

# **Faculty Senate**

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING  
Monday, October 17, 1988

UNIVERSITY CENTER BALLROOM  
3:00 p.m.

## AGENDA

- I. Approval of Minutes of September 19, 1988
- II. Agenda Deletions and/or Additions
- III. Senate Committee Reports
  - A. Benefits  
Discussion: Status of Early Retirement Policy
  - B. Budget & Commonwealth Affairs  
Budget Committee's Priority Recommendations (voting item)
  - C. Curriculum  
MAT 140  
Mathematics for Elementary and Middle-Grades Teachers (voting item)
  - D. Professional Concerns  
Resolution on Performance Review (voting item)
- IV. Vice President for Academic Affairs and Provost's Report
- V. Senate President's Report
- VI. Status of Senate Recommendations
- VII. Old Business
- VIII. New Business
- IX. Adjournment

# **Faculty Senate**

Northern Kentucky University Highland Heights, Kentucky 41076

## **FACULTY SENATE MINUTES Meeting of October 17, 1988**

**MEMBERS PRESENT:** Barry Andersen, Roger Blanchard, Carol Bredemeyer, R. Kent Curtis, Sudesh Duggal, David Dunevant, Sandy Easton, Lynn Ebersole, Andrea Gauthier, J. Lynn Jones, Mike Klembara, Nancy D. Martin, Art Miller, Marjorie Muntz, Margaret Myers, Lou Noyd, Phil Obermiller represented by Terry Pence, Dennis O'Keefe, Fred Rhynhart, Fred Schneider, Dennis Sies, Frank Stallings, Chris Stiegler, James Thomas, David Thomson, Bill Wagner, Robert Wallace, Richard Ward, Ted Weiss, Emily Werrell, Macel Wheeler, Geraldine Williams.

**MEMBERS ABSENT:** William R. Jones, Denise Robinson.

**GUESTS:** Phil McCartney, LeRoy Gruner, Perry Bratcher, Lois Schultz, Addison Reed, Michael Turney, Bob Bussom, Linda Marquis, Bill Oliver, Mike McPherson, Chris Christensen, Dennis Taulbee, Ches Arthur, Carol Futhey, Diane V. Hunley, Janet Krebs, George Goedel, Tom Harden, Ralph O'Brien, Jerry Legere, David Jorns, Mike Hickman, Janet Johnson, Gene Scholes, Mary Ellen Elsbernd, Lynn Langmeyer, Janet Miller, Leon Boothe, Jerry Carpenter.

- I. There were no additions or changes to the minutes of September 19, 1988 meeting. The minutes will stand as submitted.
- II. There were no agenda changes.
- III. Committee Reports

A. **Benefits** - Marjorie Muntz

Development proposals have been received and given to the subcommittees. There were 21 sabbaticals, 27 summer fellowships, and 44 project grants requests. The total of 92 was the largest number ever received. The basic amount available has not changed for years. More funds are needed for faculty development.

The Early Retirement Plan has been reactivated. The requests of the Benefits Committee from April 1988 have not yet been added to the policy. The Executive Committee asked administrators involved with the policy to be present to answer questions concerning what the original tax issues were, how these were resolved, how the April 1988 Senate recommendations might be incorporated into the policy, and whether the policy was back into effect.

Dr. Jorns said applications were welcomed for the Early Retirement Plan. 70% of the funds for the position would return to the university, 30% would cover the payment of the program. The plan currently incorporates only item I of the Senate resolution of April 18, 1988 (see attachment). The administration has no objection to discussing the policy with the Benefits Committee. The information from the consultant is that it will be taxed. The only way around this would be if it was some sort of separation pay. It has been forwarded to University Legal Counsel. They will be seeking advice from a tax lawyer, probably someone in the law school.

Mr. Hickman indicated the existing plan which was entered into hurriedly a few years back is subject to taxes. We need to minimize the taxability upon retiring. The information from Meidinger could be incorporated into the existing plan. This is difficult due to changing laws. There could be a problem with discrimination if only for higher paid employees. The target date is the end of November to receive information from the lawyer. At present the April 1988 items would not be included.

One suggestion is that to give notice at age 56 would make it not deferred compensation. Benefits would be taxable.

