

***FACULTY SENATE MEETING***  
***Monday, February 27, 1995***  
***3 p.m. UC BALLROOM***

**AGENDA**

- I. Call to Order
- II. Approval of Minutes of January 23, 199 meeting
- III. Additions to and/or deletions from agenda
- IV. Committee Reports
  - A. Budget & Commonwealth Affairs
    - January 28 meeting (CHE and COSFL at UK). [FYI]
    - Faculty Salaries and Gender Issues [FYI]
    - Budget Announcement by President Boothe [FYI]
  - B. Faculty Benefits Committee
    - Update on Challenges to Decision-Making Processes [FYI]
  - C. Professional Concerns Committee
    - Voting Items:
      - Temporary to Non-Tenure Track Renewable
      - Reasons in Writing
      - Amendment to Handbook (Reasons in Writing)
    - Course Evaluation Subcommittee [FYI]
  - D. University Curriculum Committee
    - Survey by General Studies Review Committee [FYI]
    - Transferrable Core [FYI]
- V. Old Business
  - A. Library Letter
  - B. Senate Survey
  - C. Summer School Tax and Check Issues
  - D. Memorandum on Liability of RPT Committee members
  - E. Parking fees

(over)

VI. New Business

A. Peer Review Election Results\*

1. PR Advisory Committee, Member elected  
Bob Kempton - Chemistry
2. PR Advisory Committee, Alternates elected  
Scottie Barty - Accountancy  
Fred Schneider - Chase Legal Programs
3. PR Hearing Committee, Alternates elected  
Tripta Desai - History & Geography  
Don Kelm - Art Department  
Linda Olasov - Education

\*Membership of the committees should have as broad a representation as possible from the departments of the University; therefore, no department will be represented by more than one person. Handbook, p.75.

B. HRS Policy Issues Work Group [FYI]

C. Enduring Goals

VII. Adjournment

TC/pg

# Faculty Senate

Northern Kentucky University

Highland Heights, KY 41099  
(606) 572-6400

## FACULTY SENATE MEETING

February 27, 1995

UNIVERSITY CENTER 303

...man is an animal suspended in the webs of significance he himself has spun...

Clifford Geertz

SENATORS PRESENT: M. Artzer, T. Cate (Vice Pres.), S. Chicurel, Y. Datta, S. Dessner, L. Ebersole, R. Enzweiler, S. Forman, C. Frank (Benefits), C. Furnish, D. Gronefeld, M. Huelsman, M. Jang, D. Kelm (Sec'y), R. Kelm, P. Koplow, Y. Kuwahara, C. McCoy, D. Miller (Par'l'n.), D. O'Keefe, L. Olasov *ex officio* (Univ'y. Curric.), T. Pence, A. Rini (Prof. Concerns), K. Schnapp, G. Scott, D. Sies, J. Smith, L. Smith, M. Stavsky (Budget), B. Thiel, J. Thomas, K. Verderber, T. Weiss

SENATORS ABSENT: P. Cooper, S. Duggal, N. Firak (Pres.), P. Knepper, P. McCartney

OTHERS PRESENT: C. Chance, P. Ellis, M. Huening, R. Mauldin, N. Pomerantz, B. Oliver

I. CALL TO ORDER: After some initial confusion about rooms the Senate convened in UC 303 at 3:06 pm

II. APPROVAL OF THE MINUTES: Minutes had not been distributed

III. AGENDA: None

### IV. COMMITTEE REPORTS:

#### A. BUDGET AND COMMONWEALTH AFFAIRS (Mark Stavsky):

1. At CHE meeting of 1/28 Senate President Firak presented a position paper requesting CHE be a better/more of an advocate of Higher Education and a request for COSFL representation on CHE in an advisory capacity. A copy of this paper is in the Faculty Senate office. Mr. Cox of the CHE was not enthusiastic about the proposal for faculty representation and stated that he felt there was no conflict in CHE acting as both advocate for and regulator of Higher Education.
2. Feb. 25th COSFL will be meeting with two state legislators to discuss the matter of representation. These legislators do not see a problem with faculty representation on CHE
3. Sometime between March 1 and March 3, President Boothe is scheduled to make some sort of statement about the new budget. However, there is no firm date for this, and anything said would be in tentative terms. That's a definite maybe, probably.
4. re: Faculty Salary Issues: Faculty salaries are posted in the library. The sub-committee continues its work on/with data and policies.
5. The committee will be meeting with E. Barker on Wednesday March 1st.

