

MEMORANDUM

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TO: All Faculty
FROM: Connie Mulligan-Nichols, Faculty Senate Secretary
Date: December 3, 1979
Re: FACULTY SENATE MEETING

The next Faculty Senate meeting will be held on December 10th in the Ballroom, University Center at 3:00 p.m.

AGENDA

I. Additions to/deletions from the agenda.

II. Minutes of the November 19th meeting.

III. President's Report

A. Congress of Senate Faculty Leaders

B. Student-Faculty Consortium

C. Peer Review Committee → 1/9/80 deadline studies

D. Other announcements, appointment to committees

E. EXP 207 (Dr. Schiller) Marxism-Maoism

J. Johnson

Bill Dickens

J. Fouche

J. Hopgood

IV. Old Business

A.

V. Committee Reports

rules suspended at 4:35
then considered the
around items

A. Curriculum Committee

1. Brief Status Report

→ 2. Recommendation - English minor for Business students

→ 3. New Courses

B. Faculty Benefits Committee

1. Brief Status Report

2.

C. Budget Committee

1. Brief Status Report

→ 2. Faculty Priorities Regarding Distribution of Funds for the Northern Kentucky University Operating Budget - University-Wide Priorities

3. Faculty Priorities Regarding Distribution of Funds for the Northern Kentucky University Operating Budget - Departmental Priorities

4. Report

D. Professional Concerns Committee

1. Brief Status Report

2. Recommendation - Statement of Professional Ethics

3.

VI. New Business

→ A. Election of Chairperson of Professional Concerns Committee. (Gary Johnson)

→ B. Status Report of the Provost Search Committee - Dr. Ed Miller.

VII. Adjournment

78 applications by 11/9/79 → reduced to 17-18
interviews Sp 1980; two day schedule

MINUTES OF THE FACULTY SENATE

December 10, 1979

Senators Present: Connie Mulligan-Nichols Janet Johnson
Jim Fouche Janet Miller
Ken Beirne Tom Cate
Larry Giesmann Raman Singh
Marty Marger Donna Bennett
Frank Stallings Rosetta Mauldin
Jean Wainscott James Kinne
Debra Pearce Doris Brett
Jeffrey Williams Byron Renz
Robert Vitz Jim Hopgood
Ron Kelm Jonathan Bushee
Peter Moore Connie Widmer
Frank Steely Gary Johnston
Bill Dickens Art Miller
Ron Gardella

Guests Present: Albert Salvato Bob Lilly
Aaron Miller Mary Ellen Ryan
David Hogan Gene Scholes
Ralph Peterson Edd Miller
Al Pinelo Nina Schiller

I. Additions & Deletions

There were three additions to the meeting's agenda: under V.C. a report from the Budget Committee on the status of clerical positions was added and under V.A.2. the new courses added included SPI 105, FRE 105, CHE 1__ (laboratory), MAT 103, and COM 375, 376, and 377. Under the President's Report, E. EXP 207 was added.

II. Minutes

The minutes of the November 19th meeting were unanimously accepted.

III. President's Report

The President's Report followed in which J. Bushee first discussed the latest COSFL meeting which he had attended. Bushee asked the Senate to consider passing a resolution from the NKU body that would support the establishment of equity in funding retirement for faculty throughout the state institutions in Kentucky. The Senate was unanimously in favor of the resolution. Bushee then discussed the current organization procedure for the Student/Faculty Consortium. Bushee noted that one additional faculty member was needed for the Consortium. Janet Johnson volunteered. B. Dickens moved to accept J. Johnson as the 5th faculty member on the Consortium. J. Miller seconded. The vote was unanimous in favor. Bushee announced that the deadline for nominations for the Peer Review Committee would be extended until Wednesday, January 9th. Five members and two alternates are to be elected. Members of the Search Committee for Library Director were announced including Dr. Gene Scholes, chair, Mary Ellen Ryan and Robert Schneider, library representatives, Robert Kempton and Dave Bishop, faculty representatives, Arthur Kaplan, representative from the administration, and Kathy Suggs, student representative. J. Miller then briefly questioned Dr. Scholes as to the extent

of coverage a faculty member has in law suits. Scholes informed the Senate that a faculty member is covered when being sued by a plaintiff and that NKU has a new carrier - C & A.

Bushee also announced that the Senate was to elect one faculty member to the Student Publications Committee and one faculty member to serve on the Calender Committee.

The final item on the agenda under the President's Report concerned the cancellation of the course EXP 207, Maoism & Marxism, which was to have been taught by Dr. Nina Schiller. After briefly commenting that this particular course had been the subject of much community interest, Dr. Scholes turned the floor over to Dr. Aaron Miller, Dean of Experimental Programs. Dr. Miller then proceeded to read a statement on the cancellation of the course which was prepared for press release. A copy of the statement is attached to the minutes. After reading the statement, Dr. Miller reaffirmed that the EXP 207 course was officially cancelled for the Spring Semester of 1980.

Art Miller questioned whether or not the Experimental Programs Advisory Committee had been convened for the purpose of cancelling the course and relieving Dr. Schiller. Dr. Aaron Miller responded that the committee had not been convened for this purpose.

