 2023, Pages 6–8, <https://doi.org/10.1093/biosci/biac090>

16.19. DRUG-FREE CAMPUS

Related NKU Policy: [Drug-Free Campus](#)

I. Policy Statement and Applicability

Northern Kentucky University is a drug-free campus and workplace. The unlawful possession, use, distribution, dispensation, and manufacture of controlled substances is prohibited on the University's campus and any other property it controls, in its programs and activities, and by employees performing University responsibilities on and off campus. University employees are prohibited from performing those responsibilities under the influence of controlled substances.

As used in this policy, "controlled substances" refers to controlled substances in Schedules I through V of Section 202 of the [Comprehensive Drug Abuse Prevention and Control Act of 1970](#).

This policy does not prohibit the responsible use of prescribed medicines in a manner that is legal under both federal and state law.

II. Education Programs

The University will maintain drug-free awareness programs to educate students and employees about the dangers of drug abuse, the availability of counseling, rehabilitation and assistance programs, and the requirements of this Drug-Free Campus policy and relevant laws.

III. Federally Required Reporting

Supervisors who have reasonable cause to believe that an employee has possessed or used controlled substances while on campus, is under the influence of controlled substances while performing University responsibilities, or has otherwise violated this policy must immediately refer the matter to the Chief Human Resources Officer.

Federal law requires reporting of any instance in which a University employee is convicted of violating a criminal statute involving controlled substances for conduct occurring in the workplace. An employee who is subject to such a criminal conviction must notify their University supervisor within five (5) days of the conviction. Thereafter, the University will notify relevant federal contracting and granting agencies within ten (10) days after receiving such notice.

IV. Enforcement

Criminal laws relating to controlled substances are enforced on campus by the Northern Kentucky University Police Department.

In addition, this policy is enforced by the following officials:

- For students, by the Vice President for Student Affairs or designee;
- For faculty, by the Provost and Executive Vice President for Academic and Student Affairs or designee, in consultation with the Chief Human Resources Officer; and
- For non-faculty employees, by the Chief Human Resources Officer or designee.

Violations of this policy by an employee will subject the employee to appropriate disciplinary action, up to and including termination, in accordance with applicable processes. The employee also may be required to participate in an appropriate employee assistance program.

Students and student organizations who violate this policy are subject to disciplinary action according to the [Community Standards and Student Rights](#) and the [Registered Student Organization Handbook](#).

Other individuals and entities who violate this policy may be removed from campus and are subject to criminal prosecution and other penalties.

16.19 Drug-Free Workplace

The unlawful manufacture, distribution, possession, or use of a controlled substance is prohibited in and on Northern Kentucky University (NKU) owned or controlled property. Any NKU employee determined to have violated this policy may be subject to disciplinary action up to and including termination. A controlled substance, as defined in the federal Drug-Free Workplace Act of 1988 does not include alcohol. However, the use of alcohol while on NKU owned or controlled grounds, including meal periods and breaks, is absolutely prohibited except when authorized by the University for approved University functions. No employee will report to work while under the influence of alcohol or illegal drugs. Violation of this policy by an employee will be reason for mandatory evaluation/treatment for a substance use disorder or for disciplinary action up to and including termination of employment.

In order to comply with the federal Drug-Free Workplace Act of 1988 (41 USC 701 et seq.), NKU requires that as a condition of employment a University employee notify the University of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction. The University must notify any federal granting or contracting agency within ten (10) days of having received notice that an employee engaged in the performance of such grant or contract has had any criminal drug statute conviction for a violation occurring in the workplace. The University will impose a sanction on, or require the satisfactory participation in, a drug/alcohol abuse assistance or rehabilitation program by any employee who is so convicted.

Any employee engaged in the performance of a grant or contract from the United States Department of Defense will be required to meet the requirements of the Drug-Free Work Force regulations (48 CFR 223.75) and may be subject to drug testing, as prescribed by the funding agency.

Foundation of Knowledge
Adopted May, 2012; revised Fall 2020
Passed by Faculty Senate, January 2021 meeting

The Foundation of Knowledge Program (FOK) is designed to be dynamic, maintaining enough flexibility to adapt to changing needs of students while also maintaining enough stability to facilitate:

- a focus on enhancing student learning in courses over time,
- integration of student learning from the knowledge areas into other courses (e.g., learning communities, vertical integration in a major, minor, or area of focus), and
- assessment of student performance relative to the stated outcomes of the Foundation of Knowledge program so that efforts to increase student learning are based on evidence-driven inquiry.

