

MEMORANDUM

To: All Faculty  
Fr: Janet Miller, Secretary of the Senate  
Re: FACULTY SENATE MEETING

April 20, 1979

The next Faculty Senate meeting will be held Monday, April 30, 1979  
in University Center, Room 303-305 at 3:00 p.m.

AGENDA

- I. President's Report
- II. Old Business  
Request for Senate and Faculty Work on Selected University Matters
- III. Committee Reports
  - A. Faculty Benefits  
Proposal for Redefinition of Maternity Leave By-Laws
  - B. Curriculum
    - New Programs  
B.S. and applied Soc. and Anthropology  
B.A.-Geography
    - New Courses  
English, Political Science, Education
    - Program Changes  
Revisions in Urban Studies Major
    - Course Changes
  - C. Budget
  - D. Professional Concerns
- IV. New Business
  - Graduate Council Status Report - Mike Adams
  - Ten Year Plan - Gene Scholes

MINUTES OF THE FACULTY SENATE

April 30, 1979

Senators Present:	J. Miller	T. Rambo
	L. Sutherland	L. Giesmann
	J. Fouche'	J. Bushee
	R. Gardella	C. Mulligan-Nichols
	J. Johnson	D. Kelm
	T. Cate	J. Hopgood
	B. Oliver	E. Goggin
	R. Singh	A. Miller
	T. McNally	J. Churchill (for M. Clark)

Others: J. Claypool  
P. Moore  
M. Adams  
G. Scholes

President Miller called the meeting to order. He requested a change in the agenda, which was approved.

Several corrections were made in the minutes of the April 16 meeting. Dr. Albright did not say letters would be sent to faculty members regarding pay periods as noted in paragraph three of the president's report. Also, the minutes omitted the names of the two faculty members whose names were to be recommended to the president for the Dean of Law School search committee. The two recommended by the Senate were Dennis O'Keefe and Steve Boyd. Jim Fouche' moved that the minutes be approved as corrected. Connie Mulligan-Nichols seconded the motion. Motion passed.

#### PRESIDENT'S REPORT

President A. Miller reminded the senators of the meeting on Wednesday, May 3, at 3:00 p.m., which he called in order to organize the new senate. J. Miller asked whether proxy votes could be accepted at this meeting. President Miller ruled that they could not.

Dr. Miller noted that this second April meeting of the Senate was being held in lieu of a May meeting. There should be two more meetings--in June and July--of this senate. However since some Senators may not be present at those meetings he expressed his thanks to all senators, and especially to the officers, who have worked so hard. He also thanked the chairpersons of all who had been in attendance regularly at meetings, and made a few remarks about the importance of senate work as well as the need for commitment. He expressed some concern about the lack of support evidenced at times, particularly in regard to committees work.

President Miller introduced Peter Moore to discuss the Faculty Regent's election. Dr. Moore commented on the Kentucky Post article and asked if there were any questions. He explained the careful process which the committee followed in determining eligibility of voters. The committee is checking carefully as the ballots are returned and they have invited the candidates or their representatives to attend the counting of the ballots. J. Bushee added that special care had gone into checking eligibility for voting with the Provost's office. Only two ballots had been received thus far which did not follow directions. 172 ballots were cast on the first vote with the following results: Williams-71, Storm-39, Pinalo-35, Singh-19, Rost-8. No one had a majority plus one. The second balloting required three candidates to meet the two-thirds required

on Selected Matters. Copies of the request were distributed along with memorandum from the Executive Committee regarding recommendations for referral of issues. J. Hopgood moved to accept the Executive Committee memo. Singh seconded the motion. J. Johnson noted that three items were referred to the Professional Concerns Committee and wondered if this would not be too much work for one committee. President Miller called attention to the fact that part of the memo calls for the involvement of individuals other than senators in order to address these issues. Motion to accept the Executive Committee recommendations passed unanimously. J. Fouché asked if the Senate was going to wait to hear from Dr. Albright or proceed with some of the issues at their next committee meeting. President Miller replied that the committees might well proceed to begin their study of the issues, however they will soon get a special charge from him relating to them as well.

