

FACULTY SENATE MEETING

May 9, 2025

Members and Officers present: Ryan Alverson, Jason Applegate, Janel Bloch (Budget), William Boyce, Andrea Brooks* (Gen Ed), Kinsey Bryant-Lees, Carole Cangione, Kimberly Clayton-Code, Josh Cooper (for Patrick Schultheis), 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), Michael Guy, Jackie Herman, William Herzog, Stephen Johnson, Ken Katkin, Suk-hee Kim, Edward Kwon, Kajsa Larson, Michael Providenti (Secretary), Holly Riffe (PCC), Dana Ripley (for Laryn O'Donnell Knudson), Robert Salyer, Andrea South, Sandra Spataro* (Faculty Regent), Mehmet Sulu, Jessica Taylor, Brandelyn Tosolt (Faculty Advocate), Jessica Lott (for Monica Wakefield), Darrin Wilson, Matthew Zacate, Junxiu Zhou, Marcia Ziegler (an asterisk * indicates ex officio members)

Members and Officers absent: Jitana Benton-Lee, Boshra Karimi, Chris Lawrence (TEEC), Jennifer McLeod, Burke Miller, Nile Patterson, Eileen Weisenbach-Keller, Zach Wells

Guests: Cady Short-Thompson (President), Diana McGill (Provost), Vicki Cooper (Staff Congress), Grace Hiles (Faculty Senate Office), Collin Jarrell (SGA), Junko Agnew, Amanda Andrews, Brooke Buckley, Emily Detmer-Goebel, Greg Hatchett, Alar Lipping, Peter Rinto, Steve Slone, Donna Smith, Kyah Smith, Gannon Tagher, Jason Vest, Dolores White, Robert Zai

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President Jacqueline Emerine at 1:00 pm with a quorum present. The agenda was adopted as distributed.

Approval of Minutes

The minutes from the April 28, 2025 meeting were approved as distributed.

Guests

President (Cady Short-Thompson)

- A new Regent has joined the Board of Regents.
- There will be a Board meeting in June. The agenda will include the budget, fees, and the strategic plan with metrics.
- This is commencement weekend.
- The Greater Cincinnati Collegiate Connection (GC3 Consortium) is ending. The GC3 Consortium allowed students to take courses at other member institutions at the same tuition rate. There are discussions with Gateway and Thomas More to continue this benefit. After a discussion, it appears cross registration may still be possible for the institutions who participated in GC3 but that needs to be clarified.
- The state's Department of Revenue has announced it will no longer collect delinquent payments to universities. There is discussion regarding this at CPE.
- Continuing to get letters concerning cuts and pauses to grant funding. General Counsel is working to appeal these cuts.
- Continuing to make adjustments in accordance with recent state legislation. There will be interim policies going to the Board of Regents to meet legislation deadlines which will come back to Faculty Senate in September.

- Fall enrollment looks good and housing is up.
- It was noted that the concrete curtain wall on Landrum's north side is removable.
- Questions/Comments:
 - The majority of faculty and staff desire a method for applying a raise that is not a 3% flat percentage.

Provost (Diana McGill)

- Three searches are starting. The search for Graduate Education Research and Outreach is external; the others are internal. Applications are appreciated.
- The organization chart is settling into what was presented in the town hall forum. The Board will receive an appropriately simplified version of the chart. Some of the moves are already happening but there will be a lag before those changes appear in SAP.

Faculty Regent (Sandra Spataro)

- The Board meeting in June has a full agenda. Please look at the materials (which will be available on 5/21) and ask questions.

Staff Congress (Vicki Cooper)

- Staff Congress is looking to restructure committees.
- Staff Congress elections were held. There were 27 applicants for 25 posts, 15 of which are 2-year positions.
- The scholarship committee is making selections.
- Thanks for supporting the benevolent association. There were 180 attendees at the soup cook-off which raised \$348 and 1250 hours.
- Administrator evaluations will happen in the next month.
- FUEL NKU will have FUEL Fridays during the summer.

SGA (Collin Jarrell)

- Information will be shared in the fall in an attempt to increase SGA participation.

Faculty Advocate Election results (Greg Hatchett)

- Kinsey Bryant-Lees was elected as Faculty Advocate.

New Business

- Voting item: Workload Policy Resolution (Kathleen Fuegen).
- DISCUSSION:
 - There was uncertainty expressed about the amount of work needed for implementation.
 - The committee will provide a template to assist in the process.
 - Why is there a 10/31 deadline in the policy?
 - The date was set so that departments could discuss how the ideas in the policy could be implemented by the end of fall term. It was expected that much of the work would happen early in the fall term and the 10/31 date would reinstate a sense of urgency.
 - Concern that Senate is implementing a workload policy without passing the policy.
 - In PCC and Senate, faculty have asked to take the proposal back to their units to see what it would look like. Try to assign workload credits and bring that information back to Senate.
 - There are concerns about how this would work in specific departments and what

this means for individual faculty. That will remain unknown until we have tried and have collected data on the process. This is not a policy implementation but rather a data gathering exercise.