This evidence-driven practice will come from an assessment strategy that emphasizes formative and summative evaluation at the overarching program level, as well as at the level of the individual courses that make up the program.

A guiding principle of the changes to the General Education Program resulting in the Foundation of Knowledge Program was creating a coherent learning experience that prepares students for life and work in a rapidly changing 21st Century environment. The General Education Committee (GEC) is charged with guiding the program.

Foundation of Knowledge Program Structure

The Foundation of Knowledge Program is capped at ~~125-150~~ courses. The cap is intended to keep the program manageable and ensure high quality courses can be offered consistently for students. The following considerations are included in this cap:

- Honors Program cohort courses that fulfill program requirements are included ~~constitute nine courses~~ in this count.
- MAT 128 and 129 count as one course.
- Any variations of a course (i.e. STA 205 and STA 205R or courses with a companion lab) count as one course.

Commented [AB1]: Following the guidelines here, we are already at 139

- ~~and all Written Communication II courses (i.e. ENG 102 and all 291Ws) count as one course in the respective list.~~

To ensure breadth of immersion in the general education program, only two courses with the same prefix can be used toward the completion of the general education requirements across the program categories of *Oral Communication*, *Mathematics & Statistics*, *Natural Science*, *Cultural Pluralism*, *Individual and Society*, *Culture and Creativity*, and *Global Viewpoints*. Courses completed in the *Written Communication* category do not count toward the two-prefix limit.

In meeting the broader *Scientific & Quantitative Inquiry*, *Self & Society*, and *Culture & Creativity* requirements, students may use only one course from any given discipline. Students may only apply one foreign language course in fulfillment of the *Culture & Creativity* category.

New Course Approval

~~Each fall, GEC members will determine whether new course proposals will be accepted for the following year. Members use assessment data, enrollment, and other analyses to monitor trends and needs within the program, including the need for courses in specific categories, student demand, and the diversity of courses within a category.~~

When new course proposals are accepted, a call for proposals will typically be issued early in the fall semester. Courses will go through the established curriculum process, including review by the GEC then sent to UCC for approval. GEC will review the proposal based on information provided in the new course proposal form and supporting documentation.

Commented [AB2]: This is not new, but the committee felt it was important to be more explicit that this process is approached purposefully

Program Review and ~~Course Recertification~~ Continuous Improvement

~~Every five years a programmatic review of the Foundation of Knowledge Program will be completed through coordination of GEC, the Faculty Director of General Education, and the Vice Provost's Office. All courses are assessed once during an assessment cycle (approximately every 3-5 years). As part of the review, At the end of the assessment cycle,~~ the Faculty Director of General Education will review all SLO assessment data collected across all categories and prepare a report for GEC. The report will include enrollment data and analysis of the extent to which outcomes of the Foundation of Knowledge Program are being met and provide recommendations for improving the program.

Commented [AB3]: No changes here just clarity and focus on assessment as an ongoing tool for improvement, the GEC doesn't "certify" or recertify courses.

~~All current FOK courses are~~ Every academic unit with an FOK course is required to: 1) include appropriate FOK category SLOs in the syllabus; 2) use FOK syllabus template; 3) seek continuous improvement in student learning through participation in general education assessment; and 4) offer the course at least once every two years. ~~3) submit artifacts for general education assessment; and 4) fill out and submit form showing evidence of using the assessment results to seek improvement of student learning. Courses for which required materials are not provided will be subject to review and removal from the program.~~

~~Certified general education courses must be offered at least once every two academic years.~~ The Faculty Director of General Education will be responsible for tracking whether FOK courses are offered at least once every two academic years. Courses that do not meet requirements will be subject to review and removal from the program.

16.21. HAZING

Related NKU Policy: [Hazing](#)

I. Policy Overview

Northern Kentucky University is committed to providing a safe environment where students can participate in University organizations without being subjected to hazing as a condition of entry, membership, or affiliation.

II. Entities Affected and Scope

This policy applies to all members of the University community. As used in this policy, the “University community” includes faculty, staff, students, student organizations, and third parties such as guests, visitors, or volunteers when participating in activities on campus and with University student organizations on and off campus.

This policy applies to hazing occurring within the University community, regardless of whether it occurs on or off campus.

III. Policy Statement

Hazing is strictly prohibited by the University, as described below. Any individual or University organization found responsible for hazing may be subject to discipline by the University, including termination or expulsion in accordance with applicable processes and criminal prosecution.

