

FACULTY SENATE MEETING
February 26, 2024

Members and Officers present: Ryan Alverson, Jason Applegate, Ginger Blackwell, Janel Bloch, Angie Boyd, Andrea Brooks, Ronnie Chamberlain, Josh Cooper, Joe Cress, Chris Curran, Rebecca Elkins, Jacqueline Emerine, Irene Encarnacion, John Farrar, Richard Fox, Kathleen Fuegen, Steven Gores, William Herzog, Lisa Holden, Stephen Johnson, Boshra Karimi, Ken Katkin, Edward Kwon, Isabelle Lagadic, Kajsja Larson, Christopher Lawrence, Zeel Maheshwari, Nikk Pilato, Michael Providenti, Hans Schellhas, Sandra Spataro, Jessica Taylor, Brandelyn Tosolt, Zach Wells, Kim Yates, Junxiu Zhou

Members and Officers absent: William Boyce, Carole Cangioni, David Childs, Jitana Lee, Jennifer McLeod, Marcos Misis, Robert Salyer, Monica Wakefield

Guests: Cady Short-Thompson (President), Diana McGill (Provost), Steve Slone (Staff Congress), Grace Hiles (Faculty Senate Office), Lucy Burns (SGA), Emily Detmer-Goebel, Vicki Cooper, Shannon Estep, Roxanne Gall, Jason's iPhone, Shelli Johnson, Missy Jones, Suk-hee Kim, Kevin Kirby, Kristin, Alar Lipping, Brianna Marshall, Brad McCombs, Nile Patterson, Shauna Reilly, Kurt Sander, Erin Strome, Delores White

Call to Order, Adoption of Agenda

The meeting was called to order by Senate President John Farrar at 3:06pm with a quorum present. The agenda was adopted as distributed.

Approval of Minutes

The minutes from the January 29, 2024 meeting were approved as distributed.

Guest Reports:

- **President (Cady Short-Thompson):**
 - By the end of Wednesday (2/28/24) there could be more than 1000 bills before the Kentucky legislature. There could be last minute surprises. If you are concerned about DEI bills, now is the right time to contact the Kentucky legislature. Do NOT use your NKU email or phone. Practical, logistical information will be shared with Faculty Regent Spataro and Senate President John Farrar. Jenny Sand and Eric Gentry can respond to questions.
 - President Short-Thompson is hopeful about the budget bills. There are requests for Young Scholars Academy, requests for online and IT expansion (ERP needs to be replaced). The current House bill would fund the Steely Library renovation.
 - Spring enrollment is up 79 FTE. There are gains in AOL and transfers. We are up 135 new undergraduate transfers. The new social media campaign focuses on 12-month leases for residence halls.
 - There are 2 more AOL terms in the spring. It looks like targets will be met.
 - Fall applications and confirmations are still up. There are concerns about the delays, now about two months, regarding FAFSA. Budgeting projection is flat for the fall. There is usually a 20% decrease in retention each year from sophomore to senior years which is projected to balance with the gains this fall.

