

## FACULTY SENATE MEETING

March 22, 2010

**Members present:** Michael Baranowski, Scottie Barty, Kevin Besnoy, Bethany Bowling, Perry Bratcher, Carol Bredemeyer, Paul Cooper, Steve Crites, Patty Connelly, Adele Dean, Ken Engebretson, Emily Detmer-Goebel, Kristi Haik, Nancy Hancock, MaryCarol Hopkins, Barbara Klaw, Marc Leone, Alar Lipping, Lisa MacQueen, Phil McCartney, Kim McErlane, Ausbra McFarland, Jacqueline McNally, Carl Miller, Scott Nutter, Cathy Pence, K.C. Russell, Toru Sakaguchi, Ron Shaw, Karen Tapp, Jeff Ward, Steve Weiss, Vance Wolverton

**Members absent:** Seyed Allameh, Heather Bullen, Rich Gilson, Aron Levin, John Metz, Ban Mittal, Phil Moberg, Jim Thomas

**Guests:** Jim Votruba, Gail Wells, Charles Hawkins, Grace Hiles, B.J. Kosak, Mary Lepper, Mary Ryan, Sandi Gillilan, Debra Meyers, Mary Hueing, Teri Murphy

The minutes of the February 22, 2010 were approved with minor wording changes.

### Committee/Officer Reports:

- **Faculty Regent** (Chuck Hawkins): The Board met on March 17, 2010. Highlights included:
  - Promotion/Tenure recommendations were approved
  - Budget update by President Votruba (see below).
  - Master of Social Work program approved
  - A presentation was given regarding international programs
- **Executive Committee** (Alar Lipping): The following resolution document was presented by the Executive Committee and passed:

We assert authority of the faculty over NKU's curriculum, and over the university's general education program. We are resolved that:

- NKU's faculty has primary responsibility for recommendations regarding all curriculum issues, curricular proposals, and programmatic proposals. In the realm of curriculum the faculty's role is not merely advisory, but primary.
- As the Foundation of Knowledge General Education program continues to be implemented, the faculty may recommend modifications in the process—as well as the program—at any time.
- The faculty has the right to recommend the appropriate scope, size, and direction of the general education program.
- The Faculty Senate should establish a standing committee responsible for the general education program.
- The assessment of NKU's academic programs is a primary responsibility of NKU's administration in consultation with the faculty; the faculty must approve the overall assessment plan.

- Assessment of the Foundations of Knowledge program must be carried out in a way that protects academic freedom, tenure, and collegiality. Assessment results are programmatic to general education, and will not target faculty or degree programs. They will not be used as part of any faculty performance review process.
  - The faculty should play a central role in defining and searching the position of Director of General Education and any positions involving assessment.
- **Professional Concerns** (Scottie Barty): The following paragraphs were approved for addition to the handbook regarding prior service:

Add to Section III. Faculty Appointments. B. Faculty Recruitment and Appointment (p.11):

*The decision to award credit for prior service will be negotiated at the time of the initial appointment between the candidate and the department chair in consultation with the department's Reappointment, Promotion, and Tenure Committee. All recommendations for prior service must receive approval of both the appropriate dean and the Provost, and must be transmitted in writing to all of the affected parties: candidate, department chair, RP&T Committee, appropriate dean, and the Provost. Credit for prior service in a full-time, tenure-track appointment in the rank of instructor, assistant professor, or associate professor at an accredited, four-year institution of higher learning may be counted toward the normal six-year probationary period. The awarding of prior service does not alter the schedule of non-renewal: regardless of the amount of prior service awarded toward tenure, faculty members with two or fewer years of service at NKU are subject to the non-renewal schedule stated in IV. C. 11. However, if circumstances warrant, the candidate may request in writing a re-negotiation of credit for prior service. This request must be made within the first two years of the candidate's initial appointment and would require the recommendation of the RPT Committee, Chair and Dean and the approval of the Provost.*

Add cross reference: Section VII Tenure G, p.29 of this Handbook, 2006 edition:

