

MEMORANDUM

To: All Full Time Faculty

From: Gary Johnston, Secretary to the Faculty Senate

Date: 9 January 81

Re: Faculty Senate Meeting of January 19, 1981
University Center Room 303

AGENDA

- I. Call to Order
- II. Approval of Minutes
- III. Additions or Deletions from the Agenda
- IV. President's Report
 - A. Committee Evaluation Process
 - B. Budget
 - C. Report on COSFL (Byron Renz)
 - D. Senate Priorities for the Spring Semester
- V. Committee Reports
 - A. Professional Concerns, C. Widmer, Chair
 - 1. Ethics Statement - Revised item VI
(items I - V previously passed)
 - B. Benefits, L. Giesmann, Chair
 - C. Budget, D. Snyder, Chair
 - D. Curriculum, T. Cate, Chair
- VI. Adjournment

MINUTES OF THE FACULTY SENATE

January 19, 1981

Senators Present:

R. Ward	M. Clark
M. Gray	G. Johnston
J. Kinne	R. Peterson
R. Mauldin	G. Goedel
P. Moore	L. Schultz
L. Noyd	B. Renz
V. Hicks	J. Wainscott
D. Brett	J. Bushee
L. Giesmann	D. Kelm
A. Miller	D. Pearce
F. Stallings	R. Vitz
E. Weiss	R. Bruno
T. Cate	J. Fouché
J. Miller	R. Snyder
C. Widmer	D. Bennett
K. Cooper	

Senators Absent without Alternates:

J. Ohren	P. Joseph
M. Osborne	F. Steely
D. Elder	

Guests Present: Pam Juengling, Library
Jeffrey Williams, Faculty Regent

I. Call to Order

Jim Fouché called the meeting to order January 19, 1981 - 3:06 pm.

II. Approval of Minutes

Connie Widmer noted the date the Executive Committee met with Dr. Albright, under the President's Report, Item D., should be December 19. Mike Gray moved to accept the December Faculty Senate minutes. Jonathan Bushee seconded the motion. The minutes as amended were approved.

III. Additions or Deletions from the Agenda

Jonathan Bushee moved to include a discussion of Proposed Schedule Changes as item E. under the President's Report. Jim Fouché suggested as additions under the President's Report item F. Report of Faculty Policy & Procedures Manual Revision (D. Ward) and item G. February Faculty Senate Meeting. These additions were approved.

IV. President's Report

A. Committee Evaluation Process

Jim Fouché stated that the original procedure included sending one copy to the individual being evaluated and one copy to that persons departmental chairperson. Mike Gray moved to exclude distribution of the fall semester evaluations to the department chairpersons. The motion was seconded by Jim Kinne. Following discussion the motion was defeated. As a result, the committee evaluation process as passed in the Fall will continue through the Spring Semester 1981.

B. Budget

President Albright met with the Executive Committee on December 19 in reference to the budget. Dr. Albright indicated that additional budget cuts in higher education would probably be forthcoming. The Committee was asked to formulate a list of areas in which cutbacks could be made should it become necessary. After a long and painful philosophical discussion by the Committee, a preliminary list was drafted and will be published in part for the faculty in the near future. President Albright will meet again with the Executive Committee and will then schedule a general faculty meeting on this subject soon afterward.

C. Congress of Senate Faculty Leaders

Byron Renz reported on the December 6 COSFL meeting which was held at NKU. President Albright was invited and presented the opening comments. Dr. Albright urged COSFL to take the case for higher education in Kentucky to the governor and to the general public. He emphasized the need to publicize the importance of the role played by the universities in Kentucky in creating a social and cultural atmosphere attractive to industry. Dr. Albright stated that higher education needs to be less reactive to the political scene in Kentucky and more active in suggesting policies that should be adopted statewide for higher education. The main item of discussion was budget. The assembly resolved that as cuts occur the percentage of available funds ought to be increased for academic programs. COSFL voted to obtain budget abstracts from member institutions to help in its examination of reallocation questions. A report was submitted by the Representative from Eastern Kentucky University on funding for COSFL. Suggested funding might be obtained in 1 of 2 ways: 1. through dues from COSFL members, or 2. contributions solicited from AAUP Chapters. Three COSFL Representatives are trying to arrange a meeting with Governor Brown to discuss some of the COSFL concerns. Governor Brown has requested COSFL deal through Harry Snyder of the Council on higher education. The organization approved a motion to prepare four studies to be part of a booklet to be included in COSFL lobbying efforts for higher education in the next legislative session in Kentucky:

1. comparison of salaries of higher education and the K-12 structure in Ky.
 2. comparison of salaries of faculty members and the salaries of administration in higher education.
 3. discription of the loss of real income in higher education.
 4. discription of the increasing flight from higher education in Kentucky.
- The next COSFL meeting will be held at Eastern Kentucky University on February 28.