Dr. Martin Marger then gained the floor and permission to read a statement from the Social Science Faculty concerning the cancellation of EXP 207. This statement is also included with the minutes. After Dr. Marger's reading of the statement, Aaron Miller asked whether or not the Social Science faculty members had consulted with Miller as to the reasons for the release of Dr. Schiller. Dr. Aaron Miller then read the "flyer" which Dr. Schiller had distributed on December 6th, to generate student interest in the course. Much discussion ensued, mainly concerning Dr. Schiller's ability to be objective in teaching this particular course. Prior to December 6th and 7th the Experimental Programs Advisory Committee had met with Schiller to ask about her ability to be objective in teaching this course and were convinced that she could be objective.

Dr. Scholes reaffirmed the position of the Academic Coordinating Council, stating that the actions of Dr. Schiller on the dates noted above made the ACC severely question whether or not she would teach the course in an objective manner. Scholes emphasized that community pressure was not a factor in the course cancellation.

T. Cate then moved to grant Dr. Schiller floor privileges. C. Mulligan-Nichols seconded. The vote was unanimous in favor of the motion. Dr. Schiller was then able to respond to the various questions posed by Faculty Senate members and to defend her position as she viewed it.

After much discussion between Dr. Schiller, Faculty Senate members and guests, Art Miller moved that the Senate go on record to recommend to Dean Miller that the EXP 207 course not be cancelled for the Spring Semester, 1980, and that the Advisory Committee be convened to discuss the question of who is to teach the course. Dr. Martin Marger moved to amend the motion to include the University's original commitment to Dr. Schiller to teach the course. J. Hopgood, member of

the Experimental Programs Advisory Committee, noted that he preferred the option of reconsidering the instructor. The vote on the amendment resulted in 3 in favor and 24 against. The vote on the original motion was 19 in favor, 6 against and 2 abstentions.

Because discussion concerning EXP 207 had taken up a greater part of the 2 hours allotted to Senate meetings, Bushee recommended that the Senate suspend the rules to delete the Faculty Benefits Committee and Professional Concerns Committee report for this meeting. The following were to be kept on the agenda: I.A., V.C., VI.A, and VI.B. T. Cate moved to accept the recommendation from the President. F. Stallings seconded. Unanimous.

V.G, Byron Renz reported on the Budget Committee's budget priorities document which had been received by all Faculty Senate members. B. Dickens moved to approve the document and forward it to President Albright. T. Cate seconded. Unanimous.

V.A. C. Mulligan-Nichols nominated Gary Johnston for the new chairperson of the Professional Concerns Committee. A. Miller seconded. B. Dickens moved that the Senate accept G. Johnston by acclamation. The Senate unanimously approved the motion.

VI.B. Dr. Edd Miller then presented the Senate with a status report on the Provost Search Committee. Miller told the Senate that a memorandum from the President had been sent out to Committee members on July 16, 1979, outlining Search procedures. The first Committee meeting was held in September of 1979, and an advertisement was placed in the Chronicle of Higher Education with a deadline of November 9th for applications. Women's and minority groups were contacted. Miller reported that the Committee had received 78 applications, both on and off campus, from all over the country. (These applicants included women and minority candidates.)

The Committee has made the first step to reduce the 78 to around 17 or 18, but is remaining fluid. Miller announced that the Committee would be meeting again: before Christmas to reduce the number of applicants even further, possible to 7 or 8 candidates. The candidates will begin to make campus visits after Christmas, with an average of a 2 day stay. J. Miller asked if there was emphasis in any one area for candidate qualifications. E. Miller said four items were listed in the ad that are essential criteria: 1. significant teaching experience, 2. experience in a leadership role/prior administrative experience, 3. substantial scholarly accomplishments, and 4. eligibility for appointment as professor in a specific discipline. Miller said the Committee hopes to schedule interviews for late January/early February.

P. Moore briefly reminded Senate members of due dates for Project Grants.

Meeting adjourned.

Respectfully submitted,

Connie Mulligan-Nichols, Secretary, Faculty Senate
CMN/ds

Dates for Spring Senate Meetings:

January 28th, February 25th, March 24th, April 21st.

STATEMENT READ BY DR. MARTIN MARGER FROM THE SOCIAL SCIENCE FACULTY

At a departmental meeting at 12:00 noon, December 10, 1979, the Department of Sociology, Anthropology, and Philosophy passed and instructed its Faculty Senator to present the following to the Faculty Senate

As we the members of the Social Sciences faculty interpret the current situation surrounding the teaching of the experimental course "Marxism and Maoism":

1. Dr. Nina Schiller was overzealous and perhaps injudicious in her publicizing of the course but these actions do not constitute a violation of her responsibilities as related to the course.
2. Dr. Aaron Miller, in firing Dr. Schiller, overreacted in a tense situation.
3. The firing was based not only on her publicizing of the course but was also a response to negative public reaction and an inflammatory press and to that degree constitutes a denial of academic freedom and violates the University's commitment to the teaching of the course by Dr. Schiller.

We would therefore recommend that:

1. Dr. Schiller be reinstated and she be allowed to offer the course in the Spring 1980 semester.
2. The University faculty immediately begin to develop a set of guidelines covering publicizing of courses and programs.