*Normally a faculty member will be considered for grant of tenure during the faculty member's sixth year of probationary appointment, including University-recognized credit for prior service, upon the faculty member's application. [See Section III. B. p. 11 for information about University-recognized credit for prior service.] A faculty member may request grant of tenure in an earlier year, but only faculty of extraordinary merit may be approved for early grant of tenure. Denial of early tenure is not a basis for non-reappointment.*

- **Curriculum** (Ron Shaw):
  - The RN-MSN program was approved
  - The Foundation of Knowledge list of courses was approved with the following corrections:
    - Science Inquiry: Replace "Mechanical and Manufacturing Engineering Technology EGT 110" with "Introduction to Engineering Technology EGT 110"
    - Global Viewpoints: Replace "History of Western Political Thought PSC" with "History of Western Political Thought PSC 110"

- Individual and Society: Replace “ Cultural Anthropology ANT 101” with “Cultural Anthropology ANT 100”
  - Individual and Society: Replace “Introduction to Archaeology ANT 102” with “Introduction to Archaeology ANT 110”
- **Teaching Evaluation and Effectiveness Committee** (Kristi Haik): The committee continues to meet and review issues concerning online evaluations. Full implementation will take place in Fall 2010. The following recommendation was presented and approved:
  - For all students, at the end of each course:
    - Student must decide to complete the evaluation or “opt out”
      - If they complete the evaluation or “opt out”, they get immediate access to their grades as soon as grades are available
      - If they do nothing, they must wait 2 weeks to get their grades
  - Note: at the end of each page there will be an “opt out” option (there are 3 pages)
  - Students will be able to evaluate courses until Sunday 11:59 pm before final exams

**Presentations:** President Votruba gave a state budget presentation. Finalization of the budget is still a week or so away, but things are beginning to settle. Highlights of the presentation included:

- Challenges for NKU include: expenses growing faster than revenues, higher education is changing and there is budget uncertainty.
- NKU is still last of all state schools in Net State Appropriation Plus Federal Stimulus per FTE Student FY2009-10 (\$4,337)
- Total reduction in regular state appropriations since 2008: \$7.4M
- FY2010 Revenues: \$186M (Tuition 60%, State Appropriation 26%, Dedicated Revenue 13%, Other 1%)
- FY2010 Expenses: \$186M (Personnel/Operating 68%, Self-funded expenses 13%, Fixed costs 11%, Scholarships & Aid 5%, Budget reserve 3%)
- Short-term strategies include:
  - Recurring 1% Divisional budget cuts
  - Use of non-recurring funds in order to buy time to make more fundamental budgetary realignment and to define what will constitute the “new normal”
  - New hiring procedure requiring presidential approval to fill vacant positions
  - Partial use of recurring budget reserves
  - Tuition rate increases
- A Long-term strategy includes:
  - Embark on a strategic restructuring and investment process in an effort to achieve a state of long-term financial strength which will allow us to achieve our vision.
  - Revisit our strategic priorities in light of major changes in our environment. Use the VVV planning process.
  - Continue to place a high priority on degree production and time to degree.
  - Reduce administrative infrastructure wherever possible.

- Maximize instructional output in the form of student credit hours generated.
- Take advantage of opportunities for online / technology enhanced learning.
- Review programs including program demand, revenue/cost, quality, and overall mission centrality.
- Manage classrooms centrally.
- Establish student credit hour expectations for colleges and departments based on faculty resource base and public demand for graduates.
- Redesign work where possible: consolidate, streamline, and eliminate.
- Develop both an internal and external communication strategy that highlights the “new normal” and how we intend to adjust.
- Reallocate resources in order to invest in areas vital to our future.

**Other:**

- Faculty Scholarships are due April 2
- General Education update (Debra Meyers): Advisor workshops are running successfully. The Walk-in Center has been set up and a table in the Student Union will be available.

Respectfully Submitted,

Perry Bratcher  
Secretary