

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING

Monday, December 14, 1987

UC Ballroom NOON

In recognition and appreciation of Senators' service to the faculty and university, hors d'oeuvres and refreshments will be serve at 11:50 a.m.

If you will not be able to attend the meeting please contact senate secretary, Peg Goodrich x6400.

AGENDA

- I. Approval of Minutes of November 16, 1987
- II. Agenda Deletions and/or Additions
- III. President's Report
- IV. Committee Reports
 - A. Benefits
 - B. Budget & Commonwealth Affairs
 - C. Curriculum
 - ANT 102-102L Human Origins (Voting Item)
 - D. Professional Concerns
- V. Status of 1985-86, 86-87 Senate Recommendations
 - A. Consultant for Salary Administration Policy (May 12, 1986)
 - B. Tuition Waiver Recommendations (April 20, 1987)
 - C. Advising Recommendation (January 26, 1987)
- VI. Old Business
- VII. New Business
- VIII. Adjournment

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FACULTY SENATE MINUTES **Meeting of December 14, 1987**

MEMBERS PRESENT: Rebecca Britton, Carol Bredemeyer, David Dunevant, Lynn Ebersole, Allen Ellis, Andrea Gauthier, MaryCarol Hopkins, Lynn Jones, Mike Klembara, David Lavery, Nan Littleton, Nancy Martin, Margaret Myers, Lou Noyd, Dennis O'Keefe, Tom Rambo, Fred Schneider, Linda Sheffield, Dennis Sies, David Thomson, Robert Vitz, Bill Wagner, Bob Wallace, Ted Weiss, Donald Welti, Macel Wheeler, Geraldine Williams, Susan Hollis Nakao.

MEMBERS ABSENT: Scottie Barty, Gary Cole, Jim Gray, William Jones, Sharlotte Neely, Jan Prickett, Fred Rhynhart, Dennis Sies.

GUESTS: Darryl Poole, Bob Bussom, Jerry Legere.

- I. Nancy called the meeting to order at 12:00 noon. The minutes of November 16 were corrected to read November 16, not 19th.
- II. Agenda Deletions and/or Additions - None
- III. President's Report

There are 79 applicants for the Provost's position received by the Provost Selection Committee.

Workshop on Faculty Burnout and Stress by Dr. Altman was attended by 22 faculty, chairs and deans. Dr. Altman pointed out some burnout factors unique to NKU, such as the high percentage of part time faculty.

NKU salary information is not yet in the library. It was promised in October and Nancy has sent a letter to Dr. Boothe asking him to facilitate the process, acknowledging difficulties that may have arisen due to the request for the new formatting.

We have requested faculty handbooks from the other seven state universities. All but U. of K. are sending them and they will be available in the Faculty Senate Office.

Staff Congresses across the state are organizing jointly similar to COSFL. Don McKenzie, NKU Staff Congress President, was elected the first chair of the Kentucky Higher Education Staff Support Association (KHESSA).

You have received a notice from COSFL asking for your membership. Carol Bredemeyer emphasized the importance of joining to increase our influence with the new legislature.

The long-range planning committee has met to study the environmental analysis report. Dr. Poole reported the committee will send a report to the NKU faculty and will look at both the academic and support functions of the university and compare the environmental analysis, SACS report, etc., to long-term goals to set priorities. The first round of strategic planning should be finished this spring.

The Faculty Development Research Grants were discussed by the Faculty Senate Executive Committee with Dr. Poole and Dr. Boothe in terms of source of funding and process of funding. The Faculty Senate Benefits Committee and Dr. Shisler will look at ways to coordinate this with the existing Senate processes of evaluation of project grants, summer fellowships and sabbaticals.

The SACS report will be sent to the bindery this week with final copies due mid-January. Dr. Wesley McClure, Chancellor of Southern University in Baton Rouge, LA, will chair the SACS visitation team beginning March 22nd.

Nancy expressed her appreciation to the senators and the executive committee for their work and support all semester.