Additionally it is our conclusion that because of the role of the Experimental Programs Office in this situation the Social Sciences faculty will seriously review their participation in future experimental programs and course offerings. Future involvement will be contingent on our assessment of that office's desire to provide a truly open, experimental environment.

STATEMENT READ BY DR. AARON MILLER

The idea to offer a course on Marxist and Maoist social-political theory originated with the Dean of Experimental Programs. The decision to ask Dr. Nina Schiller to teach such a course also was made by the Dean.

The justifications for the course were quite simple: (1) there was nothing in the University curriculum that treated Marxist and Maoist thought in either a unified or comparative manner, (2) approximately two-thirds of the world's people live under Marxist/Maoist governmental regimes and it behooves us, as citizens of the world, to know something about the principles and practices of those regimes, and (3) the influence of Marxism has been extensive even in societies which are not organized in accordance with its principles.

The justification for hiring Dr. Schiller to teach the course also was simple: she was knowledgeable about the subject and her credentials and reputation as a teacher were excellent.

Both the course and Dr. Schiller as its teacher were approved by the Experimental Programs Advisory Committee. Questions regarding her ability to teach the subject in a professional manner were answered by Dr. Schiller to the satisfaction of the Advisory Committee.

The publicity about the course and the instructor that appeared in The Kentucky Post was somewhat inflammatory. That is, the articles were written clearly and fairly objectively, but the crude headlines that covered those articles were designed to shock readers. Public reaction to both the course and the instructor was predictably swift, misinformed, and vituperative. It was also plentiful.

As of Wednesday, December 5, the position of the academic administration of the University was to defend the legitimacy of the course and the instructor and to uphold the principle and practice of academic freedom which had come under attack. Both the Experimental Programs Advisory Committee and the President's Academic Coordinating Council upheld this position.

On Thursday, December 6, however, Dr. Schiller, acting without prior consultation with the Dean of Experimental Programs, appeared at the University to personally generate student interest in the course. The literature she distributed for this purpose was highly political in content and tone and implicated the Dean of Experimental Programs in it. She also took the occasion to sell copies of the newspaper of the Revolutionary Communist Party, thereby suggesting a close link between the course, her instruction, and the politics of the party in question.

The reaction of the Dean of Experimental Programs and the Academic Coordinating Council was to take strong exception to these activities, which were continued on Friday, December 7. In addition to the fact that there had been no prior consultation with the Dean by Dr. Schiller and that the identification of the course with the cause of the Revolutionary Communist Party was misleading and inappropriate, both the faculty and the academic administration of the University take a dim view of instructors "huckstering" their courses to guarantee enrollments.

This position of the University with regard to the course and the principle of academic freedom, however, remains unchanged. The course is viewed as legitimate and useful and will be offered in the near future.

MINUTES

CONGRESS OF SENATE FACULTY LEADERS

Call to Order

On November 10, 1979, the Congress of Senate Faculty Leaders met in Elizabethtown, KY., at the Holiday Inn South at 12:15 p.m. EST. The following were present: Mary K. Tachau, UL; Steve West and Ken Purcell, MaSU; Tom Jones and Ron Veenker, WKU; Gus Ridgel and Marcus Coltharp, KSU; Jonathan Bushee and Larry Giesmann, NKU; Morris Taylor, EKU. After a luncheon with informal discussion, the meeting was called to order at 1:25 p.m. EST by the Chair, Tom Jones.

Minutes

The minutes of the September 15 meeting were approved as distributed (Bushee/Purcell motion; unanimous vote).

Council on Higher Education

Tom Jones reported on the most recent CHE meeting and other meetings he has had with Harry Snyder. Mary K. Tachau reported that Ed Pritchard favors a voting student and faculty person on the CHE. How to write a statute pertaining to these voting members was discussed.

The discussion turned to the matter of equity funding for KTRS faculty. Steve West said that it is essential to lobby key committee members in Frankfort when the legislature convenes.

Steve West made the following resolution: "Be it resolved that COSFL supports legislation (House joint resolution _____) currently before the General Assembly establishing equity in retirement funding for faculty in all the institutions of public higher education in Kentucky." Seconded by Morris Taylor and passed unanimously. Jonathan Bushee made a further motion: "All necessary information about the bill will be sent to all COSFL voting members before their respective senates are asked to vote on the resolution." Second by Ken Purcell and passed unanimously.

Ombudsman at WKU

Tom Jones informed the group that an ombudsman proposal had been passed by the WKU senate. Professor Tachau made several remarks regarding her experience as the UL ombudsperson.

Equity funding in KTRS

Steve West reported that the bill to support equitable funding for institutions in the KTRS made it out of committee successfully two days following the last COSFL meeting.

West/Taylor motion: "That the chair write to those legislators who voted positively on the equity funding legislation in committee to thank them for their support." Passed.

KEA

Tom Jones was given a certificate of appreciation by the KEA for his work with education through COSFL.

Discussion of COSFL/KEA relations. West/Giesmann resolution: "That Tom Jones contact June Lee of the KEA with a reasonable strategy regarding the KTRS legislation." Passed.