#### COMMITTEE REPORTS

Faculty Benefits. J. Bushee reported several items out of the Faculty Benefits Committee. (1) He announced the formation of a sub-committee on benefits which will be made up as follows: J. Bushee (chairman), Ralph Peterson, Don Kelm, Ron Gardella and Connie Mulligan-Nichols. They will work with any other committees which may be set up from other constituencies of the university on the matter of reviewing fringe benefits. They have already begun to review the Meidinger Report and will continue to study it. They will ultimately send a report to Dr. Albright with recommendations. Report on fringe benefit committee was approved. (2) In light of a statement in the Policies and Procedures Handbook for Faculty, the committee has developed a set of by-laws. The recommended by laws generally reflect what has been happening over the last few years. Dr. Bushee distributed copies of the by-laws for the committee. J. Fouché questioned Article V-A. Dr. Bushee responded by noting other items will no doubt be added over time. T. McNally seconded the recommendation for approval of the by-laws. L. Giesman asked about by-laws for other committees. Fouché and Singh noted that their committees had none. Report on by-laws was approved. (3) Dr. Bushee distributed copies of proposed changes in maternity leave policy. This is needed to clear up policy statements. E. Goggin asked about the significance of the recent Supreme Court decision about treating pregnancy as a disability. Bushee suggested that the university counsel should check to see if the university policies meet federal guidelines. It is not clear, as it is now stated, what is a disability and what is not to be considered a disability. Any action on the proposed changes will be deferred until the next meeting.

Curriculum Committee. J. Hopgood distributed copies of action taken during the last two meetings. New Programs approved included B.S. in Applied Sociology and Anthropology, and B.A. in Geography. New courses were approved in English, Political Science and Education. Program changes were approved in the Urban Studies Major, and course changes were approved in Art and Sociology. Action on an English course was postponed in part, he noted, because no one from the English department was there to discuss it. J. Miller questioned the staffing of the Education on Child Abuse, as it would probably have to be part-time faculty. B. Oliver seconded the report. Report accepted unanimously.

Budget Committee. R. Singh reported on a meeting with Dr. Albright, on the 17th of April. Information shared by Dr. Albright at that meeting was published in the Northerner. Singh reviewed the major items including twenty

for the next run-off. Dr. Moore thanked the senators for their support.

President Miller then introduced Mike Adams, whom he had invited to discuss the Graduate Council as well as recent developments in the graduate program area. Dr. Adams explained that the Graduate Council has been reorganized. This reorganization of the Graduate Council was effected in order to make it more adequately reflect the graduate program area. The council now is partly elective and partly appointed by Dr. Adams because of the inter-relationships with other universities and the work that must be coordinated in the graduate area. The chairman of the University Curriculum Committee is on the Council, and the Graduate Council is working closely with the University Curriculum Committee, according to Dr. Adams. Professor Adams noted that the graduate office has been looking at graduate programs and has tried to tighten standards. Rank I at NKU, for example, will be the most demanding graduate program of its kind in the state. In the coming year the office will look at (1) terms of service of graduate faculty at NKU and the question as to whether those people who do graduate teaching should receive any special reciprocal benefits (at present there are no special rewards for teaching graduate courses); (2) the kinds of courses that are available to graduate students as to whether they are appropriate to the graduate programs; (3) the graduate faculty make-up. At the beginning of the year there were 100 graduate faculty teaching masters of fifth-year courses. Individuals are added to the rank of graduate faculty every time they offer a graduate course. In the future, a person will have to make new application to be a part of the graduate faculty. The old graduate faculty was based on rank--full and associate professors were full graduate faculty and assistant professors were associate graduate faculty members. In the future it will be based on merit due to teaching, creative activities and statements of interest in the program. T. Cate asked if those criteria were in order of priority, and Dr. Adams replied that they were somewhat. Department chairpersons will make separate recommendations about a person's ability to teach graduate courses. Further discussion centered on procedures for determining graduate faculty, who participated in the reorganization, and concern about the reward system at NKU. Dr. Adams explained that a special Task Force reorganized the Graduate Council and examined procedures. This task force was composed of Academic Deans, chairmen of the Curriculum Committee, the President of the Senate, and faculty appointed by Dr. Adams. They developed a report which was discussed by the Academic Council and eventually sent as a recommendation to the president. Dr. Adams noted that he hoped to get more enthusiasm on the part of the faculty for a good graduate program. The Graduate Center, he noted, continues to grow. University of Kentucky is offering work in education, library science, home economics, and social work. NKU hopes to negotiate soon for a Masters in Nursing with University of Kentucky. Meanwhile, the Graduate Council will continue to look at the development of more programs on campus. President Miller thanked Dr. Adams for his progress report.

