NKU FACULTY SENATE

MEMORANDUM

TO: All Faculty
FROM: Billie Brandon, Secretary, Faculty Senate
DATE: March 11, 1982
RE: FACULTY SENATE MEETING

The next meeting of the Faculty Senate will be held on March 22nd in the Ballroom, University Center at 3:05 p.m.

AGENDA

I.   Additions to/deletions from the agenda.

II.   Minutes of the February 22 meeting

III.   President's Report
       A. Recommendations on Faculty Salaries 1982/83
       B. Regent Election
       C. 1982/83 Senate Election
       D. Results of Survey of Faculty Budget Priorities
       E.

IV.   Old Business
       A.
       B.

V.   Committee Reports

       A. Curriculum Committee
          1. MUS 234 The development of Jazz
             ART 104 Survey of Oriental Art
             HIS 3-- History of the Middle East
                (to be added to General Studies)
          2. ACCT - Accounting Technology; 2 year program
                (to be deleted from Curriculum of NKU)
          3. ISF - Information Systems; 4 year program
                (to be added to the curriculum of NKU)

       B. Professional Concerns Committee
          1. Faculty Handbook Changes
          2.

       C. Budget Committee
          1.
          2.

       D. Faculty Benefits Committee
          1.
          2.

VI.   New Business
       A.
       B.

VII.   Adjournment

Senators Present:

Richard Ward	Jerry Warner
Kathy Brinker	Jonathan Bushee
Joseph Ohren	Larry Giesmann
Mike Gray	Susan Kissel
Gary Johnston	Art Miller
Paul Joseph	Debra Pearce
Jim Kinne	Tom Rambo
Glen Mazis	Mike Ryan
Peter Schiff	Edwin Weiss
George Goedel	Billie Brandon
Frank Dietrich	Rachelle Bruno
Lois Schultz	Tom Cate
Byron Renz	Richard Snyder
Vernon Hicks	Pam Juengling
Macel Wheeler	Donna Bennett
	Donald Cobb

Senators Absent without Alternates:

Rosetta Mauldin	Frank Stallings
Julie Gerdsen	David Elder
Kay Cooper	

Guests Present: Gary Clayton, Business Administration
Michael Klembara, Associate Provost
Lyle Gray, Provost
Jeffrey Williams, Faculty Regent

The Faculty Senate meeting was brought to order at 3:12 p.m. by Debra Pearce.

I.   Additions to/deletions from the agenda.

No additions or deletions were made to the agenda.

II. Minutes of the February 22 meeting.

Joseph Ohren made a motion to accept the minutes of the February 22 meeting. Mike Gray seconded the motion. Carried.

III. President's Report

A. Recommendations on Faculty Salaries 1982-83

Debra Pearce referred the Senators to the document entitled "Report on Faculty Salaries" and noted that due to the fact that the administration requested recommendations on this subject on very short notice, the Executive Committee submitted this report to the administration as an advisory document subject to approval by the Senate. She indicated that the recommendations were based primarily on last year's Senate recommendations and that she would call on Dick Snyder to elaborate on the recommendations and then

call on Provost Gray to discuss the administration's recommendations for 1982-83 faculty salaries. Dr. Pearce indicated that this report was in no way intended as an attack on the law school but was intended to show the need to separate law school and undergraduate salary averages which the Council on Higher Education currently does not do.

Dick Snyder, Chair of the Budget Committee, distributed tables comparing Northern with its benchmark institutions as well as the results of the faculty survey on budget priorities for 1982-83. Dr. Snyder indicated that the text of the report was basically the same as last year with updated information. He reported the following corrections:

Table II - Non-Law should be $19,371 instead of $19,138; the difference should be $13,729 instead of $13,962 and percentage difference should be 70.9 instead of 72.8; in the text of the report page two, 16th line, the figure should be 59.3 instead of 62.0 percent, and below that the figure should be 48.4 instead of 50.9 percent; page 3, fifth line down, the figure for Murray should be $22,614 instead of $22,435.