Constitutional Amendment

Professor Tachau proposed an addition to the COSFL constitution Section III. A. 3 (page 3) to be voted on at the next meeting. The following statement is to be included regarding qualifications for voting membership in COSFL: "... and all faculty who have been senators within three previous calendar years,..." Second: Steve West.

Professional Concerns

Because of the writing of a new tenure policy at Murray State, the group discussed issues pertaining to tenure policies at each institution.

Jonathan Eshee raised the issue of sick leave and disability programs. Each institution responded.

The NKU administration has asked for a code of ethics from the Faculty Senate. Most agreed that the AAUP statement is still the standard across the nation.

Change in Education Requirements

A state certification committee has put forth a proposal to increase the number of education hours required for teacher certification from 17 to 36. Professor Tachau made the following motion: "The chair shall send a copy of the committee report on teacher education requirements to each voting member of COSFL here today; after studying the statement each voting member shall decide whether to support it or oppose and will inform the chair of his/her decision." 2nd - Larry

Other Business

Larry Giesmann questioned the group about course numbering at their institutions." He asked whether there had been a whole-sale renumbering upward based on the rumor that funding for 300 and above would be increased. A discussion of the situation ensued. It was suggested that a uniform numbering system throughout the commonwealth would be helpful for transferring students.

Taylor/Iddgel motion: "That Tom Jones and Mary K. Tachau lobby appropriate CHE members regarding the inappropriateness of increased funding for upper-division courses." Passed.

Steve West will contact Al Pinello regarding lobbying efforts in Frankfort.

COSEL members are encouraged to attend the April 13 AAUP workshop on governance procedures.

Next Meeting will be hosted by Prof. Tachau, January 12, 1980, at the UL administration building, at 2:00 EST.

Adjournment

The meeting adjourned at 4:57 p.m. EST.

November 24, 1979

Dear _____

On November 10, 1979, the Congress of Senate Faculty Leaders (COSFL) meeting at Elizabethtown, Kentucky, in regular session, passed the following resolution: "That the chair write to those legislators who voted positively on the equity in funding legislation in committee to thank them for their support."

The purpose of this letter, then is to let you know that the faculty leadership at the Commonwealth's institutions of higher education know that you supported faculty members at those five institutions which have been treated so unfairly all these years in the way their programs are funded, compared to NKU, U of I, and U of K. We know it, and we appreciate it, and because we have the communications means of letting all faculty members know what legislators supported this effort at fairness, we will do so.

Again, on behalf of the COSFL, I thank you for your support, and I urge your continued support for LRC 145 (BR 404) and LRC 146 (BR 444) as they make their way through the General Assembly.

Very sincerely yours

Thomas G. Jones, Jr., Chair
The Congress of Senate Faculty Leaders

Proposed

English Minor For Business Students

(Department of Literature and Language)

I) Program Description and Objectives

A) The objectives of this program are twofold: first, to broaden business students by exposing them to the field of literature beyond the normal General Studies courses; and second, to develop their writing skills in areas relevant to business and professional communication. The minor will be evaluated as often as and when the English major is evaluated.

B) The following is a description of the curriculum proposed:

One 200 level literature course 3 hrs.
ENG 293 Occupational Writing 3 hrs.

One course from: 3 hrs.
ENG 490 Special Project Writing
ENG 291 Advanced Writing

One philosophy elective from: ~~3 hrs.~~
PHI 233 Business Ethics
PHI 330 Philosophy and Law
PHI 164 Practical Reasoning
PHI 165 Introduction to Logic

Electives from: 12 hrs.
Either four literature courses (300-400 level)
or two literature courses (300-400)
and two foreign language courses

Total ~~24 hrs.~~
21 hrs

II) Program Justification

A) This minor would be one of three offered by the Department of Literature and Language. The general English minor described in the Catalog consists of mainly literary courses with no prescribed emphasis on writing. The other minor, one in writing, stresses creative writing rather than business writing and includes no literature courses. Neither of these caters to the special needs of business students.

B) It is impossible to project the enrollment of this program, but it would probably not be more than fifty students in any year, if that many.

*Checked
20 Nov. 79
Meeting of
the U.C. Dept.
of Lit. & Lang.*

The students would mainly be business majors using their elective options to take a minor in English.

- C) An objection to this program might be that it could encourage a proliferation of minors designed for specific majors. But would that necessarily be bad? Especially considering that all minors must be approved by several committees, deans, etc. Then the department in question has no plans to offer additional specialized minors. Rather, this proposed minor grows out of the special needs of business students: more and more these people are expected to be articulate communicators. This minor will go far in meeting that need.

III) Program Quality and Resource Requirements

- A) All the courses to be taken for this program are regularly offered at Northern, so no new courses are required.
- B) No new faculty additions would seem to be necessary, unless the minor became unexpectedly popular.
- C) The facilities would be those already in place for the English major and language courses.
- D) The library support would likewise be the same as is now provided for English courses and language courses at Northern.

IV) Program Costs

There would be no additional costs for the program since it involves the redistribution of course work rather than the addition of course work.