#### OLD BUSINESS

J. Bushee called attention to the correction in the minutes relating to decisions not to change pay periods for faculty members on a fiscal year arrangement. He moved that the administration--chief academic officer or the president--send a letter stating that faculty on fiscal year pay period will remain on fiscal year pay period, as agreed upon verbally at the April 9 meeting. T. Cate seconded the motion. Motion passed unanimously.

Dr. Miller reintroduced President Albright's Request for Senate and Faculty work

new position on the academic staff. One additional staff will be in the purchasing office. This resulted in part from the problems which many have had in purchasing supplies and equipment. Singh pointed out that fringe benefits have been improved some and that overall the faculty received a little over a 7% increase in salaries and benefits. In the new biennial budget preparation faculty salaries are to receive high priority. D. Kelm asked about any possible increases in library staff, particularly for acquisition. Special funding was received by the university for the purpose of acquiring more equipment and material for the library. Apparently additions to the acquisition of the library was planned as part of the new positions approved. Dr. Singh commented on the need for the Senate to be more involved in the entire budget making process. He feels that the trend in the Senate has been to react and not help develop the budget. L. Giesman noted his pleasure at the addition of staff to help with purchasing. B. Oliver however, wondered if this would solve the problems, since they stem in part from the approval process, not the actual ordering.

Professional Concerns. J. Fouche' reported the committee had been working with Dean Claypool and Dr. Scholes on the establishment of a student honorary society. They have also looked into the issue of withdrawal from classes. B. Oliver questioned the existence of a problem in this latter area. Dr. Fouche' noted that there are several different opinions on the committee regarding policies for withdrawal from class and that it appears the current policy is not being enforced. Dr. Oliver suggested that the committee might do something about getting current policy enforced rather than changing policy.

#### NEW BUSINESS

Dr. Miller introduced Dr. Gene Scholes to discuss the Ten Year Plan. The Ten Year Plan, which is currently in DRAFT FORM, has resulted from a variety of sources including program units of the university and other administrative units. Dr. Scholes indicated that planning efforts have been stimulated by the fact that NKU was selected by the Academy for Educational Development as one of 30 institutions nationwide to participate in a planning project. Scholes discussed purposes, process, implementation and evaluation of a plan for the university. Although this Ten Year Plan is still in draft form, some implementation was already occurring, he noted. Dr. Scholes discussed environmental influences which affect the university including population trends, employment opportunities, economic conditions, transportation, university governance, political power and the state system of higher education. He reviewed the university mission in light of certain assumptions, namely (1) an urban or metropolitan focus, (2) continuation of basic disciplinary preparation as a high priority, (3) continued stress on career and professional preparation, (4) community service and (5) experimentation. He believes strength in areas four and five are currently emerging. Dr. Scholes then discussed strategies for implementing or carrying out the mission of the university, in light of environmental factors. NKU currently has 58 programs of varying quality. Some will need to be expanded, or changed in light of changes in the service population. He reviewed projections on student enrollment. As far as FTE figures, he reported a maximum enrollment projected at 6,500 in ten years, with a minimum at 5,500 and optimal figure at 6,000. Actual headcount figures in ten years are projected at 12,000 as a maximum enrollment projected, 8,800 minimum, and 11,000 as an optimal figure. Enrollments are expected to peak in 1982-1984 if the university remains pretty much the same as it is now. The critical time, in terms of enrollment growth,

