

MEMORANDUM

To: All Full Time Faculty  
From: Gary Johnston, Secretary to the Faculty Senate  
Date: 26 November 80  
Re: Faculty Senate Meeting of December 8, 1980  
University Ballroom 3:00 pm

AGENDA

- I. Call to Order
- II. Approval of Minutes
- III. Additions or Deletions from the Agenda
- IV. President's Report
  - A. Minutes to Board of Regents Meeting
  - B. Summary of Action taken during UCC meeting
  - C. Faculty Priorities for Evaluation and Reward
  - D. Other Announcements
- V. Committee Reports
  - A. Professional Concerns, C. Widmer, Chair
  - B. Benefits, L. Giesmann, Chair
    - 1. Dental Benefits
  - C. Budget, D. Snyder, Chair
    - 1. Budget Priorities
  - D. Curriculum, T. Cate, Chair
    - 1. Human Services Proposal \*
    - 2. *Summary of Actions*
- VI. Adjournment

\* Five copies of the revised Human Service Proposal are available on reserve at the main Library. The Senate will formally consider this proposal at the December 8th meeting.

# MINUTES OF THE FACULTY SENATE

December 8, 1980

Senators Present:

R. Ward	V. Hicks
M. Clark	F. Steely
J. Ohren	J. Wainscott
M. Gray	J. Bushee
G. Johnston	L. Giesmann
J. Kinne	D. Kelm
R. Peterson	A. Miller
M. Osborne	D. Pearce
R. Mauldin	R. Vitz
G. Goedel	E. Weiss
P. Moore	R. Bruno
L. Schultz	T. Cate
L. Noyd	J. Fouché
B. Renz	J. Miller
R. Snyder	C. Widmer
D. Bennett	K. Cooper

## Senators Absent without Alternates:

P. Joseph	D. Brett
F. Stallings	D. Elder

Guests Present:

- Tom Jones, President, COSFL
- Lyle Gray, Provost
- Joseph Sheehan, Social Work
- Bob Miller, Public Administration
- Bill Stoll, Psychology
- Laurie Renz, Human Services
- Jane Dotson, Human Services
- Scott Quimby, Human Services
- Vincent Schulte, Psychology

## I. Call to Order

Jim Fouché called the meeting to order

## II. Approval of Minutes

Peter Moore moved to accept the November Faculty Senate minutes. Mackenzie Osborne seconded the motion. Peter Moore moved to amend item III under the Professional Ethics policy to read, "Cancellation or Postponement of Courses." Jim Fouché moved to amend the statement under Part A of the President's Report which reads, "The Executive Committee was unclear on how the Senate was to proceed in this area." to, "The Executive Committee had been uncertain as to how the Senate was to proceed in this area." The Minutes as amended were approved.

## III. Additions or Deletions from the Agenda

Jim Fouché suggested the deletion of item B under the President's Report to be replaced with a report from Tom Jones, President of COSFL. Frank Steely made a motion to move item Five D., The Human Services Proposal, after item III. Dick Ward seconded the motion. The motion passed.

#### IV. Human Services Proposal

Tom Cate presented a brief history of the Human Services proposal and introduced a motion that the Senate accept the document for the Upper Division Baccalaureate Degree Program in Mental Health/Human Services. Jonathan Bushee seconded the motion. Joseph Ohren spoke briefly on behalf of the proposal. Joseph Sheehan presented a number of objections to the Human Services Proposal. After some discussion a written ballot was cast. The proposal was accepted with 24 in favor, 6 against, and 1 abstention.

#### V. President's Report

##### A. Minutes to Board of Regents Meeting

After review of the minutes to the Board of Regents meeting, there was some concern as to whether the faculty liability insurance had lapsed. Jim Fouché was assured during conversations with Dr. Albright and Keith Stewart that the Faculty is covered.

##### B. Tom Jones, President, COSFL

Dr. Jones talked briefly about the problems shared by faculty members and the ways COSFL is working to help meet the needs of faculty. Art Miller moved that the Senate commend Tom Jones for his excellent work on behalf of the faculties and higher education in the state of Kentucky. The motion was seconded by Jonathan Bushee. The motion passed unanimously.