FACULTY PRIORITIES REGARDING DISTRIBUTION
OF FUNDS FOR THE NORTHERN KENTUCKY
UNIVERSITY OPERATING BUDGET
UNIVERSITY-WIDE PRIORITIES

Note on Derivation of the Data Base:

Each departmental representative on the Budget Committee was asked to contact all faculty members within his department, either at a department meeting or individually, and ask each member for a rank ordered list of the major University-wide budget concerns and the major departmental budget concerns. Each departmental member of the Budget Committee was then asked to tally the results for his own department and submit the rank ordered results to the Budget Committee chairman.

The responses were tallied, weighting those of greatest concern most heavily. The final results thus reflect both the frequency with which a concern was mentioned and the priority it was given within the responding departments.

Of the seventeen departments^{Library} and one college comprising Northern Kentucky University, sixteen chose to send departmental representatives to the Budget Committee.*

Of the sixteen remaining department and college, twelve submitted reports to the Budget Committee chairman: Business Administration, Communications, Education, Fine Arts, Industrial & Technical Education, Library, Literature and Language, Mathematics, Allied Health, Physical Sciences, Social Science, and Social Work.**

- * Political Science and Public Administration did not fill their Budget Committee slots for 1979-1980.
- ** Four units with representatives on the Budget Committee did not submit reports: Biological Sciences, Chase College of Law, History and Geography, and Psychology.

RESULTS:

The University-wide budgetary concern of paramount importance to faculty at Northern Kentucky University is improvement of the salary structure to reflect both the living costs of the Cincinnati Metropolitan Area and the high level of professional preparation of the NKU faculty. This item appeared as the first or second-ranked concern among virtually all departments responding to this survey and was by far the most heavily weighted item included among the faculty's budgetary concerns. Of primary concern:

SALARIES:

- 1) Faculty salaries should be increased substantially both to reflect a faculty member's increased service to the University through time in grade and to offset the inflationary impact upon purchasing power.

It is requested that an across-the-board adjustment be made in faculty salaries to improve NKU's average salary position in relation to the University's benchmark institutions. In addition, any salary adjustment should reflect the cost of living increases applicable to the Cincinnati Metropolitan Area. It is suggested that a shoring up of the salary structure be undertaken through the establishment of salary floors for the several academic ranks. One suggestion of salary floors for the various ranks for 1980-1981 was Instructor \$15,000, Assistant Professor \$16,000, Associate Professor \$17,500, and Professor \$21,000.

These amounts would be revised yearly on the basis of the Cost of Living Index for the Cincinnati Metropolitan Area/SMSA

A rank order of the next five items of primary concern to the faculty is as follows:

SECRETARIAL AND SUPPORT STAFF:

- 2) The secretarial and support staff for academic departments should be expanded, with the staff's salary base receiving substantial improvement.

MEDICAL AND DENTAL FRINGE BENEFITS:

- 3) The University should seek improved medical and dental fringe benefits, with dental benefits being of primary concern.

TRAVEL FUNDS:

- 4) Travel fund allocations should be increased to allow additional participation by faculty in conferences and professional meetings at the state and national levels.

NEW FACULTY POSITIONS:

- 5) Funds should be appropriated for new faculty positions where a demonstrated need exists.

LIBRARY ALLOCATIONS AND PROMOTION INCREASE:

- 6) Two items were tied in importance at this level: 1) an increase in allocations for library holdings and services, and 2) an improvement in the amount of promotion increase for all academic ranks.

Concerning promotion increases, one specific recommendation was that promotion increases for 1980-1981 ought to adhere to the following schedule: Instructor to Assistant Professor \$1,000; Assistant Professor to Associate Professor \$1,500; and Associate Professor to Professor \$2,500.

Although all of these items received support from many departmental areas, several additional items were of concern to one or more departments, but did not have the same broad-based support as those items listed above. These items will be listed here as an indication of additional faculty budgetary concerns and interests.

FACULTY RESEARCH: Concern was expressed in several quarters for additional assistance for faculty research. This included additional institutional funding for research and increased opportunities for released time for research.

DORMITORY DEVELOPMENT: The need to proceed as rapidly as possible with the development of dormitories represented an additional concern. It is believed that such facilities would foster University growth and allow for an enrichment of the student population through the inclusion of qualified students from various areas of the country.

PARKING FACILITIES: A concern of about equal importance to the dormitory item was an interest in an expansion and improvement of parking facilities at the University.

INSTRUCTIONAL EQUIPMENT: Interest was expressed, on a University-wide basis as well as on a departmental basis, for additional funds for new equipment maintenance, and instructional materials designed to support the University's instructional program.

STUDENT RECRUITMENT: A final item receiving more than a single mention involved an increased University effort to recruit more high school students, and, in particular, students with strong scholastic credentials.

Several items were mentioned by a limited number of departments reflecting University-wide concerns which have a direct or indirect bearing on the budget.