Currently a faculty member would be retained on the group plan for three years. They could continue to participate at 101% of the insurance cost. The 1% would cover the overhead of the institution incurred in administering the plan.

The original plan calls for a one year notice. Any faculty member could request. In past this has not been held to strictly. The policy is back in Benefits Committee. As the plan was developed, tax consequences were not addressed. The phased retirement plan is also in the Benefits Committee. It has the same tax questions. It was requested last spring that the Senate recommendation of April 18, 1988 be looked at by the consultants. This was not done.

Discussion will be held on the plan addressing the severance pay and possibly restructuring the plan. The administration has an interest to be responsive. This could be worked out in an efficient manner if it is financially agreeable to the institution. When Rose Stauss and Nancy Martin met last April, it was reported that sample programs would be solicited from other institutions, perhaps by Sheila Bell.

#### **B. Budget & Commonwealth Affairs Committee - Sandy Easton**

Dennis Taulbee met with the Budget Committee on September 26 to discuss changes in the budget. Sandy continues to meet regularly with Mary Ryan. Sandy is working with Mike Hickman on the salary consultant.

The funding of \$135,000 for four new positions was allocated from new monies. The Deans divided it into five positions - one each in Technology, Literature and Language, Communications, and Management and Marketing. The Assistant Provost funding was from fund balance. The Assistant Chair positions were funded by reallocations by the Deans. Jim Thomas questioned that he remembered only two positions being discussed by the Budget Committee. The recommendation from the committee was that no new positions be created until the salary situation was improved for current faculty. Dennis Taulbee indicated that initially there were three new positions proposed by the administration - one in Technology and two to address the part-time problem. The fourth position was funded when additional funds were received from legislative committee action. The administration came back and notified the committee. A formal mechanism is needed to inform the Budget Committee. They were caught by the end of the semester. President Boothe had replied to the Budget Committee that the administration couldn't agree with no new positions. Proposal was initially for \$120,000 to fund three new positions - one in Technology and two for part-time replacement.

The Budget Committee presented a priority list for Senate approval of recommendations for spending the \$646,000 remaining in nonrecurring funds. Funds were taken off the top for library automation and acquisitions by the administration before the \$646,000 was figured. The feelings from the committee were that perhaps \$200,000 to the library and \$100,000 to operating budgets which would allow approximately \$4,000 per department. The \$500 one-time compensation would take approximately \$500,000. Library automation will cost \$350,000. The Deans' Council recommendation was for \$600,000 for the libraries. The \$646,000 figure was a netted figure after library allocation.

Discussion was held about putting \$500 faculty/staff increase into the base. Problems include possible shortfalls in revenue in the future. Enrollment may not be maintained so it would not be sound administrative practice to put in the base right now. Other state universities in Kentucky have received some type of increase. It would be possible to roll over the monies and build it into the base next year. Kentucky is behind in terms of economic growth in comparison with other states. Kentucky is making an effort and we need to take that effort into account. Money is due to new students. If it is felt that it should be put in base, Senate should recommend it. Let the administration make the decisions.

All recommendations from governance bodies (i.e. Faculty Senate, Staff Congress, Deans' Council, Chairs Council) received will be considered for the money which is unallocated.

Speculation is present as to amounts available from the different funds ranging from \$1.5 million to \$2 million. All has prior commitments except the \$646,000. Dennis Taulbee indicated allocation of \$1,000,000 recurring reserves each year. The difference between what is taken in and what is spent. A process is now being formalized to send this information to the Budget Committee. This is usually completed in April or May for July 1 allocation. Supplemental recurring reserve of about \$600,000. An additional \$300,000 is estimated if spring enrollment holds up. An additional \$50,000 was available from investment yield. Total was close to \$1.5 million. \$60,000 each semester is allocated to ensure additional part time faculty as needed. This is a long standing action. \$50,000 was allocated as matching funds for research grants. \$644,000 remains in fund balance not to be spent. Funds can vary year to year and may not be available next year. The library component of \$500,000 was "what if'd" out but is not completely finalized.

The \$500 per employee would total approximately \$446,000. \$200,000 is left for other items. Possibility of \$100,000 to each.

