

TO: All Faculty
FR: Tom Cate, President
Faculty Senate
DA:

RE: Agenda for the March Senate Meeting to be held on March 21,
1983 in UC Ballroom starting at 3:05 pm

AGENDA

- I. Call to Order
- II. Approval of the minutes of the February 28, 1983 meeting
of the Faculty Senate
- III. Additions to or deletions from the agenda
- IV. Presidential reports and recommendations
 - A. Reports
 - 1. reassigned time for members of the
Executive Committee
 - 2. Admissions Policy - Joe Griffin
 - 3. Elections - Lois Schultz
 - 4. May meeting - new time
 - B. Recommendations - None at this time
- V. Committee Reports
 - A. Budget
 - 1. Merit Policy - voting item
 - 2. Status report
 - B. Curriculum
 - 1. ANT 111 General Studies - voting item
 - 2. Studies Report
 - C. Benefits
 - 1. Faculty/Curriculum Expansion Grant - voting item
 - 2. Status report
 - D. Professional Concerns
 - Status report
- VI. Old Business
- VII. New Business
- VIII. Adjournment

MINUTES OF THE FACULTY SENATE

March 21, 1983

Senators Present:

Kathy Brinker	Janet Simon
Frank Dietrich	Susan Kissel
Gary Johnston	Michael Ryan
Paul Joseph	James Thomas
Jim Kinne	Jonathan Bushee
David Thomson	Lynn Ebersole
Jerry Warner	Edwin Weiss
Macel Wheeler	Elly Welt
Patricia Dolan	Tom Cate
George Goedel	Linda Olasov
Charles Hawkins	Lois Schultz
Glen Mazis	Becky Sturm
Mack Osborne	Fred Schneider
Geraldine Rouse	Linda Newman
	Tom Barone

Guest Present:

Joe Griffin
Jim Gray
Don Gammon

- I. The meeting was called to order.
- II. In section "B, 5, (under committee reports), it was requested that the sentence be deleted starting with "Ms. Newman..."

In the section "Professional Concerns" the statement starting with "the policy concerning non tenure track position..." the phrase "was discussed" was added. The minutes as amended were passed.
- III. President Cate added two reports: (5) a memorandum concerning the Senate's budget, and (6) a memorandum from Gregg Schulte. Under "Presidential Recommendations" a motion will be proposed to commend the "consultation committee commendation". These additions to the agenda were proposed by Dr. Fred Schneider, seconded by Dr. Jim Kinne, and passed by the Senate.

IV. A. Presidential Reports

1. The Board's version of the reassigned time clause in the Faculty Senate Constitution did not receive enough faculty approval to be adopted (63% voted in favor of it instead of 66 2/3%). President Cate suggested that the May meeting will be held at 11 a.m. on May 9th. The general faculty will be invited to discuss and vote on provision for reassigned time as the Executive Committee and the President-elect proposal (both of these are changes in Faculty Senate Constitution and require a general faculty meeting). The 1982-1983 and the 1983-1984 Faculty Senates meeting will follow immediately thereafter. If the General Faculty approves of the new position, President-elect, the 1983-1984 Senate will be permitted to elect an individual to the office even though the Board of Regents have not approved the new office. This assurance comes from the Office of the Provost.
2. The Faculty Senate budget has \$8.13 remaining. President Cate made a request to the Administration for more funds, and we were given \$250.00 to cover expenses that the Senate may incur between now and August, 1983. The 1983-1984 budget will be increased to \$750.00.
3. Mr. Gregg Schulte asked to pass along the information regarding an offer of life insurance via payroll deduction. Any faculty members who are interested in obtaining more information should inform Mr. Gregg Schulte of their interest.