##### C. Faculty Priorities for Evaluation and Reward

The Faculty Priorities for Evaluation and Reward chairperson's survey has been completed. An additional survey concerning ways in which faculty might prefer being evaluated was initiated by the Executive Committee. A preliminary report based on the returns from the latter document was presented to the Senate. It was noted that the items appearing on the survey to the faculty were based on the returns from the chairperson's survey. Dick Snyder's committee is currently working on a salary policy. A complete report will be presented to the Senate.

##### D. Other Announcements

The January 19th Faculty Senate Meeting has been moved to room 303-305 in the University Center. The Executive Committee will be meeting with Dr. Albright on January 19th to discuss budgetary and finance matters. The results of this meeting will be reported to the Senate January 19th.

#### VI. Committee Reports

##### A. Professional Concerns, C. Widmer, Chair

The final part of the Ethics Statement will be presented at the January meeting for vote. Also, the recommendations for Who's Who are nearing completion. The committee has been discussing governance issues and will report on their recommendations next semester.

##### B. Benefits, L. Giesmann, Chair

Larry Giesmann made a motion on behalf of the Benefits Committee that the University provide a dental insurance plan that covers preventive, basic, and major dental services for each full time faculty member. A plan that includes a deductible amount of \$25 and contains an option for family coverage is most desirable. Whatever is considered should be referred back to the Faculty Benefits Committee for revision before implementation. The motion was seconded. The motion passed. Larry Giesmann further moved that the Faculty Senate communicate to the University, on behalf of the faculty, its



appreciation for the newly-upgraded life insurance package. George Goedel seconded. The motion passed.

C. Budget, D. Snyder, Chair

Dick Snyder reported on the Budget Priorities Survey. The committee will be meeting with President Albright and Dennis Taulbee in January concerning the status of the budget.

VI. The meeting was adjourned.

Gary Johnston, Secretary  
Faculty Senate

# PRELIM. SURVEY RESULTS

83 Respondents. ... only items recv. 25% or better of the vote are noted ...

## Section 1

A=63	75%
B=22	26%
C=44	53%
D=39	46%
F=40	48%
I=28	33%
K=39	46%
M=29	34%
O=26	31%
Q=27	32%

B Rec ED  
1:48 p.m.

## Section 2

A=39	46%
B=35	42%
C=23	27%
D=21	25%
E=40	48%
F=34	40%
G=23	27%
H=24	28%
I=52	62%
J=35	42%
L=32	38%
M=28	33%
X=31	37%
Z=27	32%

## Section 3

A=60	72%
B=47	56%
C=38	45%
D=58	69%
E=46	55%
F=28	33%
G=20	24%
H=40	48%
I=36	43%
K=23	27%
L=23	27%

## Section 4

A=24	28%
B=50	60%
C=34	40%
D=36	43%
E=45	54%
F=39	46%
G=37	44%
J=32	38%
Q=26	31%



Survey of  
FACULTY EVALUATION PRACTICES  
of all full-time faculty

Directions: please circle from one to ten items under each of the four categories below on which you would prefer being used on your chairperson evaluation.

I. Teaching Effectiveness

- |   |   |
|---|---|
| A. Student Evaluations  | L. Graduate Student Evaluation  |
| B. Accessible Reports - enrollments, dropout rates, grade distributions, etc. | M. Follow-up Evaluation from Graduated Students                         |
| C. Peer Evaluations   | N. Performance of Students on Standardized Entrance & Exit Examinations |
| D. Syllabi  | O. Innovative Teaching Techniques                                       |
| E. Testimonials of Outstanding Teaching                                       | P. Teaching Awards  |
| F. Course Development/Coordination  | Q. Quality of Student Advising & Guidance                               |
| G. Graduating Senior Evaluation Instrument                                    | R. Student Teacher Evaluation   |
| H. Practicum Supervision Evaluation   | S. Summer Course Loads  |
| I. Number of Preparations   | T. Independent Study Students   |
| J. Formal Complaints  | U. Field Trips  |
| K. Chairperson's Evaluation   | V. Guest Lectures   |