- President Short-Thompson is asking the Board of Regents for a 2% tuition increase and a 5.9% room and board increase which is consistent with the CPI.
- Looking at AP tuition rates and how to raise rates while remaining competitive in the market. Several programs are priced too low.
- Looking to have the state fund the renovation of the Civic Center which is currently unused. That space could be leased to an outside group for a dedicated revenue stream. Looking to partner with sciences and health programs because it would be occupied by the Medical Examiner's office.
- FC Cincinnati has approached NKU to expand our athletic facilities. They have also approached the state and committed \$12M of their own funds.
- The list of people who will serve on the STEM task force will be released next week. Information about the Career Enterprise Outreach Hub task force will be released after information about the STEM group.
- QUESTIONS:
 - A Senator expressed concern about DEI and stated a call for action. We need to ensure our Latino, African-American, and LGBTQ students are not negatively affected by the DEI bills. We need to make a statement or else we will risk losing students who will move to Cincinnati. RESPONSE: President Short-Thompson has been to Frankfort more than a dozen times representing students, student success, and workforce development. This campus benefits from a broad population. Northern Kentucky Businesses and the Chamber of Commerce have been clear that a diverse talent pipeline is critical to the region. We do not indoctrinate students; we create critical thinkers with diverse viewpoints. Logistics and facts will be provided for those who want to contact legislators.
 - A Senator asked about salary increases. RESPONSE: President Short-Thompson responded that the current objective is to balance the budget. The Board and others are very interested in providing raises when the budget is in the black.
- **Provost** (Diana McGill):
 - The Board of Regents Student Success Subcommittee has been focusing on student retention through housing and what can be better in housing.
 - The Board has asked if the Science Center should be expanded even if enrollment is falling. The answer is yes. The Board has not made a final decision.
 - The Regents Professor application process outlined in the Handbook needs a clarification about the three external reference letters to be requested by the Provost. The idea is for the Provost to send an email request to the nominee who would then forward the letters of reference to the address provided. This would expedite the process by allowing the letters to be attached before the application is submitted rather than requested after submission.
- **Faculty Regent** (Sandra Spataro):
 - No report. Board of Regents meets in mid-March. Please ask any questions or forward issues to the Faculty Regent.
- **Staff Congress Representative** (Steve Slone):
 - Save the date for Faculty/Staff picnic 8/2/24, 3-7pm. It will be held on Griffin lawn, the Campus Rec Center, and the Ballroom.
 - An end of year celebration is scheduled for 5/7/24, 3-5pm.
 - Nominations for Staff Regent have closed. The election will be soon.
 - Staff will have administrator evaluations in mid-March.
- **SGA Representative** (Lucy Burns)

- SGA passed an Honorary Resolution for Bonita Brown.
- SGA will be reading a resolution about ideas from student feedback about the First-Year Student Success Hub.
- SGA elections will be held at end of March. Please share that information with students.

Officer Reports:

- **Senate President** (John Farrar):
 - There are DEI bills and others moving through the KY legislature. Now is the time to make your voices heard. Information will be shared on 2/27.
 - There is a 3/1 deadline for the Course Waiver Policy which is essentially complete. It should be forwarded on 2/27 to the President to begin the normal policy process.
 - The improved Policy on Policies is moving along. This will also follow the normal policy process.
 - Working on a salary-tiered parking proposal. Seeking information about revenue and expenses about the current plan.
 - Updates about admissions policies forthcoming.
 - Working on a workload proposal for discussion late this year or early next.
 - QUESTIONS:
 - Will the parking fees increase for some people? ANSWER: Unknown at this time but it is probable that those with the highest salaries would pay more. The total revenue needs to stay at the current level.
- **Vice President** (Jacqueline Emerine):
 - No report.
- **Faculty Advocate** (Brandelyn Tosolt):
 - No report.
- **Secretary** (Michael Providenti):
 - No report.
- **Graduate Council Chair:** (Ginger Blackwell):
 - No report.

Committee Reports:

- **University Curriculum Committee** (Richard Fox):
 - There is a voting item for a new program proposal in Special Education.
 - The UCC has one more meeting to approval items for the fall catalogs.
 - The April meeting will look at leftover business and SLO repository submissions.
 - The UCC has granted the chair the ability to expedite forms that deal with minor typo corrections.
 - There has been concern about YSA courses. Some departments would like to do away with prerequisites. Departments can always waive prerequisites for specific students when circumstances warrant this.
 - QUESTIONS:
 - A Senator asked if the Policy on Course Waivers deals with the power of departments to waive prerequisites for upper division courses? ANSWER (Senate President Farrar): That is not in the policy. The policy deals with a situation where an advisor dealing with a student feels an entire course should be waived. For example, a Catalog change where a course is deleted but the

student doesn't want to change catalogs. The course could be waived but not the hours.

