

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING

Monday, August 24, 1987

BEP 110 - 3:05 p.m.

Please note changes in 1987-88 Senate Meetings

December 21st Senate Meeting is changed to December 14th at NOON

March 1st Executive Meeting should be changed to February 29th at 3:05 p.m.

AGENDA

- I. Approval of Minutes of May 11, 1987
- II. Agenda Deletions and/or Additions
- III. Guests: Dr. Leon Boothe, President
Dr. Darryl Poole, Acting Provost
Dr. Lew Wallace, Faculty Regent
- IV. President's Report
 - A. Status of Senate Membership
 - B. Status of 1986-87 Senate recommendations
 - 1. Salary Distribution Policy
 - 2. Salary Policy Consultant
 - 3. Tuition Waiver for Faculty Family Members
 - 4. Advising
 - C. Status of SACS Self-Study
 - D. Faculty/Staff Picnic
 - E. Faculty Reception
 - F. Meeting of Presidents of Student Government, Staff Congress and Faculty Senate
- V. University and Senate Appointments
 - A. Senate Elections Committee
 - B. Provost Selection Committee
 - C. Faculty Study Committee
 - D. Graduate Council
 - E. Affirmative Action Search Committee
 - F. Assistant Vice-President to Business Affairs Search Committee
- VI. Senate Committee Reports
 - A. Curriculum: Mike Klembara
New Minor: K-4 Curriculum: Science Emphasis/MINOR (Voting Item)
 - B. Benefits: Bill Wagner
 - C. Budget & Commonwealth Affairs: Macel Wheeler
 - D. Professional Concerns: Dennis O'Keefe
- VII. Old Business
- VIII. New Business
- IX. Adjournment

Faculty Senate

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FACULTY SENATE MINUTES Meeting of August 24, 1987

MEMBERS PRESENT: Scottie Barty, Rebecca Britton, Carol Bredemeyer, David Dunevant, Lynn Ebersole, Allen Ellis, Andrea Gauthier, Lynn Jones, William R. Jones, Mike Klembara, David Lavery, Nancy Martin, Margaret Myers, Sharlotte Neely, Dennis O'Keefe, Jan Prickett, Fred Schneider, Linda Sheffield, Dennis Sies, Mary Carol Hopkins (alternate for Barbara Thiel), Dave Thomson, Robert Vitz, Bill Wagner, Bob Wallace, Ted Weiss, Donald Welti, Macel Wheeler, Geraldine Williams, Tom Rambo.

MEMBERS ABSENT: Gary Clayton, Gary Cole, Pat Dolan, Fred Rhynhart, Christine Stiegler, Susan Hollis Nakao.

GUESTS: Jerry Legere, Registrar; Darryl Poole, Acting Provost; Leon E. Boothe, President; Rosemary Stauss, Associate Provost; Carol Futhey, Robert Bussom, Lynn Langmeyer, Janet Johnson.

- I. Nancy called the meeting to order at 3:05 p.m. Minutes from May 11, 1987 were distributed and will be approved at the next meeting. Note: Faculty Senate meeting dates changes were distributed. All future meetings will be in the UC Ballroom instead of Bep 110.

- II. No agenda deletions or additions.

- III. A. President Boothe - Dr. Boothe announced there is a record enrollment from open registration - up about 2.2%. Dr. Boothe wants to work more effectively with the Senate. He plans fewer task forces and more Faculty Senate work. He will announce the Provost Search Committee soon in conjunction with Faculty Senate.

- B. Acting Provost Poole - Dr. Poole announced he is focusing on decentralizing the administration and moving some decision making from the provost's office to the deans. Beginning this year, deans will have control of allocating vacant faculty positions in the college, on a temporary basis for the year. The Provost will review positions at the end of the year. The Provost will skim 10% off the top of any vacant positions to use for his needs, possibly for new positions. Deans will have control and responsibility for the recruitment and advertising budget. The Provost will monitor this. This will affect the provost search. The Provost now will be more involved in planning and the broader picture of the University. The Provost will be involved with SACS, analysis of the self-study, and using the results of it to plan for the 21st century. Dr. Poole commented on the bleak economic picture statewide, and its implications for the university. We probably cannot anticipate any new university positions. At the end of the fiscal year at least 5 faculty positions were lost. Two have been restored in Arts & Sciences. The Provost has turned down President Boothe's offer of a temporary assistant. Existing administrative academic affairs positions will not be filled for 1987-88. This means no external search for new chairs of nursing, etc. The Provost's first priority is replacement of faculty.

Dr. Poole remarked he was very impressed with the progress of the university and its faculty over the last 20 years. We need to continue this move.

The waiver of tuition recommendation from April 20, 1987 for faculty, spouses or children does not seem immediately possible due to budget restrictions.

The advising policy from Faculty Senate, Spring 1987, has some objections and some agreement from chairs and deans. This will be discussed more with the Faculty Senate this year.

There is no response yet on Faculty Salary Consultant (recommendation from May 12, 1986). The Provost is looking for someone to look at both faculty and staff salaries.