will be 1982-84 and after. New programs, soon to be implemented, could begin to really attract students by then. Dr. Scholes then discussed programs and services. He reported that programs were reviewed with most of the time focused upon program development and expansion. The numerical breakdown of proposed new programs are as follows: Basic Disciplines - 18, Human Development and Service - 46, Legal Education - 2, Experimental - 3, and Community Service - 1. As far as degree levels of programs proposed...22 at the Associate level, 32 at the Bachelor's level, 4 at the Master's level, 9 through the Graduate Center and 3 other program types. Full time faculty will grow from 228 in 1978 to 330 in 1988. Faculty-student ratio will approximate 1:20 by 1988. Existing and proposed physical facilities and financial resources were also briefly discussed. T. McNally questioned the organization and composition of the committee which had worked on the Ten Year Plan. J. Bushee and B. Oliver requested data on actual documents upon which projections were made. Scholes informed them they should be available by June 1, 1979. J. Bushee asked if population growth in the area will really stabilize as significantly as the figures suggest. Scholes replied that a study by U.L. Urban Studies Center shows it will stabilize and the average age of students will go up. Soon 50% of the students will be over age twenty-five. T. McNally asked for a re-composition of the university planning committee, or the creation of another faculty group to review the plan.

Meeting adjourned.

MEMORANDUM

TO: Faculty

FROM: Faculty Regent Election Committee

DATE: April 18, 1979

RE: Election Rules

1. Each candidate was asked to submit a one-half page, type-written, double-spaced position paper to be included with the ballot.
2. All tenured or tenure-earning faculty at rank of assistant professor or above shall be eligible to vote on any/all ballots.
3. The faculty regent shall be elected by a majority (50% + 1) of those voting.
4. If no candidate receives a majority vote on the first ballot, then additional ballots will be distributed. To determine the candidates on the next ballot, the committee will first rank all candidates by percentage of vote received on previous ballot from largest to smallest. Starting from the top of this ranked list, the committee will determine the smallest list of candidates whose combined percentage of vote exceeds 66 2/3%. This list will comprise the next ballot.

M E M O R A N D U M

TO: All Faculty

FROM: Faculty Regent Election Committee

Dr. Peter Moore, Mathematical Sciences  
Dr. Jonathan Bushee, Physical Sciences  
Dr. James Fouché, Education  
Prof. Ed Goggin, Chase  
Dr. Art Miller, Psychology  
Ms. Connie Mulligan-Nichols, Library

RE: Faculty Regent Election

This is a ballot for the Faculty Regent election. Please follow these instructions:

1. Vote by circling the name of one candidate on the list below.
2. Then place this ballot inside an unmarked envelope and seal it.
3. Place the unmarked, sealed envelope inside a larger envelope (messenger mail envelope, for instance).
4. Put your name clearly on the outer envelope.
5. Send the envelope to Peter Moore, 441 Science, by Wednesday, April 25.

If you fail to place your name on the outer envelope, your ballot will be ruled invalid.

POSITION PAPERS FOR  
THE FACULTY REGENT ELECTION

The Faculty Regent should work toward specific ends, rather than represent vague sentiments, no matter how lofty. I have supported NKU faculty rights since 1972. My term as President of the Faculty Senate spanned Northern's most traumatic year, 75-76. A University President resigned, an interim one was appointed, and a new one was selected. The national AAUP conducted an on campus investigation to determine whether NKU should be censured. Despite the temptation to avoid risks, we pressed successfully for new policies on termination, faculty participation in the selection of administrators, and faculty input into the budgetary process. During 77-78 I chaired the Budget Committee and worked hard for the highest average salary raises ever granted by the administration here, 11-12%. NKU is regarded throughout the State as the institution which led the way for faculty participation in policy making. As Senate President, I worked closely with the Board in an atmosphere of mutual respect despite considerable disagreements. I have led the local AAUP since '77, and currently am in charge of Government Relations for the State AAUP. I have been in contact with legislators and every gubernatorial candidate to impress upon them the importance our AAUP attaches to (1) funding for higher ed. (2) providing faculty members with fair cost of living adjustments and appropriate salary increases (3) electing a faculty rep. to the Council on Higher Ed. (4) passing a professional negotiation bill, thus opening the collective bargaining option (5) preserving institutional autonomy vis-a-vis the Council and other state authorities. As faculty Regent I would press for the same priorities at the Board level. I can represent faculty concerns to the Board and also work with the Board to represent NKU's concerns to those making policy at the state level.

Al Pinelo

Northern Kentucky University will be concentrating more and more of its efforts toward academic/administrative and curricula/program development in the coming years. Our history of uncertainty in these areas needs, at the very least, to be stabilized. If elected as Faculty Representative to the Board of Regents I intend to support those policies which promise positive direction and long range feasibility for growth and stability in these areas.

