FACULTY SENATE MEETING
September 29, 2025

Members and Officers present: Janel Bloch (Budget), William Boyce, Kinsey Bryant-Lees (Faculty Advocate), Carole Cangioni, Ronnie Chamberlain, Kimberly Clayton-Code, Josh Cooper, Joe Cress, Christine Curran (Senate Vice President), Megan Downing, Jacqueline Emerine (Senate President), John Farrar, Richard Fox (UCC), Kathleen Fuegen* (Parliamentarian), Dorea Glance* (Grad Programs), Allyson Graf, Michael Guy, Jackie Herman, William Herzog, Stephen Johnson, Boshra Karimi, Suk-hee Kim, Edward Kwon, Chris Lawrence* (TEEC), Mark Leeman, Peiwei Li, Laryn O'Donnell Knudson, Michael Providenti (Secretary), Holly Riffe (PCC), Kelly Ritter, Nazmus Sadat, Robert Salyer, Gary Sczerbaniewicz, Sandra Spataro* (Faculty Regent), Andrea Sutherland, Jessica Taylor, Monica Wakefield, Eileen Weisenbach-Keller, Kim Yates, Junxiu Zhou, Marcia Ziegler (an asterisk * indicates ex officio members)

Members and Officers absent: Jason Applegate, Andrea Brooks* (Gen Ed), Rebecca Elkins (Benefits), Ken Katkin, Jennifer McLeod, Nile Patterson, Kathleen Spada, Mehmet Sulu, Matthew Zacate

Guests: Cady Short-Thompson (President), Diana McGill (Provost), Grace Hiles (Faculty Senate Office), Collin Jarrell (SGA), Kyah Smith (SGA), Steve Slone (Staff Congress), Peggy Casey, Charlisa Daniels, Jackie Davis, Grant Garber, Amy Gellen, Madeline Gervase, Abir Hadi, Doug Hume, Shelli Johnson, Tammy Knochelmann, Mahathi Sai Koutha, Alar Lipping, Zeel Maheshwari, Danielle McDonald, Peter Rinto, Leslie Silbernagel, Donna Smith, Brandon Thompson, Marius Truta, Karen Vietz, Dolores White, Robert Zai

Call to Order, Adoption of Agenda
The meeting was called to order by Senate President Jacqueline Emerine at 1:04 pm with a quorum present. The agenda was adopted as distributed.

Approval of Minutes
The minutes from the August 25, 2025 meeting were approved as distributed.

Guests

President (Cady Short-Thompson)
- There is a new center for civic leadership called Launch NKY. It is externally funded and has raised $0.5M. The part-time executive director is Bob Hiles. The program will begin in January. This will grow the number of people who are eligible to serve on boards, run for office, and engage in our community.
- The River City Promise will re-launch in November. This is an opportunity to get youngsters on our campus.
- Working with Boone County to create Parent University to educate people about what is involved in attending college.
- Working with Kenton County to bring 5th, 8th, 10th and 12th graders to campus.
- The budget is being adjusted. Performance funding was short $2M. Department of Revenue is not collecting for NKU.
- Enrollment is up for first time full-time students and down in graduate and transfer students. NKU is 1% off projections and is required by the Board to balance the budget. NKU is $2.5M short this year. The cabinet is looking at ways to make cuts to save money mid-year. We are not in a hiring freeze but holding on some positions. Some cuts in personnel will be necessary.
- US universities are looking at fewer international and graduate students.

- Questions:
  - Graduate enrollment numbers today: down 283 at beginning of the term. Masters down 172 year-to-year. Doctoral up 42. All graduate (not including law) is down 205.
  - River City Promise contacts: reach out to Carolyn Noe or Mike Borchers.
  - What is the process for personnel cuts: looking at position requests and postings to determine which will go forward. It is not possible to cut faculty for FY26. Looking for efficiencies in the spring where we might not need part-time faculty.

Provost (Diana McGill)
- H-1B Visa update: at this point the $100K fee applies only to "new." Still unclear if that is new hires, new to the country, or new status. It is not clear if it will apply to higher ed and medicine. NKU has 3 staff and 14 faculty potentially affected by H1-B changes.
- Faculty searches require whoever is hired to be able to work in the US.

Faculty Regent (Sandra Spataro)
- The Board met on 9/17/25 and discussed the budget and enrollment.
- There are great plans for recruitment – feeling hopeful and optimistic about the plans.
- The Provost presented the RPT and APR process for faculty and the depth of review to the Board. This is related to HB 424 and we are already in compliance. The Board is encouraging faculty to get the word out about the work they do.
- Questions:
  - When is the CPE viewpoint neutrality survey going to happen? It will be for students, staff, and faculty and will be available in November.

