

Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41076

FACULTY SENATE MEETING

January 22, 1990

UC Ballroom

3 p.m.

AGENDA

- I. Approval of Minutes of December 18th meeting.
- II. Agenda Additions and/or Deletions
- III. Senate President's Report (10 minutes)
 1. Bob Appleson has sent the proposal for a Masters Degree in Liberal Studies to the Council on Higher Education in order to get it on the Council's August 1990 agenda. The Curriculum Committee's future decision on the matter will determine whether the Administration pursues the proposal in August.
 2. Renewal of NKU's membership in the Kentucky Consortium for Faculty Development.
 3. Appointments of Senators to Fortunato report implementation committee.
 - a) Committee on Performance Evaluations for Faculty, Part-time Faculty Pay and Salary Appeals - Terry Pence
 - b) Committee on Salary Policy for Department Chairs - Dennis Lye.
 4. A reminder to return the card received with the invitation from Dr. Boothe to the Faculty Senators for the NKU/Southern Indiana basketball game on February 8, 1990.
- II. Committee Reports and Voting Items
 - A. **Budget** -Recommendation on Fortunato Report. Voting Item. (20 minutes). (This will be sent the week of the 15th)
 - B. **Curriculum** - Voting Items from Math and Biology (10 minutes)
 - C. MAT 101 Deletion of Course
MAT 118 New General Studies Course
MAT 140-141 Delete General Studies Credit
MAT 120, 121 Calculus IIA
Prerequisite changes to include MAT 118 in lieu of MAT 119
(Voting items will also be sent the week of the 15th).
 - C. **Faculty Benefits** - (5 minutes)
 - D. **Professional Concerns** - Governance document. Voting Item. (10 minutes). (This will also be sent the week of the 15th)

(over)

III. Old Business

IV. New Business (10 minutes)

- 1) Voting Item.
Proposal to change NKU's retirement annuity policy to permit employees to transfer their CREF account to other accounts and to cash in their CREF accumulation when terminating employment at NKU.
- 2) Voting Item.
Provost's recommendation of Regents Professorship.
- 3) Non-Voting Item. Changing the Senate Constitution Article IV, Selection of Members. Senators should review this section of the constitution prior to the meeting.

V. Adjournment

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FACULTY SENATE MINUTES Meeting of January 22, 1990

MEMBERS PRESENT: Diana Belland, Lawrence Borne, Carol Bredemeyer, Tom Cate, Nan Littleton for Andrea Cornuelle, Y. Datta, Frank Dietrich, Sudesh Duggal, Nancy Firak, James Gray, W. Vernon Hicks, Nancy Hinzman, Don Kelm, Mike King, Dennis Lye, Phil McCartney, Art Miller, Bob Mullen, Margaret Myers, Ljubomir Nacev, Phil Obermiller, Dennis O'Keefe, Terry Pence, Michael Prioleau, Bill Recker, Denise Robinson, Frank Stallings, James Thomas, J. Michael Thomson, Bill Wagner, Steve Walker, Robert Wallace, Emily Werrell, Geraldine Williams.

MEMBERS ABSENT: No one!

GUESTS: Darryl Poole, Ralph O'Brien, Sandy Easton, Robert R. Appleson, Norleen Pomerantz, David Jorns.

Meeting was called to order at 3:05 pm.

I.. The minutes of the December 18th meeting were approved as written.

II. In addition to the written agenda additions and deletions previously received the following were added under the Senate President's Report:

6. Carol Bredemeyer - COSFL report
7. Special Faculty Senate election in Arts & Sciences.

III. Senate President's Report.

- 1) Bob Appleson reported that the proposal for the Masters Degree in Liberal Studies has been delayed in going to the Council on Higher Education. It will not be on the Council's August 1990 agenda.
- 2) NKU's membership in the Kentucky Consortium for Faculty Development has been renewed.
- 3) Appointment of senators to Fortunato report implementation committees.
 - a. Committee on Performance Evaluations for Faculty, Part-time Faculty Pay and Salary Appeals - Terry Pence.
 - b. Committee on Salary Policy for Department Chairs - Dennis Lye.
- 4) A reminder to return the card received with the invitation from Dr. Boothe to the Faculty Senators for the NKU/Southern Indiana basketball game on February 8, 1990.

Frank Stallings pointed out an omission in the letter of the tip off at 5:15 p.m. for the women's team on the same night. It was suggested to mention this to the office sending the letter as it was sexist to ignore the winning women's team.

- 5) The Internal Search procedures for Academic Affairs will be a voting item under new business.

6) COSFL Report - Carol Bredemeyer

COSFL did not collect enough money to hold a legislative reception. COSFL will concentrate on mailings and local activities. The Northern Kentucky Legislative Caucus meets on campus every other Saturday at 10 a.m. in 506AC. Next meeting is February 3, 1990.