II. Scholarly Activity/Creative Productivity (Quantity/Quality Reviews)

- |  |  |
|--|--|
| A. Bibliography of Publications                          | P. Panels  |
| B. Listing of Creative Activities                        | Q. Professional Awards                                   |
| C. Copies of Publications                                | R. Development of Experimental Programs                  |
| D. Peer Evaluation                                       | S. Editorship  |
| E. Listing of Presentations                              | T. Judgeships  |
| F. Grant & Research Writing                              | U. Program Related Projects/Demonstrations               |
| G. Experimental Teaching                                 | V. Participation in Courses of Value to Research         |
| H. Offices in Professional Organizations                 | W. Book Reviews  |
| I. Participation in Professional Organizations/Societies | X. Organization/Participation - Workshops                |
| J. Attendance at Professional Meetings                   | Y. Preparation of Original/Revised Educational Materials |
| K. Chairing Professional Meeting                         | Z. Consultant Work                                       |
| L. Responsibilities at Professional Meetings             | a. Participation in Juried Shows                         |
| M. Invitational Lectures                                 | b. Applied Professional Credentials                      |
| N. Institutional Lectures                                |  |
| O. Complimentary Correspondence                          |  |

### III. Institutional Service

- A. Listing of Committee Activities
- B. Academic Advisement
- C. Development/Fostering of University/Departmental Goals
- D. Departmental Work Assignments
- E. Curriculum Development
- F. Peer Evaluations
- G. Sponsoring of Campus Organizations and Activities
- H. Workload
- I. Evaluation of Committee Work
- J. Documents Submitted by Faculty
- K. Participation in University Activities
- L. Development of Innovative Workshops/Programs
- M. Support of Special Programs
- N. Direction of Independent Reading Programs
- O. Organization of College/Department Seminars

### IV. Community Service

- A. Involvement in Continuing Education
- B. Listing of Activities
- C. Consultant Activities
- D. Participation on Boards/Committees
- E. Service to Groups
- F. Service to Local Professional Organizations
- G. Presentations to Groups
- H. Service to Amateur Organizations/Groups
- I. Assistance Provided to Dean of Community Services
- J. Support of Departmental Programs
- K. Peer Evaluation
- L. Testimonials - Written
- M. Regional Council Activities
- N. Theatre Groups
- O. In-Service Activities





## *Faculty Senate*

The Faculty Benefits Committee recommends that:

- 1) the University provide a dental insurance plan that covers preventive, basic, and major dental services for each full time faculty member. A plan that includes a deductible amount of \$25 and contains an option for family coverage is most desirable.
- 2) the Faculty Senate communicate to the University, on behalf of the faculty, its appreciation for the newly-upgraded life insurance package.