Staff Congress (Steve Slone)
- Thursday Nov. 13, 2025 will be the faculty and staff holiday party.
- Thanks to those who participated in the Spirit Shop. There will be an email with pick-up information.

SGA (Kyah Smith)
- SGA has 17 senators and 35 members. Two more senators are needed from HIC, the College of Education, and the College of informatics.
- Looking to implement FUEL NKU after hours for students taking evening classes.
- Working with HR to ensure students are being paid on time.
- Working with the Rec Center where the water is warm. Asking for cold water and an ice machine.
- Currently updating SGA bylaws.
- Adding a virtual representation committee to SGA for students in online programs.
- There will be an SGA newsletter at the end of the month.
- Fish food is filled on Mondays.

Discussion on the new website (Peggy Casey)
- Adobe is ending support for AEM, the university's web content management system in June. The new system will be Cascade. Cascade is used by Morehead, Xavier, and Miami.
- Priorities: improve user experience, especially for prospective students.
- Primary goal: the website will be a marketing tool to attract and recruit prospective students.
- Cascade has workflow processes for content approval.
- Inside.nku.edu will no longer exist. Quicklinks will go away. There will be a "resources for" link. The top icons will be "request info, visit, apply, and give."

- The team is creating a "find your program/major" tool. There is an embedded question form to generate leads.
- Currently in the testing of components phase. Many modules are not ready yet. The current website content is being transferred into Cascade using AI. Hoping to begin building pages in Cascade in October.
- NKU's site has about 6000 pages. At launch, 600-1000 student facing pages will be ready. Timeframe TBD. Looking toward a May launch. Pages need to be built before user training happens.
- If anyone has documents saved in the backend of AEM, those will need to be downloaded and saved.
- Questions:
  - What to do with accreditation information due in December? A: Edit it in AEM and track it so it can be carried over to Cascade. Let MarCom know.
  - Are the components ADA accessible? A: Yes, they have been tested.
  - About the search function, how will the new search compare: A: the site search is driven by google. Specifics about the search module will be forthcoming.
  - Comment about the inside.nku page: Prospective students may use the NKU homepage whereas students and faculty use inside.nku. Deleting inside.nku could impact analytics.

Discussion on the 10 policies currently up for comment (Grant Garber, Amy Gellen, Brandon Thompson)
- Housing:
  - We just got the 3 states, 1 rate that will allow us to heavily recruit in those areas, but now they are going to have to pay for housing and a meal plan for 2 years. This looks like a money grab.
  - Is there an analysis of what residency requirements will do to enrollment? There is concern that the 2-year requirement will turn away students. We are still largely a commuter school. A: Student retention is higher for students who live on campus.
  - Our students work (many are working full-time jobs to pay for college).
  - Is data skewed by finances, students who can afford to pay for a dorm? A: There are exemptions for students who would need to commute and cannot afford a dorm.
  - Students who should be getting exemptions are not.
  - Financial aid is already an issue that is likely going to get worse, making it more difficult for students to afford.
  - Might students who don't want to commit to 2 years in the dorm enroll elsewhere? A: Many universities would like to enforce a 2-year residency requirement – those that don't require 2-year residency lack enough housing to accommodate a 2-year requirement. Comments from SGA have been more concerned with the availability of parking.
  - How do we foster an on-campus experience when you still need a car to get around and things on campus close in the evening and on weekends? A: To move toward the 2-year residency, we have a responsibility to provide programming in the residence halls.
  - Why was a 40-mile radius settled on? Students choose NKU because they can live at home to save money and attend college. A: This is based on the average county distance. However, students with a greater than 20-mile commute see retention and persistence rates fall.
  - Students in online-only AP programs are not required to live on campus.
  - The campus shuttle and hours of operation for dining are being discussed. Greater occupancy means more people on meal plans, which enables extended dining hours.
  - There needs to be assurances that there are student and faculty voices on the appeals

committee. A: It may not be appropriate to ask students to disclose their details to a committee with this makeup.

