

# **Faculty Senate**

Northern Kentucky University Highland Heights, Kentucky 41076

TO: All Faculty

FR: George Goedel  
Faculty Senate President

DA: August 22, 1984

RE: Agenda for the Faculty Senate Meeting, August 27, 1984 in BEP 110,  
3:05 p.m.

- I. Call To Order
- II. Approval of prior minutes
- III. Additions to and/or deletions from the Agenda
- IV. Address from the Provost
- V. Presidential Reports and Recommendations
  - A. Meetings with President Boothe
  - B. Second Annual fall Senate Social
  - C. Committee Assignments & Appointments
  - D. Senate office and Senate meeting rooms
  - E. Goals and recommendations
- VI. Faculty Regent Report
- VII. Committee Reports
  - A. Budget
  - B. Curriculum
  - C. Faculty Benefits
  - D. Professional Concerns
- VIII. Discussion from the floor
  - A. Old Business
  - B. New Business
- IX. 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

August 27, 1984

### Senators Present:

Scottie Barty  
Carol Bredemeyer  
Kathy Brinker  
Nancy Campbell  
Lonnie Davis  
Frank Dietrich  
Lynn Ebersole  
A. J. Gauthier  
George Goedel  
Jim Kinne  
Lynn Langmeyer  
David Lavery  
Nancy Martin  
Glen Mazis  
Art Miller  
Janice Cantrall

Janet Miller  
Barbara O'Brien  
Dennis O'Keefe  
Linda Olasov  
Joseph E. Price  
Jim Ramage  
Tom Rambo  
Dennis Sies  
Lois Sutherland  
Bill Wagner  
Richard Ward  
Jerry Warner  
Ted Weiss  
Threasa Wesley  
David Hogan  
William McKim

### Senators Absent:

Pat Dolan  
Ed Goggin  
Mike Hunter  
Don Kelm  
Fred Schneider

### Guests:

Dan Alford, Staff  
Congress  
Vincent Schulte,  
Psych. Dept. Ch.  
Rosetta J. Mauldin,  
Social Work  
Jeffrey C. Williams,  
Faculty Regent  
Lyle Gray,  
Provost

### Alternates:

Betty Jo Haas for Jan Hammond  
Lynn Jones for Frances Mosser

- I. The first meeting of the Faculty Senate for 1984 convened at 3:10 pm in Room 110 BEP, Professor George Goedel presiding. Professor Goedel welcomed and introduced the Executive Committee. Faculty Senators introduced themselves.
- II. Minutes of the May meeting were approved as presented.
- III. The senate president recommended addition of Dan Alford, President of the Staff Congress, to the agenda to address the senate following the address of the Provost. There were no other additions to or deletions from the minutes or agenda.
- IV. Provost Gray reported a decline in enrollments of about 250-300 but was optimistic that the decrease would be below 5%. He provided the following status report:
  - 1) The main library was reorganized into two departments following consultation; following a second consultation on the building use, change in the use of physical space is in process.
  - 2) The College of Business was approved on a provisional basis with Rob Snyder as Interim Dean, Sandy Easton, Assistant Dean and five departments with the following directors: \*Julie Gerdson, MBA; Tom Cate, Economics & Finance; Bill Lindsey, Marketing; Dave Adams, Information Systems; and Curtis High, Accounting. *\* See correction, Sept. minutes*
  - 3) The Women's Center has become an additional project of the Social Work department and housed next to the department. Prof. Patricia Dolan is half time director.

- 4) The Faculty dining room use as a faculty center is still under consideration.
- 5) Offices of Community Research Grants and Contracts and Continuing Education have been moved to University College and relocated there except an office being maintained in AC, 7th floor.

A Search Committee for Director of Research Grants and Contracts has been established. Suggestions for membership had been received from the faculty via past-president Ryan and President Goedel.

- 6) The Office of Legal Counsel is being filled on an interim basis until full search can be undertaken. A proposal has been made to separate the roles of legal counsel and affirmative action officer with the latter being filled from within.

In regard to proposed future changes he requested that the senate consider changes in by-laws that would accomodate reorganization and new colleges; and reported that the Academic Council to be reactivated with a focus on long range planning. He believes long term planning will be the focus of President Boothe this academic year.