Paul Joseph voiced strong objections to the report on several grounds. He indicated that he believed it was clearly erroneous to make statements concerning the healthiness of Chase salaries based on a comparison with 2 out of 174 law schools. He further indicated that this was the third consecutive year in which he perceived an openly hostile attitude toward the law school held by the Budget Committee although that was not true of all members of the Committee. He said there was no climate of support for and no interest in the law school in that Committee. He objected to reporting what percentage of the average law faculty salary was earned by the average non-law faculty, arguing that this information is of no benefit toward the purported aim of raising non-law faculty salaries. He indicated that the report does not clearly state that its aim is to remove law school salaries from total university faculty salaries in order to make fair comparisons with benchmarks as purported. He expressed his concern for an apparent lack of interest in establishing appropriate benchmarks for the law school. He objected to lump sum as opposed to percentage raises as this would adversely affect the already existing problem for the long term law school faculty whose salaries continue to compact. He expressed concern for the inability of the law school to compete for new faculty. He recommended the deletion of several sentences in the report.

After further discussion, Dr. Pearce asked that the record reflect a request that the Chase representative to the Budget Committee supply it with the ABA standards for faculty salary so that appropriate comparisons of law school faculty can be made in the future.

Mike Gray asked for clarification of recommendation number four relating to two-tier merit raises. Dick Snyder indicated that they were recommending a _minimum_ of two tiers.

Provost Gray gave a brief report on the guidelines for raises for 1982-83. He indicated that essentially 10% of the faculty salary base will be available for raises. For a satisfactory performance review, a faculty member should receive a 5% salary increase plus $600. This should account for approximately 70% of the available monies. The remainder will be used for merit raises with a minimum merit award of $1200.

Jonathan Bushee inquired as to whether or not guidelines had been established for merit. Provost Gray replied in the negative.

Joseph Ohren made a motion that the materials on faculty salaries that had been presented to the full Faculty Senate by the Budget Committee be accepted without comment and that in the future the considerations that were raised by the Senator from the Law School be taken into account in making recommendations. Richard Ward seconed the motion. After further discussion, the question was called by Gary Johnston. Motion carried.

B. Regent Election

Byron Renz commended the members of the committee (Art Miller, Geri Rouse and Paul Joseph). He indicated that this will be a live election instead of through the mails in an effort to expedite the election and promote faculty interest. One correction was made on the Procedural Recommendations on page 2, item 7, next to last sentence, change "their" to "a" and remove the words "NKU faculty".

Dr. Renz related that a special Newsletter would have to be put out as we are behind the time table set up in the recommendations. Dr. Pearce related that the election committee will be made up of the same people who drew up the document, and she thanked them for their hard work. Byron Renz will chair the committee.

Gary Johnston made a motion to accept the recommendations of the committee of election of faculty regent. Lois Schultz seconded. Motion carried.

C. Dr. Pearce announced that Faculty Senate elections for 1982-83 will commence shortly. A three person committee will be appointed to conduct the at large elections. Pam Juengling has agreed to chair this committee.

Billie Brandon reported that at large elections must be completed by April 10; by April 20 each department with an open slot should have elected a departmental Senator; all Senators take office at the first meeting held after August 1; however, a special meeting for election of the new Executive Committee will be called by the current President before May 15; the current Executive Committee shall draw up and circulate a list of candidates at least 5 days prior to that meeting.

Dr. Pearce indicated that nominations will be sought from all of the 1982-83 Senators rather than from the Executive Committee as has been the practice in the past.

D. Results of Survey of Faculty Budget Priorities

These were distributed to the Senators earlier in the meeting. Dr. Snyder said a more extensive copy is in the Library for anyone to see.

E. Regent's Report

Jeffrey Williams reported on the March 9 Board meeting stating that when the administration's financial exigency policy was presented for adoption, he explained the course of events leading up to the Board meeting recommending that the Board postpone adoption until the April meeting since the Faculty Senate had had no time to review the proposed policy. The Board chose to adopt the policy anyway. He reported that he had requested a performance review relating to the efficiency of the University Relations unit and a cost efficiency study comparing the old Student Services unit to the new Student Services unit since cost effectiveness was one of the reasons given for the reorganization.

Dr. Pearce related that Dr. Albright will bring proposed changes to the financial exigency policy before the Senate and wishes to meet with the Executive Committee to discuss changes such as the definition in the near future.