- **Budget** (Janel Bloch):
 - Budget committee met last week. There were updates from the Provost, CFO, and enrollment. The CFO emphasized NKU is not in a cash crisis. The issue is the need to balance the budget and to not dip into reserves.
 - The CFO indicates we will not have raises yet.
 - The new CFO starts on 3/14.
 - QUESTIONS:
 - Could someone from finance could do a 5-minute visual presentation to the Senate on how money comes into the university and how it is managed?
ANSWER:
 - President Short-Thompson: The new CFO can do that. Regarding facilities, that's a different funding stream. State appropriations for capital projects cannot be used for anything else.
 - Senator Bloch: It is frustrating, 1-2 years ago the 5 by 5 Compensation plan indicated there would be raises every year. Also, the initial question might be related to how it seems that there is money to give raises to coaches.
- **Benefits** (Rebecca Elkins):
 - Benefits committee met 2 weeks ago.
 - The committee is revamping and updating the evaluation portion of the faculty development awards in the Handbook. A subcommittee has been formed and should report back with a proposal after mid-March.
 - Patty Burke (and possibly Lori Southwood and Natalie Gabbard) will talk to the committee about insurance regarding infertility, information at onboarding, and dental.
 - QUESTIONS:
 - A Senator reports that many people have been denied dental benefits through the St. Elizabeth Network. They have been told they cannot get discounts on services until the entire deductible in full has been met. Both HR and insurance provider have confirmed this is correct. ANSWER: Patty Burke is going to address this. She has said many dental providers are no longer talking dental insurance.
 - Senate President Farrar: Please send your concerns to your Budget Committee Representative.
 - Senator Taylor expressed "thank you" to those working on this.
- **Professional Concerns** (Kathleen Fuegen):
 - The PCC has met twice since the last meeting of the Senate.
 - PCC discussed bills under consideration in the Kentucky legislature related to DEI and post-tenure review. We also discussed the Faculty Handbook statement on academic freedom whether it could be strengthened.
 - We discussed recommendations from an ad hoc subcommittee tasked with examining Faculty Handbook policies regarding non-tenure-track faculty. The subcommittee recommendations would change the title of the NTTR position to Instructor, stipulate that an instructor is hired at the Assistant level with a minimum one-year contract, and stipulate that subsequent contracts are renewed for two years. Two promotion opportunities would occur at five-year increments.

- There was considerable discussion about this proposal, though nothing was decided. The subcommittee will amend its original proposal. The PCC will vote on the amended proposal during its next meeting on 3/21.
- **TEEC** (Christopher Lawrence):
 - TEEC is continuing to look at workload and indications for faculty burnout.
 - TEEC is collaborating with the Academic Integrity and Artificial Intelligence workgroup (AIAI) and looking at strategy proposals.
- **General Education Committee** (Andrea Brooks):
 - The GEC met twice in February to review course proposals. In addition to the ASL 101 course (approved in January), the committee added REL 225: African American Religious Experiences (Culture & Creativity) and AST 120: Astrophysics for Beginners. Both courses add new topics to the categories in which they are approved; the AST course adds a needed non-lab course to the Natural Science category. This month, members are reviewing more Close-the-Loop forms that departments submitted as part of the assessment cycle. The committee will meet later in March to compile findings and discuss trends.

New Business:

- Voting Item from UCC, BA in Special Education (Richard Fox).
 - Missy Jones introduced the item. The proposal is a single major in Special Education. Special Education is already a part of a double major. Kentucky is currently in the top three states with the greatest need for special education.
 - Will there be new courses? ANSWER: (Missy Jones) The double major will remain in place and no new courses or faculty are being added.
 - What is the differential in credit hours? ANSWER: (Missy Jones) 139 for the double major, 122 for the single.
 - VOTE: The program was approved without dissent by voice vote.
- Discussion item, draft proposal from school representative workgroup (Chris Curran)
 - Senator Curran gave some background on the proposal. Historically, the size of Senate has not changed much despite changes in the structure of the university. Originally Senate was based mostly on departments. Now there are schools. A goal of the workgroup is to keep Senate about the same size. The current proposal calculates the number of faculty in an “academic unit” under a college. This proposal moves away from named units to a mathematical model. NTTRs are currently underrepresented and the goal is good representation. Should departments or employment categories be addressed? Some departments are as large as schools.
 - A Senator noted that the original issue was to provide SOTA with additional representation. Concern was expressed about introducing special affirmative action for NTT faculty. The current Senate Constitution treats tenure-track and non-tenure-track faculty the same. We shouldn’t elevate one rank and give them a special representative.
 - Senator Curran responded that there appears to be an imbalance and that has been brought forward in feedback. If a unit is large enough for more than one senator, it would be up to that unit to determine how to select their representatives. A department may want to select senators by rank but it would not be a mandate. The size of a unit would trigger an additional senator but it cannot be by sub-unit since there are many sub-units with only 1-2 faculty.