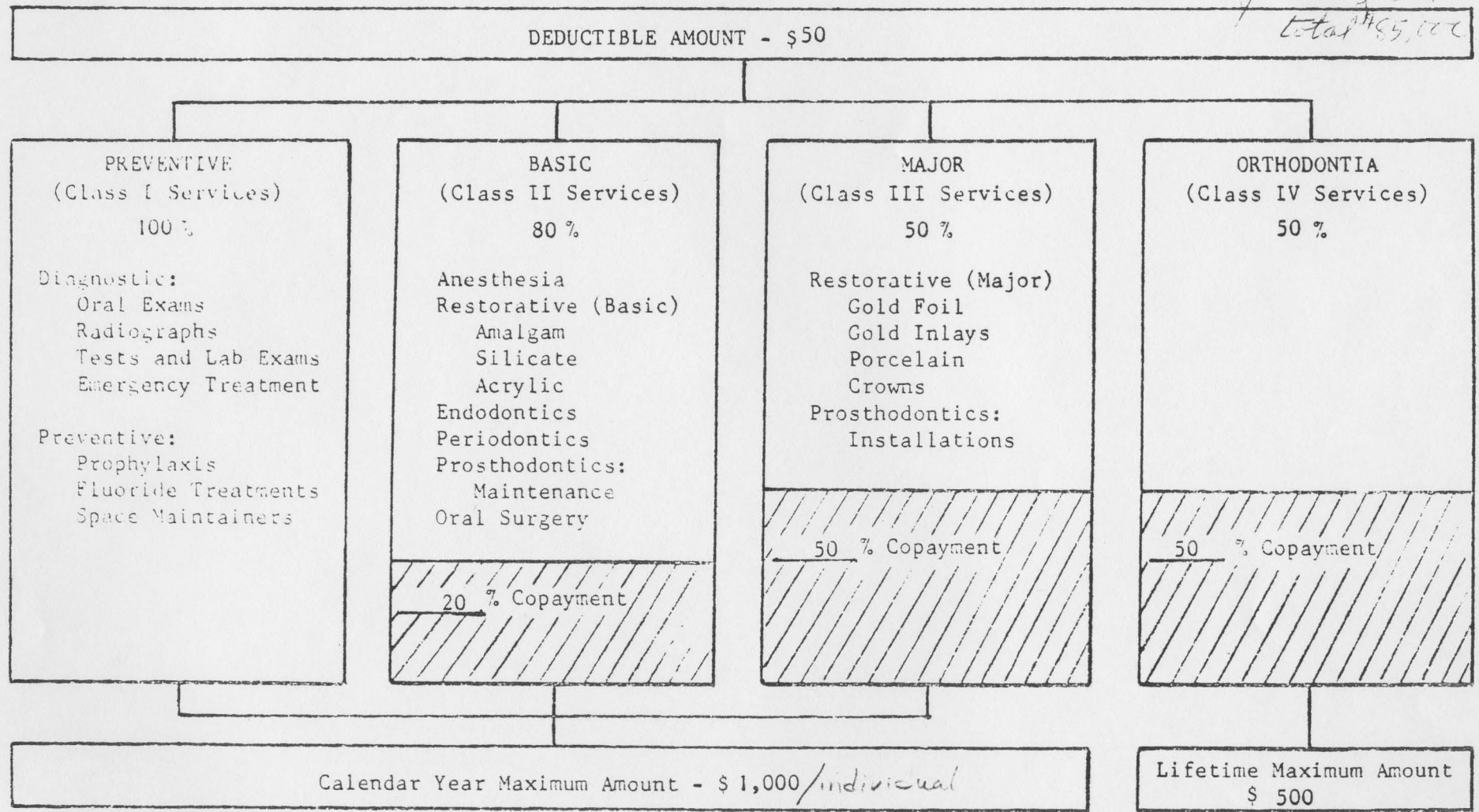
Equitable

single 4541/mth  
family 9.25/mth  
Total 378.00  
Total 437.50  
Connecticut General single 4.74/mth  
family 4.54/mth  
Total 45.00

DENTAL EXPENSE BENEFITS

Reasonable and Customary Approach

PLAN II



NORTHERN KENTUCKY UNIVERSITY

FACULTY BUDGET PRIORITIES  
1981-1982

Faculty budget priorities can be arranged into three distinct categories: economic, professional, educational. The economic category includes the top two priorities selected by the faculty, i.e. "salary" and "fringe benefits". The one hundred forty six faculty respondents to the senate questionnaire on budget priorities overwhelmingly selected "salary" as their preference. The second and third categories were of significantly less importance to the faculty.<sup>1</sup> This preference for "salary" appears to be a response to the continual decline in real faculty salaries, i.e. faculty salaries adjusted for inflation to reflect changes in purchasing power relative to a specified base year. As real faculty salaries continue to decline so do standards of living. In 1976 the average real faculty salary (1975=base year) excluding Chase faculty, was \$14,380. The 1979 figure dropped to \$12,590, a decrease in purchasing power of \$1,790, or -12.45 percent. The decreases in real salaries for 1977, 1978, and 1979 were -4.44%, -1.38%, and -7.09% respectively.<sup>2</sup>

The professional category includes priorities three through five; "faculty academic benefits", "library", and "travel funds", in that order. This grouping of priority selections indicates faculty concern for professional development, development which is possible only when the faculty is provided the resources to pursue necessary professional and

<sup>1</sup> See Appendix

<sup>2</sup> See Table 19 of the Report on Faculty Salaries published by the NKU Faculty Senate, Spring, 1980. (These figures are taken from the Consumer Price Index for Greater Cincinnati.)



scholarly activities. Specifically, resources must be available which provide the necessary time and facilities to pursue professional activities and other travel funds necessary for active participation in regional and national professional conferences. Without sufficient budget allocations for professional development the faculty will not have adequate opportunities for the growth and development which universities require of established or aspiring scholars.

Faculty concern for support in educational activities indicates their strong interest in the educational process. The sixth, seventh, and eighth priorities fell into the educational category; "Secretarial (staff and equipment)", "academic support", and "teaching equipment", respectively. For teaching effectiveness to be fully realized it is necessary that adequate faculty support be available. This is even more essential in those institutions which have teaching as their primary mission.

