

NKU FACULTY SENATE

MEMORANDUM

TO: Faculty  
FR: Billie Brandon  
Secretary  
Faculty Senate  
DA: January 8, 1982  
RE: Faculty Senate Meeting  
January 18, 1982

AGENDA

- I. Call to Order
- II. Approval of Minutes
- III. Additions or Deletions from the Agenda
- IV. Committee Reports
  - A. Curriculum - T. Cate, Chair
  - B. Faculty Benefits - L. Giesmann, Chair
  - C. Budget - D. Snyder, Chair
  - D. Professional Concerns - T. Weiss, Chair
- V. President's Report - Debra K. Pearce
- VI. Adjournment

MEETING ROOM:      UNIVERSITY CENTER      BALLROOM

TIME:    3:05 P.M.

MINUTES OF THE FACULTY SENATE  
January 18, 1982

Senators Present:	Richard Ward	Kay Cooper
	Kathy Brinker	Jonathan Bushee
	Joseph Ohren	Larry Giesmann
	Mike Gray	Susan Kissel
	Gary Johnston	Art Miller
	Paul Joseph	Debra Pearce
	Jim Kinne	Tom Rambo
	Glen Mazis	Mike Ryan
	Peter Schiff	Frank Stallings
	George Goedel	Edwin Weiss
	Frank Dietrich	Billie Brandon
	Lois Schultz	Rachelle Bruno
	Julie Gerdson	Tom Cate
	Byron Renz	Pam Juengling
	Vernon Hicks	Donna Bennett
	Macel Wheeler	David Elder
	Jerry Warner	Donald Cobb

Senators Absent without Alternates:

Rosetta Mauldin	Richard Snyder
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Guests Present: Ray Souder, Business Administration  
Jeffrey Williams, Faculty Regent  
Diana Duffin, Fine Arts  
Gregg Schulte

I. Call to Order

Debra Pearce called the meeting to order at 3:05 P.M.  
She thanked the Vice President, Gary Johnston, for chairing the December meeting in her absence.

II. Approval of Minutes

Frank Stallings moved the minutes be approved. Tom Cate seconded.  
Carried.

III. Additions or Deletions from the Agenda

None

IV. Committee Reports

A. Curriculum, T. Cate, Chair

No report

B. Faculty Benefits - L. Giesmann, Chair

Dr. Giesmann asked Gregg Schulte to report to the Faculty Senate concerning the dental plan.

Mr. Schulte related that there had been three general meetings this past week of faculty and staff who reviewed the dental plan. He stated that out of 13 other companies who put in bids, Delta Dental was chosen. He explained the dental plan and its provisions and indicated that Delta Dental was able to provide the best plan. The plan provides for coverage for every employee of the university (every full-time regular, non-temporary employee) who has completed ninety days of service. He explained that in order to obtain the two party or family plans, which Delta Dental was able to offer, there must be an enrollment of at least 75% of the married employees. The two party plan would cover an employee and either a spouse or one dependent child. The full family plan would cover an employee, spouse and one or more children. He asked the Senators to go back to their departments and find out who has not submitted a card. (75% enrollment must be realized by Friday, January 22 in order for this part of the plan to go into effect by March 1).

Art Miller moved that the Faculty Senate on behalf of the faculty thank and commend Mr. Schulte and the Faculty Benefits Committee for their long, persistent and fine efforts in arranging this plan. Tom Cate seconded. Carried.

Dr. Giesmann related that the deadline for proposals to the Faculty Benefits Committee for Faculty Project Grants is February 1.

C. Budget Committee - Dick Snyder, Chair

Dr. Pearce said that Dick Snyder could not attend as he was in another meeting.

She announced that the Budget Committee will meet with Dennis Taulbee on the 27th of January in the BEP Building, Room 331 at 2:30 P.M. They will be discussing long-term and short-term goals of the budget at that time. All interested faculty are invited to attend. It is the intention of the Budget Committee to develop a form for the prioritization of budgetary expenditures for next year, and this should come out sometime in February.

Dr. Pearce related that Dick Snyder has taken a half time administrative appointment to deal with the collection and computerization of data on campus. The Executive Committee decided via motion that he be retained as chair of the Budget Committee.

D. Professional Concerns - T. Weiss, Chair

No report. He reminded those on the committee that were in attendance that there would be a meeting of the Professional Concerns Committee on Wednesday, January 20.

V. President's Report - Debra Pearce

Dr. Pearce stated that the Senate Executive Committee was forming an ad hoc committee for the election of Faculty Regent. Byron Renz will chair this committee, and names for membership on the committee are needed from the Senators very quickly. Names should be submitted to Dr. Pearce in the next few days.

The ad hoc committee for faculty evaluation of administrators will meet in the near future. The following will serve on the committee, and if you have any input or suggestions, you or members of your department may give these to the members:

Debra Pearce, Frank Steely, Joseph Price, Bill Worley and Nick Melnick.