4. Dr. Joe Griffin explained that the original selective admissions policy consisted of regular admission and "provisional" (GED's, GPA in high school below 2., or ACT's subscores below 25th percentile). The problem with this policy was that provisional students were not matriculating students, and would not be eligible for Federal financial aid. Moreover, 60% of the students at NKU would fall into the "provisional student" category. This meant 18% of the student body who receive this aid would no longer be eligible for it. Mr. Griffin explained that now these "provisional students" will be admitted as matriculating students (with a "P" on their transcripts). Then they will only be asked to leave after failing the regular continuing admissions requirements. In addition, students who have an ACT score lower than 25th percentile on reading, mathematical or writing skills will be asked to take a placement test. If this placement test verifies this deficiency, the student will have to take remedial course work (mandatory) and be designated as a "high risk" student. These students will come to Early Advising Registration sessions (starting March 28th), during which advisors will make sure that these students will register for these remedial courses when necessary. There has also been significant feedback from chairs that these students also be prevented from registering for courses which assume the students have skills these students do not possess. This also means that all incoming students will have to be processed through the Admissions Office. The Admissions Office will then meet with a departmental advisor, if the student already has a major in mind, and the department feels that the student should be advised by the department at this point. One result of this program will be a reduced credit hour production from the incoming class next year. Mr. Griffin stated that a study of last year's freshman class indicated that of the students who would have been categorized under the new system as a "high risk student", forty percent were already on probation, after one semester.

Mr. Griffin stated that this would seem to indicate that necessary "developmental courses" should be offered this summer to accommodate these students or under the present policy they will not be able to register for many courses in the fall. Dr. George Goedel asked whether it was the case that NKU will be accepting so called "provisional students" who will not know this designation (since only NKU will know this) and be asked to take part in this summer advising program, and if they do not, they might not be able to register for several courses in the fall. Mr. Griffin responded that this was correct. Dr. Goedel also pointed out they would be advised to enroll in courses that are not yet developed. Mr. Fred Schneider suggested that perhaps the implementation of this policy should be delayed a year. Mr. Griffin stated that was not in his control. He did explain that students who will be directed to summer courses which have not yet been developed have not yet been contacted (and won't be until the situation is clarified).

4. Ms. Lois Schultz stated this year's elections for at-large Senators will take place at a designated booth in the University Center on April 5th and 6th. Ballots were circulated and marked for this year's Grand Marshall by the Elections Committee. Dr. Raman Singh was elected.

B. Recommendation

1. Mr. Schneider made a motion that the Faculty Senate give a commendation to the Presidential Search Consultation Committee. The motion was passed.

IV. A. Committee Reports

1. Budget Committee - on March 7th special meeting, both the Budget Committee salary recommendations and faculty evaluation policies were rejected by the Faculty Senate. On March 10th, the Budget Committee drafted the enclosed "Policy for Faculty Evaluation and Compensation". Dr. Janet Simon asked about the specific form that disclosures of salary recommendations take place. Both Drs. Charles Hawkins and Committee Chair Jim Kinne explained that the specific form was left intentionally vague. However, the intent is that the information about Chair recommendations get back to the faculty, while there is still time to appeal. Dr. Mike Ryan pointed out that the Chair's evaluation is only a recommendation to the dean. Mr. Schneider stated that the appeal process should be able to be initiated at the chair level, before it proceeds further. Drs. Ryan and Goedel suggested that a provision be added: that appeals be able to be initiated at all levels of decision making (Dean, Provost, Board). Dr. Hawkins stated the appeal procedures follow the same steps as other appeals outlined in the Faculty Handbook, as stated in the document. Ms. Linda Newman expressed concern with the statement's including the term "rankings". She wondered if that meant if they had to be numerized. Dr. Hawkins explained that this is up to a departmental decision which can be a numerical rank or some larger general categorical ranking or whatever else is decided upon by the faculty, and the relevant administrators. Dr. Jonathan Bushee felt that the appeals procedure needs to be specified in greater detail. Dr. Glen Mazis asked whether an anonymous ranking scale could be given to the department without specifically identifying who receive which ranking. Dr. Jim Thomas suggested that he too supported more of an anonymous ranking. Mr. Paul Joseph also stated that he felt that identifying individuals would lead to unnecessary discord, and stated that perhaps a more anonymous system would be preferable.