- How is the calculation done and how is “unit” defined?
 - Senator Curran responded that the calculation is addressed in the proposal, Table 4, top of page 3. Unit is defined on page 2: *“Unit is defined as all academic units with full-time faculty members below the level of college OR not given the status of college in Article IV. Section B1 of the Faculty Senate Constitution.”* There is a cluster under Academic Affairs that needs to be cleaned up since only 3 units are named but there are faculty in other units.
 - Is SOTA being treated as a unit or is Visual Arts, Music, and Theater and Dance being treated as units?
 - Senator Curran responded that units are schools and departments.
 - How many Senators would SOTA have under this proposal?
 - Senator Chamberlain responded that there are currently 3 departmental Senators in SOTA.
 - Senator Curran reported that under the proposal, if SOTA has about 30 faculty, they would have 2 senators and the opportunity for an at-large Senator.
 - Senate President Farrar explained that the current Constitution (2017) counts a school as a department. Regardless of size, every school has one departmental senator, every department has one departmental senator. The college, based on the number of faculty, can elect at-large senators proportionally. The proposal is to give units with up to 24 faculty one senator. For each additional 10 faculty there would be an additional senator. The same math would be applied to at-large college representation. If SOTA has 35 faculty, they would have 3 senators. Under the proposal, Nursing would gain a senator.
- Senator Herzog expressed concern that the departments in SOTA don’t have combined meetings. The issue isn’t about numbers as much as it is about representation for departments that operate independently.
 - Kinesiology, Counseling & Rehabilitative Science has one Senator between the 3 very different areas. Representation isn’t a problem because they make a point to meet with their Senator.
 - Senator Chamberlain reported that SOTA has approximately 40 full-time faculty and 40 part-time faculty. Each unit has 10-12 degrees.
 - Senator Curran responded that that is part of the rationale for basing the number of senators on total faculty count, not sub-units.
- Senator Katkin spoke to the virtues of the proposal: it comes closer to one-faculty-member-one-vote arrangement, it reduces malapportionment, and it is more robust against administrative reorganization. However, representation of communities, addressed above by Senator Herzog, is also important even if it results in some malapportionment.
- Senate President Farrar commented that under the proposal it looks like the numbers remain close to where they are – as at-large seats drop, unit representation increases.
- Senator Schellhas commented about the language in the proposal regarding assignments to Senate subcommittees – it would be difficult to apply this. It would be easier to suggest that every department (academic discipline) has a representative on each subcommittee.
 - Senate President Farrar responded that it would be impractical to have every program on every Senate Subcommittee. The committees are already very large.

- Senator Schellhas asked that there should be a consistent process for all academic disciplines on campus.
- Senate Vice President Emerine commented that many problems would be solved by returning to departments in SOTA.
- Senator Schelhas suggested that Music, Theater & Dance, and Art & Design have representation on Senate subcommittees because they are like disciplines. What is really an academic unit that is similar to a school needs to be defined.
- A Senator asked about departments that don't allow NTTs to serve on Senate.
 - Senator Curran indicated that some faculty in the feedback to the workgroup hold the opinion that tenure-track faculty protect NTT faculty. A Senator suggested that NTTs should not be restricted from serving on Senate. Senate President Farrar made it clear that there is no constitutional requirement to only have tenure-track senators.
 - A Senator reported that their department is protecting NTTs from being overwhelmed with responsibilities while protecting tenure-track faculty who are required to serve by ensuring service opportunities.
- A Senator asked why don't we go back to departments?
 - Senate President Farrar responded: A previous dean encouraged by a previous provost decided this reorganization would happen but the background work to make this reorganization function was not undertaken. The problem Senate is addressing now with this proposal is a result of that administration-driven reorganization.

Old Business:

- None at this time.

Announcements (John Farrar):

- Administrator evaluations for 2023 calendar year are open. Email with instructions on February 19, 2024. Deadline is March 11.
- Faculty Regent nominations opened today for 2024-2027 term. Deadline is March 11.

Adjournment

The meeting was adjourned at 4:56 pm.