Dr. Williams indicated that some resolution should be sought from the administration with reference to which financial exigency policy applies to faculty already tenured since some differences of opinion exist here.

F. Grand Marshall Election

Ballots for the election of the Grand Marshall were distributed. Those consenting to nomination included Bill Lindsay, Tom Cate, Rita Tobler, Tom Zaniello, Susan Kissel, Howard Storm, and Debra Pearce. Susan Kissel was elected.

G. Paul J. Sipes Award Banquet

Dr. Pearce announced a correction in the memo concerning the banquet. The Banquet is scheduled for April 28 not April 12.

V. Committee Reports

A. Curriculum Committee - T. Cate

1. Joseph Ohren made a motion to accept the 3 proposals of MUS 234, ART 104, and HIS 3--. Larry Giesmann seconded. Motion carried.

2. Tom Rambo made a motion to accept the removal of Program Accounting Technology (2 year course), Joseph Ohren seconded. Discussion ensued especially regarding the university obligation to inform students of their rights. Motion carried.

3. Mike Gray made a motion to accept the ISF (4 year program) to be added to the curriculum of NKU; Tom Rambo seconded. Following discussion, the proposal motion carried with one nay and two abstentions.

4. Tom Cate related that 8 people attended the video tape on Common Learning. He related that he is asking the sub-committee of General Studies to write a two or three page memorandum to Dr. Albright on their feelings about the film itself, whether or not NKU should adopt the philosophy as presented in the film, and an outline of direction should it be adopted.

B. Professional Concerns Committee - T. Weiss

1. Recommendations that the Professional Concerns Committee presented to the Faculty Senate regarding changes in the Faculty Handbook were accepted with 2 absentions.

2. Debra Pearce stated she would like to have a status report by the April meeting on the program review document that was sent to the Professional Concerns Committee and the report that Dr. Albright gave the Senate at the last Faculty Senate meeting regarding possible program changes. Dr. Weiss responded that Art Miller is chairing a sub-committee on that.

3. Dr. Weiss reported that the Committee was also working on a procedure for changing the Faculty Handbook and a faculty workload formula.

C. Budget Committee - D. Snyder

Dick Snyder indicated that the Committee is working on a policy of evaluating the faculty for merit raises.

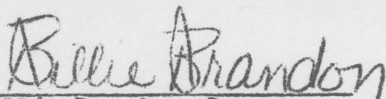D. Faculty Benefits - L. Giesmann

Larry Giesmann reported that the Committee recommendations on Faculty Grants had been submitted to the Provost and announcement of recipients would be made at the April meeting.

VI. New Business

Jonathan Bushee asked if recommendations would be brought before the Faculty Senate in regard to the film that Tom Cate talked about on Common Learning. He replied in the affirmative.

VII. Adjournment

Mike Gray made the motion the meeting adjourn. Billie Brandon seconded. Motion carried. The meeting adjourned at 4:50 p.m.

Billie Brandon, Secretary
Faculty Senate

REPORT ON FACULTY SALARIES:
AN OVERVIEW WITH RECOMMENDATIONS

OVERVIEW

When comparing Northern Kentucky University to its thirty benchmark
institutions established by the Kentucky Council on Higher Education, the
average salary for non-law school faculty at Northern is significantly
below the average for its benchmark institutions. For the 1978, 1979,
and 1980 academic years, the average non-law faculty salary at Northern
ranked thirtieth (30) out of the thirty-one (31) benchmark institutions.
In 1978 the average non-law faculty salary at Northern was $16,844, which
was $4,589 (or 21.4%) below Cleveland State University, the highest ranked
among the Kentucky benchmark institutions. In 1979, Northern maintained
its rank of thirtieth (30) but lost ground in terms of dollars and per-
centages: Northern's average 1979 non-law faculty salary of $17,588 was
$5,315 (or 23.2%) below Cleveland State and $2,140 (or 10.8%) below
Eastern Kentucky, the highest ranked Kentucky benchmark. In 1980, while
still in thirtieth position, Northern's non-law faculty salary of $19,371
was $6,630 (or 25.5%) below Cleveland State and $2,075 (or 9.7%) behind
Eastern Kentucky. Increases in Northern's average non-law faculty salaries
over the 1978 to 1979, 1979 to 1980, and 1980 and 1981 academic years was
$744 (or 4.4%), $1783 (or 10.1%), and $2087 (or 10.8%), respectively.

