

M E M O R A N D U M

TO: All Faculty
FROM: Janet Hiller, Secretary of the Senate
DATE: February 5, 1979
RE: Senate meetings - February 12 and February 26

Because of the press of business and a request from Dr. Albright to speak to the Senators, the Faculty Senate will meet on February 12 at 3:00 pm in Room 303-305, University Center and on February 26 at 4:00 pm in Room 303-305, University Center. Dr. Albright will address the Senate on February 26.

AGENDA - February 12, 1979

- I. President's Report
- II. Old Business
 - A. Collective Bargaining
- III. Committee Reports
 - A. Faculty Benefits
 - 1. Educational Grant Program for the "Retooling" of Faculty
 - 2. By-Laws
 - B. Curriculum Committee
 - 1. Rank I Proposal
 - 2. Graduate - Edu. 616 - Practicum - In Curriculum Development
 - 3. Course change - Biology 290 - changed to Biology 240
 - C. Budget
 - 1. B.S. in Radiologic Technology
 - 2. Associate of Applied Science in Respiratory Therapy
- IV. New Business
 - A. Developmental Studies - Linda Harpster

MINUTES OF THE FACULTY SENATE
February 12, 1979

Senators present:	A. Miller	F. Steely	Others: M. Adams
	J. Hopgood	M. Clark	
	J. Bushee	J. McKenney	
	T. McNally	F. Rhynhart	
	B. Oliver	J. Williams	
	T. Cate	J. Miller	
	B. Lindsay	R. Singh	
	L. Sutherland		

The meeting was called to order by President Arthur Miller. Minutes of the January 15 meeting were approved, with one correction. The vote on the 15th regarding promotion and tenure policies for librarians resulted in one nay rather than one abstention, with all others voting for the motion..

The president requested a change in the agenda. He wished to have the Budget Committee report first during the committee reports. J. Williams moved to so change the agenda. J. Bushee seconded the motion. Motion passed. The agenda was accepted as amended.

PRESIDENT'S REPORT

President Miller reported that the Executive Committee met with Dr. Gene Scholes regarding the workshop on university governance. As a result of that meeting the workshop will be planned for the fall so that there will be adequate time for prior study and preparation. Dr. Scholes and Dr. Oliver are continuing to work on the Danforth proposal for the workshop.

The president also reported on a recent meeting of the Kentucky Congress of Faculty Senators which was held at Louisville. Harry Snyder met with the Congress which discussed the role of faculty with the Council on Higher Education. As a result of this meeting the Congress is now serving in an advisory capacity to the Council on Higher Education.

OLD BUSINESS

President Miller recognized T. McNally who presented a motion on collective bargaining. McNally moved that an ad hoc committee be established to study both the advantages and disadvantages of collective bargaining and report its findings to the senate no later than the first regular meeting of the coming academic year. B. Oliver seconded the motion. In the discussion which followed the president announced that the Executive Committee had asked Dr. McNally to serve as a chairman of a committee to look into issues surrounding collective bargaining. Because of the number of other colleges involved in collective bargaining at this time, Dr. McNally believes Northern should at least study the issues. J. Bushee raised questions about the legal status of collective bargaining in the state of Kentucky. It was his understanding that KEA was again going to try to get approval of collective bargaining at the next meeting of the legislature. B. Oliver noted that collective bargaining is against the law in the state of Ohio also, but that there are a number of colleges under it there anyway. Discussion of legal aspects of collective bargaining continued briefly. On a roll call vote the senate voted twelve to two to approve the motion.

COMMITTEE REPORTS

Budget. R. Singh reported that a special sub-committee studied the two programs referred to the Budget Committee at the January 15 meeting of the senate. This sub-committee invited Dr. Raps to a meeting to discuss the Radiologic Technology and Associate Respiratory Therapy programs. After a report from the sub-committee, the entire Budget Committee voted unanimously to support the two programs because (1) there are many job opportunities, (2) the programs were well thought out, (3) the programs will attract students Northern Kentucky University normally does not attract, and (4) the majority of expenses for equipment involved in these programs is already budgeted in with the new Physical Education and Allied Health building. Implementation of the Radiologic Technology program is targeted for 1982, while the Associate of Applied Science in Respiratory Therapy can begin to bring in students immediately, once they are assured that the program will be in existence in the future. F. Steely, commenting on the cost of the programs, noted that there was time for two legislative sessions before any deadline in implementation. In addition, funding from the National Science Foundation has been requested, he noted. J. Williams asked how many new faculty would be involved in the programs. Steely replied that there would be several new faculty members and that would be the bulk of the cost of the program, with the exception of the equipment already budgeted through the construction of the new building. In addition to the new faculty, the program will require hiring a physician on a part-time basis. Singh noted that he envisioned three faculty in the program after the first year. Singh also discussed the need for these programs to meet certain requirements outside the university. J. McKenney expressed concern about the small number of students who would be brought to the campus, in light of expenditures for equipment. Steely explained that equipment was already included in the original budget approved for the HPE and Allied Health building. McKenney also asked if the Budget Committee considered approving the programs contingent upon the inclusion of this equipment in the new building. R. Singh responded that the Budget Committee did not deal with this question. The Budget Committee report was approved with two abstentions..