William J. Rost

As the Faculty Regent, I would vigorously and judiciously pursue the common interests of the faculty. My highest priority will be to systematically work towards improving our economic position which I think can be accomplished only by obtaining pertinent data from the administration. Comparative analyses can then be used to develop short and long term plans. This course of action, I feel, should spare NKU the periodic chaos that will be inevitable if collective bargaining is the only avenue left to the faculty. I believe that the Board of Regents would have

an interest in this matter. Amongst various other concerns, I see an immediate need for a reevaluation of faculty workload (nature and amount) and faculty-student ratio to optimize student learning.

For a balanced representation of faculty concerns, I will seek input and advice from both members and non-members of the Faculty Senate. The least I will do as a Regent will be to keep the entire faculty informed via a newsletter after each Board meeting.

Currently I am serving on the following University committees: Budget (chairman), Space, Lecture and Environmental Impact.

Raman J. Singh

The period of rapid expansion is past which necessitates clearer identification of the objectives of the program areas. Most programs would benefit by greater support for already existing programs and a few could be added based on statistically documented need. Northern could ultimately end up a lower division feeder for other schools if the upper level of undergraduate study is not emphasized more. There is a scarcity of advanced students due to the inadequacy of offerings on the upper levels. There needs to be meaningful rewards for quality teaching and a de-emphasis on quantity.

The process of accountability seems lopsided and a system of administrative reviews needs implementation. There are "departmental" units within programs that need more support, such as chairpersons and secretarial help. The use of part-time faculty as a substitution for full-time faculty is still ongoing and needs to be changed.

Howard Storm

As former President and Secretary, and currently Vice-President of the Faculty Senate, I have gained experience in defending the faculty's status and welfare before the Regents and the administration. I have also become acquainted with the special perspectives of a wide variety of departments and disciplines, enabling me to reflect the diversity of the faculty.

As Regent, I would rely mainly upon the Senate as the appropriate body 1) to counsel me on how best to represent the faculty on issues before the Regents, and 2) to initiate through me the Regents' consideration of matters vital to the faculty. The legitimacy of the Faculty Regent is maintained only insofar as he consistently coordinates his functions with the Senate, only thus can both the Regent and the Senate achieve maximum effectiveness.

Among special goals I would promote are: 1) keeping constantly before the Regents the consensus of faculty opinion on how NKU ought to develop, while informing the faculty of Regents' perspectives on matters of mutual concern; 2) ending erosion of faculty's economic position, by opposing every NKU budget that does not at least keep in pace with inflation; 3) allowing Senate scrutiny of NKU budget before the Regents vote on it; 4) controlling unnecessary expansion of bureaucracy & red tape; & 5) keeping lines of communication loose & open between faculty, administration, students and Regents.

Jeffrey Williams

## BYLAWS

### ARTICLE I.

### FACULTY BENEFITS COMMITTEE

### ARTICLE II.

### OBJECT

- A. The Faculty Benefits Committee shall review, evaluate, and make recommendations concerning those policies, procedures, and programs related to faculty benefits; in particular those policies dealing with insurance, retirement, salary schedules, academic leaves, summer fellowships, institutional project grants, deferred compensation, the credit union, travel allowance, and reassigned time:
- B. It shall process applications of and make recommendations on candidates for faculty Sabbatical Leaves, Faculty Project Grants, Faculty Summer Fellowships and other programs assigned by the Faculty Senate.

### ARTICLE III.

### OFFICERS

With approval of the committee majority, the chairperson shall appoint a secretary to keep minutes of all meetings. Except for presiding in the chairperson's absence, the secretary shall not be required to perform additional duties.

### ARTICLE IV.

### MEETINGS

- A. The chairperson shall call meetings by notifying the committee members approximately one week in advance. To assure maximum attendance by committee members, the chairperson shall be consistent in the scheduling of meetings and choose times convenient to as many members as possible.
- B. A committee majority shall constitute a quorum, and, unless otherwise specified, decisions shall be made by the majority of those in attendance.
- C. Proxy votes shall be allowed only when approved by the committee majority at the time of voting.