Respectfully submitted,

Michael Providenti
Secretary

DRAFT PROPOSAL DEVELOPED BY REPRESENTATION WORKING GROUP

Background: Significant organizational changes have occurred to academic units within colleges including the formation of numerous schools and a reduction in the number of academic departments. Budget cuts and buyouts have reduced the number of faculty at NKU by approximately 100. This effort was initiated to ensure that the Faculty Senate continues to represent the diverse voices and interests of the General Faculty and the academic units where those faculty reside. The scope of the working group was later expanded to include a consideration of representation on Faculty Senate Committees. Membership on the working group included representatives from all colleges with undergraduates, all schools and one member each from a large, multidisciplinary department and one relatively small department.

NOTE: These proposals are in concept form. Only language regarding Committee membership reflects specific changes to the Faculty Senate Constitution. Once concepts are approved, the working group will draft updated language for final consideration.

Current and historical Senate makeup: All schools and departments are currently represented by a single elected Senator consistent with the currently approved Faculty Senate Constitution with the exception of SOTA which has three elected Senators, one from each disciplinary subunit. Under the current Constitution, unit representatives comprise 2/3 of the Senate. The remaining third are elected at-large from colleges based on the number of department/school reps. Using historical data back to 2014, we noted that the Faculty Senate size has not changed appreciably even when total faculty size has varied by more than 100 (Tables 1-3) because the number of academic units within colleges remained fairly constant. If the trend toward larger departments and more schools continues, that would no longer be the case.

Organization of Faculty Senate: (2024-2026Term)

27 Department Senators (64% of Total Senate)

15 At-Large Senators (36% of Total Senate)

College	# of Faculty	% of Total	At-Large Seats (hundredths)	At-Large Seats (rounded)	2024-2026 Vacancies
Arts & Sciences	213	41.9%	5.87	6	5
Health & Human Services	107	21.1%	2.95	3	2
Business	62	12.2%	1.71	2	1
Informatics	60	11.8%	1.65	2	1
Education	27	5.3%	0.74	1	1
Chase Law	25	4.9%	0.69	1	1
Steely Library	14	2.8%	0.39	0	0
Totals	508	100%	13.99	15	10

Organization of Faculty Senate: (2017-2019 Term)

29 Department Senators (67% of total Senate)

14 At-Large Senators (33% of Total Senate)

College	# of Faculty	% of Total	At-Large Seats (decimals)	At-Large Seats (rounded)	2017-2019 Vacancies
Arts & Sciences	208	45.8%	6.41	6	
Education & Human Services	57	12.6%	1.76	2	
Informatics	51	11.2%	1.57	2	
Business	47	10.3%	1.44	1	
Health Professions	43	9.5%	1.33	1	
Chase Law	29	6.4%	0.90	1	
Steely Library	19	4.2%	0.59	1	
Totals	454	100%	14	14	

Organization of Faculty Senate: (2015-2017)

29 Department Senators (67% of Total Senate)

14 At-Large Senators (33% of Total Senate)

College	# of Faculty	% of Total	At-Large Seats (decimals)	At-Large Seats (rounded)	2015-2017 Vacancies
Arts & Sciences	278	48.1%	6.73	7	2
Education & Human Services	71	12.3%	1.72	2	0
Informatics	62	10.7%	1.50	2	1
Business	61	10.6%	1.48	1	1
Health Professions	51	8.8%	1.23	1	0
Chase Law	33	5.7%	0.80	1	0
Steely Library	22	3.8%	0.53	0	1
Totals	578	100%	13.99	14	5

*For election purposes, University Programs, which are in the office of the Provost or his/her designee, will be considered a department not with a college or school.

DEFINITIONS TO BE USED.

Unit. Unit is defined as all academic units with full-time faculty members below the level of college OR not given the status of college in Article IV. Section B1 of the Faculty Senate Constitution (e.g. Learning Plus, Honors, First Year Programs).

Unit-level representatives. Each unit will have a minimum of one elected representative to the Faculty Senate. When the number of full-time faculty members in the unit is greater than or equal to 25, the unit's faculty will be permitted to elect additional representatives to ensure diverse representation across the larger unit (e.g. an NTTR and a TT/T rep or representatives from different programs). This scheme will be as expanded as necessary for every multiple of 10 increase in unit size. Examples are included in Table 4.