Kentucky State and Murray are in late stages of Presidential searches.

7) Arts & Sciences faculty ballots will be mailed by January 26. They need to be returned by February 5.

Stephen Walker was welcomed as the new Senator from Education.

IV. Committee Reports

A. Budget & Commonwealth Affairs - Dennis Lye

The recommendation on the Fortunato Report was presented as a voting item. The first item was rewritten to reflect concerns expressed at last Senate meeting.

The performance levels were added to #4.

Tom Cate moved to an admendment to #4 of the Budget Committee Report to add "Faculty performance evaluation categories will be determined by individual departments." Nancy Firak seconded.

Question was raised as to how this would relate to the committee on Performance Evaluations for Faculty, Part-time Faculty Pay and Salary Appeals. In the discussion, it was noted that the Senate's actions would serve as guide for the implementation committees.

If the Senate votes the Fortunato report down, it would decrease changes of input.

Opinion is needed of what is acceptable and what is not. The conference committee actions will come back to Senate.

The amendment to #4 passed unanimously.

Ljubomir Nacev moved to to discuss and vote separately on each item in the proposal. Nancy Firak seconded. Motion passed.

Discussion was held on meaning of "demerit policy" in Fortunato report.

Concern was expressed that Budget Committee was not giving any guidance to the administration.

Time limit called.

Mike Thomson moved to extend discussion 15 minutes. Tom Cate seconded. Motion passed.

Nancy Firak moved to strike the sentence "The Budget Committee is not in agreement with the "demerit" policy for market adjustments recommended in the Fortunato report." Ljubomir Nacev seconded.

Motion passed with 15 in favor and 9 opposed.

Discussion was held on ABC categories. A case was made for recognizing individual performances and not artificially setting limits based on a department's classification.

Time was called.

Carol Bredemeyer moved to extend discussion for 15 minutes. Margaret Myers seconded. Motion carried.

Jim Thomas moved to amend #1 to read: The Budget Committee encourages the administration to develop and adopt a policy where benchmark CUPA (or other survey) data will be used to establish average faculty salaries by discipline and rank. This data base should then be used towards developing and implementing a market adjustment policy. ~~The Senate expressly rejects the ABC categorization in the Fortunato Report and resolves that any market adjustment policy should include discipline, rank, years in rank, and merit history. In addition, the administration should continue policies for increasing annual faculty salaries based on merit. These policies and data should be placed on file with the Faculty Senate and in Stealy Library.~~

Margaret Myers seconded.

Y. Datta moved to amend the wording to add "if more appropriate" following "or other survey". Art Miller seconded. Motion passed.

Time was called.

Mike Thomson moved to extend debate for 5 minutes. Tom Cate seconded. Motion carried.

Mike Thomson called the question on item 1 as amended. Margaret Myers seconded.

Item 1 passes as amended.

Discussion was held on meaning of salary compression.

Jim Thomas moved to change "is" to "maybe". Art Miller seconded.

Mike Thomson calls question on #2.

Item 2 passed with 1 opposed.

Time was called.

Carol Bredemeyer moved to extend discussion for 10 minutes. Terry Pence seconded. Motion carried with 19 in favor and 4 opposed.

Item #3 passed.

Item #4 passed as amended.

Item #5 passed.

B. Curriculum Committee - Phil McCartney

The deletion of TAR 161 was removed from consideration at this meeting.

The deletion of MAT 101, addition of MAT 118 as new general studies course, deletion of general studies credit for MAT 140-141, and prerequisite changes on MAT 120, 121 passed unanimously.

CHI 101, CHI 102, JPN 201, JPN 202, LAT 201, 202 passed unanimously.

BIO 150R and 151R passed unanimously.

BIO 150, 150L, 151 and 151L passed unanimously.

Committee is working on broader view of steps to meet deadlines so that a large number of courses does not come through at once.

C. Faculty Benetis - Bill Wagner

Subcommittee has been formed on awarding scholarship to child of a faculty member.

Legal Counsel is doing a detailed review of the revised Early Retirement Policy.

Subcommittees are in place on phased retirement and a new disability insurance policy.

D. Professional Concerns - Jim Thomas

Governance document was withdrawn as a voting item as requested by Dr. Jorns because Sheila Bell is reviewing document.

Committee still working on sexual harrassment policy, drug testing policy, and coordinative planning committee items.

V. No old business

VI. New Business

- 1) Proposal to change NKU's retirement annuity policy to permit employees to transfer their CREF account to other accounts and to cash in their CREF accumulation when terminating employment at NKU. Motion carried.

- 2) Regents Professorship

This was seen as a very positive development. As there are a number of qualified faculty, suggestion was made to give reassigned time to six people as opposed to money to only one.

Bob Wallace moved to refer to Benefits Committee. Lawrence Borne seconded. Motion carried.

