

## FACULTY SENATE MEETING

August 26, 2024

**Members and Officers present:** Ryan Alverson, Jason Applegate, Jitana Benton-Lee, Janel Bloch (Budget), Andrea Brooks\* (Gen Ed), Kinsey Bryant-Lees, Carole Cangione, Kimberly Clayton-Code, 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, Boshra Karimi, Ken Katkin, Suk-hee Kim, Edward Kwon, Chris Lawrence (TEEC), Zeel Maheshwari, Jennifer McLeod, Nile Patterson, Michael Providenti (Secretary), Holly Riffe (PCC), Dana Ripley, Robert Salyer, Patrick Schultheis, Andrea South, Sandra Spataro\* (Faculty Regent), Mehmet Sulu, Jessica Taylor, Monica Wakefield, Zach Wells, Darrin Wilson, Marcia Ziegler. (an asterisk \* indicates ex officio members)

**Members and Officers absent:** William Boyce, Steve Gores, Eileen Weisenbach-Keller, Burke Miller, Brandelyn Tosolt (Faculty Advocate), Junxiu Zhou.

**Guests:** Cady Short-Thompson (President), Diana McGill (Provost), Terkerah Washington (Staff Congress), Grace Hiles (Faculty Senate Office), Collin Jarrell (SGA), Michele Adams, Sheena Brooks, Emilie, Vicki Cooper, Emily Detmer-Goebel, Ursula Doyle, Josh Elliott, Melissa England, Yaw Frimpong-Mansoh, iPhone, iPhone, Kevin Kirby, Kajsa Larson, Alar Lipping, Danielle McDonald, Abdou Ndoye, Ryan Padgett, Denise Robertson, Steve Slone, Donna Smith, Katy Tucker, Jason Vest, Delores White.

### Call to Order, Adoption of Agenda

The meeting was called to order by Senate President Jacqueline Emerine at 3:05 pm with a quorum present. The agenda was adopted as distributed.

### Approval of Minutes

The minutes from the May 3, 2024 meeting were approved as distributed.

### Guest Reports:

- President (Cady Short-Thompson):
  - Enrollment updates: We are up 439 students total (the number was 270 at Convocation). Enrollment is up in undergraduate, graduate, and law. Much good work has happened.
  - Housing: Had anticipated to be up 10% in housing. Instead, up 15 people. 96 students either haven't registered or moved in yet. Budget projection for this year was flat. Student housing is not full. The Student Success Academic Subcommittee is focused on housing improvements to fill that housing. NKU is currently losing \$1.5 -2M annually on housing.

- ERP (Enterprise Resource Planning) and SAP: 2030 is the end of life for our EAP and it will be replaced well before then. ITPC is interviewing vendors to determine the next ERP. Only 4 other universities use SAP. It is possible to look at two systems, one for SIS and the other HR and finance. A vendor should be identified by December 2024.
- President's Performance Review: The evaluation has been moved to the November BoR meetings so that specific, real numbers regarding enrollment, finances, etc. can be included.
- University of Kentucky: UK dismantled DEI initiatives and offices. State Representative Decker and State Senator Wilson have asked other Kentucky public institutions to do the same. While a bill did not pass in April 2024, this issue will likely return in December or January. President Thompson spoke to legislators in July and pointed out that the way we engage students with programs and initiatives increase retention and graduation rates. Student success is our focus, and we should continue to do things that facilitate their success. Looking ahead to determine if we need to change any titles or organizational structures.
- QUESTIONS:
  - Is our plan to change titles and structures? ANSWER: NKU is creating organizational structures and new charts based on institutions in other states as examples for similar circumstances.
  - Would it be an effective strategy to leverage federal programs and grants that focus on students? ANSWER: It depends on what legislation is written.
  - How will this impact programs that prepare students to work with culturally diverse populations and our accreditation that requires diversity, equity, and inclusion? ANSWER: The requirements of accreditation bodies is part of what was presented to legislators in July. Things required as part of accreditation should continue to be allowed. We do not know what will be in the bills in the upcoming session.
  - Do we know the breakdown of our net tuition revenue from the higher enrollment since much of it is AOL? ANSWER: (Provost) Net revenue this year higher than previous four years. There were also adjustments in scholarship rates. (President) We are ahead of budget right now.
  - Regarding ERP, are we stuck with SAP as it was reported it was too expensive to change? ANSWER: The actual expense depends on what is provided by the vendor (empty shell or fully set-up system). Using a product that other institutions use would make recruitment easier.
  - Could Computer Science students develop a system? ANSWER: It's a big risk to not have a professional ERP.
  - Will we replace AEM along with the website? ANSWER: Yes. AEM 8 is also at the end of its lifespan.