This listing is not in rank order:

- 1) Additional full-time personnel for the Copy Center/Print Shop, with less utilization of work-study students.
- 2) Improvement in the duplication system and services.
- 3) Reduction in faculty teach load to nine hours.
- 4) Increased financial support for the advising center.
- ✓ 5) More concern with long-range budgetary planning within the administration.
- 6) Increased opportunity for departmental review of budget development.
- 7) More equitable salary distribution within the University.
- 8) Further equity adjustments to salaries within the University.
- 9) An inclusion of a cost-of-living-increase scale within the University salary structure.
- 10) The development of additional intra-University workshops to foster professional growth.
- 11) An expanded sabbatical leave policy.
- ✓ 12) Developmental funds for services in computer programming, computer usage, and computer application.
- ✗ 13) Funding for workshops in grants writing.
- 14) Funding for non-traditional student services programs.
- 15) Funding for University promotional activities.
- ✓ 16) Improved building maintenance (to prevent leakage, etc.).
- ✓ 17) More weekend and evening programs.
- 18) More on-campus activities.
- 19) Reactivation of a request for Council approval of an addition to the Fine Arts building.
- 20) Increased summer school funding.
- 21) Increased campus security efforts.

MEMORANDUM

TO: Faculty Senators

FROM: Jonathan Bushee, President, Faculty Senate

DATE: December 4, 1979

Re: Faculty Senate meeting of December 10th.

Subject: Additional Supporting Materials

FACULTY PRIORITIES REGARDING DISTRIBUTION
OF FUNDS FOR THE NORTHERN KENTUCKY
UNIVERSITY OPERATING BUDGET
DEPARTMENTAL PRIORITIES

The faculty-derived list of departmental budget concerns was rank ordered by the departmental representative to the Budget Committee. Justifications for items of major concern were requested and, when submitted, are included in this report.

Literature and Language

1. New full-time faculty positions are needed in composition, writing, and developmental courses to replace part-time and temporary faculty.

Justification:

Money for new, full-time positions in composition, writing, and developmental programs is essential if Northern is to have more than just a verbal, overall university commitment to writing. Presently, our part-time staff members outnumber full-time faculty. Further, almost 60% of our composition classes are taught by part-time and temporary faculty who have no long-term commitment to the department composition program or to the university. New full-time faculty positions in composition, writing, and developmental courses would strengthen greatly the present writing program offered at Northern.

2. Funding is needed for various departmental operations activities.
 - a. for increased demands for travel to compensate those who attend conventions to recruit new faculty, to deliver papers to fulfill tenure requirements, and to keep up with new developments in the discipline.
 - b. for increased administrative needs: of a new department Secondary Education Director, a new Composition Director, a new English as a Second Language Director, a Kentucky Philological Association Executive Secretary, etc.
 - c. for additional clerical help to meet the needs of almost fifty department faculty members.
 - d. for soaring xeroxing and copying expenses.
 - e. for additional typewriters for faculty use (we are far behind other departments in this area).
 - f. for a new ditto machine to supplement our present hand-crank model.
 - g. for other equipment--i.e., bookcases, file cabinets, etc.

3. Increased funds are needed to support more on-campus events and programs such as the Kentucky Artists' and Writers' Reading and Workshops held in November, 1979.
4. Additional funds to provide faculty development workshops, training sessions, and other enrichment programs.
5. Funds are needed to provide more space -- office space, meeting space, and storage space.

Physical Science

No departmental priorities were listed.

Library

1. Our primary need is for an increased support staff, including an upgrading of salaries and an increase in the size of the professional staff. As a result of higher enrollments, there has been a dramatic increase in the use of the library. Both the public services areas and the technical services areas have felt the pinch of trying to maintain efficient and effective service with the existing number of personnel.
2. There is a need for automation of the library systems in the following order: circulation, COM-catalog, acquisitions. Funding for automation is urgently needed for a variety of reasons. An automated circulation system would tremendously improve control of overdues, reserve material, and the general circulation of library materials. A COM-catalog (on-line catalog) is needed because there is very limited space left in the present card catalog. With the lack of space for more card catalog sections and the greater efficiency of a COM over a card catalog, the COM seems the better choice. Soon to follow is the need for automated acquisitions. With the increased materials budget and demand for more efficient ordering and receiving and fund control, an automated system would be extremely beneficial and would alleviate the delay in processing requests.
3. Expansion of the existing library facility is needed to accommodate the rapid growth and enable the library to offer more services.
4. Increased travel allocations are necessary. The sum of \$125 per person is inadequate for today's transportation and lodging expenses.
5. Funds are needed for various types of equipment. Essential items are shelving microfilm reader/printers, and A-V equipment for curriculum.
6. Consideration should be given to inflation increases for the materials budget. Increased funds here are needed to offset the ever-increasing cost of paper and printing.
7. A library listening facility is needed. Funds and equipment are urgently needed as the library has more than 2,000 recordings that are not currently being processed because there are no adequate facilities for using them.

3. Maintenance improvements should be made. During heavy rains, for example, many buildings on campus experience leakage problems. The library, especially is plagued by this difficulty. Recently several hundred books were damaged or destroyed by leaking water.

Education

1. Travel funds are needed for faculty. This would enable more faculty to attend and participate in professional meetings at the state and national levels.
2. Additional support services are required. Such services would assist faculty in preparation of materials and resources for instructional purposes. They would also provide assistance in activities related to research and publication.

Individual faculty typewriters would be desirable to enable professors to keep up on their preparation of materials for class, correspondence, publishing, etc.