The law faculty at Northern has maintained a strong salary position
in relation to the other two benchmark institutions with law schools,
Cleveland State and Memphis State. For the 1978 through 1981 academic
years, the law faculty at Northern have had the second highest average
salary except for 1979, when it was third. In 1978 Northern's average
salary of $28,071 was $221 (or 0.78%) behind Cleveland State while $2,246

(or 8.7%) ahead of Memphis State.. Northern's 1980 average law faculty
salary of $33,100 was $1,522 (or 4.8%) behind Cleveland State, but ahead
of Memphis State by $1,746 (or 5.6%). In 1981, Northern's average law
salary was $174 (or 0.48%) behind Cleveland State while $1,766 (or 5.1%)
ahead of the average law salary of Memphis State. In 1979, Northern's
average law faculty salary was the lowest of the three benchmark insti-
tutions, $1,712 (or 5.6%) below Cleveland State and $317 (or 1.1%) behind
Memphis State. Northern's increase in average law faculty salaries between
the 1978 to 1979, 1979 to 1980, and 1980 to 1981 academic years was $666
(or 2.4%), $4363 (or 15.2%), and $2988 (or 9.0%), respectively. In 1979,
it was $1,712 (or 5.6%) below Cleveland State and $317 (or 1.1%) below
Memphis State.

Comparison among the benchmark institutions having law schools shows
a pattern of spreading average salaries. From Table I the difference
between average law and non-law faculty salaries, for 1980 show Northern with
the largest disparity, ~~52.0~~ 59.3 percent greater than the difference for Cleveland
State ($8,621) and ~~50.9~~ 4804 percent greater than that of Memphis State ($9,253).
When compared to the 1981 salaries in Table II, Northern's difference in
average faculty salary for law and non-law faculty, while still the largest
of the three institutuons, has been decreasing relative to the differences
at the other schools. Specifically, in 1981, Northern's difference between
the average salary of law and non-law faculty was 41.5 percent of the
difference for Cleveland State ($10,336) and 20.7 percent for Memphis State
($12,122).

When excluding law faculty, Northern's position relative to its
Kentucky benchmark institutions has not changed significantly over the last
few years. The 1975/76 academic year saw Western Kentucky University with

the highest average salary, $15,508. Northern's average salary was $13,737, followed only by Kentucky State University at $13,658. Northern has remained in fifth position through the 1981/82 academic year, when Western Kentucky University had the highest average faculty salary of $23,732, followed by Eastern $23,098), Murray ($22,~~435~~ 614), Morehead ($22,174), Northern ($21,458), and Kentucky State ($20,653).

The information on average faculty salaries among designated benchmark institutions show a fairly consistent pattern. Relative to benchmarks with law schools, law faculty at Northern are maintaining a stronger position than are non-law faculty. A strong position needs to be maintained for the law faculty, while the salary position of the non-law faculty needs to be significantly improved. When considering all benchmarks, whether in contiguous states or within Kentucky, Northern's non-law faculty are at the bottom of the list; this continued pattern of average faculty salaries for Northern must be corrected. Salary policies must be implemented which reduce salary disparities not commensurate with those of benchmark institutions.

RECOMMENDATIONS: 1982/83

The following recommendations are viewed as essential to the reduction
at Northern Kentucky University, of salary inequities both internally and
externally.

1. Of the total dollars available for faculty salaries, eighty (80)
   percent be allocated to across-the-board increases and twenty (20)
   percent to merit.

2. The across-the-board salary increases be in a dollar basis
   rather than a percentage basis. For those continuing full-time
   faculty who are performing at least at the satisfactory level,
   a constant dollar amount be allocated to each.

3. Merit allocation be on the basis of consideration for teaching,
   professional development, university service, and community
   service.

4. Merit be allocated in at least a two (2) tier structure and
   that it be allocated University-wide.

5. The Administrative more vigorously seek equity adjustment funds
   for salary adjustments to bring Northern in line with benchmark
   institutions.

