

Faculty **S**enate

HIGHLAND HEIGHTS KY 41099 606-572-6400

FACULTY SENATE MEETING

MONDAY, APRIL 19, 1999

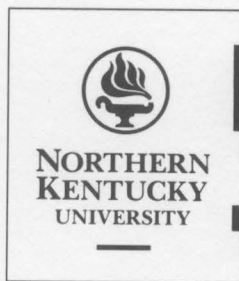
MEETING 3:00 P.M.

BEP 461

(NOTE THE MEETING ROOM!)

AGENDA

- I. Call to Order
- II. Adoption of Agenda
- III. Approval of the Minutes from the March 22, 1999 meeting
- IV. NKU President's Comments - President Votruba
- V. Committee Reports
 - A. Professional Concerns Committee
 - B. Budget and Commonwealth Affairs Committee
 - C. Curriculum Committee
 - D. Faculty Benefits Committee
 - Faculty Handbook Amendment – Sabbatical Program (Attachment – Voting Item)
- VI. Reports
 - ◆ Barry Andersen – Faculty Regent's Report
 - ◆ Barbara Holland – Reform '99
- VII. Adjournment



Faculty Senate

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FACULTY SENATE MEETING APRIL 19, 1999

The Northern Kentucky University Faculty Senate was called to order at approximately 3:06 p.m. on Monday, April 19, 1999, by President Chuck Frank.

Present for the meeting (*based on sign-in sheet*): **{Senators}** D. Agard, C. Bredemeyer, J. Churchill; G. Clayton, L. Ebersole; C. Frank, P. Goddard, C. Hewan, R. Holt, M. Huelsmann, R. Kelm, B. Kempton, B. Lorenzi, P. McCartney, R. McNeil, J. Niewahner, L. Olasov, G. Ragsdale, G. Scott, J. Smith, B. Thiel, T. Weiss, and S. Zachary.

{Guest} J. Votruba, P. Gaston, B. Holland, B. Andersen, and M. Huening

Absent (*based on sign-in sheet*): **{Senators}** K. Booher, S. Cortez, Y. Datta, R. Garns, B. Mittal, L. Noyd, R. Pennington, J. Roeder, F. Schneider, A. Seed, C. Sheng, and J. Thomas

ADOPTION OF AGENDA: Approved as distributed.

APPROVAL OF MINUTES: Minutes for the March 22, 1999, Faculty Senate meetings were approved as distributed.

GUEST: President James Votruba discussed several issues relevant to campus operations – CPE identified four points of budget strategy for future cycles: (1) Negotiations between the institutions and CPE based on bench mark institutions with a goal of 65 percentile; there are 19 other institutions in Northern's benchmark group – we are \$7-9 million under funded – we are 54 percent student tuition driven with CPE's goal of 33 percent (2) Performance based – retention rates, graduation rates, recruitment of African American students, and hiring of African American faculty and staff (3) Incentive trust – increased to maybe \$20-30 million and (4) Ability of each campus to set its own tuition.

Dr. Votruba also noted that all staff classifications 17 & 18 will receive market adjustment this year.

He reviewed the key points of the Spring budget presentation on April 13.

Looking ahead at 2000/01 budget – may concentrate on salaries for faculty and staff after strategically making some other decision for 1999/00.

Computing and information technologies will merge as soon as it can be managed. The University will hire a CIO – Dr. Tom Comte will chair that committee. In the interim, he will create a Policy

Council made of the Vice Presidents. Additionally, will employ an outside consulting firm to help with the transition.

Following his remarks, there was a period of questions and answers.

COMMITTEE REPORTS:

C. Bredemeyer, Chair of *Professional Concerns*, had no voting items. Noted that the PCC continues to work on post-tenure review.

D. Agard, Chair of *Budget and Commonwealth Affairs*, had no voting items for the Senate today.

L. Olasov, Chair of *Curriculum*, had no voting items

J. Smith, Chair of *Faculty Benefits*, presented a motion to make several changes in the Sabbatical Leave program as currently outlined in the Handbook (Senators were presented with the revisions and accompanying rationale – copy attached to archived minutes). Discussion ensued. Bob Kempton moved to strike “a half-time sabbatical carries full salary for two semesters. During which the faculty members teaching, advising and university service obligations will be reduced on average to 50% for two semesters.” Motion died for lack of a second. Ray McNeil made a “friendly amendment” to correct grammar of second sentence of the same statement referenced just above. Amendment accepted. The changes recommended by the Benefits Committee were passed by a vote of 19 to 1.