Provost Search - President Boothe has asked for input from everyone on qualities wanted in a provost.

Dr. Poole promised to give the Faculty Senate more responsibility this year and to respond to it. Nancy Martin responded that the Senate is ready and willing to work collegially and with a sense of shared governance at the university.

- C. Dr. Lew Wallace - Faculty Regent - is out of town and will talk to Faculty Senate at the September meeting.
- D. Dr. Boothe will give us names to go with the University Organization Chart presented to the Board of Regents at their July 29th meeting.
- E. In the Senate Office, AHC 358, open for perusal are position descriptions and the 1988-90 budget requests approved by the Board of Regents in July.

IV. President's Report - Nancy Martin

- A. Status of Senate Membership - Linda Olasov and Tom Cate are working on a report about Faculty Senate and Senior Faculty participation.

Faculty Senate Changes - Linda Olasov has resigned because of her new position as Graduate Studies Director and Assistant Chair of the Department of Education. Her position will not be filled because there were no elected alternates-at-large from Professional Studies.

Tom Rambo replaces President Nancy Martin this academic year as representative-at-large from Arts & Sciences.

Department representative changes are as follows: MaryCarol (Moses) Hopkins is temporarily replacing Barbara Thiel in Social Sciences. Nan Littleton replaces Pat Dolan in Social Work. Jim Gray replaced Christine Stiegler in Technology. Lou Noyd replaces Gary Clayton in Economics & Finance. Susan (Hollis) Nakao is replacing Don Kelm as representative from the Art Department.

Nancy Martin reported that the executive committee had met with Dr. Poole twice over the summer to discuss the salary distribution policy. Dr. Poole commented on the desire by faculty to have this issue resolved early in the fall and his willingness to facilitate this. He has discussed the Faculty Senate recommendations from May 1987 with the deans will will meet with the executive committee at their September 14th meeting to discuss the proposal. This will be brought to the full senate at the September 21st meeting.

Nancy requested finalizing all committee assignments from departments.

Peg Goodrich was introduced and anyone may call her with questions about Faculty Senate. Everyone should have a retyped constitution revised as of April 1987.

- C. Status of the SACS Self-Study - Carol Futhey - A progress report has been sent to the faculty. These are drafts which may be revised. Drafts of report are available in the SAC's office and may be perused by the faculty. Please respond to any member of the committee.
- D. Faculty/Staff Picnic - Over 300 people were registered for last Saturday's picnic. Nancy Martin met with the Staff Congress President, Don McKenzie, and they have discussed faculty participation in the picnic. Moving it to the spring was mentioned. This will be discussed at a future meeting. The Staff Congress newsletter is now sent to all faculty and faculty seem pleased to receive it.
- E. Faculty Reception - Wednesday, September 9th, 3 to 5 p.m. at the Alumni Reception Center. Sponsored by the Provost's office for faculty to meet the new senators and thank the senators from the previous year.
- F. Nancy met with Presidents of Student Government and Staff Congress and will continue to do so as needed. The benefits package is one topic of concern - both Blue Cross/Blue Shield problems and a cafeteria plan of benefits. Student Government will work with Faculty concerns about the possibility of publishing course evaluations.

V. University and Senate Appointments

- A. Senate Elections Committee - Sudesh Duggal, Chair
- B. Provost Search Committee - will include 5 faculty, 1 academic administrator, 1 student. Four of the faculty will be selected by Faculty Senate and others appointed by President Boothe. Nominations will be solicited from the entire faculty, a form will be sent out tomorrow to be received in the Senate Office by September 2. The slate of nominations to go out on the 4th. Special senate meeting September 14th to hold election.
- C. Faculty Study Committee and the Lobby Committee have been announced to the University by the President. Faculty were elected to these committees last May.
- D. Graduate Council - recommendations have been sent to the Associate Provost.
- E. Affirmative Action Search Committee - Carrie McCoy and Mike Washington are faculty representatives.
- F. Assistant Vice-President to Business Affairs Search Committee - Nancy Lang is faculty representative.

VI. Senate Committee Reports

- A. Curriculum - Mike Klembara, Chair
New Minor: K-4 Curriculum: Science Emphasis/Minor - This is for the state certification requirement and is part of previously approved programs. Andrea Gauthier recommended that the program be approved as a minor/emphasis and Tom Rambo seconded it. Motion passed unanimously (with abstentions from the College of Law). Dr. Klembara asked for names of all committee members. 1st meeting, Thursday, August 27 at 3 p.m. in UC 108.

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B. Benefits - Bill Wagner, Chair

August 31st, 3 p.m. in NS 319 - 1st meeting. Dr. Wagner has sent out a schedule of all meetings and will be sending the agenda soon. Workshop, Wednesday, August 26th, 4 p.m., UC 109 on Development Grants. Notice has gone to all faculty.