TABLE I: 1981 Average Salary for Law and Non-Law Faculty of

Benchmark Institutions (Adjusted for academic year)

Institution / Average Salary	N.K.U.	Cleveland State	Memphis State
Law	$36,088	$36,262	$34,322
Non-Law	21,458	25,926	22,200
Difference	14,630	10,336	12,122
Difference as percentage of average non-law faculty salary	68.2	39.9	54.6

TABLE II: 1980 Average Salary for Law and Non-Law Faculty of Benchmark

Institutions. (Adjusted for academic year)

Institution / Average Salary	N.K.U.	Cleveland State	Memphis State
Law	$33,100	$34,622	$31,354
Non-Law	19,~~138~~ 371	26,001	22,101
Difference	13,~~962~~ 729	8,621	9,253
Difference as percentage of average non-law faculty salary	~~72.8~~ 70.9	33.2	41.9

AVERAGE FACULTY SALARIES
NKU BENCHMARK INSTITUTIONS
BY RANK

TABLE III

INSTITUTION	STATE	ALL RANKS	PROFESSORS	ASSOCIATES	ASSISTANTS	INSTRUCTORS
CLEVELAND STATE	OHIO	26022	34800	25400	21400	17300
OHIO UNIVERSITY	OHIO	24369	29800	23200	19200	14800
MIAMI	OHIO	23989	31800	24400	19200	16700
EAST CAROLINA	NORTH CAROLINA	23671	28800	23400	19600	16800
BALL STATE	INDIANA	23320	29100	23100	18000	12900
KENT STATE	OHIO	23318	29100	22500	19000	15900
OLD DOMINION	VIRGINIA	22961	31300	23500	19300	15600
INDIANA STATE	INDIANA	22807	27700	22500	18400	14100
ILLINOIS STATE	ILLINOIS	22657	28700	23200	18900	15800
APPALACHIAN STATE	NORTH CAROLINA	22344	26400	21800	19300	15800
MEMPHIS STATE	TENNESSEE	22095	28500	23000	18500	14600
WESTERN CAROLINA	NORTH CAROLINA	22033	27800	22500	18900	15000
MIDDLE TENNESSEE STA	TENNESSEE	21921	27200	22300	18600	15400
EAST TENNESSEE STATE	TENNESSEE	21884	27800	23000	18900	15300
WRIGHT STATE	OHIO	21734	29200	22800	18200	14800
WESTERN ILLINOIS	ILLINOIS	21691	26700	22100	18600	12900
S.W.MISSOURI STATE	MISSOURI	21561	27600	22500	19100	15500
N.E.MISSOURI STATE	MISSOURI	21469	27600	24100	19300	15300
EASTERN KENTUCKY	KENTUCKY	21456	26000	21900	18400	14900
WESTERN KENTUCKY	KENTUCKY	21264	25900	21300	17800	14400
MURRAY STATE	KENTUCKY	21055	24900	21700	18400	16000
CENTRAL STATE	MISSOURI	20873	26200	22800	19100	14700
N.W.MISSOURI STATE	MISSOURI	20798	26500	22100	18500	15600
TENNESSEE STATE	TENNESSEE	20615	27200	22400	18100	14600
MOREHEAD STATE	KENTUCKY	20596	25000	21400	18300	14900
S.E.MISSOURI STATE	MISSOURI	20248	28200	22600	18400	14400
RADFORD	VIRGINIA	20177	26200	21000	17700	15200
AUSTIN PEAY	TENNESSEE	19964	25900	20600	16800	13800
MARSHALL	WEST VIRGINIA	19858	24700	21000	17700	14500
NORTHERN KENTUCKY	KENTUCKY	19718	25500	21900	17400	14600
KENTUCKY STATE	KENTUCKY	18813	25300	19700	17200	15500
MEAN		21783.19	27658.06	22441.93	18587.09	15083.87
STDEV		1551.13	2214.16	1142.15	854.30	976.42
MAX		26022	34800	25400	21400	17300
MIN		18813	24700	19700	16800	12900