#### B. FACULTY BENEFITS (Charles Frank): Informational items:

1. Unsuccessful applicants have requested advisory comments on their proposals. No formal policy exists for this. Applicants seeking information have been referred to the chairs of the appropriate sub-committees for comment/guidance. Additionally, departmental chairs are being asked to comment on the Sabbatical Leave issue and the impact such requests may/can have on the operations of a department.
2. In related issues:
  - a. The Committee will have its schedule out in April that faculty members may inform their department chairs of their intentions.
  - b. The pertinent question was asked, "Will the Provost inform the Committee of what funding is available for Sabbaticals and will the Committee then rank its recommendations concerning Sabbatical leave?"
  - c. T. Weiss expressed the Senate's concern over limited funding of Sabbaticals, citing this as radical behaviour. The Senate generally asked for clarification in the issue of funding, since it is not clear as to why replacing with part-time represents such an outlay for the university, especially given university pay scale for part time instructors. Further, if the concern was over excessive reliance on part time personnel, the Senate certainly could not disagree and shared that concern in an overall sense, since the practice continues to exist despite the admonitions of SACS in their last visit/evaluation.
  - d. What are other Kentucky schools/universities doing? Associate Provost is investigating this and is to make a report on March 1st.
  - e. The Provost did not respond positively to the suggestion that those who were approved for Sabbatical leave but could not be funded should then be carried over to the next year.

#### C. PROFESSIONAL CONCERNS (Alice Rini)



1. The committee submitted a motion concerning the Full Time, Non-tenure Track Temporary Faculty. This motion would be added to the Faculty Handbook (Part One: Faculty: Section I, Definition of Faculty Status: D. Full Time, Non-tenure Track, Temporary Faculty) and would read...

**MOTION:** Every reasonable effort will be made to retain those full time, non-tenure track, temporary faculty who, at the time of the enactment of the current Faculty Policies and Procedures Handbook, had at least six years meritorious service at Northern Kentucky University as evaluated by the department administrative unit, by offering them non-tenure track renewable contracts.

**Discussion:** Motion to refer back to Committee Thomas/Furnish Motion Fails 18 to 10. Further discussion. Was/Is there support for this issue (T. Weiss) If we cannot obtain expansion budget monies, how do we retain good temporary faculty? (K. Verderber) Has university legal counsel seen this? (No) Is this de facto tenure? (No)

**Motion to accept** the above motion by committee. D. Miller **Fails** For 11; Opposed 15; Abs. 2

2. The committee submitted two motions concerning Reasons in Writing for Candidates Seeking Reappointment, Promotion, and/or Tenure

**Motion 1:** Communications to the candidate for reappointment, promotion, and/or tenure from all evaluation levels should reflect the strengths and weaknesses of the candidate's performance in each evaluative category. In the case of "conditions to be removed" or "denial of promotion" the evaluation level noting the concern or making the denial decision should provide the candidate with the reasons in writing within each category. This should be followed by suggestion's or recommendations that are sufficiently specific within each category to allow the candidate to work toward a positive re appointment, promotion and tenure outcome.

**Discussion:** Motion to amend the motion by changing the last sentence to read "...followed by 'information' that 'is' sufficiently specific..." Motion to Amend **Passes** 22 to 4

**Resolution:** Call the Question: Motion 1 Passes as amended.

**Motion 2.** The recommended interpretation of the "reasons in writing" is offered to the administration for use in Fall of 1995 during the next round of reappointment, promotion, and tenure decision-making. It is further recommended that the administration adopt and distribute "reasons in writing" clarification of the Northern Kentucky University Policies and Procedures handbook language. It is further recommended that the clarification statement be adopted as an amendment to the Northern Kentucky University Faculty Policies and Procedures Handbook.