Mr. Schneider stated that many faculty members in the law school would like to know where they stand in relation to other's performance. Dr. Goedel proposed a motion and Dr. Ted Weiss seconded the motion that we pass provisions I, II, III, and delete IV and V for further consideration of the Budget Committee. Dr. Frank Dietrich stated that he felt that we should wait until all these problems were ironed out before the Faculty Senate pass any policy statement. Ms. Linda Newman stated that she is willing to pass on provisions 1-4, but the appeal process will call into question larger questions, such as from where the money gained in appeal will come, a special appeal fund? from other faculty increases? Dr. Mack Osborne stated that we should have information from all departmental procedures first. Mr. Kinne stated that this has been done in the Budget Committee. The motion was voted on, and passed. This means that provisions I, II, and III were adopted, and will be passed on to Dr. Gray and Dr. Adams. Provisions IV and V will be sent back to the Budget Committee. Mr. Joseph stated that it seems that Provision V needs to be clarified by the Budget Committee, and that Provision IV needs to be discussed further by the Budget Committee and brought back to the Faculty Senate proposals about the nature of disclosure of evaluations. Dr. Bushee stated that he feels that there is no question about the faculty need and right to be informed of their ranking. The only question is identifying individuals and their salaries which Dr. Bushee felt would be destructive to departments. Dr. Hawkins stated that this policy doesn't address the equity between departments, and that this important issue seems to be beyond our jurisdiction. Mr. Schneider asked if the figures for possible salary increases were available. Dr. Mazis asked whether the Budget Committee couldn't draft a request to the Dean and Provost to state criteria for deciding how money for faculty increases is distributed among departments.

2. Dr. Jerry Warner stated that the Anthropology proposal was passed by the Curriculum Committee, and since it carries General Studies credits, he brought it to the Senate for discussion and vote. It was passed with 3 abstentions.

3. The Benefits Committee moves that the Faculty Senate adopt the Faculty Expansion Grant, and that it be urged that it be put into effect as soon as possible by the administration. The committee also moves that on page 62 of the Faculty Policy Handbook the following sentence be deleted "A sabbatical leave may be granted for the purpose of retraining a faculty member in a new academic field if this retraining is in the interests of the University". This will be replaced by the Faculty Curriculum Expansion Grant. The motion was made by Dr. Kinne, seconded by Dr. Bushee, was passed unanimously.

4. The Professional Concerns Committee is concerned that we have passed two versions of the Faculty Curtailment Policy, and each time it has been rejected after an initial agreement with the Administration. Each time the Senate was told Ms. Kim Hennessey had not seen the policy and had "problems with it".

The meeting was adjourned by President Cate at 4:55 pm.

7C
MEMORANDUM

TO: Dr. A.D. Albright
President, NKU

FR: Tom Cate, President
Faculty Senate

DA: February 28, 1983

RE: Faculty Senate Account

Don Gammon in Accounting has informed me that the Faculty Senate has approximately \$8.00 remaining in its account. After consulting with Mr. Taulbee and with Mrs. Dunaway the Senate's part time secretary, I would like to make the following budget request:

1. That the Faculty Senate's account be increased by \$250.00 to cover possible expenditures which would occur from March 1, 1983 to June 30, 1983; and
2. That the Faculty Senate's budget for the fiscal year 1983-84 be \$750.00.

Thank you for considering this request.

vld

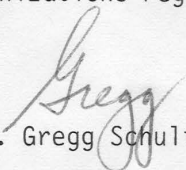
MEMORANDUM

TO: Linda Sanders, Staff Congress
Tom Cate, Faculty Senate

DATE: March 1, 1983

Recently I was approached by an insurance company which markets whole life (not term) insurance through employee groups, at group rates, paid via payroll deduction. An employee could purchase, say, \$10,000 of such insurance for \$4 every two weeks at age 25. This is only one example of course out of a virtual limitless number of combinations of amounts of insurance, age, and amount withheld.

My reason for relaying this is to see if there is enough interest in your respective organizations regarding this type program for me to pursue it.


R. Gregg Schulte

CS

TO: Tom Cate
FROM: Lois Schultz *L.S.*
RE: Senator At-Large Election
DATE: March 10, 1983

The faculty population of the three colleges is:

Arts & Science	122
Professional Studies	105
Chase	24

Based on the above information, the distribution of Senators At-Large is:

Arts & Science	8
Professional Studies	7
Chase	2

Compared to the present distribution, Arts & Science will be losing a position and Professional Studies will be gaining a position.

In the upcoming election, the following positions will be filled:

Arts & Science	3
Professional Studies	4
Chase	1

sjc

TO: Dr. Lyle Gray

FROM: Lois Schultz, Chair of Elections Committee *L.S.*

RE: Grand Marshall Election

DATE: March 22, 1983

This is to inform you that yesterday the Faculty Senate elected Raman J. Singh to be Grand Marshall for the 1983 graduation.

sjc

cc: Kent R. Curtis
Tom Cate

NKU Policy for Faculty Evaluation and Compensation

I. Background

On March 7, 1983 the Faculty Senate voted to endorse the salary policy recommendation approved by the Board of Regents (2/25/83). That recommendation implies three classifications of job performance: unsatisfactory, satisfactory, and meritorious. This policy addresses some of the issues associated with those classifications and provides a first step in a systematic approach to performance review; increment to faculty salaries; and retention, promotion, and tenure.