### ARTICLE V.

### STANDING SUBCOMMITTEES AND THEIR APPOINTMENT

- A. The chairperson shall appoint members, with their consent, to the subcommittees for 1) faculty Sabbatical Leaves, 2) Faculty Summer Fellowships, and 3) Faculty Project Grants and any other programs assigned by the Faculty Senate.
- B. Each subcommittee shall consist of four members, one of whom shall be appointed subcommittee chairperson by the FBC chairperson.
- C. Whenever possible, each program cluster from which one or more proposals originate shall have at least one FBC member represent it in the subcommittee.

- D. Committee members who are applicants for a leave, fellowship or grant shall not be a member of the subcommittee reviewing the proposal nor shall they be present at the meeting of the full committee at the time their proposal is discussed and voted upon.
- E. Procedures for evaluating and rank-ordering faculty proposals submitted to the committee shall be as follows:
1. Applications from NKU Faculty for faculty Sabbatical Leaves, Faculty Summer Fellowships, and Faculty Project Grants shall be received by the committee and subcommittees according to the form prescribed in the Faculty Policies and Procedures Handbook (FPPH).
  2. Applications received after the deadline stated in the FPPH shall only be allowed with the permission of the applicants Dean ~~and/or Request~~, plus the majority of the FBC.
  3. Proposals submitted to the FBC, including the program chairperson's comments on each proposal, shall be collected into two separate sets by the chairperson.
  4. One set shall be made available to the appropriate subcommittee for its careful review and consideration in determining the rank-ordering of candidates. The chairperson shall be certain to make this set available to the subcommittee no later than one week after the deadline for submitting proposals to the FBC.
  5. A second set, including the same information, shall be made available by the committee chairperson to all other members of the full committee for review. A record shall be kept of those committee members who have reviewed the proposals. Only those committee members who have reviewed the proposals shall be eligible to vote their approval or disapproval of the subcommittee's rank-ordering.
  6. The subcommittee shall be responsible for developing a procedure to evaluate and rank-order the applicants' proposals by using the appropriate criteria as set forth in the FPPH.
  7. The rank-ordering shall be approved by three-fourth vote of the entire subcommittee. The subcommittee chairperson shall then be responsible for reporting the decision to the FBC. Should any irresolvable differences of opinion occur within the subcommittee, the chairperson will inform the full committee of the circumstances and specific points of disagreement. Should no agreement on a rank-ordering be forthcoming, the subcommittee chairperson will state so and submit his/her rank-ordering of applicants to the full committee.

8. At least two weeks before the FBC is to report its findings to the Provost, the subcommittee shall have made available its decision to the full committee.
9. The ~~full~~ committee shall then approve by a two-thirds vote the rank-ordering of applicants as submitted by the subcommittee chairperson, or as amended, subject to Article V E 5.

#### ARTICLE VI

#### TEMPORARY SUBCOMMITTEES

For other matters the committee may consider, such as development of new policies, recommendations, or various other issues, the chairperson may appoint other subcommittees upon approval of the committee majority. In the same way ad hoc committees may be appointed to include, if desired, administrators, students, and faculty not already members of the FBC.

#### ARTICLE VII

#### METHOD OF AMENDING THE BYLAWS

Bylaws may be amended at any regular committee meeting by a majority vote of the full committee provided the amendment was submitted in writing at the previous regular committee meeting.

Proposed Changes in Maternity Leave Policy

4/30/79

Faculty Benefits Committee - Jonathan Bushee

Faculty Policies and Procedures Handbook:

Current policy:

7.1.3 Maternity Leave. (1) Faculty members may utilize accumulated sick leave for maternity purposes. (2) Maternity leave shall be granted without pay. The same policies and procedures as for unpaid leaves will apply except that all fringe benefits which the faculty member possesses at the time leave is granted will be continued during unpaid maternity leave for one year from the date the unpaid leave commenced.

Suggested Change:

7.1.3 Maternity Leave. (1) Maternity leave of up to eight (8) consecutive calendar weeks shall be granted for "normal" pregnancies and deliveries.

The leave may include time both pre- and post-birth of the child. Maternity leave shall be granted without pay. The same policies and procedures as for unpaid leaves apply (see 7.1.8) except that all fringe benefits which the

faculty member possesses at the time leave is granted will be continued during unpaid maternity leave. In addition, faculty members may utilize accumulated sick leave for the entire, or any portion, of the maternity leave.