- There will be tools to help with this process, but they have not yet been developed.
 - The committee will work on the workload template if Senate passes the resolution.
- Suggestion to look at one section at a time. Teaching now and service later.
- Research and creative activity is not included in this draft. Concern about the amount of work this will create in the fall.
- It was reported by a faculty member that applying the guidelines with previously shared materials took much less time than anticipated.
- What happens if everyone finds they have more than 30 work units?
 - We need better data. We need a way to allow faculty to develop professionally and to step away from work. The choices about what we should do can be informed by this data.
- Do we have the budget to adjust workloads?
 - This resolution does not address the budget. The focus is gathering data.
- The purpose of this resolution is to maintain the momentum towards work working on a workload policy. Our current policy is not sufficient. We need to collect data to determine what the policy should be.
- Reminder that this proposed policy and resolution are faculty driven. This is not coming from chairs or administrators.
- There is concern that there is no enforcement mechanism to limit work to 30 workload units.
 - There is an outline of an enforcement mechanism in the draft policy but not in the resolution. The resolution is strictly for data gathering.
 - The policy says the Provost and deans are responsible for ensuring consistency across units. Workload agreements and the dashboard will be shared. If an individual's workload does not conform to university policy, it can be grieved.
- In the current policy, Handbook 13.1.4, the assignment of workload is reviewed annually and may be adjusted.
- Should clinical faculty count travel time within workload units?
 - Those are things that departments need to determine.
- There are objections to using "credit hours" in the document. Suggest using "contact hours" instead. For example, labs are zero credit hours.
- Need to consider differences in the contracts/requirements for teaching faculty, professors of practice, and clinical faculty.
- Suggestion to look at inequities and the budget simultaneously.
 - Suggestion to not look at the budget. The faculty should inform the administration what they need to do their jobs and the administration's job is to figure out how to make that work.
- There was a comment about the hesitancy to move forward with this resolution. If faculty find that this resolution isn't working in their departments, that's information to bring back to Faculty Senate.
- MOTION given to insert the work "DRAFT" into the resolution before the words "written guidelines." Bullet 2: "Each department or school shall develop *draft* written guidelines...." Bullet 3: "Each department or school shall develop *draft* written guidelines...." Bullet 4: "Each chair or director shall share the *draft* guidelines....".
 - VOTE: The motion carried.

- MOTION: Change the date in the resolution from "October 31, 2025" to "December 5, 2025."
 - VOTE: The motion carried.
- MOTION: Amend the first bullet point under "Therefore be it resolved that..." so that "...instructional and service activities..." becomes "... instructional activities, service activities, and scholarly/creative activities..." Also, a new bullet point, second to last, will be created as follows: "Each department or school shall develop draft written guidelines using provided resources for assigning workload units for scholarly/creative activities. Each department or school shall categorize each scholarly/creative activity in terms of its expected time commitment of the work."
 - DISCUSSION:
 - There was concern about the nature of research and assigning workload units to it.
 - The idea is not to mandate a level of research, only to collect data.
 - There was concern that this will be hard to quantify.
 - VOTE: The motion carried.
- MOTION: Amend the second bullet point to include "credit hour or contact hour."
 - VOTE: The motion carried.
- MOTION: Vote on the resolution with all included amendments.
 - VOTE: The motion carried.
- ACTION: The workload work group will continue work this summer to prepare information.

Officer Reports

President (Jacqueline Emerine)

- The interviews for Chief Human Resource Officer are completed and a recommendation has been made.
- In early August the Senate President will send an email all of the deans, chairs and directors providing descriptions of subcommittees, meeting times, and, again, stating that the Faculty Senate and subcommittee members must be voted on by the faculty. Senators voted in must attend the meetings.
- There is positive feedback regarding the 1:00 pm meeting time. It will continue next academic year.
- There were technical problems with the administrator evaluations so the survey will be open until 5/16/25.
- Student evaluations are available this week. Currently looking into that.

Vice President (Christine Curran)

- From the Representation Working Group: constitutional amendments passed 108 to 11. Get ready for a fully representative Senate in the fall.

Secretary (Michael Providenti)

- No report.

Parliamentarian (Kathleen Fuegen)

- No report.

Graduate Council Chair (Dorea Glance)

- No Report.

Faculty Advocate (Brandelyn Tosolt)

- Encourage people to be kind. Encourage people around you to choose compassion and humanity.

Committee Reports

University Curriculum Committee (Richard Fox)

- No report.

Budget Committee (Janel Bloch)

- The budget survey report has been written. After review, it will be put on the website.
- 66% of the faculty wanted something other than a flat percentage raise.

Benefits Committee (Becky Elkins)

- Benefits passed updates regarding faculty awards.
- Grace is working on a web page for faculty development awards.
- There will be a Canvas site for Faculty Development awards in the fall.
- In the fall, the committee will work on phased retirement and the deferment of faculty development awards. Looking at Handbook language about multiple deferments of faculty development awards in a row.

Professional Concerns Committee (Holly Riffe)

- No report.

TEEC (Chris Lawrence)

- This spring, the Teaching Effectiveness and Enhancement Committee (TEEC) collaborated with the Faculty Artificial Intelligence Teaching & Learning Task Force to develop the NKU AI Acceptable Use Statement Generator, a practical tool aimed at helping faculty comply with the university's new academic integrity policy.
- TEEC revised the Unique Course Syllabus Template, as well as the Graduate and Undergraduate Common Syllabi, to align them with the guidelines of recently passed legislation in the Commonwealth. Those documents were made available to faculty April 29th, and may be found on the Academic Affairs website. (The AI Acceptable Use Statement Generator is embedded in the unique course syllabus template.) Faculty should begin to use these documents this summer.
- In the fall, TEEC will begin examining the question of 15- versus 16-week semesters, and will continue exploring matters pertaining to academic integrity.

General Education Committee (Andrea Brooks)

- Regarding the Kentucky graduate profile, CPE is asking Kentucky universities and colleges to develop a three-year implementation plan. The work is to embed essential skills into the curriculum. There will be a grant that will provide opportunities for professional development.

Old Business

- None at this time.

New Business

- Thanks were given to Faculty Senate President Jacqueline Emerine.

Announcements

- None at this time.

Adjournment

- The meeting was adjourned at 2:58 pm.

Respectfully submitted,

Michael Providenti
Faculty Senate Secretary