Dr. Shisler had 13 applications and will award 3 faculty development grants. Announcements should be made this week.

IV. Committee Reports:

A. Benefits Committee - Bill Wagner

Rankings on project grants, sabbaticals and summer fellowships were ranked and sent to the provost December 1.

Twenty-nine Project Grant proposals - 17 ranked as must fund, 12 as fund if available.

Twenty-eight Summer Fellowship proposals - 13 ranked as must fund, 15 as fund if available.

The Provost is trying to find an additional \$10,000 to fund the must fund list of both groups.

Health Benefits Subcommittee is continuing to meet.

The process of funding the Research Development grants will be discussed further with Dr. Shisler.

Our current early retirement program will be reconsidered since it currently violates an IRS code.

B. Budget & Commonwealth Affairs - Macel Wheeler

Dr. Scholes has met with the committee about the capitol expenditure budget and environmental working conditions. The Priorities Subcommittee will send out a revised survey this spring.

C. Curriculum Committee - Mike Klembara

ANT 102, 102L were unanimously approved as submitted.

The committee is looking at the General Studies format; the co-op courses, their grading and the number of hours allowed to count as 300 level and above; the number of credits being allowed to transfer into a minor; the Student Information System and the items which are not being included which were originally planned to assist faculty in advising; graduate faculty status (one proposal is to only allow faculty in departments offering graduate degrees regular graduate faculty status).

D. Professional Concerns - Dennis O'Keefe

The committee is looking at the process for sexual harrassment complaints; the status of part-time faculty, both the pay and the effect on the institution; and possible reimbursement of faculty for independent study.

V. Status of 1985-86, 86-87 Senate Recommendations

- A. The committee is meeting to write the charge for the Salary Administration Consultant. This should be completed by Christmas.
- B. Tuition Waiver Recommendation - No new report.
- C. Advising Recommendation - No new report

VI. Old Business - None

VII. New Business

Dr. Poole - Faculty Development

There is a feeling that it will be difficult for NKU to attract and keep good faculty through salaries and that the faculty development program needs to be strengthened. Dr. Poole pledged to find the additional \$10,000 to fund the grants and summer fellowships recommended by the Benefits Committee. Dr. Poole had proposed to take \$50,000 earned in summer school to support faculty development. An earlier proposal for this is now dead; \$20,000 of the money has been spent; and Dr. Poole will meet with the newly appointed Faculty Development Committee to discuss a long-term plan including areas such as wellness, travel and research. This will be coordinated with the Benefits Committee.

Sabbaticals have generally been recommended by the Benefits Committee and this is being discussed by the dean. There is no funding for sabbaticals. If someone left for a full year, 1/2 salary went to the faculty and the deans had to request replacement money. No money was available for one-semester sabbaticals. For 1988-89, 4 full-year sabbaticals and 17 one-semester sabbaticals would cost approximately \$68,000. Dr. Poole and the deans discussed funding of these this morning. Dr. Poole will put \$30,000 from last year's summer school into sabbaticals and find another source for the remaining money. Some of this will come from not offering some courses during the sabbaticals. On a long-term basis, selection of sabbaticals and the whole faculty development plan must be studied. This might mean that sabbaticals would become more competitive. This should also be considered by Strategic Planning Committee. Increases for part-time faculty salaries would also effect this. An increase of \$100/course would increase the budget from \$35,000 - \$50,000.

We are losing significant amounts of funding coming into the university because of the numbering of remedial courses. We get no funding for 0-- level courses. We lose over \$300 per student taking two 0-- level courses. This could mean as much as \$100,000 for the university. Upper level courses and graduate courses are also funded at a higher rate than lower level courses.

It is likely the state legislature will again cut the NKU budget next year. This year's budget should be o.k. without further cuts due to earlier planning.

Mike Klembara commended Dr. Poole on his action to reserve \$30,000 for sabbaticals and noted that part-time money has funded sabbaticals for a long time.

VIII. Meeting adjourned at 1:10 p.m.