(2) Faculty members may utilize additional accumulated sick leave for maternity purposes in those cases where disability continues beyond the eight (8) weeks of maternity leave (see 7.1.7). (3) An unpaid child-rearing leave (post-maternity) may be taken immediately after termination of the maternity leave (see 7.1.8). This leave shall be granted for up to one (1) year from the time of birth of the child. All fringe benefits which the faculty member possesses at the time leave is granted will be continued for the duration of the unpaid leave (see 7.1.8).

Proposed changes in maternity leave policy (continued)

Current policy:

7.1.8 Unpaid Leaves. ....Unpaid leaves may be requested for the following purposes:

- Personal
- Maternity
- Child-rearing
- Special Academic Appointments

....Fringe benefits will be paid by the University only in the following categories of unpaid leave: maternity, child-rearing, sick leave up to one (1) year, and special academic leaves.

Suggested changes:

7.1.8 Unpaid Leaves. ....Unpaid leaves may be requested for the following purposes:

- Personal
- Maternity
- Child-rearing (post-maternity)
- Child-rearing
- Special Academic Appointments

....Fringe benefits will be paid by the University only in the following categories of unpaid leave: maternity, child-rearing (post-maternity), sick leave up to one (1) year, and special academic leaves.

MEMORANDUM TO DR. ALBRIGHT

See last meeting

The Faculty Senate appreciates both the written communication of your request for Senate action on selected University matters and the recognition, by that request, of the Senate's role in University policy-making. We will cooperate with you in the resolution of these matters with as much dispatch as can be reconciled with sufficient deliberation.

In this regard, it is unfortunate that your memo came to the Senate within four weeks of the end of the semester at a time when faculty's academic responsibilities are heaviest. While the present Senate's term runs until August, the practical difficulties of conducting business in the summer will, in most cases, mean that reports on the matters you have selected will not be forthcoming until the autumn.

The Senate is assigning your concerns to the standing committees of the Senate as detailed below. Those standing committees are being urged to seek the participation of whatever faculty members, students and administrators whose expertise and experience may facilitate the drafting of specific recommendations. Thus, while the reports will proceed out of the committees to the Senate to you, they will reflect the best thinking of the University community on the points in question.

1. **Evaluations and Rewards:** The Policies and Procedures Manual describes procedures and criteria for evaluation of faculty service in teaching, applied research and community service, and experimentation. The Senate requests clarification of your request on this matter. The Professional Concerns Committee will study the issues specified and will co-ordinate its work with the Academic Council, the Provost, and the Deans.
2. **Attraction and Recognition of Ablest Students:** To both Professional Concerns and Curriculum Committees which will coordinate with each other and the Admissions Office.
3. **Credentialing Procedures and Mechanisms:** To the Executive Committee who will seek a proposal from the administration as a basis for discussion.
4. **Program Review:** To Curriculum Committee which will coordinate with the Academic Council.
5. **General Policy Development:** To ad-hoc University Governance Committee (chairperson: Ed Goggin).
6. **Professional Ethics:** To Professional Concerns Committee.

30 April 1979

SUMMARY OF UNIVERSITY CURRICULUM COMMITTEE ACTIONS  
(Meetings of April 19 and 26, 1979)

I. Meeting of April 19:

Changes in Labor Studies Requirements- SPE 105 to SPE 101  
(approved) SPE 106 to SPE 210  
LAS 210 to ENG 293

II, Meeting of April 26:

New Programs- B.S. in Applied Sociology/Anthropology  
(unanimously approved)  
B.A. in Geography (unanimously approved)

New Courses- PSC 200 Public Policy (unanimously approved)  
EDU 580 Problems Related to Child Abuse and  
Neglect (unanimously approved)  
ENG 1\_\_ Audiolingual English (postponed)  
ENG 318 The Short Story (postponed)

Program Changes- Revisions in the Urban Studies major  
(unanimously approved)

Course Changes- ART 101, 102, 103, & 104 changed to  
ART 101, 102, 103 (approved)  
SOC 420 Social Theory I (deletion approved)  
SOC 421 Social Theory II (deletion approved)