3. Instructional materials are needed to improve classroom instruction. This would allow instructors to do more than just teach out of a textbook.

Mailing Funds are required to enable instructors and departments to implement innovative programs and maintain effective contact with the community.

Audio-visual equipment is needed to improve classroom instruction.

4. Additional Xerox Funds would enable professors to utilize effectively and efficiently a wide variety of instructional materials in their classroom instruction.

Secretarial help is necessary to provide enough secretarial help to enable instructors to meet their classroom instructional responsibilities and to carry out innovative programs, research, etc.

5. Expanded telephone service is needed. Specifically, it would be desirable for instructors to be able to utilize office telephones for long distance calls, thus avoiding frequent interruptions of the department chairman.

An administrative position is needed to complete the reorganization of the department in order to more effectively carry out instructional, advising and other responsibilities.

Social Science

1. Funding is needed for University support of faculty research. This would include professionally related travel, community research, and summer fellowships.

2. Funding is necessary for instructional support materials, such as motion picture films, field trips, and museum activities, and for community outreach activities. This department is particularly dependent upon media devices for its instructional program.
3. Funding of program development would be desirable (Applied Sociology, Anthropology and Applied Philosophy programs). Such funding is needed to support adequately the department's continuing commitment to the development of applied interdisciplinary programs.

Business Administration

1. A salary structure is needed for the Business Department which will provide the departmental strength necessary to allow the program to compete successfully for AACSB accreditations.

For the Business department, a special salary-related issue is our primary concern. This salary question relates to the quality of the Business Program per se. The faculty's desire to achieve AACSB accreditation (American Assembly of Collegiate Schools of Business) is reflected in the salary issue. The market for Business faculty is one of the highest in academia, an economic fact of life. To attract qualified personnel, the University must bring its salary offers into line with the market. Also, the MBA Program is of major concern and requires a more substantial infusion of resources than has been committed to this point.

Other concerns of the Business Department:

2. Released time is needed for graduate teaching.
3. Additional support staff is necessary.
4. Resources are necessary for professionally related travel and conferences.
5. Support is needed for an expanded sabbatical program and released time for research.

Fine Arts

Theatre, music, and art responded separately to departmental needs and will be reproduced here accordingly.

Theater:

1. An additional dance faculty member is needed. The program has grown beyond the hopes of the previous years, and we need to retain and grow with the increased interest of the students.
2. Storage space is needed for the technical areas of the theater. As the production schedule keeps growing, the space for the storing of props, costumes, and scenery becomes increasingly inadequate.

3. The position of technical director needs to be filled. With the program growing by leaps and bounds, the increased workload and increased course program demands an additional person, not only for teaching, but also for handling the increased demands of stage productions.
4. A new stage floor is needed. As the wood keeps splintering and we keep doing large productions, the stage floor is getting into terrible shape.

Music:

1. One new faculty member is needed for the 1980-1981 academic year to teach music, history, music appreciation, and applied music.
2. Funding is needed for the listening facility, including a staff position to operate the facility.
3. Funding should be available for scholarships to aid in recruiting.

Art:

Ceramics:		\$2000.00
Clay Mixer		1500.00
Shelves (silicon carbide) for firing		3000.00
Fire bricks for re-building kilns and new kilns		1800.00
Pottery wheels for replacing old equipment (3 @ \$600)		1800.00
Slab roller		800.00
Hand Extruder		125.00
Glaze Table and Storage (2 @ \$1250)		2500.00

Art Education:		
Display cases for jewelry and small items (4 @ \$100)		\$ 400.00

Photography:		
Re-circulating water heaters	(2 @ \$150)	\$ 300.00
Calumet WR-1 Temperature Controls	(3 @ \$190)	570.00
Gossen Super Pilot SBC Light Meters	(6 @ \$ 80)	480.00
View cameras and accessories	(2 @ \$800)	1600.00

Painting:		
Electrostatic air cleaner for use with spray paint and air brush techniques		\$2500.00
Air system for the operation of the above includes spray guns (6) air brushes (6) pipes and hoses		2000.00

Art History:		
Monies to complete the slide collection to permit the teaching of surveys at an adequate level		\$3500.00
Monies to purchase cabinets for housing slides and allowing room for addition to the collection	(8 @ \$110)	880.00

Additional Items: It would be desirable to have all classrooms and faculty offices painted. The slide room especially is in need of being painted as part of the program to keep the slides in good condition. It would be desirable to have faculty offices carpeted.

Communications

1. Equipment is needed for an audio sound studio to support the courses in radio production and performances in the curriculum, as well as for equipment for cinematography and equipment to improve the existing television facility.

A serious problem exists in providing an adequate physical environment for the existing curriculum broadcasting in several instances. The problem consists of a complete lack of, or inadequate, space, and a complete lack of, or inadequate, equipment. As an illustration, a curriculum of thirty-one courses supports a major in radio and television within the Department of Communications. Among these offerings are courses in radio production and performance, television production and performance, and film. Yet, no equipment exists to service radio production, even though the courses have been on the books for several years. No equipment exists to support a course in radio performance, even though it, too, has been on the books for several years. Minimal, but grossly inadequate, equipment exists for the several courses in television production and performance. Courses in motion picture production have been part of the curriculum for several years as well, and yet only two inadequate Super 8 m.m. cameras exist to support that entire program. Neither physical space nor equipment exists to support editing, lighting, audio, or projection functions, integral parts of film making.

