

# Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41076

## MEMORANDUM

TO: All Faculty

FR: George Goedel, President  
Faculty Senate

DA: January 11, 1985

RE: Agenda for the Faculty Senate Meeting, January 21, 1985 in BEP 110, 3:05 p.m.

- I. Call to Order
- II. Approval of December 17th minutes.
- III. Additions and/or deletions from the Agenda
- IV. Presidential Reports and Recommendations
  - 1. Senate Constitution
  - 2. Poster Distribution Policy
  - 3. Homecoming Planning Committee Rep: David Dunevant
  - 4. Academic Council Meeting
  - 5. University Admissions Policies
  - 6. Commencement Speakers
  - 7. Regents Meeting: January 31, 1985
- V. Committee Report
  - A. Curriculum
  - B. Benefits
  - C. Budget: voting items
    - 1) Report and Recommendations on Salaries
    - 2) Budget Priorities Report
  - D. Professional Concerns
  - E. Commonwealth Affairs
- VI. Discussion from the floor
  - A. Old Business
    - 1. Women's Center Report: P. Dolan
  - B. New Business

VII. Adjournment

NB This agenda is sent to all members of the faculty in accordance with the Faculty Senate Constitution, Article VII G. Article VII F. of the constitution also provides that:

"All meetings of the Faculty Senate shall be open to the University community. All faculty members shall have the same floor privileges as those granted to members of the Senate, except the right to vote....."

# **Faculty Senate**

**Northern Kentucky University** **Highland Heights, Kentucky 41076**

## **FACULTY SENATE MINUTES**

**January 21, 1985**

Senators Present: Carol Bredemeyer, Kathy Brinker, Janice Cantrall, Lonnie Davis, Frank Dietrich, Pat Dolan, Lynn Ebersole, Andrea Gauthier, George Goedel, Ed Goggin, Betty Jo Haas, David Hogan, Jim Kinne, Lynn Langmeyer, David Lavery, Nancy Martin, Glen Mazis, William McKim, Art Miller, Janet Miller, Dennis O'Keefe, Linda Olasov, Joe Price, Jim Ramage, Tom Rambo, Fred Schneider, Dennis Sies, Lois Sutherland, Bill Wagner, Jerry Warner, Ted Weiss.

Alternates: Y. Datta for Scottie Barty

Senators Absent without Alternates: Nancy Campbell, Mike Hunter, Don Kelm, Frances Mosser, Barb O'Brien, Richard Ward, Threasa Wesley

Guests: Jeffrey Williams, Faculty Regent; Nancy Utz, Staff Congress; and Linda Dolive, Provost Office.

- I. The January 21, 1985 meeting of the Faculty Senate was called to order at 3:10 p.m. by Senate President Goedel.
- II. The minutes of the December 17, 1984 meeting were approved as presented.
- III. An eighth item, Space Committee Representative, was added to the agenda and the two Budget Committee voting items were consolidated into a single item.
- IV. Presidential Reports and Recommendations

- A. Senate Constitution: A revised constitution was adopted at a General Faculty Meeting on January 11, 1985. This document has been submitted for consideration of the Board of Regents at their meeting on January 30, 1985. President Goedel reported he has received confirmation from President Boothe of its placement on the agenda. He has appointed Senator Glenn Mazis to act as chair of a group of senators to provide suggestions for implementation of the new constitution.
- B. Poster Distribution Policy: President Goedel has received a memo from Bill Lamb advising of a new poster distribution policy. This policy is available in the Senate office, 358 Albright Health Center.
- C. Homecoming Planning Committee Representative: David Dunevant of Fine Arts has been appointed by President Goedel to serve as senate representative to the Homecoming Planning Committee.
- D. Academic Council Meeting: President Goedel reported that he and Senator Tom Rambo had attended an organizational meeting of the Academic Council on January 16th. A second meeting has been scheduled for February 6th.
- E. University Admissions Policies: According to a memo received by the Faculty Senate, the policy on selective admissions that is currently in effect will remain in place through the 1986-87 academic year.

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- F. Commencement Speakers: The Hon. Jack B. Weinstein will be guest speaker at the Chase College of Law Commencement. The speaker for the general commencement has not been selected yet.
- G. Regents Meeting, January 30, 1985: In addition to the revised constitution, the two policies regarding handicapped students and faculty passed at the December 17, 1984 meeting will be presented.
- H. Space Committee: Tom French, who was appointed to represent the Senate on the Space Committee, has resigned. Linda Olasov will fill this appointment for the remainder of the year.

V. Committee Reports

- A. Curriculum: deferred until later in the meeting.
- B. Benefits: Senator Langmeyer reported that eight new subcommittees are functioning:
  1. Early Retirement
  2. Benefits Comparison
  3. Faculty Senate Scholarship
  4. EXXON Faculty Exchange Program
  5. Child Care
  6. Tuition Remission
  7. Cafeteria Benefits - Administrative Affairs
  8. Criteria and Evaluation Process for Faculty Development Grants
 These committees are soliciting input from all the constituencies on campus.

Two new programs have been planned for February: A social hour is being co-sponsored by Literature and Language on Friday, February 1, 1985 from 2:30 to 4:30 p.m. Mailers will be sent. Two free financial planning workshops are scheduled for February 20 and 27, 1985. Workshops will be held in the UC Ballroom beginning at noon. Professor Julie Gerdson will present the first of these offerings and a panel of experts will present the second.