C. Budget & Commonwealth Affairs Macel Wheeler, Chair

1st meeting, Monday, August 31st, 3 p.m. - Faculty/Staff Dining Room, UC 109

D. Professional Concerns - Dennis O'Keefe, Chair

Becky Britton is asking for Who's Who nominations. Committee is working with handbook revision committee on such areas as tenure and promotion. Lobbying Committee met with Bob Bell of Ashland Oil and discussed state budget problems. Education base budget looks discouraging, and we need to lobby in Frankfort to retain money we got two years ago. The question was raised about meeting with local representatives. A larger problem seems to be with representatives with no universities/colleges in their districts. Dr. Poole mentioned the possibility of putting together a fact booklet on the university for representatives and noted that Dr. Tesseneer has been meeting with legislators. Professional Concerns will hold their first meeting on Thursday, September 10th, Faculty/Staff Dining Room at 3 p.m.

VII. Old Business - None

VIII. New Business - None (Call Senate Office, X6400, with any future items)

IX. Meeting adjourned at 4:30 p.m.

Submitted by:

Linda Sheffield, Secretary

Faculty Senate

Northern Kentucky University

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VOTING ITEM

Whereas the majority of the faculty have indicated their belief that:

- a) a salary distribution policy should include some combination of across the board and merit increases
- b) decisions regarding the percentage of across the board versus merit increases can best be made at the departmental or college level
- c) evaluation of faculty members' job performance can best be accomplished at the departmental level
- d) many departments and/or colleges have developed merit and salary raise models for their own use

We hereby recommend the following:

- a) that monies allocated for salary increases in the 1988-89 academic year be distributed to the Colleges of Business and Law and to the departments in the Colleges of Professional Studies and Arts and Sciences as a proportion of the salary base of the unit
- b) that these monies be distributed to individual faculty members on the basis of written policies developed jointly by the faculty and departmental chairs with subsequent approval by the dean
- c) that these policies be required to include some across the board increase distributed to all faculty members judged to have performed satisfactorily.

LO/pg

Acted on: Faculty Senate Meeting
May 11, 1987

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PROPOSAL AS A VOTING ITEM FOR FACULTY SENATE:

Spring 1987

The Faculty Senate recommends to President Boothe that the current policy of six undergraduate or four graduate credit hours per semester free tuition for faculty/staff members be extended to cover spouses ^{or} and children of faculty/staff members.

RATIONALE:

We, the members of Faculty Benefits Committee, believe that such a policy would be useful in its own right as well as being a confidence builder and morale booster, especially in light of the recent inadequate salary increments.

There is certainly some precedent for such a policy among NKU's benchmark institutions. A letter was previously sent to each of the 32 benchmark institutions. Twenty-eight responses were received. Of these 28, five offered full tuition remission for spouses and children of faculty/staff members, seven offered partial tuition remission for same, 16 offered no tuition remission for spouses and children, one was developing a proposal to address this issue, and one was referred to another department. The complete breakdown is as follows:

FULL

1. Miami U.
2. Ohio U.
3. Central State U.
4. Wright State U.
5. Southwest Missouri State U.

PARTIAL

1. Northeast Missouri State U.
2. Northwest Missouri State U.
3. Old Dominion U.
4. Indiana State U.
5. Western Ky. U.
6. U. of Louisville
7. Southeast Missouri State U.

NO

1. Ball State U.
2. Austin Peay U.
3. Eastern Tenn. State U.
4. Murray State U.
5. Tenn. Tech. U.
6. Western Caroline U.
7. Marshall U.
8. Appalachian State U.
9. East Caroline U.
10. Kentucky State U.
11. Middle Tenn. State U
12. Eastern Illinois U.
13. Radford U.
14. Eastern Ky. U.
15. Cleveland State U.
16. Morehead State U.

No response:

Western Illinois U.
Kent State U.
Memphis State U.

Proposal pending:

Illinois State U.

Acted on April 20, 1987

Approved: 26 yes, 1 no

PROPOSED K-4 CURRICULUM: SCIENCE ACADEMIC ENTHUSIAST/INTERM

	<u>COURSE</u>	<u>CREDIT HOURS</u>	
BIO 120	General Biology	4	+
BIO 120L	General Biology Lab	0	
	<u>OR</u>		
BIO 150*	Introduction to Biology I	4	5
BIO 150L	Introduction to Biology I Lab	1	
BIO 123	Man and Environment	3	
CHE 100	Chemistry and Society	3	
CHE 100L	Chemistry and Society Lab	1	
PHY 110	Introduction to Physics	3	
PHY 110L	Introduction to Physics Lab	1	
GLY 110	Face of the Earth	3	}
GLY 110L	Face of the Earth Lab	1	
	<u>OR</u>		
GLY 115	The Changing Earth	3	}
GLY 115L	The Changing Earth Lab	1	
AST 110	The Solar System	3	}
AST 110L	The Solar System Lab	1	
	<u>OR</u>		
AST 115	Stars, Galaxies, and Cosmology	3	}
AST 115L	Stars, Galaxies, and Cosmology	1	

*Students endorsing middle grades should take BIO 150 and BIO 150L