2. Reactivation of a request for an addition to the Fine Arts Building.
3. Increased funding for the mass communication/journalism areas. Additional funds are needed for instructional support equipment, travel, subscriptions, and equipment repair.
4. Increased funding for subscriptions to professional publications in the communications area.

Mathematics

1. Additional funding is needed for travel to conventions and professional meetings.
2. Increased funding is needed for equipment and supplies.

Industrial Technology

1. Increased funding is needed for laboratory equipment.
2. Additional funds are needed for travel to professional meetings.

3. Additional funding is needed for summer school.
4. Additional monies are needed for departmental supplies.
5. Increased funding is needed for library services related to industrial technology.
6. Increased support is needed for campus security.

Allied Health

Allied Health presented departmental needs in two groups: nursing and human services and radiologic technology.

Nursing and Human Services:

1. Funding is needed for new faculty and staff positions in order to accommodate the already heavy workload.
2. Funding is needed for faculty and staff salaries that are University responsibilities and should be removed from grant and capitation monies.
3. Funding is needed for faculty to attend workshops and seminars to continue professional growth.
4. Funding is needed to develop workshops to stimulate professional growth.
5. Funding is needed for faculty research efforts.
6. Funding is needed for increased per mile allotments for in-state and out-of-state travel.

Radiologic Technology:

1. Budget allocations are needed for new program developmental efforts, in Radiologic Technology-Nuclear medicine and Ultrasonography.

Specifically, funds are needed to:

- a. conduct program self-study applications
 - b. conduct needs assessments inventories
 - c. utilize consultant services (curriculum development)
 - d. defray accreditation fees and service contracts
 - e. defray the cost of faculty visits to accreditation headquarters
 - f. facilitate site visits to programs which have already been developed
2. An increase is needed in travel funds for both in-state and out-of-state travel. These funds should automatically be increased as new faculty are hired for the individual programs. These funds would enable faculty members to:
 - a. participate in workshops and conferences that would enhance their teaching effectiveness
 - b. visit experimental programs that are developing innovative approaches to the development of radiographers

c. develop expertise in the new and developing imaging technologies

3. Increased funding is needed for the program's basic necessities, e.g., duplicating funds, slide production, paper, etc.
4. Increased budget is needed for part-time faculty members or guest visitors (instructors) who have expertise in new and emerging imaging technologies.
5. Increased funding is needed to provide opportunities to attend seminars, federally sponsored workshops, etc.
6. Increased allocations are necessary for equipment and facilities repair and services.
7. Increased funding is needed for meals, e.g., luncheons for community representatives interacting with program, program committees (advisory groups).

Social Work

1. Increased funding is needed for support staff.

PROFESSIONAL CONCERNS COMMITTEE

It is recommended that the following Statement on Professional Ethics be adopted by the faculty of Northern Kentucky University and that the Statement be included in the appropriate section of the Faculty Policies and Procedures Handbook.

Statement on Professional Ethics*

I. The professor, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognizes the special responsibilities placed upon him. His primary responsibility to his subject is to seek and to state the truth as he sees it. To this end he devotes his energies to developing and improving his scholarly competence. He accepts the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. He practices intellectual honesty. Although he may follow subsidiary interests, these interests must never seriously hamper or compromise his freedom of inquiry.

II. As a teacher, the professor encourages the free pursuit of learning in his students. He holds before them the best scholarly standards of his discipline. He demonstrates respect for the student as an individual, and adheres to his proper role as intellectual guide and counselor. He makes every reasonable effort to foster honest academic conduct and to assure that his evaluation of students reflects their true merit. He respects the confidential nature of the relationship between professor and student. He avoids any exploitation of students for his private advantage and acknowledges significant assistance from them. He protects their academic freedom.

III. As a colleague, the professor has obligations that derive from common membership in the community of scholars. He respects and defends the free inquiry of his associates. In the exchange of criticism and ideas he shows due respect for the opinions of others. He acknowledges his academic debts and strives to be objective in his professional judgment of colleagues. He accepts his share of faculty responsibilities for the governance of his institution.

IV. As a member of his institution, the professor seeks above all to be an effective teacher and scholar. Although he observes the stated regulations of the institution, provided they do not contravene academic freedom, he maintains his right to criticize and seek revision. He determines the amount and character of the work he does outside his institution with due regard to his paramount responsibilities within it. When considering the interruption or termination of his service, he recognizes the effect of his decision upon the program of the institution and gives due notice of his intentions.

V. As a member of his community, the professor has the rights and obligations of any citizen. He measures the urgency of these obligations in the light of his responsibilities to his subject, to his students, to his profession, and to his institution. When he speaks or acts as a private person he avoids creating the impression that he speaks or acts for his college or university. As a citizen engaged in a profession that depends upon freedom for its health and integrity, the professor has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

*Origin - American Association of University Professors Policy Documents and Reports, 1977.