II. Assumptions and Objectives

Increments to faculty compensation which are associated with performance reviews should serve as a positive motivation to improve performance and should not be tied to rank or seniority or serve as cost-of-living adjustments. A reward system assumes that a salary structure exists. The salaries which comprise that structure should be competitive externally, equitable internally, and reflect levels of responsibility, experience, and performance.

III. Departmental Policies

Each department or independent program will be responsible for (a) defining the three classifications of job performance and (b) stating the criteria by which these definitions will be implemented. Also, each department or independent program will be responsible for defining teaching effectiveness, or satisfactory job performance for non teaching faculty, and developing and maintaining lists of faculty activities and services. These definitions and criteria must be approved by the department's or independent program's faculty; retention, promotion and tenure committee; chairperson or director; and the dean of the appropriate college. The aforementioned salary policy recommendation may not be implemented until these definitions and criteria have completed the approval process.

IV. Notification of the Faculty

The independent program's director or the department's chairperson will disclose to their respective faculty those individuals whose performance was judged to be meritorious. These faculty could become, then, a role model for their peer group.

V. Appeal Process

Within ten (10) working days of the merit disclosure, an individual faculty member who is not satisfied with their salary increment has the right to submit to the chairperson/director a written request that the salary increment be reviewed. This written request for review must be accompanied by supporting documentation. This documentation must be the same material which was submitted for performance review. The appeal procedure is outlined on pp. 23-25 of the Faculty Handbook.

I. Background

On March 7, 1983 the Faculty Senate voted to endorse the salary policy recommendation approved by the Board of Regents (2/25/83). That policy contemplates a range of classifications of job performance from unsatisfactory to outstanding. This policy addresses some of the issues associated with those classifications and provides a first step in systematic approach to performance review; increment to faculty salaries; and to retention, promotion, and tenure.

II. Assumptions and Objectives

Increments to faculty compensation which are associated with performance reviews should serve as a positive motivation to improve performance and should not be tied to rank or seniority or serve as cost-of-living adjustments. A reward system assumes that a sound salary structure exists. The salaries which comprise that structure should be competitive externally, equitable internally, and reflect levels of responsibility, experience, and performance.

Appropriately performance allocation criteria will closely follow those guidelines outlined in the Faculty Handbook for promotion and tenure, i.e. teaching effectiveness and/or job performance; professional development; university service; and community service. The compensation policy shall be standardized for university wide use but also be flexible enough to take into consideration the uniqueness of each department. The criteria for awarding compensation shall be directly related to the mission of the institution and will reflect performance in those areas mentioned above.

III. Departmental Policies

Each department or independent program will be responsible for (a) defining its own classifications of job performance and (b) stating the criteria by which these definitions will be implemented. These definitions and criteria must be approved by the department's or independent program's faculty; chairperson or director; and the dean of the appropriate college. The aforementioned salary recommendation may not be implemented until these definitions and criteria have completed the approval process.

IV. Notification of the Faculty

At least five working days before the chairperson or program director or unit supervisor's recommendation is made to his/her immediate superior, the performance rankings and recommended salary increases for the department will be disclosed to the members of the department, accompanied by brief supporting statements.

V. Appeal Process

Within ten (10) working days of the compensation disclosure, faculty members who are dissatisfied with their salary increment have the right to submit to the chairperson or director or unit supervisor a written request that their salary increment be reviewed. This written request for review must be accompanied by supporting documentation. This documentation must be the same material which was submitted for performance review. The appeal procedure is outlined in the Faculty Handbook.

MEMORANDUM

TO: Members of Faculty Senate
FR: Faculty Senate Budget Committee
re: 144 Faculty Responses "How do you feel about merit increases?"

----- Favor them if awarded properly. -----

Merit is very significant in encouraging faculty but the administration ties the chairs' hands in distribution by specifying minimum amounts to be given per individual.

Not clear why they are given.

Poorly defined, misused, misnamed, facade for adm. claim of "making hard decisions."

By definition they are impossible to define and should be abandoned.

Awarded, based upon clearly defined criteria, by chair.

Last year I worked my lungs off but got no merit increase because I had one the year before.