In summary, the faculty at Northern Kentucky University are primarily concerned with their economic survival given the decline of real salaries. As pointed out by Walter F. Abbott in his October 1980 article in Academe, entitled "Commentary: When Will Academicians Enter the Ranks of the Working Poor?", the 1980's may well see the faculty at the instructor and assistant professor ranks entering the category of "working poor", defined as those receiving salaries less than or equal to 125 percent of the poverty level. Salary structures which allow this will contribute to the declining quality of higher education. Until equity is brought to the salaries of NKU faculty, other categories must receive less attention.

# APPENDIX

## TABLE OF PRIORITIES

Priority	Weighted Average	1-100 Scale
Economic		
1. Salary	1.786	1.000
2. Fringe Benefits	4.456	20.452
Professional		
3. Faculty Academic Benefits	4.813	23.053
4. Library	7.464	42.366
5. Travel Funds	8.922	52.988
Educational		
6. Secretarial	8.935	53.083
7. Academic Support	12.368	78.093
8. Teaching Equipment	15.375	100.000



To: The Members of the Faculty Senate  
From: Tom Cate, Chairman of the University Curriculum Committee  
Date: 26 November 1980  
Re: Summary of action taken during UCC Meetings

Meeting of Sept. 18, 1980

Course Changes

EMT 205 Emergency Medical Technology  
changed number to EMT 100  
hours to (4,2,5)  
MAT 305 Title change to History of Mathematics  
360 prerequisite change to MAT 225, 260  
365 prerequisite change to MAT 262  
430 prerequisite change to MAT 320  
470 Topology - deleted

Program change: Medical Technology

Meeting of Oct. 2, 1980

Course change

ART 381 Title change to Art Education: Practicum

Meeting of Oct. 9, 1980

Course change/deletion

LAS 103 delete

203 delete

205 Title change to Contract Administration and  
Dispute Settlement plus description change

New Program

Industrial and Labor Relations

Program Changes

MUS - change in the number of ensemble hours

PAD - increase in number of required hours

PAD 400, 401

Meeting of Oct 16, 1980

Course changes/deletions

ART 100 Title change to Art Appreciation plus description change

101 description change

102 description change

103 description change

104 deleted

120 Title change to Design: Color

121 Title change to Design: Two-Dimensional Form

121 Title change to Design: Three-Dimensional Form

461 description change

CHE 100 description change

100L description change

110 description change

310 description change

310L description change

311 description change

311L description change

360 description change

360L - 361L description change

361 description change

560 description change

New Course

ANT 105 Psychological Anthropology

Meeting of Oct. 23, 1980

Course changes/deletions

ACC 201 Number change to ACC 200  
202 Number change to ACC 201  
301 Number change to ACC 300  
302 Number change to ACC 301

BIO 129 Prereq/coreq change: Consent of instructor  
130 Prereq/coreq change: Consent of instructor  
131 Prereq/coreq change: Consent of instructor  
132 Prereq/coreq change: Consent of instructor  
133 Prereq/coreq change: Consent of instructor  
516 Prereq/coreq change: and consent of instructor  
401 Prereq/coreq change: and BIO 240  
402 Prereq/coreq change: and BIO 240  
120 delete developments from course description  
121 New course description  
365 Title change Human Physiology, description change  
366 deleted  
368 New title, description, prereq: BIO 365 or 466  
367 New course description, new prereq: BIO 365 or 466  
503 Number change 403  
520 Number change 420  
540 Number change 445  
552 Number change 452  
575 Number change 475  
596 Number change 496  
597 Number change 497  
598 Number change 498

ENG 292 Title change Introduction to Creative Writing plus description change  
294 Title change Creative Writing II

FIN 303 Number change FIN 300

IET 221 Prereq change IET 122 or consent of instructor

MGT 310 Course description change  
313 Course description change  
315 Prereq change MGT 212, MGT 300, 313, or consent  
340 Course description change  
410 Prereq change MGT 310 and senior standing  
415 Prereq change MGT 315 or consent  
435 Prereq change MGT 315 or consent  
455 Prereq change MGT 315 or consent  
490 Prereq change MGT 300, MKT 300, FIN 300, senior standing  
497 Prereq change, Junior standing or above