Additional

Barry Andersen, Faculty Regent, apprised the Senate of related items: Highlighted some budget issues; noted the approval by the Board of the M.A. in Education in Instructional Leadership; and urged faculty to attend graduation.

Barbara Holland opened a question and answer period relative to the Reform Task Force activities.

Senate meeting was adjourned at 4:25 p.m.

Respectfully Submitted

Gary D. Scott, Secretary

Faculty Handbook Changes & Rationale

XI. FACULTY DEVELOPMENT PROGRAMS

A. SABBATICAL LEAVES

1. PURPOSE

Sabbatical leaves are granted by Northern Kentucky University to promote the professional growth and effectiveness of the faculty. Sabbatical leaves are granted to enable recipients **based on merit** to devote **additional** time to scholarly activity and research, advanced study, or artistic performance all in pursuit of academic objectives. **The type of sabbatical which would best meet these objectives is to be determined by the faculty member applying for leave. The number of sabbatical leaves made available to the faculty for allocation each year will be equal to no less than 5.75% of the number of full-time faculty.** Sabbatical leaves are normally not granted to prepare theses or dissertations to meet degree requirements. A sabbatical leave may be granted for the purpose of retraining a faculty member in a new academic field if this retraining is in the interests of the University.

Rationale: The 5.75% figure is based on the six year historic average of what has been approved by the FBC from 1993 to 1998. This will insure that the number of sabbaticals made available each year is adjusted to meet the needs of a growing faculty and prevent the erosion of the benefit. Other benefits programs (summer fellowships and project grants) have not been increased over the years to compensate for faculty growth and inflation. The linking of the number of sabbaticals available each year to the number of full-time faculty will insure that this does not happen to the sabbatical program.

3. CONDITIONS

a. Sabbatical leave of one semester carries full salary. A leave of two semesters carries **65%** salary.

Rationale: This would encourage faculty members to take the academic-year option and enable full-time non-tenure-track replacements.

A half-time sabbatical carries full salary for two semesters. During which the faculty members teaching, advising and university service obligations will be reduced on average to 50% for two semesters.

Rationale: For the faculty members who don't want to relinquish their total teaching responsibility during a sabbatical, this could be a more acceptable alternative. It would also reduce the task of finding suitable part-time replacements.

c. Faculty on sabbatical leave for one semester with full salary **or on a half-time sabbatical at full pay** may not accept paid employment except where the purpose of the leave is for professional practice or experience that cannot be obtained without such employment. Faculty on two-semester sabbatical leaves at **65%** of salary may normally accept a paid position that compensates up to the remaining **35%** of salary (excluding extraordinary personal expense) or may accept a **part-time** position.

Rationale: To be consistent with the previous change of 65% pay for full-year sabbaticals.

e. To be added to the end of this section.

If a sabbatical is postponed, that postponement will not reduce the number of sabbaticals made available to the faculty in any subsequent year.

Rationale: In the past when a sabbatical was banked that sabbatical slot was counted as being part of the sabbatical allocation for the year in which it was granted as well as a sabbatical for the year it was eventually taken. The net effect has been that banked sabbaticals are counted twice, thus reducing the number of available sabbaticals to other worthy faculty applicants.

4. REQUIRED REPORTING

To be added to the end of this section

Within one academic year following the end of a sabbatical leave, a sabbatical recipient will provide an opportunity for others in the NKU community to learn about the results of their work. There are a number of acceptable vehicles for this report including but not limited to: formal and informal presentations, the dissemination of written information, a public show or performance.

Rationale: This would provide an additional level of accountability for sabbatical recipients while also enriching the academic community.

Administrative Policy Recommendation

The administration should explore the option of provide additional funds to academic departments to assist in funding of replacements for sabbatical recipients.

Rationale: Currently there is no official funding for these replacements that considers academic department needs based on sabbatical commitments.