- V. Dan Alford, President of Staff Congress announced that September 30, 1984 the NKU faculty/staff picnic will be held at Green Meadows Picnic Area from 1 p.m. 'til dusk. The foundation is sponsoring this event. Food and refreshments are provided. Flyers are available.

He provided an overview of last years Staff Congress progress; Congress is three years old and has about 30 members from various staff positions; they meet once a month; members serve on university committees and provide staff input. His focus was staff awareness: example-information from foundation sought; this year university budget is to be discussed at the September meeting. Staff issues that were addressed: policy & procedures, reclassification, administrative leave, grievance procedures. Ongoing activities: the A. D. Albright scholarship is awarded yearly to a child of a staff member; the council plans the staff awards banquet.

- VI. A Senate roster made available to the senators and corrections made on offices and phone exchanges.

VII. President Goedel reported:

- A. He will continue to meet monthly with the President of the University to make him aware of faculty concerns.
- B. There will be a senate reception this Friday, August 31, 3-5 p.m. in Alumni Center.
- C. The committee rosters sought from the senate need to be completed.  
Janet Miller will serve as chair of the elections committee. The University Parking Appeals Committee needs a representative.
- D. The senate office is AC 707, extension 6400. The new secretary, Peg Goodrich, is in from 9:30 - 3:00 on Monday, Wednesday and Friday.

The senate will meet in BEP 110 for the remainder of the fall term.



E. He presented his reflections on the senate in the past and his philosophy of what the senate should be now. He proposed ten senate projects for 1984-85:

- 1) Review of current constitution to fully reflect faculty governance within the university.
- 2) Play leading role in evaluation of mission statement and its reformulation.
- 3) Create a new standing committee to keep in touch with political activities throughout state
- 4) Use of microprocessor equipment
- 5) Intensive and continuing review of general studies
- 6) General review of faculty benefits
- 7) Develop a responsible procedure for the evaluation of administrators.
- 8) Address the issue of grade inflation by exploring alternatives to the present system
- 9) Become meaningfully involved in budget process
- 10) Participate in development of a clear plan for the long term development of NKU

Motion: Linda Olasov recommended that we as a senate go on record as fully supporting the President and his proposed program. Second: Tom Rambo. Motion carried.

Faculty Regents Report: Regent Jeff Williams reported on the positive response at the June Regents meeting where a number of important proposals of the Senate were endorsed. He proposed a word of caution for the senate about the speed with which reorganization proposals are evolved and implemented without sufficient input from the University community. He recommended that the senate make known to the administration that it wishes to have some consideration of proposals and at least be able to question costs and benefits. Professor Rambo asked about the possibility of a change in philosophy of the Board because the membership has been changed lately. Regent Williams reported he did not think so. Professor O'Keefe asked if the Faculty Regent made his feelings known to the Board at those meetings. Regent Williams said he felt the Board viewed each decision as a vote of confidence for the President therefore they basically are not a deliberative body. Professor Mazis asked if there were any strategies for dealing with this. Dr. Williams stated that the best way to make faculty wishes known to the administration was through meetings such as this. President Goedel advised the senate that some of the plans from administration will be shared in the Executive Committee prior to consideration by the Board of Regents.

#### VIII. Committee Reports:

##### A. Budget Committee:

Senator Ramage said the proposal for allocation of merit increases based on both 1984 and 1985 performance review has been forwarded to the administration. The Provost has indicated that this year all increases will be based on merit. This consideration will be presented

to the committee for discussion. The state salary figures will be reviewed by the committee.

B. Curriculum Committee:

The General Studies are being considered. Professor Martin asked about the possibility of a General Faculty Meeting on this issue. Graduate proposals will come through the UCC this year. A Curriculum Manual is being revised and will be available by mid-September for committee members, administrative offices and faculty who request it.