More overall money and more spread about.

They are a good idea, but they should be given to everyone who deserves them, which means that some departments could not get any, and other departments may end up with a large percentage of recipients.

It is a management tool used to keep the faculty divided, docile and subordinate.

Merit increases should be awarded to departments in proportion to their merit and then distributed to individuals. (Every dept. should have some merit money but an equal distribution would unfairly penalize individuals who have an outstanding year and would be rewarded except for the fact that they are a member of an especially productive department.)

Insufficient funding and formula for giving merit increases.

Too small to go for.

They are given to those who publish; they should be granted on a university-wide basis, not departmentally-AFTER cost of living "raises" for those who perform satisfactorily.

Should be across-the-board increments (including cost-of-living) for satisfactory work. Merit should go to those who perform better than satisfactory (should be distributed on a yearly basis). Merit would be in addition to across-the-board increments.

O.K., but is minimal and now merit doesn't even keep up with the inflation rate.

Should be available for all faculty who are performing well - in addition to cost of living raises.

?

Ok, but need to consider cost of living for people who do not receive the merit.

Greatly needed but the present system is not totally objective.

Favorably.

More.

They should be eliminated and a % figure spread overall.

Very positive.

Good!

Have not been administrated fairly in the past.

Often causes rivalry in dept. due to small funding.

Good idea.

Hard to administrate but essential to good programs.

Very strongly in favor.

In theory - excellent. In practice - not great.

I like the idea of merit increases, especially when they must be a substantial amount.

Necessary - but many problems! (i.e., subjectivity of chair person's evaluation -- the "lump" sums, and limited numbers who can receive merit.)

In favor. Ironically, perhaps because of limited funds, it is possible to receive only half as much in a year when one's meritorious extra work doubled, say, that of the year before.

Good.

Favor them for incentive.

What is merit? All according to how defined.

Criteria should be clear. Teaching should be emphasized, and there should be more smaller awards rather than a few big ones, and they should be like bonuses for a given year.

I think most are earned, but I would love to know the selection process.

There should be smaller but more of them.

Ok.

Think they should continue as a necessary way of rewarding quality work.

The way my job is designed I'm not allowed to get any.

What constitutes MERIT? You're told one thing in the beginning but faulted later for not doing something entirely different.

A joke! The structure imposed on chairman limits its effectiveness.

Dept. heads should not have to keep to a minimum but if it means that some deserving people don't get merit pay.

I'm in favor of merit increases.

Favor increased in ratio of merit to "across the board".

Should be retained/expanded as a portion of increases.

We say teaching is most important mission yet do not reward it.

Need to develop consistent policies for distribution. (Consistent from year to year).

They should be merit based.

Should be a committee decision - do not like my paycheck to be based on the "whims" of one person.

Depends on how allocated. Tendency to favor a particular group for other than objective reasons.

I support merit increases based on well defined measurements.

Often given for the wrong reasons.

They do not recognize the contribution some people make; without their contribution the efforts of those awarded merit would be diluted.

More merit needed.

Very important.

I support merit increases - much more than across the board for it rewards those who contribute the most.

No basis for comment.

I don't know.

These are most important.

Arbitrary.

The bigger the better.

A policy needs to be developed along with procedures whereby it may be implemented.

I think a larger amount of the budget should be allocated to merit increases.

They should be the primary means of rewarding faculty and staff. Generally, I'm opposed to across the board raises.

Passionately for merit.

Based on performance, with a greater share of \$'s going for merit.

The pool should be sufficient or else pull the plug. They seem to be used as administrative conveniences.

Should have as scheduled.

I think its a terrific idea but think it has to be tied in with specific measurable obj.

Strongly support with pre-published criteria!

Bull - Favorites get merit it's a joke!

Should be spread around - Only favorites get merit.

They are vital in providing incentives for excellent job performance, but should be one time rewards, not built into the salary.

Needed but the amount of money should be available for all who deserve merit raises.

Merit increases are good if awarded solely for merit and not for upgrading salary bases, etc.

They're desirable as long as there are sufficient funds to reward every deserving staff member adequately.

I think they are very important and need to be adequately funded.

Very much in favor of merit raises.

I feel strongly that the existence of merit raises should have budget priority over across the board cost-of-living increases.

Favor them - they should be higher.

They are very nice.

I want one.