- Provost (Diana McGill):
  - The Deans have been working on a faculty hiring plan. When the budget for fall is finalized, it will be clear how much can be put toward faculty lines next year. Other issues need to be worked out (e.g. some colleges do not have base funding for part-time faculty).
  - Three dean positions will be searching this fall (Honors, A&S, Library). The units will have input into the decision whether the search is internal or external. The committee is formed for the VP of Student Affairs search. Samantha Langley is leaving NKU and her position (Vice Provost-Grad Ed, Research, Outreach) had become very large – this is an opportunity to look at rebuilding that position.
  - Thinking about the use and ownership of space on campus. Education moved an area to accommodate a veteran resource station and ROTC program. Thinking about the process for how decisions are made regarding space usage.
  - Direct admit went live last week. 18 hours after it went live, 150 students from KY, 37 from OH, 22 from Indiana, and 6 from outside the region were admitted. NKU’s admission standards have not changed.
  - QUESTIONS:
    - Have the students admitted accepted? ANSWER: Yes. (Ryan Padgett) Normally, 11 students admitted by this time of the year. This year, 370. Many of these admittances are outside our region. With direct admission, once students are admitted, they begin to submit their materials to become confirmed.
    - Is there a plan to track direct admit students (there is value in simplifying the process, but the motivation required to apply could be a factor in retention and completion)? ANSWER: (Ryan Padgett) Slate has been rebuilt to address metrics and help us to re-engage students.
    - There were consequences for moving four classrooms in KCRS a week before classes started. The department didn’t know, and 219 students were affected. Freshman and sophomore classes had been held across the hall from faculty offices to increase engagement. ANSWER: This should have been done well in advance. (President) We need to look at systems and processes and someone who has responsibility for it.
    - There are concerns that athletics is being prioritized ahead of academics. How do we make sure faculty have offices? Labs? ANSWER: (President) The administration is talking about faculty issues every day.

ACTION: The issue of space usage and the recent moves can be brought forward as a discussion item in an upcoming Faculty Senate meeting.

- Faculty Regent (Sandra Spataro):

- BoR had a retreat over the summer. There are new officers and Nathan Smith is the new Chair.
  - Discussions included:
    - Real estate (involvement of FC Cincinnati in the soccer stadium, investigating moving the law school, and the little houses owned by NKU).
    - Simplifying tuition.
    - Fees – the BoR is interested in fees as a revenue source. Sandra will push for any new fees to be matched to use.
    - Athletics and name, image, and likeness.
  - DISCUSSION:
    - Is there a plan to track student attendance at athletic events? Some events have had empty student sections – do our students really want it? Tiered pricing at events could provide metrics.
  
- Staff Congress (Terkerah Washington):
  - Thanks to those who attended the faculty staff picnic.
  - Staff Congress is looking to partner with faculty for the end-of-semester party.
  - Benevolent fund chili cookoff is coming up. Dates to be announced soon.
  
- SGA (Collin Jarrell)
  - There will be a Victor Talks series leading up to election. Discussion of race in September, the economy in October, and a wrap up discussion in November.
  - Freshman elections are happening next week. Please suggest this to students.
  - There are currently 1-2 student senators. There can be up to 30. Looking for students from departments that have been underrepresented like SOTA.
  
- Strategic Enrollment Management (Abdou Ndoeye and Ryan Padgett)
  - Phase 1 complete. Looked at traditional first-time, full-time students and transfer students. Moved quickly to impact new students.
  - Phase 2 will include graduate, international, AOL, and veterans.
  - Set a budget target of +100 where we are now with strategies and success indicators (see slide stack for details).
  - Direct admit is a concierge service that allows for earlier interaction with students and opportunities to invite potential students to campus for events.
  - Need to define our identity. What is our elevator pitch?
  - Need to examine the user experience with our phone lines.
  - Looking to align academics with new-student events.
  - QUESTIONS:
    - Was there testing to know why the direct admits said yes? ANSWER: Removing the application and application fees has helped. Also, our messaging has

included events, our location, opportunities in this region, safety of campus, and academic programs.