C. Faculty Benefits Committee:

Professor Langmeyer reported parking for Faculty in H.P.E. Building will be under consideration. The Faculty Benefits Workshop will be held on next Tuesday and Wednesday. Spaces are still available for those who would like to make reservations. A financial planning workshop is being planned for the fall. The sponsorship of a scholarship by faculty senate will be investigated. The provision of interest free loans for computer purchase will be investigated; educational assistance for spouses and children of faculty and the working of the foundation are also areas to be considered. Professor Martin suggested that membership on the parking policies committee might be a solution to the parking for access to H.P.E. by faculty.

D. Professional Concerns Committee:

Senator Olasov reported the following items for consideration: Evaluation of Administrators; Interface of performance review and application for RPT; review of the "Human Subjects in Research" policy; followup on issues at impasse; review grade inflation; read faculty handbook for consistency and language.

IX. Old Business:

Professor Wagner of ~~political~~ <sup>physical</sup> sciences asked about the availability of minutes. Professor Goedel said they are generally available in 4-5 days, copies are sent to senators as well as for posting.

X. New Business:  
None

XI. Adjournment 4:45 p.m.

MEMORANDUM

TO: George Goedel, President Faculty Senate

FR: Nancy Martin, Senator *N.M.*

DA: August 29, 1984

RE: Goals and Recommendations for Senate, 1984-85

Your Presidential recommendations for goals for the 1984-85 Senate was very well "thought out", organized and delivered in the Senate meeting yesterday.

It would be excellent if your presentation could be included in the next Campus Digest (front page) for all faculty to read and also in the Northerner for students as well. It might give immediate visibility and help enhance the Senate's image.

I realize that this is probably done routinely each year, but do we have someone who "gets our message" to the media on campus?

NM/vld

*file  
with aug '84  
minutes per  
K. Brinker*



copy for  
files

It has been traditional, in years past, for the President of Faculty Senate to say a few words at the first meeting about the challenges facing the Senate in the year ahead and some of the issues to be addressed. I would like to briefly depart from that tradition this afternoon, by first reflecting for a moment upon our past.

I remember, as I'm sure many of you do also, a general faculty meeting in May of 1983 where we engaged in a general discussion of the role of Faculty Senate within the system of University governance. Many of you spoke at that meeting and, as I remember, the discussion was very *v. Tropic* depressing. I heard criticism of the administration for not responding to Senate resolutions and recommendations. There was righteous indignation concerning administrative actions taken during the previous summer which served to demoralize the faculty and limit the scope of Faculty Senate participation in University governance. Many had the perception that the Senate was not an effective body and the belief that service on the Senate was meaningless. One of our colleagues summed it up by saying: "We want to be treated with respect as professionals, not as a high school council."

Michael Ryan, our newly elected Senate President at that time stated that in the past the Senate had been treated with "benign neglect" and that he was committed to changing that state of affairs.

Shortly after that meeting, I received, as the newly elected President-Elect, a copy of the Carnegie Foundation essay on Campus Governance, from our retiring President, A.D. Albright. After reading that essay, it became clear to me that the Senate must play a participatory role in the governance of our campus if the term "University" was to be meaningfully applied to our institution. I then

forwarded to Dr. Albright a rather lengthy letter outlining my perceptions of the Senate and it's role in the governance of our campus. At the risk of perhaps boring you further this afternoon, I would like to share with you portions of that letter, for I agree with Glen's concerns as expressed in the minutes of our May meeting, it's important for you to know my philosophical views regarding the role of the Senate in University Governance as well as my priorities and goals for the Senate this year.



*In my letter to Dr. Albright, I wrote the following:*

"Service on the Senate must be visibly recognized by both faculty and administration as a responsible contribution to the academic integrity of the University. In the four years I have been here at Northern, I have found such recognition, unfortunately, to be minimal at best. There is considerable uncertainty among those faculty who have served on the Senate as to the value of such service in the eyes of the administration. If such activity is valued, as I believe it should be if we are to have a healthy governance system, it is not being explicitly rewarded. Time and energies devoted to the Senate do indeed detract from other activities, activities which apparently weigh more heavily on performance reviews. Across departments, the attitudes of chairpersons towards the Senate and the value of Senate activity also vary widely. Negative attitudes certainly do not promote participation by faculty in the Senate and may even discourage such participation, particularly by younger faculty."