The Psychology Department has zero support for library automation but does support increased acquisitions money. Not a lot of information available about automation. \$500,000 "what if'd" to library is questioned. Concern was expressed about library acquisitions.

Dr. Jorns indicated the Deans' Council had recommended \$600,000 for libraries - \$350,000 for automation, \$150,000 for Stealy acquisitions, and \$100,000 for Chase acquisitions. \$70,000 will be needed yearly to maintain the automated system. Library automation is needed to maintain current with libraries in area.

In the law school, not one faculty member is in support of the bonus. Concern is present about the effect this would have on the budget allocation process in the legislature.

Dr. Boothe indicated that the 5% pay raise at Eastern Kentucky University last spring was accomplished by a cut of a large number of faculty and staff positions. Kentucky State University's raise of 4% was because they have funding that no other school has available. Between 1989 and 1994 a cumulative drop is expected in number of students. Problems exist by putting monies which may not be recurring into base. The SACS recommendations will cost millions to implement. Reallocation will be needed to keep NKU accredited. We need to remember what the governor said to the legislature. Zero increase should be given to the universities because schools can generate funds. Schools will be seen as having proven the governor correct. The schools said they could not do it but they did it.

The situation has changed. Schools have increased enrollments. Library acquisitions were included in the SACS report but automation was not.

The Art Department felt funds for operating expenses should not be distributed upon numbers of full time faculty but should be left to the discretion of the Deans. There is some question about the desirability of library automation. It was felt that monies might be better used in other ways. They were split on the one time compensation issue.

Barry Andersen moved that the Senate drop the second line in item #3 which reads "Such distribution should be determined on the basis of the number of full-time equivalent faculty" from the recommendation. Fred Schneider seconded the motion. This will leave the distribution up to the Deans. In response to question of how it is currently done, was that it followed history and tradition. Flat budgets have been in place for four years. Decisions have been in past based upon full-time faculty, needed educational supplies, and historical perspective. The motion passed unanimously.

Jim Thomas moved to strike the word "automation" from recommendation #2 on the library. Arthur Miller seconded. Discussion included the importance to our ability to attract students to this institution. We need to put money into such things as library automation. Since the project is in cooperation with GCLC, a student or faculty member would be able to search other collections as well as Northern's. The status of the material could be checked out from remote terminals. More statistics can be gathered to use with Collection Development. System will be designed around student needs. The \$70,000 yearly costs include maintenance fees on software and hardware, printer supplies, etc. There was little support in the Mathematics Department. They were concerned about high yearly maintenance costs. Other comments were made about the marketing of the school and making it attractive to students. Considerable investment of time and money have already been made. A grant was obtained to prepare the records for automation. Dick Ward called the question. The motion was defeated by a vote of 18 to 7.

Fred Schneider moved to strike the compensation item #1. Roger Blanchard seconded. Discussion included that faculty need some type of remuneration. We need to argue for selves. Salary is a main concern of the institutions. Staff needs this compensation even more. Carol Bredemeyer called the question. The motion was defeated 25 to 2 with 1 abstention.

Jim Thomas moved to amend item #1 to read "Salary increases for faculty and staff in order of priority should be a) increase of 2% to base, b) increase of 1% to base, or c) each faculty/staff member receive a \$500 one time compensation stipend. Arthur Miller seconded. Dollar-wise the percentages would reward those with higher salaries more than those with lower salaries. Sandy Easton called the question. The motion was defeated 14 to 11.

Fred Rhyhart called the question on the entire motion as submitted and amended. The motion passed 25 to 1. See attachment for motion as passed.

C. **Curriculum** - Mike Klembara

The prerequisite change to Math 140 which is a general studies course passed with one negative vote.

The two year general studies requirements will be voted on in the University Curriculum Committee in two weeks. If positive, it will be presented for a Senate vote at the November 21, 1988 meeting.

D. **Professional Concerns** - Ted Weiss

The voting item, "Resolved that a uniform performance review year be established for all faculty, to coincide with the calendar year", passed 27 to 2.

The report and recommendation on supplemental compensation has been delayed due to some problems in getting information. It will be discussed in departments. It is hoped to have information at the November Senate meeting.