- Where are faculty in this process? It should be at the program director level and faculty who know the students, instead of just engaging the college. ANSWER: Yes, good point.
- The dates associated with the identity piece is ambitious. That should be a faculty driven discussion, but it's assigned to the President's Cabinet. ANSWER: We have to move quickly. There is competition moving into our region.
- The BoR might like fees but this presentation suggests simplifying tuition and fees. ANSWER: How do we simplify everything? It speaks to our identity.

### **Officer Reports:**

- Senate President (Jacqueline Emerine):
  - The Executive Committee had a summer retreat during which members discussed their roles and road blocks in their positions. The number one road block has been attendance.
  - We are possibly changing the meeting time from 3pm to 1pm. Many faculty with children would like the meeting at an earlier time.
    - DISCUSSION:
      - 7 speakers/commenters in favor of an earlier meeting time. 1 commenter not in favor.
      - Suggestion to split the Faculty Senate meeting into two one-hour meetings.
  - Please contact the Senate President if there are any speakers you would like to have address the Senate.
  - QUESTIONS:
    - Can there be a follow up with the Strategic Enrollment Management presentation? ANSWER: Yes, when the final column in their presentation is filled in.
- Senate Vice President (Christine Curran):
  - VP Curran is representing Faculty Senate on the Strategic Planning Committee. They are also addressing identity and are using the feedback from the listening sessions last spring. Assessing Success by Design which didn't take us as far as we'd have liked. Will be putting together a Qualtrics form to gather feedback and progress will be shared.
- Secretary (Michael Providenti):
  - No report.
- Parliamentarian (Kathleen Fuegen):
  - No report.
- Graduate Council Chair (Dorea Glance)

- No report.

### **Committee Reports:**

- University Curriculum Committee (Richard Fox):
  - Our first meeting is Thursday, Sept 5. At this point, we do not have curriculum-related business but I have a number of announcements. We also need to find a representative to serve on AAPC this year. I will then give my presentation of the curriculum process, which I will also provide in my annual curriculum workshop, Sept 10 9:30-10:30 am and Sept 11 3-4 pm. The workshop and all meetings will be by zoom. You can find a schedule on the UCC website ([inside.nku.edu/ucc](http://inside.nku.edu/ucc)) and on Curriculog (before you log in). All are welcome. To get the zoom link, contact Richard Fox. If you want to be on the UCC listserv, contact Richard Fox.
  - CPE has modified their rules for new program proposal acceptance, from now on programs requiring more than 120 hours will not be approved without convincing justification. Last spring, we approved a BA in Special Ed that required 122 hours. CPE kicked it back to us to reduce it to 120 hours, which COE is working on.
  - When the university started offering microcredentials, Sam Langley deemed them to be non-curriculum so their approval and changes do not go through the UCC. With Sam leaving, is this something we want to revisit and move them under curriculum?
  - We have some new deadlines. For spring, course changes/deletions/new courses need to be approved through the UCC by October 17. For the fall catalog, new programs must be approved through the UCC by January 16. Course changes for summer or fall that impact registration (e.g., prereqs, hours, new number, designator or name) must be approved by March 6. All other changes for summer, fall and the catalog must be approved by the March 27 UCC meeting.
- Budget Committee (Janel Bloch):
  - The first meeting will be September 18.
  - Things to work on this year: Summer/Winter Compensation Policy, Faculty Extra Compensation Policy, work with the Benefits Committee on the Tuition Waiver Policy, and a budget survey.
- Benefits Committee (Rebecca Elkins):
  - The committee has received the budget for the faculty development award.
  - There is an RFP out for dental.
  - Will need to look into the possibility of an RFP for medical.
- Professional Concerns Committee (Holly Riffe):
  - Canvas site for PCC is set up. If you are on PCC, make sure you have access to the Canvas site.

- TEEC (Chris Lawrence):
  - Looking at data available in subaccounts and determining what safeguards should be in place.
  - Looking to make recommendations for procedures for faculty regarding student misuse of AI.
  
- General Education Committee (Andrea Brooks):
  - GEC will start meeting next week. The group will talk about our priorities for the year.

**New Business:**

- None at this time.

**Old Business**

- None at this time.

**Announcements:**

- None at this time.

**Adjournment**

The meeting was adjourned at 4:50 pm.

Respectfully submitted,

Michael Providenti  
Faculty Senate Secretary