

# **Faculty Senate**

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING  
October 15, 1990  
Cafe A,B,C - 3 p.m.

## **AGENDA**

- I. Call to Order
- II. Approval of Minutes of September 24, 1990 meeting
- III. Additions to or deletions from agenda
- IV.. Senate President's Report - Jim Thomas
- V. Committee Reports
  - A. Faculty Benefits - Gary Scott (5 minutes)
  - B. Budget & Commonwealth Affairs - Ljubomir Nacev (10 minutes)
  - C. Curriculum - Phil McCartney (10 minutes)
    - 1. Voting item - Deletion of General Studies Credit from  
ANT 235, ANT 251, ANT 294, PHI 164, PHI 230, PHI 240,  
REL 250, REL 260, REL 270.
  - D. Professional Concerns - Ray McNeil (5 minutes)
- VI. Old Business
- VII. New Business
- VIII. Adjournment

JT/pg

# **Faculty Senate**

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Minutes of the October 15, 1990 Meeting of the  
Faculty Senate

**MEMBERS PRESENT:** Michael Avey, Diane Belland, Lawrence Borne, Carol Bredemeyer, Frank Dietrich, Ron Hickey, Randy Holt, Mike King, Vinay Kumar, Nan Littleton, Dennis Lye, Phil McCartney, Ray McNeil, Frances Mosser, Bob Mullen, Margaret Myers, Ljubomir Nacev, James Niewahner, L. MacKenzie Osborne, Dennis O'Keefe, Terry Pence, Bill Recker, Vince Schulte, Gary Scott, Jim Thomas, J. Michael Thomson, Bill Wagner, Stephen Walker, Bob Wallace, Emily Werrell

**MEMBERS ABSENT:** Gary Clayton, Y. Datta, Sudesh Duggal, Nancy Lee Firak, Don Kelm, Michael Prioleau

**GUESTS:** Carla Chance, David Jorns, Jerry Legere, Virginia Stallings (staff congress), Daryl Poole

I. Meeting was called to order 3:08pm

II. Approval of Minutes of 9/24 meeting  
Vince Schulte moved the minutes be approved  
Mac Osborne seconded  
The minutes were approved as read.

III. Additions/Deletions to the Agenda

Add to President's Report: Carla Chance--report on disaster preparedness.

IV. Senate President's Report--Jim Thomas

A. Copies of the Governance Document have been distributed to the faculty by Dr. Jorns' office. Jim expressed his thanks to the Provost for this.

B. The next document to be distributed is the statement on Drug-Testing. Its distribution may be done in conjunction with the distribution of the policy on the Drug-Free Workplace.

C. Tenure for Learning Assistance Center faculty--Dr. Boothe has stated he is not opposed to appointing a committee to consider this issue. He feels the issue touches on some aspects of the Strategic Plan and wants it considered in conjunction with the Plan. Beginning in January, the LAC will be under the auspices of the new Dean and Dr. Boothe feels the discussion should be put off until then, in order to allow this new administrator to give his/her input.

D. Affirmative Action Plan--referred to Senate by Margo Ferrante, director of Personnel Services. This document was reviewed by Phil McCartney who has recommended it be considered according to Senate procedure. It has been referred to the Professional Concerns Committee where a 2-member subcommittee will examine the document. The goal is to bring the issue before the Senate before the end of the semester.

E. Representatives to Administrative Standing Committees  
Jim has appointed several representatives to administrative standing committees: Mary Kirk, Y. Datta, Rachelle Bruno

F. Report on Disaster Preparedness--Carla Chance from the office of the Vice-President for Administrative Affairs

The December 1st earthquake prediction has focused people's attention on disaster preparedness. A number of activities over the



next few months will seek to capitalize on this increased public awareness. An Emergency Evacuation Manual will be distributed on Nov. 1st. The manual will address all types of natural disasters that NKU might face. In addition, an external siren system will be installed to give disaster alarms. An earthquake evacuation and preparedness presentation will be made and once-a-semester fire drills are possible. Physical Plant and DPS are looking at and training in ways to deal with disasters as well as looking at ways NKU could act as a resource to the community in case of disaster.

Ray McNeil expressed his concern that random fire-drills could seriously disrupt class schedules. Carla assured him that the faculty would be warned of the particular week or day the test would occur.

## V. Committee Reports

### A. Faculty Benefits--Gary Scott

The committee's current focus is on applications for faculty development projects. Subcommittees are at work rating the proposals. The committee has recieved:

31 project grants

31 summer fellowships

23 sabbatical applications

To fund all these requests would require \$ 156,878. Available funds are only \$ 61,000. Gary made a plea for expanding the committee's budget in the future.

### B. Budget and Commonwealth Affairs--Ljubomir Nacev

Ljubomir reported on the following resolutions made by the committee:

1. The committee recommended that the process, begun last year, of making adjustments to faculty salaries to correct for errors in the historical treatment of departments and faculty be continued in the coming year. This recommendation, it was argued, is consistent with the Strategic Plan directive to bring faculty salaries up to 100% of CUPA.

2. The committee recommended that the size of the adjustment pool be limited to 25% of the overall salary pool but that in no case shall the monies in the adjustment pool be greater than 2% of the overall salary base. That is, the committee recommended that the size of the adjustment pool be the lower of (a.) 25% of the salary pool or (b.) 2% of the overall salary base.

3. The committee recommended that the salary adjustments be made with reference to CUPA averages.

4. The committee recommended that the salary adjustments be made with reference to a given, pre-set % of CUPA, to wit, 100% of CUPA averages.

5. The committee recommended in a 13-2 vote that the salary adjustments be made at the discipline/rank level, rather than at the departmental, college, or University level

### Discussion concerning these issues followed:

Mike Thomson expressed his belief that under the current system, market adjustments address that same group of people over and over, and that we are merely "bringing mediocre up to average."

David Jorns pointed out that Market and Equity are two different terms and must be considered separately.

Jim Thomas stated that it was important to distinguish between individuals and departments. The goal should be to bring Department-by-Rank averages to 100% of CUPA. The inequities to be addressed are those between departments. It is much more difficult to tackle differences in salary within a particular department since this involves looking at performance. In comparing departments we have no

way of evaluating performance comparatively, therefore, all departments should be at the same % of CUPA.

C. Curriculum Committee--Phil McCartney

Deletion of General Studies credit from:

ANT 235, ANT 251, ANT 294, PHI 164, PHI 230, PHI 240, REL 250, REL 260, REL 270

No paperwork was distributed since deletion requires only mention in the agenda. This was approved last spring, this is the processing of the paperwork. Terry reported that these classes cannot be taught on a 3 year schedule, and therefore the department feels they should be dropped.

The motion carried.

D. Professional Concerns--Ray McNeil

PCC is now considering the Affirmative Action document--Clinton Hewan and Leslie Turner are examining the document. Consideration of the Revised Faculty Handbook continues--now working on Categories and Criteria for RPT.

VI. Old Business

None

VII. New Business

Next Meeting Nov. 19th, in the UC Ballroom, 3:00pm

VIII. Adjourned 3:54pm