- 3) Discussion was held on the suggested changes to the Senate Constitution Article IV. This was seen as a way to solve problem of nonparticipation of senator or committee member and when a vacancy occurs.

- 4) Internal Search Procedures

Jim Thomas moved to put on floor as voting item. Carol Bredemeyer seconded. Question called. Motion passed.

Meeting adjourned at 4:50 p.m.

GW/pg

Faculty Senate

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Faculty Budget & Commonwealth Affairs
Committee Response to Ray Fortunato Report

VOTING ITEM

The Budget Committee expresses gratitude to Dr. Leon Boothe for financing Ray Fortunato's recent review of performance evaluations and faculty salaries at NKU. However, the Budget Committee finds the Fortunato report lacking in supporting data and makes the following recommendation.

- 1) The Budget Committee encourages the administration to adopt a policy where benchmark CUPA data will be used to establish floors for faculty salaries by discipline and rank. This policy and data will be placed on file with the Faculty Senate and in Stealy Library.
- 2) The faculty recognizes that salary compression within departments is a serious problem and suggests that a written policy for addressing future distribution of monies be on file with the Faculty Senate.
- 3) Official faculty personnel records are needed to improve the data management necessary for annual faculty reassessments. The following information should be included:
 - Name
 - Rank
 - Appointment (annual fiscal year)
 - Highest degree and date attained
 - Date of birth
 - Sex
 - Race
 - Date of appointment at NKU
 - Rank and date of last promotion
 - Historical salary record including across the board increases, merit and market adjustments.
- 4) The Budget Committee cannot affirm Fortunato's recommendation to restrict faculty performance evaluations to only three categories.
- 5) Part-time faculty salary policy must be reviewed on an annual basis.

**VOTING ITEM for Faculty Senate
Meeting on December 18th, 1989**

Voting Item
F/S Megon Jan 22nd

Faculty Budget & Commonwealth Affairs
Committee Response to Ray Fortunato Report
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- 1) The Budget Committee encourages the administration to adopt a policy where benchmark CUPA (or other survey) data will be used to establish minimum faculty salaries by discipline and rank and this data base shall be used towards implementing a market adjustment policy. The Budget Committee is not in agreement with the "demerit" policy for market adjustments recommended in the Fortunato report. The three Fortunato market adjustment groups (A, B, and C) do not take into consideration factors such as years in rank and merit history. The administration should continue policies for increasing annual faculty salaries based on merit. These policies and data will be placed on file with the Faculty Senate and in Stealy Library.
- 2) The faculty recognizes that salary compression within departments is a serious problem and suggests that a written policy for addressing future distribution of monies be on file with the Faculty Senate.
- 3) Official faculty personnel records are needed to improve the data management necessary for annual faculty reassessments. The following information should be included:
 - Name
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 - Date of birth
 - Sex
 - Race
 - Date of appointment at NKU
 - Rank and date of last promotion
 - Historical salary record including across the board increases, merit and market adjustments.
- 4) The Budget Committee cannot affirm Fortunato's recommendation to restrict faculty performance evaluations to only the following three categories:
 - * Performance exceeding requirements
 - * Performance meeting requirements
 - * Performance at an unacceptable level.
- 5) Part-time faculty salary policy must be reviewed on an annual basis.

The above recommendations concern those portions of the Fortunato report that the Budget Committee has analyzed to this point. We are currently reviewing the remaining portions of the report and will submit further recommendations in the near future.

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Faculty Budget & Commonwealth Affairs
Committee Response to Ray Fortunato Report

VOTING ITEM AS AMENDED

Faculty Senate Meeting January 22, 1990

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- 1) The Budget Committee encourages the administration to develop and adopt a policy where benchmark CUPA (or other survey if more appropriate) data will be used to establish average faculty salaries by discipline and rank. This data base should then be used towards developing and implementing a market adjustment policy. The Senate expressly rejects the ABC categorization in the Fortunato Report and resolves that any market adjustment policy should include discipline, rank, years in rank, and merit history. In addition, the administration should continue policies for increasing annual faculty salaries based on merit. These policies and data should be placed on file with the Faculty Senate and in Steely Library.
- 2) The faculty recognizes that salary compression within departments may be a serious problem and suggests that a written policy for addressing future distribution of monies be on file with the Faculty Senate.
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 - Name
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 - Date of appointment at NKU
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 - Historical salary record including across the board increases, merit and market adjustments.
- 4) The Budget Committee cannot affirm Fortunato's recommendation to restrict faculty performance evaluations to only the following three categories:
 - * Performance exceeding requirements
 - * Performance meeting requirements
 - * Performance at an unacceptable level.Faculty performance evaluation categories will be determined by individual departments.
- 5) Part-time faculty salary policy must be reviewed on an annual basis.

The above recommendations concern those portions of the Fortunato report that the Budget Committee has analyzed to this point. We are currently reviewing the remaining portions of the report and will submit further recommendations in the near future.