If you would like others on this committee or have suggestions, please contact one of the above.

Dr. Pearce then reported on the status of the financial exigency policy. She indicated that following the October Board meeting at which the motion to accept the Faculty Senate financial exigency policy was tabled, she received a memorandum from Dr. Albright which was read into the record:

"The NKU Board of Regents at its regular quarterly meeting held October 28, 1981, following consideration of the policy statement recommended by the Faculty Senate, agreed to table a motion for adoption with the understanding that discussion will proceed involving administration, Faculty Senate and others toward the further development of a policy. A meeting of minds on most points can be reached if the issues are approached open-mindedly."

Anticipating a new policy from the administration, Dr. Pearce wrote to Dr. Albright stating that she would like to poll the faculty on the differences between the anticipated administration document and the Faculty Senate document; however, if the new administration document was not forthcoming, a poll would be conducted on the differences between existing policies. A new administration policy was presented in January, and the recent questionnaire was mailed. Billie Brandon, Secretary, distributed the results of the poll. One hundred and ten responses were received showing significant support for the Faculty Senate policy, Dr. Pearce reported. The only major exception related to composition of the committee. The Executive Committee has no preference between the two existing policies. (The original July administration document, however, called for a committee made up only of faculty, and the Faculty Senate has consistently indicated support for a broader-based committee.)

The results of the poll have been submitted to the administration, and it is anticipated that a revised administration policy will now be forthcoming based on input from deans, chairs, faculty at large and, hopefully, the results of the faculty poll. Dr. Pearce indicated that she would meet with the Faculty Senate (either at



a regular or special meeting, if necessary) as soon as the administration's next course of action is known and certainly before any financial exigency policy is presented to the Board. This meeting would be designed to solicit input as to what the faculty wanted to do if the discrepancies between the policies still existed.

Senator Brinker, Nursing, reported that it was the preference and understanding of her department that only a policy jointly agreed upon by the Faculty Senate (rather than just input from the general faculty meetings with the administration) and the administration would be submitted to the Board. Dr. Pearce agreed.

Gary Johnston made a motion to untable a motion he made at the October Faculty Senate meeting regarding composition of the Financial Exigency Committee. Tom Cate seconded.

Dick Ward asked if this was on the Agenda, which it was not. Byron Renz, Parliamentarian, stated this could not be untabled since it was not on the agenda.

VI. Meeting was adjourned at 4:00 P.M.

*Billie Brandon*  
Billie Brandon  
Secretary  
Faculty Senate

Senate Poll of NKU Faculty Regarding  
Financial Exigency Policies  
January 8, 1982

The following poll was developed by the Faculty Senate Executive Committee in order to ascertain the general faculty attitude concerning major differences between the Financial Exigency Policy (10/12/81) passed by the Faculty Senate and the current (12/21/81) proposal from our administration. Space is provided at the end of this questionnaire for your constructive suggestions for change in either policy. If you do not have a copy of both policies, contact Billie Brandon at 5163. Please return the poll to Billie Brandon, 426 BEP before January 15. Thank you for your cooperation in this very important matter.

1. Financial Exigency Definition:

Faculty Senate Policy (p.2, 10/12/81)

"... an imminent financial crisis that is brought about by an extraordinary decline in enrollment or by an extraordinary reduction in financial support from the state or from other government agencies and that threatens the institution as a whole and which cannot be alleviated by less drastic means. A financial exigency may also arise when the University judges that it cannot meet the statutory requirements or when the health and safety of faculty, staff, or students are threatened."

Administration Policy (p.3, 12/21/81)

"...any imminent and extraordinary decline in the University's financial resources and which compels a reduction in the current operating budget to the extent that the University may be unable to meet existing contractual obligations."

- ☐ 1. strongly agree with Senate Policy
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy
- ☐ 6. strongly agree with Administration Policy

2. Financial Exigency Committee:

a. Nature of the Committee:

Faculty Senate Policy (p.1)

Standing committee with staggered rotation of faculty members to insure continuance of informed participants.

Administration Policy (p.4 Sect. III A)

Temporary committee established by the President within 15 days of Board authorization, with subsequent 15 days to advise and make recommendations.

- ☐ 1. strongly agree with Senate Policy
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy
- ☐ 6. strongly agree with Administration Policy

b. Composition of the Committee:

Faculty Senate Policy (p. 1)

5 faculty, 5 administrative employees,  
1 student

Administration Policy (p. 4 Sect. III A)

5 faculty, 3 administrative employees,  
1 staff, 1 student

- ☐ 1. strongly agree with Senate Policy
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy
- ☐ 6. strongly agree with Administration Policy



c. Appointment of the Committee:

Faculty Senate Policy (p.1)  
faculty members elected by faculty as a whole, administrative employees appointed by the President, student appointed by the student government, chairperson elected by the Committee.