If basic salary increases are higher than rate of inflation for all employees doing a good job then merit is good. If these basic increases are not sufficient merit should be foregone. Any merit increases should be given based upon previous knowledge of employees as to guidelines. Every employee who deserves merit should receive merit and not a few.

Minimum merit increases are too large - create an unrealistically large gap between those who do receive them and those who don't when compared to actual range in faculty performance.

Should be added to a genuine cost-of-living increase instead of taking the place of part of the cost-of-living.

The administration should allow chairpersons greater flexibility - more people should get merit raises and the minimum figure for merit raise should be lowered.

I think there should be a minimum of four merit categories: "High merit", "low merit", "satisfactory" (no merit increase), "unsatisfactory" (raise is less than the "average the board" value).

Department chairmen should have more flexibility. It is the Dean's job to see that his chair are doing the evaluations in an orderly and fair manner.

Too few per department. If you do not get a merit increase then, in effect, you are getting a demerit!

Too constrained by formula - more flexibility and more money needed.

Pretty good when I receive one.

Across the board pay increases reward mediocrity. Pay increases should be done entirely on merit! We do not need a wage scale!

Sensitive area.

PRO.

Strongly favor merit increases, to be based solely on the judgment of the Dept. chair, dean, Provost.

Strongly in favor.

The only basis of pay increases is merit.

Should be a major priority.

I like them.

Merit is essential to productivity and excellence of performance - the salary increase should be closely tied to the performance.

If warranted, they should be granted.

Guidelines seem to be too inflexible.

Should be standardized across university.

Should be allowed to be awarded in smaller increments than in the past.

Should be given to a few meritorious people in smaller increments than in the past - but publicly recognizing their merit.

Not enough. Should not be a means of trying to keep up with inflation - across the board raises should do that.

They are vital for stimulation of superior service; however, objective criteria for award must be assured.

Very important, underfunded and too many complaints now.

Very strongly in favor.

A must.

I support them.

Strongly in favor.

Strongly in favor.

There should be some guidelines to qualify for them. They appear to be too discretionary with the administration; also, some people that receive them don't seem to deserve them.

They are most worthwhile to boost morale.

Inadequate.

At this time the reward of merit increase is discriminatory and is influenced by favoritism.

Further study should be made.

The element of judgment should be retained. It is impossible to determine merit with a mathematical formula. The current trend toward "publish or do not get promoted" should be reversed. Northern is primarily an undergraduate teaching university. Excellence in teaching should be rewarded.



Northern Kentucky University
Highland Heights, Kentucky 41076

C

February 14, 1983

MEMORANDUM

To: Jerry Warner

Fr: Darryl Poole *DSP*

Re: Anthropology 111

Accompanying this memorandum are the course approval forms for Anthropology 111, World Archaeology. This new course is an extension of materials currently being covered in Anthropology 110. In a discussion with Jim Hopgood I learned that the Anthropology faculty wish to offer this course each year in the spring semester. The course will initially be taught by Dr. Thiel but should there be enough demand it is possible that Dr. Hopgood could teach a second section of such a course if necessary. The course was approved by the Arts & Sciences Curriculum sub-committee by a vote of 8-0-0 with the understanding that the course would, in fact, count for general studies requirement. I would agree with that recommendation and if the curriculum committee wishes to change it in the future when it is reviewing all general studies requirements it certainly has prerogative to do so. I recommend this course to the committee for its approval.

DGP/lh

cc: Verne Hicks
Chris Boehm

CATALOG INFORMATION

Type of Change Requested

check one:

X NEW COURSE
(does not appear
in current catalog)

____ CHANGE OF PROGRAM REQUIREMENTS

____ OTHER

(describe)

Program Cluster Arts & SciencesProgram Social Sciences

Course Number ANT 111 (Filled in by Program Chairperson only in cases of course
already numbered. In case of new courses, filled in by
registrar)

Course Level X 100 200 300 400 500 600

Name of Course World Archaeology

Hegis Taxonomy

(To be completed by registrar)

Catalog Page #

Course Description (Please limit to 50 words) Prehistoric cultures, change and
development through time from 3 million B. C. to early civilizations;
selected Old World and New World cultures.

Prerequisite or Co-requisite: noneNumber of credits: 3,0,3Fee Assessment: none

Program Requirement Change
New Wording: _____

Catalog Page #

Justification: This material was previously included in ANT 110, but it is
very difficult to cover archaeological method and theory as well as world
archaeology in one semester. This course will provide an opportunity
to give better coverage to prehistoric cultures.