Dr. Singh also summarized a document received from Dr. Albright regarding his recommendations to the Board of Regents regarding financial compensation at the university. Dr. Albright requested some changes in the amounts of promotional raises so that they would be \$600, \$900, and \$1200 instead of \$250, \$500 and \$750. The document also outlined future salary issues which will include consideration of a set amount to all, promotional raises and any exceptional or merit pay. The compensation proposal states that Northern Kentucky University will keep within the 7% guidelines set by the federal government. It is not clear whether this would include fringe benefits. Singh also reported that the document suggests a few changes in minimum salaries, i.e. Assistant Professor on nine month contract--\$13,000; Assistant Professor on a twelve month contract--\$13,500; Associate Professor--from \$15,500 to \$16,000; Professor--\$18,500; and Administrators--from \$22,00 to a \$23,00 minimum.

Faculty Benefits. J. Bushee reported several items from the Faculty Benefits Committee. They discussed the Educational Expansion Grant proposed by Dr. Travis which would enable faculty to get additional or different training at their own request. The Faculty Benefits Committee support Dr. Travis's efforts to get such

a grant program implemented and voted to establish a sub-committee to work on the proposal. Dr. Travis hopes to get this proposal to the Senate before the end of the year. Debra Pearce was asked to work with Dr. Travis on this project. R. Singh noted that other schools across the country use such grants to actually change areas of work (brought on perhaps because of retrenchment at the universities.) He questioned the impetus behind the movement on this campus. J. McKenney explained one situation where a professor at Northern, who asked for a sabbatical to expand his expertise in his own field, found the guidelines for a regular sabbatical did not allow for his needs. J. Bushee noted that the educational expansion grant was not some dark secret, and that the committee had discussed the question of whether this was meant to be a response to retrenchment or a tool to wipe out a program. T. McNally called attention to the possible advantages to be gained by faculty, under this kind of program. J. Williams asked if funds for this new grant area would draw monies from other areas. The committee, Dr. Bushee responded, would continue to consider all the concerns expressed in the Senate as they continue work on guidelines for the program.

The Faculty Benefits Committee spent considerable time during the past months, Dr. Bushee reported, discussing the pay period problem. They voted to recommend the following:

- (1) that faculty members on continuous service should not suffer involuntarily a lapse in their regular salary payments;
- (2) to recommend that the administration rescind the registered letter of May 16, 1978, which indicated that certain faculty members' pay periods would be changed from July 1 - June 30 to Sept. 1 - August 31;
- (3) that the current September 1 to August 31 pay period is unfair to present, and in particular to incoming faculty because it does not reflect the onset of teaching responsibilities beginning in August for the fall semester;
- (4) to reaffirm the right of the faculty to choose either a ten or twelve month pay period.

After a brief discussion regarding the item dealing with the lapse of pay, Fred Rhyndhart moved to approve the recommendation, and Bill Oliver seconded the motion. During further discussion J. Williams suggested that the recommendation ought to be sent to the president. Jim McKenney agreed that the recommendation ought to go to the president, and Raman Singh suggested sending a copy also to the provost. Singh asked about the reasons for changes in pay periods, and Dr. Bushee explained that there may be some legal problems involved. The motion passed 14 to 0 with 1 abstention. Dr. Bushee shared three additional items from the Benefits Committee. Seven sabbatical leaves were approved, namely, Bart Braden, David Payne, Joseph Price, William Rost, Ronald Singer, Robert Wallace and Thomas Zaniello. It is now time to make project grant proposals, and only eight have been submitted thus far. The Meidinger and Associates are continuing to study the NKU fringe benefits package.

Curriculum Committee. J. Hopgood reported that one item had been removed from the committee report--Edu. 616. The Curriculum Committee voted approval of the Rank I proposal and some other course changes (BIO 290 changed to BIO 240; PHY 240 & 240L to PHY 260 & 260L). F. Steely seconded the motion to approve the report of the committee. J. McKenney asked if there were any ideas about soon expanding the Rank I into a Ph.D. program. Mike Adams noted that this would not happen, but that some specialist endorsements may come out of Rank I work. These endorsements require little more than is now required for a masters. Motion to approve the report passed unanimously.

As there were no further committee reports and no new business the president entertained a motion to adjourn.

Meeting adjourned.

Respectfully submitted, Janet Miller, Secretary

I move that an ad hoc committee be ^sestablished
to study both the advantages and disadvantages of
collective bargaining and to report its findings to
the senate no later than the first regular meeting
of the coming academic year. (Fall 79)

motion passes 12-2

2/10/79

12 February 1979

SUMMARY OF UNIVERSITY CURRICULUM COMMITTEE ACTIONS/
Meeting of 8 February 1979

- 1) New Proposal Passed: Rank J Certification
 - 2) Course Changes Passed: BJC 290 Library Resources in Biological
Sciences to BJC 240
PHY 240 & 240L Principles of Modern Physics
to PHY 260 & 260L
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Other: Report to Senate new course passed by Graduate Council:
EDU 616 Practicum in Curriculum Development

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