D. Senate Priorities for the Spring Semester

Jim Fouché gave a brief review of general Senate accomplishments from the Fall semester and priorities for Spring. Newsletter was cited as an effective means of communication from Senate to faculty. Correspondence and records management have been handled well, and the Committee structure seems to be working well. Relations between the Senate and the upper administration has improved. Each of the standing committees have worked steadily on their various items of concern last semester, and we should expect the full Senate to be presented the fruition of their labors for vote this semester. Among these will be a statement concerning University governance from the Professional Concerns Committee. The budget will continue to be a high priority item. The Budget Committee has prepared a rough draft on proposed salary policies that might be implemented. Jonathan Bushee is reviewing the Constitution of the Faculty Senate. The Curriculum Committee has been working on a review of the revisions suggested by the Faculty committee on the Faculty Policy & Procedure Manual.

E. Schedule Change - J. Bushee

Concern was expressed as to whether the faculty has been consulted regarding the proposed Monday-Wednesday, Tuesday-Thursday schedule. Jim Fouché said he would talk with the Provost regarding the progress of the schedule change.

F. Report of Faculty Policy & Procedures Manual Revision (D. Ward)

Dick Ward reported that the Faculty Policy & Procedures Manual is in the final draft and will, hopefully, be completed in two weeks.

G. February Faculty Senate Meeting

The February Faculty Senate meeting will be held in room 303-305 in the University Center.

VI. Committee Reports

A. Professional Concerns, C. Widmer, Chair

Pam Juengling reported on the Who's Who recommendations.

Connie Widmer made a motion to accept Revised Item VI of the Ethics Statement. Gary Johnston seconded the motion. Larry Giesmann suggested, under A. 1., Student Code is not the correct title of the handbook in reference. Dr. Giesmann requested that the correct title be stated. It was also suggested to change policies to read published policies under B. 3. Connie Widmer accepted this as a friendly amendment. Jonathan Bushee moved to delete item D. Don Kelm seconded the motion. The motion as amended was passed.

B. Benefits, L. Giesmann, Chair

The deadline for submitting proposals for project grants will be February 2. The Teaching Effectiveness Taskforce will be working on the procedures and criteria for the selection of the person for the outstanding teacher award.

C. Budget, D. Snyder, Chair

The meeting with Dennis Taulbee and President Albright has been rescheduled for February.

D. Curriculum, T. Cate, Chair

The Curriculum Committee will be voting on a change in their by-laws. A sub-committee has been formed to deal with such items as remedial courses for general studies and selective admissions criteria.

VI. The meeting was adjourned.

Gary Johnston, Secretary
Faculty Senate

Faculty Priorities for Evaluation and Reward

Two surveys dealing with evaluation procedures have been completed. The first, the Chairperson's survey, has been compiled and the results listed as the basis for the second survey on the faculty. Both survey results are being compiled and studied by the Professional Concerns Committee. Although the results will be presented at a later Senate meeting, an immediate result can be inferred. If an evaluation criterion you feel is an important attribute of your professional service did not appear on the survey, consult your chairperson. Since the faculty survey was compiled directly from the chairperson's survey, your chairperson may not be considering an evaluation criterion you deem important. Thanks to all those who took the time to complete the rather lengthy survey forms.

Who's Who Students Recognized

The Professional Concerns Committee Chair submitted a list of outstanding NKU students recommended for inclusion in the latest edition of Who's Who in American Colleges and Universities. The nominees received unanimous approval by the Senate. Congratulations to those who have earned this national recognition.

Insurance Upgrades

The Benefits Committee has recommended that the University provide a dental insurance plan that covers preventive, basic and major dental services for each full-time faculty member. A plan that includes a \$25 deductible and family option would be preferred.

The Senate expressed appreciation for the newly up-graded life insurance package.

Committee Evaluation Process

An experimental evaluation of committee performance has been instituted by the Senate. At its January meeting, the Senate voted to continue the evaluation procedure is conceived in the Fall. The process is as follows: Committee chairs evaluate members and vice versa, then the completed evaluations are forwarded to the department chairpersons. The members being evaluated also receive a copy, as does the Senate office.

ETHICS STATEMENT REVISED ITEM VI

VI. The primary professional obligation of a faculty member is to be an effective teacher and scholar. Other specific obligations of the faculty in abiding by professional standards include, but are not limited to, the following:

A. Obligations to Students

1. Providing a syllabus for each course taught in accordance with the guidelines for syllabi contained in the Student code.
2. Meeting classes as scheduled.
3. Adhering to posted office hours as prescribed by departmental policies.
4. Being available to advise, counsel and/or assist students.
5. Meeting the final examination schedule, if a comprehensive final is given.

B. Obligations to Colleagues and the University

1. Defending and respecting academic freedom; respecting the opinions of others.
2. Exercising responsibility for the governance of the University including service on university and department committees and attendance at departmental and university-wide meetings.
3. Keeping abreast of policies and procedures especially as they apply to promotion in rank and tenure.

C. Obligations to the Community

1. Promoting conditions of free inquiry and furthering public understanding of academic freedom.
2. Assisting the university in meeting its community service mission.

D. Avoiding acts of unprofessional conduct such as sexually harassing students or colleagues; intimidating students to enroll in his/her courses; denigrating students or colleagues.