- o There were additional concerns about the cost of requiring students to pay for on-campus residency and meal plans. The requirement is not communicated well resulting in parents having to pay a housing fee when their kids are not living in the dorm. A: Financial hardship would be considered an extraordinary circumstance for an exemption.
- o Could there be a standing exemption for people living with a relative within the radius? There can be further discussions about that.
- o What is the deadline for having infrastructure in place to support the 2-year residency requirement? We do not have the infrastructure in place to implement this policy. A: The second-year requirement will fully impact students in the fall of 2027.
- o The dorms are not in great condition, so requiring students to pay $15,000 to live in dorms that have mold for example is not good.
- o We should also consider where students work and the amount of distance they would need to travel if living on campus. Students in clinical programs may report to off campus clinical sites multiple times per week. Nursing requires clinicals in hospitals-most want to go to the hospital near their house.
- Emergency Closing Policy
  - o The new Plan A transitions classes from in person to remote/virtual which would be very difficult for faculty. Do the faculty have the flexibility to determine if this is feasible in their discipline? Is the switch to remote synchronous or asynchronous? Do students have the resources to shift to online? Sometimes weather emergencies cause internet outages. A: The switch to online instruction does not work for all classes and faculty can make that determination. The policy provides more flexibility for faculty. Keep in mind, emergency closing applies to the entire university, not just faculty, so some university functions, like payroll, must continue.
- Flexible Work Arrangements
  - o Is it a violation of the FWA policy if public schools close but NKU does not and we shift to remote with children in the house? A: No. The intent of the FWA policy is that one is focused on work when one is working remotely. In an emergency closing, do the best you can.
  - o Does the FWA policy apply to faculty? A: No, it only applies to staff.
- Dress Code
  - o Is the dress code policy for staff or faculty too? A: it is for all employees. The intent of the policy was to allow departments the flexibility to determine what dress is appropriate in a discipline. Departments are not being asked to develop departmental dress codes.
  - o Should the term "professional" used in the policy instead be "appropriate"? A: Submit that as a comment for the policy under review. Precise language is still under consideration.
- Should Faculty Senate vote on these policies in the next Senate meeting? A: Some of these policies touch on provisions in the Faculty Handbook. In places, the Handbook language is out of date (e.g., disability accommodation). PCC and Senate could consider bringing the Handbook into conformance and vote on that. The disability accommodation, tuition waiver, and ADA non-discrimination policies may require Handbook updates.
- There are web accessibility deadlines for 4/24/2026 or 4/26/2027. Is that being addressed? A: Yes, there is a group with individuals from MarCom, IT, and Legal working on that.
- Admissions Policy
  - o Has the admission standard changed? A: The revision is to clarify that our GPA standards align with CPE regulations regarding GPA.

New Business
- None at this time.

Officer Reports

President (Jacqueline Emerine)
- The Faculty Workload Workgroup has the spreadsheets from chairs and directors regarding teaching loads. The group meets on 10/17/25 to determine the next steps.
- There is a workgroup looking into Handbook changes with the intent to bring it up to date. That group meets on 10/3/25.
- In the October Senate meeting, Dr. Allison Rank (SUNY, Oswego) will talk about viewpoint neutrality (the survey is coming in November).

Vice President (Christine Curran)
- Strategic Planning is moving forward. Watch the website for updates.

Secretary (Michael Providenti)
- No report.

Parliamentarian (Kathleen Fuegen)
- No report.

Graduate Council Chair (Dorea Glance)
- No report.

Committee Reports

University Curriculum Committee (Richard Fox)
- I had an omission in my annual report in not including COE as one of the colleges that have completed their SLO repository. Also, the missing school from CHHS has submitted theirs which are moving through the process. The attached report corrects the omission.
- There is a new mechanism for proposing new programs from CPE, which went into effect on Sept 12. CPE is switching software (web portal) but the new version is not available yet. Any new program proposals will go through the normal NKU process for now and will be submitted to CPE as a word document until the new system is up and running. If you have questions, talk to Doug Hume, Director of Assessment, Accreditation, Curriculum and General Education.
- Our discussion and vote on bylaws has been postponed until November as we are waiting for a couple of colleges to complete theirs.

Budget Committee (Janel Bloch)
- Working on topics to address this year based on the budget survey. Send ideas or concerns to Janel.

Benefits Committee (Becky Elkins)
- No Report.

Professional Concerns Committee (Holly Riffe)

- Reviewing the 10 policies also on the Faculty Senate agenda.
- Visited the NKU police chief's office to review security cameras. They cannot record sound as per state law.
- A group from PCC will talk about ADA requirements with Brandon and Grant. There will be another subcommittee looking at the anti-discrimination policy.

TEEC (Chris Lawrence)
- Identifying contacts for schools that have transitioned to 15-week semesters. Compiling questions from specific departments that could be adversely affected by such a transition.

General Education Committee (John Farrar for Andrea Brooks)
- Accepting proposals for new Gen Ed programs.
- This fall, looking at the Gen Ed checklist and considering how to make it more student friendly. There may ultimately be two versions, a simpler one for students and one with more detail for advisors.
- Working to clean up any discrepancies between the Gen Ed checklist and SAP's catalog.
- Andrea is sharing Gen Ed's work on the Kentucky graduate profile at a CPE workshop.

Old Business
- None at this time.

New Business
- None at this time.

Announcements
- The comment period for the 10 policies under review ends 10/31/25.

Adjournment
- The meeting was adjourned at 3:17 pm.

Respectfully submitted,

Michael Providenti
Faculty Senate Secretary