IV. Dr. Jorns informed the Senate that the SACS reply due in October has been sent.

V. **President's Report:**

Due to the late hour, Nancy made the Senate President's report short.

Peg Goodrich should be commended for receiving the 1988 Distinguished Service Award. In absentia, the Senate applauded her roundly.

Kathleen Brinker will be on the committee for the Wellness Program. There is still need for another faculty member to serve on this committee.

Tamara Curry has been hired as the affirmative action coordinator. She will begin in approximately three weeks.

The search for the Admissions Director has been reopened.

Senate Minutes 10/17/88 (6)

The Senate received a request from Norleen Pomerantz to review a university policy on AIDS. It has been referred to the Professional Concerns Committee.

- VI. The administration has responded on the issue of faculty compensation for independent studies. They rejected the \$25 per credit hour, but agreed to allow banking of hours for use of release time in the future. It was believed that the university would be better served with this option. The normal process is that when differences in response are received the Senate can decide to accept or refer back to committee. Macel Wheeler moved to accept this response. Bob Wallace seconded. The motion passed unanimously.

The 1985 recommendation on the peer review policy to have findings forwarded to the President is being discussed.

- VII. **Old business** - none

- VIII. **New Business** - none

- IX. The meeting adjourned at 5 p.m.

GW/pg

Professional Concerns - Ted Weiss  
 The voting item, "Resolved that a uniform performance review year be established for all faculty, to coincide with the calendar year," passed 22 to 2.

The report and recommendation on supplemental compensation has been delayed due to some problems in getting information. It will be discussed in departments. It is hoped to have information at the November Senate meeting.

Dr. Jones informed the Senate that the SACS reply due in October has been sent.

President's Report:  
 Due to the late hour, Nancy made the Senate President's report short.

Prof Goodrich should be commended for receiving the 1988 Distinguished Service Award. In essence, the Senate applauded her roundly.

Kathleen Brinker will be on the committee for the Wellness Program. There is still need for another faculty member to serve on this committee.

Tamara Curry has been hired as the affirmative action coordinator. She will begin in approximately three weeks.

The search for the Admissions Director has been reopened.

# Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41076

## VOTING ITEM

Faculty Benefits Committee

for

Senate Meeting on April 18, 1988

The Faculty Benefits Committee understands the University has retained a tax attorney to study the University's Early Retirement program. The Faculty Benefits Committee desires the opportunity to review and discuss the results of the attorney's findings.

We also recommend that any Early Retirement Program that is devised contain the following:

- 1) Retiring faculty should be retained in group health, dental, and life insurance plans.
- 2) Retiring faculty should be rewarded proportionate to number of years of service at NKU.
- 3) No age limitation other than the "rule of 70", i.e., retirees years of service at NKU plus his/her age must equal 70 years or greater.

BW/pg

# Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

## VOTING ITEM FROM THE BUDGET COMMITTEE

FACULTY SENATE MEETING  
OCTOBER 17, 1988

The Budget Committee reconsidered its recommendation which was presented to the Faculty Senate on September 19, and returned to our committee. The following is the result of our deliberations in our meeting on September 26, 1988. Dennis Taulbee reported at our meeting that there is \$646,000 university-wide to be allocated.

Priority recommendations for allocation of funds passed by the Budget Committee:

1. Each faculty/staff member receive a \$500 one-time compensation stipend.
2. Support the automation/acquisition of the libraries.
3. Remaining funds be distributed to the Academic Departments to supplement their operating budgets.

The rationale for these recommendations follows:

### COMPENSATION

1. The faculty/staff compensation will send a message to the community that there is recognition that salary increases during the past year have not been so significant as they should have been.
2. Such compensation will send a message to the faculty/staff that the administration does value their productivity and retention/reward are paramount issues.

### LIBRARY

1. SACS has made a recommendation about the necessity of increasing library acquisitions.
2. Without increased capabilities/offerings for our libraries, the process of education is limited/jeopardized.

### OPERATING BUDGETS - DEPARTMENTS

1. Operating Budgets for Departments have increased little, if any, during the past few years. To provide proper support services, it is important to have funding available for such.

Approved by Faculty Senate October 17, 1988. Motion passed 25 to 1