

FACULTY SENATE MEETING
January 27, 2020

Members present: Ryan Alverson, Kalyani Ankem, Thomas Baxter, Janel Bloch, Richard Boyce, Robert Brice, Andrea Brooks, Nancy Campbell (for Lynn Warner), Ronnie Chamberlain, Susannah Coaston, Christine Curran, Jacqueline Emerine, John Farrar (for Isabelle Lagadic), Richard Fox, Yaw Frimpong-Mansoh, Dorea Glance, Steven Gores, Tracy Hart, Lisa Holden, Stephen Johnson, Ken Katkin (for Ljubomir Nacev), Kajsa Larson, Christopher Lawrence, Marc Leone, Lisa Long (for Brian Hackett), Caroline Macke, Phil McCartney, Shawn Nordheim, Cathy Pence, Chari Ramkumar, Denice Robertson, Toru Sakaguchi, Robert Salyer, Steven Weiss, Darrin Wilson, Justin Yates, Matthew Zacate

Members absent: Thomas Baxter, Charlisa Daniels, Irene Encarnacion, Amy Gillingham, Rich Gilson, Brain Hackett, Jennifer Kinsley, Alain Krapl, Ban Mittal, David Raska, Cory Scheadler, Lynn Warner

Guests: Sue Ott Rowland (Provost), Michael Baranowski (Faculty Regent), Kimberly Wiley (Staff Congress Representative), Grace Hiles (Faculty Senate Office), Jitana Benton Lee, Lynn Smith

The meeting was called to order by Senate President Matthew Zacate at 3:12 pm with a quorum present.

The agenda was adopted as distributed at the meeting. The minutes of the December 13, 2019 meeting were approved as distributed.

Guest Reports:

- **Provost (Sue Ott Rowland):**
 - President Vaidya sent a message prior to Christmas break about the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) situation. NKU has been placed under warning for failure to be in compliance with two components required for reaffirmation: a core requirement that focuses on Library, information and learning resources (Core Requirement 11.1) and a standard for general education student outcomes assessment (Standard 8.2b). NKU must submit a monitoring report to show our work and improvements in the two areas by September 8. Robust plans are taking shape to address these issues and the provost is confident the warning will be removed in December.
 - Steely Library lags behind peer institutions in overall budget and staffing levels. Andrea Falcone, Steely Library dean, is currently working with departments on needed resources. January 1, Steely received \$750,000 for acquisitions and another 1.5 million will be received, with 1.2 million earmarked for ongoing acquisitions, and the remainder for staffing. Campus library surveys will be distributed in April to measure recognition of changes, level of satisfaction, etc.
 - The provost and Council of Chairs are currently laying out a plan for the general education issues. The primary SACSCOC concern centers on how NKU uses assessment to improve student learning outcomes.
 - There was a kick-off meeting last week with Gray Associates. NKU has submitted their data to Gray who will process it and submit a preliminary report on findings based on that data to the Council for Postsecondary Education (CPE). Gray will share their findings at two March workshops with a core NKU leadership group. Provosts in the state are concerned about this process, and Provost Ott-Rowlands is particularly

disconcerted about the potential for unfair comparisons between programs across Kentucky in terms of profitability and enrollment, as each college serves different clientele.

- **Faculty Regent** (Michael Baranowski):
 - There was a higher education strategic finance discussion at the last Board of Regents (BOR) meeting January 15. The “birth dearth” phenomenon shows that the national population of 18 year olds has/will decrease by 1% between 2017 and 2021, by 8% between 2022 and 2025, and by 14% between 2026 and 2029. Kentucky, unfortunately, is projected to have one of the largest decreases in the United States in the 2017-2029 period with more than 20%. Ohio will also see significant decreases, though not as severe as Kentucky, between 10 and 19%. With the traditional student college market becoming more competitive, focus must turn to the needs of this traditional student audience as well as on flexible, accelerated professional development programs for non-traditional/adult learners.
- **Staff Congress Representative** (Kimberly Wiley):
 - The Staff Congress Roundtable is February 13 and will have a different format than in previous years.
 - The Staff Pension Committee spoke at the recent BOR meeting, with a large turnout of staff to show support.

Officer Reports:

- **Senate President** (Matthew Zacate):
 - A handout is available, from Francois Le Roy, which is a call for proposals to teach abroad. Please share with your department. It was clarified that some programs are already developed and do not require a faculty to develop a course.
- **Vice President** (Jacqueline Emmerine):
 - She reminded all to purchase items for the FUEL NKU drive, especially milk and toiletries.
- **Faculty Advocate** (Phil McCartney):
 - Following December’s meeting, he prepared documents on NKU merit scholarships for PCC to help with their investigation of this issue.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - Items for the 2020 fall catalog must be approved by UCC by the end of March, except for new programs which has an end of February deadline.
 - General education changes, mostly related to the SLO’s, will be coming to Senate for review.
- **Budget** (Janel Bloch):
 - Bruce Smith, Human Resources, will attend an upcoming meeting to discuss the new prescription program, including how the decision was made.

- Information from the faculty budget survey has been received; the written report is forthcoming.
- The governor's budget proposal is tomorrow. The General Assembly will spend the next several months discussing it.
- **Benefits** (Charlisa Daniels):
 - The committee met on Wednesday, January 15. During this meeting subcommittees were formed to address the following concerns:
 - Faculty Development Award Chair/Dean endorsement letters. This subcommittee will attempt to address the scarcity of information that is sometimes given in these letters by revamping the instructions in these letters.
 - Faculty Scholarship applicant materials. This subcommittee will attempt to normalize the materials that the applicants submit so that the applicants are evaluated with exactly the same materials.
 - Benefits Enrollment. This subcommittee will attempt to work with Bruce Smith on having faculty remain in the decision making process for campus health benefits.
 - Parental Leave Policy. This subcommittee will work along with staff to examine the parental leave policy.
- **Professional Concerns** (John Farrar):
 - The committee met January 16 to discuss Senate's feedback on the emeritus proposal. They updated that policy with Senate's input.
 - The committee is getting close to finishing their proposal on the RPT process; if anyone wishes to see a current draft, please contact your PCC representative or Chair Farrar.
 - Other committee matters include the annual performance review process and merit scholarships.
- **TEEC** (Chris Lawrence):
 - The committee completed their work on adding to the grading scale and their revision of the syllabus template. Both will be sent to the Executive Committee for review of the drafts.
- **General Education Committee** (Andrea Brooks):
 - The committee unanimously approved changes that resulted from the Gen Ed assessment.
 - They will be discussing the SACSCOC issues at their next meeting.

New Business

- **VOTING item:** Approval of changes to the Faculty Handbook regarding emeritus faculty status as recommended by the PCC (see file 'Emeritus proposal PCC approved 1-16-20.docx').
 - Based on Senate feedback, the committee made two major changes. First, "Honor" was removed, and "emeritus" used for any faculty member who is retired or retiring. The original intent of the proposal was to honor non-tenure track faculty that did not exist before, but it appeared that the proposal was not viewed that way. Second, this revision clarifies that emeritus may be conferred on a faculty member who is retiring or who has already retired. As to whether

there should be a time limit in place, the committee thought that should be left up to the nominating department, which can determine their own guidelines.

APPROVED.

Adjournment

The meeting was adjourned at 3:45 pm.

Respectfully submitted,

Laura A. Sullivan