Administration Policy (p.4 Sect. III A)  
faculty members selected by the President from an existing pool of 8 faculty chosen in a general election, administrative employees appointed by the President, staff representative appointed by the President, after consultation with the Staff Congress, student representative appointed by the President after consultation with the representative student organization, chairperson appointed by the President from the 10 committee members.

- ☐ 1. strongly agree with Senate Policy
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy
- ☐ 6. strongly agree with Administration Policy

3. Committee Process:

Faculty Senate Policy (p.4 #4)  
30 days in addition to groundwork accomplished prior to exigency declaration.  
Primary objectives of standing committee: to generate and periodically update a financial exigency plan by following the detailed procedures set forth (pages 4-6) in the Faculty Senate Policy.

Administration Policy (p.3 #4)  
15 days  
"... to provide independent guidance and advice to the President and Board of Regents on a declaration of financial exigency and alternative approaches in alleviating said exigency."

- ☐ 1. strongly agree with Senate Policy
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration policy
- ☐ 6. strongly agree with Administration Policy

4. Notice to individual Faculty Members:

Faculty Senate Policy (p.8 Sect VI)  
"Notice to tenured or tenure-track faculty shall be given when possible not less than ninety (90) calendar days before the effective date of termination."

Administration Policy (p.8 Sect B)  
"The President and the Board shall make every reasonable effort to ensure that notice to tenure or tenure-track faculty be given not less than sixty (60) calendar days before the effective date of termination."

- ☐ 1. strongly agree with Senate Policy
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy
- ☐ 6. strongly agree with Administration Policy

5. The following items covered by the Faculty Senate Policy are not included in the Administration Policy.

- a. (p.4 Sect. IV)- "Before termination of faculty, consideration shall first be directed toward elimination or reduction of activities that (a) are not in direct support of academic programs, or (b) are not essential for the continued operation of that academic program of the University, or (c) are not required by statute."

- ☐ 1. strongly agree with Senate Policy (i.e. should be included)
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy (i.e. should not be included)
- ☐ 6. strongly agree with Administration Policy

b. (p.7 #'s 3,4,5)- "...unless this would result in a serious distortion of the academic program in that discipline or a serious distortion of the overall wellbeing of the University."

"3. Part-time faculty members shall be released before any full-time, non-tenured faculty member is released.

4. Part-time and full-time, non-tenured faculty shall be released before any full-time, tenured faculty.

5. Preference for retention shall be given to those tenured and tenure-track faculty of higher rank and greater number of years of service, rank taking precedence over years of service."

- ☐ 1. strongly agree with Senate Policy (i.e. should be included)
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy (i.e. should not be included)
- ☐ 6. strongly agree with Administration Policy

c. Full hearing before the Board of Regents is guaranteed to terminated faculty.  
(p.8 Sect. VII)

- ☐ 1. strongly agree with Senate Policy (i.e. should be included)
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy (i.e. should not be included)
- ☐ 6. strongly agree with Administration Policy

d. Severance Pay (p.11 Sect. VIII c.)- "In the event of termination for reasons of Financial Exigency, the University shall provide severance pay in accordance with the following schedule: for faculty with less than two (2) years of service to the University, three (3) month's salary; for faculty with two (2) to ten (10) years of service to the University, six (6) month's salary; for faculty with more than ten years of service to the University, at least one (1) years' salary."

- ☐ 1. strongly agree with Senate Policy (i.e. should be included)
- ☐ 2. moderately agree with Senate Policy
- ☐ 3. no preference
- ☐ 4. strongly disagree with both policies
- ☐ 5. moderately agree with Administration Policy (i.e. should not be included)
- ☐ 6. strongly agree with Administration Policy

Comments:



Senate Poll of NKU Faculty Regarding  
Financial Exigency Policies  
January 8, 1982

1. Financial Exigency Definition:

1. 54
2. 25
3. 16
4. --
5. 8
6. 2

2. Financial Exigency Committee:

a. Nature of the Committee:

1. 73
2. 17
3. 4
4. 1
5. 3
6. 5

b. Composition of the Committee:

1. 21
2. 13
3. 22
4. 2
5. 39
6. 13

c. Appointment of the Committee:

1. 72
2. 16
3. 10
4. 2
5. 9
6. 1

3. Committee Process;

1. 56
2. 30
3. 4
4. 2
5. 13
6. 4

4. Notice to individual  
Faculty Members:

1. 69
2. 18
3. 8
4. 8
5. 5
6. 1

5. Items covered by Faculty  
Senate not in Admin. Policy

a. (p.4 Sect. IV)

1. 86
2. 17
3. 4
4. 1
5. 2
6. --

b. (p.7 #'s 3,4,5)

1. 62
2. 28
3. 6
4. 5
5. 7
6. 2

c. (p.8 Sect. VII)  
(Full Hearing)

1. 71
2. 17
3. 9
4. --
5. 8
6. 3

d. (p.11 Sect. VIII c.)  
(Severance Pay)

1. 53
2. 29
3. 6
4. 5
5. 6
6. 6