"The current mental state of the Senate must, I believe, also be altered with a revitalization of purpose and function if it is to survive and responsibly contribute to campus governance at Northern in the future. Faculty Senate in recent years appears to me to be suffering from a condition known in Psychology as "learned helplessness". Senators are frequently frustrated by apparent administrative unresponsiveness to faculty concerns and are understandably jaded when reports and recommendations are seemingly shelved, placed on unlimited hold, or lost in a tangle of bureaucratic red tape. It is difficult to sustain faculty commitment to Senate activity with internal feelings of meaningful accomplishment and contribution when one believes he/she may be "spitting into the wind". Whether or not such a belief is warranted is really irrelevant. As the Carnegie essay perceptively concludes, "The best measure of the health of a governance structure at a college is not how it

looks on paper, but the climate in which it functions.". The fact that such a belief exists or may exist among members of the Faculty Senate at Northern is detrimental to the effective governance of our institution.... This condition of "learned helplessness" is, hopefully, reversible by a renewal of a collegueal atmosphere and I am confident, will ensue given mutual respect, trust, and the realization that we all share the same visions for Northern as an academy of academic excellence. In so doing, it's incumbent upon all of us to identify, informally discuss, and satisfactorily resolve all issues which potentially threaten such collegueality and ultimately, the essence of University self-governance.

Lastly, I believe that the Faculty Senate at Northern must serve a function beyond that of guaranteeing the academic integrity of the institution. The absence of a collective bargaining agent necessitates the assumption by the Senate of many faculty concerns (e.g., compensation, due process, professional development, etc.) typically managed by such an agent. While the necessity and/or desirability of such an agent at Northern is certainly debatable, such concerns nevertheless exist and the Senate is currently the only vehicle for their expression. Thus, the Senate must represent the faculty with respect to such issues and its legitimate need to do so must be recognized and responsibly addressed by the administration. To the extent that Faculty Senate fails to effectively promote the economic and professional well-being of the faculty at Northern, it fails to adequately serve and represent the interests of the faculty.

Thus, I believe that Faculty Senate at Northern serves a dual role in campus governance, overseeing the academic integrity of this institution and promoting the economic and professional interests of the faculty. The latter need not compromise the former. To the contrary, I believe that

these functions may be reasonably viewed as complimentary and congruent with the Carnegie recommendations on campus governance."



Although written well over a year ago, my convictions regarding the role of the Senate in Campus Governance here at Northern , which I expressed in my letter to Dr. Albright, haven't changed. But, many other things have changed----- and I believe for the better.

The Senate is much healthier today than it was back then. The climate in which it functions has become much more temperate. We owe much of that change, I believe, to a more responsive administration under the leadership of Dr. Leon Boothe and to the bridges of mutual respect and trust built by last year's executive committee under the leadership of Dr. Michael Ryan. Michael certainly fulfilled his pledge to the faculty made back in May of 1983 and the significant changes which have occurred under his leadership, I believe, have yet to be fully recognized by the faculty.

I also saw last May, a re-vitalization of Faculty interest in Senate activity which I trust will continue. For the first time in several years, we all saw a genuine interest in contested Senate elections and a genuine belief by faculty that service on the Senate can and does indeed make a difference. Given this vitality, we should all look forward to a very stimulating and productive year.

President Boothe, in his State of the University address last week, outlined our priorities and goals as a University. As President of the Senate, I would like to take this opportunity, on behalf of the faculty, to express our full endorsement and support. In so doing, I would like to recommend to you the following <sup>ten items</sup> as Senate priorities in the year ahead of us:

- 1) The establishment of a committee to review our current

constitution and recommend changes to more clearly define our role in campus governance and to provide for equitable faculty representation in the future as the organizational nature of our University continues to evolve.

2) That the Senate play a leading role in a re-evaluation of this University's Mission statement and recommend changes where appropriate. This, I believe, is consistent with President Boothe's wishes as expressed in his address to the university. I will be meeting with both President Boothe and Provost Gray this term to more clearly define our role in this re-evaluation process.