- C. Budget Committee: Senator Ramage provided senators with printed analysis of the surveys of Faculty regarding salaries and budget priorities. He thanked committee members Barbara O'Brien, Tony Pickard, Margo Jang and Fred Schneider for researching issues. He submitted the following recommendations which generated senate discussion:
  1. The Budget Committee protests the fact that the administration announced that the 3% salary increase was to allocated totally for merit, apparently without considering the results of the faculty survey on salaries and before the Budget Committee made its report. As 68% of respondents to the salary survey indicated that at least part of the increase be across-the-board, the Committee so recommends.
  2. Higher priority should be given to increased faculty salaries instead of the creation of new positions to reduce class size. In view of the decline in enrollment it would seem inappropriate to add new faculty positions.
  3. Efforts should be made to administer merit increases more equitably so as to effectively reward performance. Department chairs should clarify in writing how merit funds are distributed.



4. Priority should be given to relieving the faculty of typing duties, thus allowing more time to be devoted to professional pursuits. Salaries of secretaries in the academic departments and the number of secretarial positions in the academic department should be increased.

Senator Goggin submitted that personal conversation with President Boothe led him to conclude that the President had not yet made up his mind as to allocation of the monies budgeted for salaries. Senator Ramage responded that he had seen a memo from the Dean's office that stated the 3% increase was to be allocated totally for merit. Senator Weiss pointed out that this same thing has happened before and proposed that the senate formulate some type of statement regarding this situation.

Faculty Regent Jeffrey Williams asked Senator Ramage to clarify recommendation 3. He replied that was an effort to base merit on more objective criteria rather than friendship and political influence.

Senator Olasov moved that if there is no resolution of the way monies are being allocated this year, that the Senate express its grave concern to the Board of Regents about the way that salary increases were allocated this year in that the Faculty Senate was not included in the process. Senator Lavery seconded this motion. Regent Jeffrey Williams asked that the proposer clarify by what method the matter be presented to the Board. Senator Olasov suggested that the spirit of the problem be presented. President Goedel noted that the new constitution prescribes action in just such cases. Senator Mazis pointed out that even the old constitution has some provision covering this matter, and, as this has happened before, could we not object that the Senate was not consulted. Senator Schneider noted that there was no clear statement that all monies should go to merit; Senator Ramage responded he had seen an official memo from his Dean. Regent Williams stated he certainly will present the issue, though the issue is not actually considered by the Board until April by the Finance Committee. Senator Cantrall emphasized that the protest stems more around a process problem and a vague feeling of discontent, rather than the issue of merit allocation itself. Time frames for completion of committee work were reviewed by Senator Kinne. Associate Provost Dolive stated that the Office of the Provost has made no recommendation to the Office of the President regarding salaries, and regarding the memo from the Dean, she pointed out that President Boothe had made known generally his preference for merit salary increases. Senator Ramage indicated that the committee was not trying to dictate the budget of the University, merely provide input; then finding the decision already made is very distressing. Senator Weiss asked Provost Dolive to indicate if the Provost's Office had been asked to provide input into the allocation methods. Provost Dolive responded that this was the case in past years, but she was unaware that this had happened this year. Senate President Goedel indicated that he was not aware that the decision had been made. He will discuss Senate concerns with President Boothe. In view of the discussion, Senator Schneider moved that the motion be tabled, seconded by Senator Goggin.

Senator Ramage moved acceptance of all four recommendations. Motion carried.

- A. Curriculum: Senator Martin reported that the General Studies Sub-committee is continuing to meet with departments and has a target date of the week before spring break for its final report. She expects this report to be presented at the April senate meeting. The Exemption to the Minor Criteria should be finalized by March 1. Let Chair Jim Alford know if your department is expecting to request exemption from the minor. The UCC has been asked by Provost Gray to study the Honors Program relative to Honors courses. Experimental Studies Subcommittee is at work making clearer the definition of an experimental course. Experimental courses can't be counted as general studies. By-laws changes for the UCC are forthcoming.

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D. Professional Concerns: Committee Chair Linda Olasov reported the committee is working in five areas:

1. definition of workload - a complex task
2. Early Childhood Center in cooperation with Faculty Benefits
3. evaluation of administrators
4. election of peer review committees - if the new senate constitution passes
5. performance review time frames for tenured faculty

Senator Langmeyer asked about the rationale of reviewing the time frame for tenured faculty. Senator Olasov responded that the feeling from the Provost was that such faculty generally were involved in longer range projects that require 1½ to 2 years for completion.

E. Commonwealth Affairs: no report

## VI. Discussion from the floor

### A. Old Business:

1. The Women's Center: Senator Patricia Dolan who is Director of the Women's Center reported on the history, present programs and usage of the Women's Center thus far this academic year. The Center does not duplicate any service on campus or community, but does make referrals. Its primary missions are service, education, networking and advocacy. It will coordinate the celebration of Women's Week this year. The Center is located in Room 206 of the Albright Health Center Building.

### B. New Business:

1. Senator Mazis asked for clarification of the proposal to voice senate concern about the salary issue. President Goedel will discuss the issue with President Boothe.
2. Senator Mazis also brought a concern from his colleagues in Social Sciences about the process for cancelling summer classes. This issue was referred to the Professional Concerns Committee.

The meeting adjourned at 4:15 p.m.