**Discussion:** Motion to vote separately on each issue in Motion 2 Stavsky/ Verderber. Motion **Fails** 9 to 15. Motion to Amend Motion 2 by deleting the last sentence... recommending adoption of the clarification statement as an amendment back to committee O'Keefe/Verderber **Passes**

**Resolution:** Motion Passes as amended 28 to 1

D. University Curriculum (Linda Olasov) Informational items:

1. A survey has been distributed by the General Studies Review Committee
2. The state has mandated a transferable core of course work in general studies.

#### V. OLD BUSINESS:

A. The Library Letter: In view of the Lateness of the Hour and the general condition of the Body Politic both of which would seem not to bode well for serious consideration of the issue, the Library Representative requested that the Letter not be Taken From the Table. Also, it was requested and acquiesced to by the presiding chair that the letter be considered first at the next Senate meeting.

B. The Senate survey has been collected collated and the result will be revealed

C. It would appear that committee members would likely be protected in lawsuits resulting from duties carried out in the RPT Process.

D. Surprise!!! Parking fees will increase. But please call colleagues at U.C. before going ballistic.

#### VI. New Business:

A. Peer Review Election results were announced. PR Advisory: Bob Kempton. PR Alternates: Scottie Barty and Fred Schneider. PR Hearing Alternates: T. Desai, D. Kelm, and L. Olasov.

#### VII. ADJOURNMENT : Adjourned at 4:54 p.m.

Respectfully submitted,

  
Don Kelm, Sec'y.

PROFESSIONAL CONCERNS COMMITTEE PROPOSAL:

"REASONS IN WRITING FOR CANDIDATES SEEKING REAPPOINTMENT,  
PROMOTION, AND/OR TENURE"

Motion 1

Communications to the candidate for reappointment, promotion, and/or tenure from all evaluation levels should reflect the strengths and weaknesses of the candidate's performance in each evaluative category. In the case of "conditions to be removed" or "denial of promotion" the evaluation level noting the concern or making the denial decision should provide the candidate with reasons in writing within each category. This should be followed by suggestions or recommendations that are sufficiently specific within each category to allow the candidate to work toward a positive reappointment, promotion, and/or tenure outcome.

Motion 2

The recommended interpretation of the "reasons in writing" is offered to the administration for use in the Fall of 1995 during the next round of reappointment, promotion, and tenure decision-making. It is further recommended that the administration adopt and distribute the "reasons in writing" clarification of the *Northern Kentucky University Faculty Policies and Procedures Handbook* language. It is further recommended that the clarification statement be adopted as an amendment to the *Northern Kentucky University Faculty policies and Procedures Handbook*.

The Professional Concerns Committee asks that each motion be considered separately. The rationale for Motion 1 is to clarify the *Handbook* language in: IV. EVALUATION; C. PROCEDURES; Sects. 3--7, with regard to the "reasons for the recommendation" phrase. Because the extent and specificity have been unclear, this motion provides such extent of writing and specificity of recommendation while leaving the exact language to the evaluators.

The rationale for Motion 2 is to provide for immediate use of the clarification of the *Handbook* language, to provide such information to all parties concerned, and to make the clarification a permanent part of the *Handbook*. It is expected that if Motion 2 is passed, there will be a charge to the Professional Concerns Committee to determine all affected areas of the *Handbook* before forwarding to the Board of Regents.

PROFESSIONAL CONCERNS COMMITTEE PROPOSAL  
FULL-TIME, NON-TENURE TRACK, TEMPORARY FACULTY

Motion

Add to PART ONE: FACULTY; SECTION I, DEFINITION OF FACULTY STATUS; D. FULL TIME, NON-TENURE TRACK, TEMPORARY FACULTY; after paragraph 2, Every reasonable effort will be made to retain those full time, non-tenure track, temporary faculty who, at the time of the enactment of the current Faculty Policies and Procedures Handbook, had at least six years meritorious service at Northern Kentucky University as evaluated by their department or administrative unit, by offering them non-tenure track renewable contracts.

Rationale:

To be presented at the meeting by the chair of the Professional Concerns Committee.