A. Hazing Defined

Hazing means any action or situation created or facilitated by a member of the University community that recklessly or intentionally endangers the mental or physical health or safety of another for the purposes of recruitment, initiation into, affiliation with, or enhancing or maintaining membership or status with a University organization including, but not limited to, University registered student organizations.

Examples of hazing include, but are not limited to, the following:

- paddling, whipping, beating, branding, or electric shock;
- forced or coerced consumption of food, liquid, tobacco, alcohol, drug, or other controlled or harmful substances;
- personal servitude;
- degrading or humiliating acts;
- sleep deprivation;
- unreasonable exposure to the elements;
- kidnapping or abandonment;
- demands or requests for acts, demonstrations, or favors of a sexual nature;
- activity that creates a reasonable likelihood of serious physical injury ~~and/or~~ and/or
 - violation of University policy, state, and/or federal law.

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Consent of the individual being hazed to the reported hazing activity is immaterial and will not be considered a defense against a hazing allegation. It is incumbent upon students to be aware of University regulations. Ignorance of these regulations does not excuse students from adherence to them.

For purposes of this policy, “University organization” means an organization registered or associated with the University including, but not limited to, registered student organizations, groups, clubs, athletic teams, club sports teams, fraternities, sororities, and pep band.

B. Reporting Hazing

Persons who suspect or have knowledge of hazing must immediately report the matter to the University. Failure to do so is a violation of this policy and may result in discipline.

Reports should be made to the ~~Student Conduct~~ Office of Student Conduct in-person, via telephone, email, or by submitting a Hazing Report through the [Ethics and Compliance Helpline](#), which provides an anonymous option for reporting.

Student Conduct Office

Student Union 301
studentconduct@nku.edu
(859) 572-6475

For immediate assistance or to report an emergency, reports should be made to University Police.

University Police
251 Nunn Drive
Highland Heights, Kentucky
(859) 572-7777 or 911

NKU App

The NKU app provides free texting to University Police when calling may be dangerous or impossible. To use this option, open the NKU app on your cell phone and select “contact campus police.” The app allows users to share their geolocation, photos, and video and allows University police to view the [ALL CARD](#) photo of the name of the person contacting them.

C. Amnesty

The University recognizes that students may be hesitant to report hazing incidents due to fear of potential consequences for their own behavior. To encourage reporting, the University will extend amnesty to students who are victims and/or witnesses of hazing and truthfully report the incident. The University also reserves the right, in its sole discretion, to extend amnesty to persons who participate in hazing behavior when the individual truthfully reports the incident and agrees to participate with the University in each stage of the investigation including, but not limited to, serving as a witness in the investigation.

Additionally, students who request emergency help for themselves or others because of an alcohol or drug-related emergency, as well as the person in distress, will be provided amnesty and will not face any disciplinary action from the University.

Amnesty only applies to violations of this Hazing policy and does not apply to other University policy violations that occur during the hazing incident or to separate civil or criminal action that may be taken by law enforcement or other agency.

D. Disciplinary Action

Students and student organizations that violate this Hazing policy will be subject to discipline by the University in accordance with the [Community Standards and Student Rights](#) including, but not limited to, [temporary or permanent removal from university housing](#), suspension, expulsion, or revocation of the organization's registered status.

Faculty and staff that violate this Hazing policy will be subject to possible loss of employment or other appropriate disciplinary action in accordance with the [Faculty Policies and Procedures Handbook](#), [Chase College of Law Faculty Handbook](#), and [University Policies and Procedures](#).

Guests, visitors, and volunteers who violate this policy may be removed [and/or trespassed](#) from University property and may be subject to civil or criminal action.

IV. References

[KRS § 164.375 - Policy statements of boards of trustees concerning "hazing" activities of campus organizations](#)

[KRS § 508.180 - -- Definitions of "hazing", "organization", and "student"](#)

[Public Law 118-173 – Federal Stop Campus Hazing Act](#)

16.21. PROHIBITION OF HAZING

~~In accordance with Kentucky Revised Statutes, Section 164.375, Northern Kentucky University prohibits any action or situation that recklessly or intentionally endangers mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization. Penalties for violation of the above policy shall include, but are not limited to the following:~~

- ~~1) Student violators will be subject to suspension or expulsion from the University or other appropriate disciplinary action in accordance with the Code of Student Rights and Responsibilities.~~
- ~~2) Faculty and staff violators will be subject to possible loss of employment or other appropriate disciplinary action in accordance with the Northern Kentucky University Faculty Policies and Procedures Handbook, Salmon P. Chase College of Law Faculty Handbook, Handbook for Department Chairs/School Directors, and other University policies.~~
- ~~3) Faculty, staff, or student organizations that authorize actions that violate this policy shall lose University authorization to operate on campus property.~~
- ~~4) Visitors, licensees, and invitees to Northern Kentucky University who violate this policy will be ejected from University property and may be subject to prosecution.~~