Unit size (full-time faculty)	Minimum number of elected Senators	Maximum number of elected Senators
0-24	1	1
25-34	1	2
35-44	1	3
45-54	1	4

Table 4. Minimum and maximum numbers of unit-level Faculty Senate representatives.

Elections of unit-level representatives. When the number of faculty members is 25 or higher, each unit’s faculty will first vote to determine the number of representatives to be elected and will identify a mechanism to ensure that the diversity of the unit is represented by the additional representatives. Following that vote, the faculty will vote for their direct representatives who will serve a two-year term as provided in Article IV Section B4 of the Faculty Senate Constitution.

Specialized units. Advisers with full-time faculty status will elect one university-wide representative. All other specialized units (e.g. Honors, YSA, Learning Plus) will be considered a single unit for voting purposes and will elect a single representative as currently required under Article IV Section B2 of the Faculty Senate Constitution. In both cases, the same scheme as described for unit-level representation will be applied if total faculty numbers reach 25 or more (see Table 4)

RATIONALE: The current Constitution allows for one representative from Academic Affairs, but not all units are listed. The Constitution’s language would be amended to clean up that oversight.

RATIONALE: Some colleges embed NTTR advisers within departments and schools. Others have distinct advising centers. This would give this relatively large group (i.e. equivalent in size to a large department) of faculty a university-wide vote. **NOTE:** We are seeking guidance from the new Provost on the timing of the transition of NTTR advisers to staff positions.

At-large representation: The number of at-large representatives for a college will be based on the total number of tenured, tenure-track and full-time renewable faculty in the college. There will be one at-large representative for each 30/35 faculty members unless the total number of faculty is less than 30/35. In that case, the college will have one at-large representative. If a college is eligible to have 2 or more at-large Senators and candidates for at-large elections include both tenured/tenure-track and full-time renewable faculty, the leading vote-getters in each employment category will be elected to serve in the at-large role followed by the remaining vote getters regardless of employment category.

NOTE: We are proposing the term “full-time renewable faculty” to account for potential changes to the titles for NTTRs.

NOTE: Steely Library is treated as a “college” in the current Constitution. Faculty size has varied from 14-22. At-large representation has varied from 0-1. If Steely is redefined as a “department,” the current size would better reflect the number of elected representatives from other academic departments.

RATIONALE: NTTR faculty are currently under-represented on Faculty Senate, and the working group heard from departments where only TT/T are considered for election as unit representatives. The working group encourages feedback on how we can best ensure NTTR voices are heard on the Senate.

RATIONALE: The working group discussed numerous cutoffs when proposing to move from unit number (2/3 unit v. 1/3 at-large) to a mathematical model. If the number 30 is used, the College of Arts and

Sciences would gain 1 at-large Senator. If the cutoff of 35 is used, the College of Informatics and the College of Business would lose 1 at-large Senator.

COMMITTEES: The scope of our work was expanded by asking us to also review representation on the university-wide committees. All committee chairs were contacted, and their thoughts are summarized here. We solicited feedback from all major committees where membership is linked to academic units and programs. We discovered the current committee membership does not accurately reflect what is in the current constitution and are recommending a minor change to current language to address that issue.

Current language.

ARTICLE VII. COMMITTEES

There shall be seven standing committees of the Faculty Senate: the Executive Committee; the Budget Committee; the University Curriculum Committee; the Faculty Benefits Committee; the Teaching Enhancement and Effectiveness Committee; the Professional Concerns Committee; and the General Education Committee.

- A. The Budget Committee, University Curriculum Committee, Faculty Benefits Committee, and Professional Concerns Committee include one representative from each academic department or school elected by the faculty of the department or school. Independent academic programs may, upon approval of the Executive Committee, elect an additional representative to the University Curriculum Committee.

Proposed language:

- A. The Budget Committee, University Curriculum Committee, Faculty Benefits Committee, and Professional Concerns Committee include one representative from each academic department or school elected by the faculty of the department or school. Other academic units and programs may, upon approval of the Executive Committee, elect additional representatives to any of these four committees.

RATIONALE: This would maintain the current committee size based on reports from current committee chairs, but allow flexibility by keeping the authority with the Executive Committee and not requiring future updates to the Constitution.