NEW COURSE DATA

Program Social Sciences Cluster Arts & Sciences

Course Name World Archaeology

Course Outline (Topics to be covered) _____

Australopithecus, beginnings of culture, early stone tools

Homo habilis, Homo erectus, cultural developments

Neanderthal, cultural developments

early Homo sapiens, Upper Paleolithic

Mesolithic, Neolithic, early agriculture, settled villages,

development of greater cultural complexity

North America, South America, Paleo Indian, Archaic, Woodland,

early agriculture, cultural developments

early civilizations, Sumeria, Egypt, Indus, China, Mesoamerica, Peru

Additional Comments (Funding, Additional Faculty, Space, Frequency Taught) _____

Program Chairperson C. Boehm

Date 31 Jan 83

NOTE: page 62 of Policies Handbook, need to delete E. 5, second sentence stating: A sabbatical leave may be granted for the purpose of retraining a faculty member in a new academic field if this retraining is in the interests of the University.

FACULTY/CURRICULUM EDUCATIONAL EXPANSION GRANT

A. Application

The grant application should normally be initiated by an individual faculty member and should respond to a demonstrable need congruent with the missions and goals of the University. The application should also be made with the knowledge and approval of the applicant's chairperson/director.

B. Purpose

1. The Educational Expansion Grant, as a faculty initiated project, shall provide the opportunity for faculty to broaden and/or complement their academic capabilities in allied fields when this is deemed appropriate to the continued development of the University.
2. The primary purpose of this grant is to provide an opportunity for faculty to broaden their teaching capabilities in the interest of curriculum change or expansion within a given program/department, or when such a change complements institutional goals and objectives. Through this grant, an individual would be given leave for a specified period of time to complete relevant course work or internships.

C. Benefits

1. Regular salary and all accompanying fringe benefits will be provided by the University throughout the period of leave.
2. The grant will also provide compensation for tuition, fees, educational materials, travel, and room and board as required for the proposed training.
3. The period during which a faculty member is on leave for an educational expansion grant will be credited to the faculty member as academic service.
4. There are no limitations on the number of times a given individual may apply for such a grant nor on the total number of such grants awarded to any given individual.

D. Eligibility

1. All full-time tenured or tenure-track teaching/library faculty who have a minimum of three years service at Northern Kentucky University are eligible to apply.

E. Limitations

1. Each grant shall provide for a leave extending up to, but not normally exceeding, one academic year.
2. The studies undertaken as part of the grant must be within a structured curriculum or involve some specifiable means of acquiring knowledge and/or training and are to be considered a major undertaking that could not be accomplished within the current provisions of reassigned time, sabbatical leave, summer fellowships, and/or project grants.

3. The grantee must agree to remain at NKU subsequent to the completion of the grant for a period of time equivalent to that granted for leave or guarantee repayment.

F. Procedure and Evaluation

1. Each application should provide a detailed description of the course of study and/or training and how such training both broadens the teaching abilities of the applicant and meets the needs of the University. The application should also include a detailed budget and timetable for completion.
2. Applications shall be accepted for review and evaluation by the Faculty Benefits Committee of the Faculty Senate twice each academic year with application deadlines of October 15 and March 15. Applications should include an endorsement by the applicant's chair/director and be forwarded to the Chair of the Faculty Benefits Committee with a copy to the appropriate Dean.
3. In evaluating proposals, the Faculty Benefits Committee will consider the following criteria:
 - a. Overall depth, completeness, and organization of the proposal
 - b. Explicitness of goals and objectives
 - c. Attainability of expressed goals in the time period specified
 - d. Adequacy of applicant's background for the attainment of stated goals
 - e. Importance of the proposal in meeting the current and/or future needs and goals of the University
 - f. Contributions to the applicant's personal academic growth and professional status
4. The Faculty Benefits Committee will review applications in accordance with procedures established by its By-Laws and forward the applications with its recommendations to the Office of the Provost. The Provost will make the final determination in the awarding of all such grants.
5. Within 30 days of the completion of the course of study and/or training provided by such a grant, the grantee shall submit a final report to the Office of the Provost with copies to the Chair of the Faculty Benefits Committee, the applicant's Department/Program Chair/Director, and appropriate Dean. This report shall include all relevant documentation pertaining to the specific objectives detailed in the original grant proposal.