Academic Affairs	Student Affairs (currently under Jason, to be Brandon Thompson)
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VP GERO; AP Strategic enrollment planning and student success; VP UAA; IHI; CGEIA; Jason's position, Student Engagement and Inclusiveness; Student Conduct and Wellness

Vice Provost Graduate Education, Research, Outreach - (was Sam, vacant)

- a. Graduate Education Sheena Brooks
- b. Online & Professional Education Stephanie Songer
- c. Experiential Learning – Shauna Reilly
 - i. Internships moving to NNH
 - ii. ISRCA
 - iii. Scripps Howard Center for Civic Engagement
- d. EngageKY (formerly KY Campus Compact) – Gayle Hilleke
- e. Research Grants and Contracts – Craig Holloman
- f. Center for Environmental Restoration – Scott Fennell
- g. NKU Research Foundation (NKURF) – was Sam, currently Craig Holloman

Vice Provost Undergraduate Academic Affairs - Abdou

- a. Adult & Transfer Center – Amy Danzo
- b. Testing Services – Amy Danzo
- c. First Year Experience and Programming – Amanda Andrews
- d. General Education and Assessment – Emily Detmer-Goebel
- e. School Based Scholars – Vacant – interim Shelly Johnson
- f. YSA – Dan Ginn
- g. Learning Plus – Jered Wasburn-Moses
 - i. Writing Center & Literacy
 - ii. Tutoring
 - iii. Supplemental Instruction
- h. University Registrar – Vacant – Interim Angela Calhoun
- i. Grant County

Center for Global Engagement and International Affairs - Francois

- a. Int'l Student and Scholar Services (ISSS) - Francois, Director
 - i. Assoc Director - Adam Widanski
 - ii. Int'l advisor - Aaron Spetz
 - iii. Recruiter & Communication
 - iv. Int'l admissions/credentialling - Jane Bratton&Judith Joshua
- b. Office of Education Abroad – Michelle Melish
- c. American English Language Program – Melissa Napier

AssocProvost, Strategic Enrollment Planning & Student Success – (was Ryan)

- a. Career Services – Bill Froude – moving to NNH
- b. First-year Student Success Hub/Pathfinders – Amy P. – need to move
- c. Trio (student support services) – Joyce Couch – need to move
- d. Upward Bound – Johnny Bergman – need to move
- d. UCAP (University Connect and Persist) – Peg A. – need to move
 - i. Care Closet
 - ii. FUEL NKU
- e. Veterans Resource Station – Rusty M – need to move?

Institute for Health Innovation – Valerie

- a. P-12 Outreach - Carolyn Noe
- b. Pathway Programs
- c. NKY-CHEI
- d. The Collaborative
- e. COPE
- f. Paraprofessional programs
- g. Evaluation Services

was Asst. Provost for Special Projects (was Jason Vest)

at first handled faculty award ceremonies, other projects as needed then added NKU leadership institute, provost fellow programs; later added involvement/leadership with degree mapping, moonshot, new faculty and new administrators orientations, mentoring circles, CPE transfer guiding team, promotion and tenure workshops, coordinated care

CETI (moved from VPUAA)

Norse Network Hub - new Exec Director - reports to VP Advancement

Enrollment Management - Ryan - reports to President

Admissions – Logan Pendleton

Financial Aid - Leah Stewart - reports to President

Student Affairs (currently under Jason, to be Brandon Thompson)

Center for Excellence in Teaching and Innovation – Denice Robertson

Student Engagement and Inclusiveness – Sarah Aikmen Asst. Vice President

- a. Student Union and Services
- b. Student Engagement – Joe Lepore
- c. AASI – Greg More
- d. LSI – Sandra Bazzani
- e. LGBTQA+ SI – LaVette Burnette
- f. Campus Rec – Jill Wood

Student Conduct and Wellness – Bob Alston Asst. Vice Pres & Dean of Students

- a. Community Standards and Care – Javance Sinclair
- b. Counseling Services – Amy Clark
- c. Student Accessibility – Cindy Knox
- d. Student Conduct – Debbie Abner
- e. Nurse Violence Prevention – Kendra Massey
- e. Student Wellness Education - Amanda Kilmer