COM 300 Title change Communication Theories, Number change 430

SPE 409 Title change Communication Theories, Number change 430

BUS 100 Course description change  
101 delete

EDP 120 designator/number change IFS 100

SPE 240 title change Public Speaking  
200 title change Rhetorical Theory  
number change 410  
prereq change SPE 101 or consent

ECO 300 Number change ECO 301  
301 Number change ECO 300  
302 Number change ECO 303  
310 Number change ECO 304  
345 Number change ECO 332  
350 Number change ECO 340  
360 Number change ECO 331



ECO 370 Number change 305  
 375 Number change 361  
 380 Number change 383  
 390 Number change 382  
 400 Number change 393  
 NUR 300 Prereq change add NUR 305  
 301 deleted  
 302 Prereq change add NUR 300  
 400 deleted  
 401 prereq change add MGT 234, drop NUR 400  
 hour change (3,8,7)  
 403 hour change (2,6,5)  
 prereq change drop 301, 400

SPE Program - changed requirements of major  
 NEW Courses

\* BIO      Respiratory Physiology 367

\* 465 Animal Physiology

SOC 321 Applied Social Research

SPE 111 Parliamentary Procedure

303 Organizational Communication

390 Cross-Cultural Communication

ENG 151 Honors: Freshman Composition

New Program: HS/MH defeated (7,6,2)

Meeting of Oct. 30, 1980

Course changes/deletions

HPE 111 Course description change  
 175 Course description change  
 250 Course description change  
 360 Prereq change MAT 100 or acceptable placement score  
 420 Course description change  
 540 Course description change  
 EDU 308 Prereq change - wording  
 310 Prereq change: ENG 101, 102 or equivalent  
 324 Hour change (2,2,3)  
 Description change  
 360 Description change  
 462 Prereq change: EDU 350 or 352 and 360  
 492 Description change  
 520 Description change  
 638 deleted  
 662 Description change

ART 250 Number change ART 350  
 251 Number change ART 351  
 252 Number change ART 352  
 253 Number change ART 353  
 254 Number change ART 354  
 255 Number change ART 355  
 256 Number change ART 356  
 257 Number change ART 357  
 390 Prereq change Add ART 291 or consent  
 400 Prereq change Add ART 391 or consent  
 491 Prereq change ADD ART 391 or consent

New Courses

PSC 364 Politics of the Middle East

213 Government and Business

PAD 450 Urban Management

Meeting of Nov. 13, 1980

Business Administration Memo

1. New Course IFS 300
2. Common Body of Knowledge: 33 hours of study
3. Program changes (ACC, ECO, MGT, MKT) to reflect (2)
4. EDP changes
  - a) Prefix changed to IFS
  - b) Title/number changes

EDP 120	IFS 100	
140	110	
150	210	Applications Programming I
220	211	Applications Programming II
224	220	
270	290	
130	330	Advanced Bus. Programming w/PL/1
160	240	
230	310	Information systems design
240	311	Information systems analysis
250	230	Assemble language programming
335		deleted
417		deleted
412	340	Design of on-line systems
260	420	Information Resources Management
437	350	Distributed processing systems
  - c) Program Change
    - 1) drop: IFS 310, 311, 420, 330
    - 2) add: 2 IFS electives (100 -200 level) MGT 233
    - 3) choice between IET 216 and IFS 220

5. BUS 100 description change

6. Admission requirements

Business Education Memo - State Mandates

1. Program Changes
  - a) Area of Concentration in Business Education Deleted
  - b) Major in Basic Business - Course Requirements
  - c) Major in Secretarial Studies - Course Requirements
2. Course Changes

BED 400	hours change (1,0,1)
	description change
BED 402	deleted
3. New Courses

BED 401	Teaching Typewriting (1,0,1)
406	Teaching Shorthand (1,0,1)
403	Teaching General Bus Subjects
405	Teaching ACC/Data Processing

New Courses

- \*BIO 465 Endocrinology and Reproduction
- ART 287 Jewelry Design and Silversmithing
- SOC 105 Sociology of Cars, not for general studies

Formation of a General Studies Subcommittee

Meeting of Nov. 20, 1980

New Program MH/HS (9,5,1)