3) That we create a new Senate standing committee to monitor political activity throughout the Commonwealth and provide the Senate with periodic reports. Such a committee, already established and functioning at other Faculty Senates in the Commonwealth would be charged with keeping the Senate informed of the actions and proposals of the Legislature, the Governor's office, Council on Higher Education, and other agencies, public and private, which might affect aspects of University programs and governance for which the Senate has responsibility. This committee would also serve as an advisory board to our representatives on COSFL to ensure that our interests are represented by this body at the State level. Although we are an urban institution with obvious and valued ties to the Blue Chip City, we are a Blue Grass University and we must recognize that "our bread is buttered in Frankfort".

*& last yr - there wasn't much bread,  
much less butter.*

4) With respect to conduct of Senate business, the introduction and use of microprocessor equipment is a must. I believe it is time for us to begin utilizing the technology of the 20th century to make our record keeping and other clerical duties more efficient. Last year we

room 717 of the

established a temporary Senate office in ~~the~~ Administration Center. This year, with assurance from the <sup>office of the</sup> Provost, we will have access to microprocessor technology. In addition, I recently petitioned for permanent office and conference space for the conduct of Senate business in the future and trust the space committee will find a way to accommodate our needs.

5) I would recommend as a priority an intensive continuing review and re-evaluation of our General Studies curriculum to achieve a clear understanding of the premises upon which such a core of study is established and required of all of our graduates. I trust that the curriculum committee, under Nancy's leadership, will responsibly continue with the work begun by last year's curriculum committee. I would also hope that we would move forward in the development of a Freshman Orientation Course endorsed by <sup>both</sup> last year's Senate and the Provost's office.

6) A general review of current faculty benefits is also a must this year with closer cooperation with the Staff Congress on those benefits of mutual interest and concern. I believe that <sup>many of our</sup> ~~our~~ benefits can and should be improved and I'm certain that Lynn concurs. For example, we should explore fully how the NKU Foundation currently provides for faculty enrichment and what can be developed from other private sources in the future. The availability of interest free loans or other financial arrangements to assist faculty in the publication of books and other scholarly works where remuneration may be minimal or non-existent and in the purchase of home microprocessor equipment should be viewed as a faculty benefit which benefits the entire University. In addition, some sort of loan or scholarship program for faculty spouses and children seems long overdue. We must find some means of assisting the faculty if they



are to adequately provide for the education of their own families. Lastly, with respect to benefits, Lynn and I have discussed the desirability of periodic workshops and seminars to assist faculty in their personal financial planning for the future. Hopefully, these will become a reality this year.

7) I believe it is also time for us to develop a responsible procedure for the review and evaluation of administrative performance. Such evaluation procedures are conducted on other campuses, some within the Commonwealth, and we have been really dragging our feet in this area. I'm hopeful that Linda, as Chair of the Professional Concerns Committee, will aggressively tackle this issue, and that such a review procedure will also become a reality this year.

8) Another area of growing concern, to me and a number of other faculty here at Northern, is that of grade inflation. If an NKU diploma is to be valued and our transcripts respected as this institution matures, we must be responsible in our certification of scholarship. In this area I would suggest we explore alternatives to our current grading procedures, perhaps by examining the advantages and disadvantages of a plus-minus grading system.

9) We must be meaningfully involved in the University budget process. If we are to be entrusted with the academic integrity of this institution, it follows that we be consulted at all levels with respect to budgetary priorities and that our recommendations be given more than token acknowledgement. Along these same lines, we must do whatever we can, to <sup>publicly & privately</sup> assist the President in improving our <sup>current</sup> salary situation. We simply cannot endure another year of 2% raises. We've been asked to bite the bullet for too many years---- and our dental insurance doesn't cover bullet

biting. Jim, we all expect miracles from the budget committee this year.

10) Lastly, we must <sup>participate in the development of</sup> ~~help to develop~~ a clear plan for the future growth and development of Northern. The Provost has indicated to the Executive Committee that this will be a priority for the Academic Council this year. As your representative on that Council, with one other member of the Senate to be elected to that body, we will participate in the development of that plan. All of us here at Northern, faculty, staff, and students must have a clear <sup>er</sup> understanding of not only where we have been, but where we are going.