RANKS BELOW INSTRUCTOR
NOT INCLUDED IN AVERAGE
SALARY FOR ALL RANKS

* LAW SCHOOLS EXCLUDED *

AVERAGE FACULTY SALARIES
NKU BENCHMARK INSTITUTIONS
BY RANK

1978/79

TABLE IV

INSTITUTION	STATE	ALL RANKS	PROFESSORS	ASSOCIATES	ASSISTANTS	INSTRUCTORS
CLEVELAND STATE	OHIO	21448	28500	21500	17400	14500
MIAMI	OHIO	20639	27400	21000	16800	14500
OHIO UNIVERSITY	OHIO	20341	24800	19200	16500	13000
KENT STATE	OHIO	20336	25500	19500	16300	13400
INDIANA STATE	INDIANA	19695	23900	19500	16100	13100
ILLINOIS STATE	ILLINOIS	19655	25100	20300	16500	13700
BALL STATE	INDIANA	19575	25200	19900	15900	11200
WRIGHT STATE	OHIO	19530	26400	21000	16500	13100
EAST CAROLINA	NORTH CAROLINA	19237	23100	19000	16200	13500
OLD DOMINION	VIRGINIA	19194	25800	20300	16400	12900
MEMPHIS STATE	TENNESSEE	19175	25200	20700	16600	12600
WESTERN ILLINOIS	ILLINOIS	18841	23800	19300	16400	11400
MIDDLE TENNESSEE STA	TENNESSEE	18764	23300	19500	16100	13600
EASTERN KENTUCKY	KENTUCKY	18706	23100	19200	16300	12900
WESTERN KENTUCKY	KENTUCKY	18462	23100	19200	16200	12300
EAST TENNESSEE STATE	TENNESSEE	18431	24300	19700	16500	13400
N.E. MISSOURI STATE	MISSOURI	18403	23300	20500	17200	13600
MURRAY STATE	KENTUCKY	18301	21600	19000	16200	14000
S.E. MISSOURI STATE	MISSOURI	18262	25300	20400	16900	13000
WESTERN CAROLINA	NORTH CAROLINA	18222	22700	18500	15900	12400
APPALACHIAN STATE	NORTH CAROLINA	18123	22200	17800	15700	12700
MOREHEAD STATE	KENTUCKY	18019	22100	18700	16200	12700
CENTRAL STATE	MISSOURI	17755	22600	19500	16400	12700
MARSHALL	WEST VIRGINIA	17671	22500	19200	15700	12900
S.W. MISSOURI STATE	MISSOURI	17558	23200	18600	15700	12600
AUSTIN PEAY	TENNESSEE	17550	23200	18300	14700	12400
TENNESSEE STATE	TENNESSEE	17407	24000	18600	15500	13000
RADFORD	VIRGINIA	17406	22600	18500	15500	13000
N.W. MISSOURI STATE	MISSOURI	17300	22400	18400	15600	12400
NORTHERN KENTUCKY	KENTUCKY	16832	22000	18700	15100	12700
KENTUCKY STATE	KENTUCKY	15979	22200	18000	14800	13300
MEAN		18607.04	23883.86	19403.22	16122.57	12983.87
STDEV		1196.12	1674.93	940.39	618.04	717.91
MAX		21448	28500	21500	17400	14500
MIN		15979	21600	17800	14700	11200

RANKS BELOW INSTRUCTOR
NOT INCLUDED IN AVERAGE
SALARY FOR ALL RANKS   * LAW SCHOOLS EXCLUDED *

AVERAGE FACULTY SALARIES
NKU BENCHMARK INSTITUTIONS
BY RANK

TABLE V

INSTITUTION	STATE	ALL RANKS	PROFESSORS	ASSOCIATES	ASSISTANTS	INSTRUCTORS
CLEVELAND STATE	OHIO	22870	30200	22700	18700	15700
OHIO UNIVERSITY	OHIO	21729	26500	20700	17600	13700
MIAMI	OHIO	21703	29100	22200	17700	15200
KENT STATE	OHIO	21654	27100	20700	17500	14100
ILLINOIS STATE	ILLINOIS	20972	26800	21700	17700	14700
BALL STATE	INDIANA	20924	26700	21100	16600	11700
OLD DOMINION	VIRGINIA	20859	28300	21800	17800	14200
EAST CAROLINA	NORTH CAROLINA	20856	24800	20400	17400	14300
INDIANA STATE	INDIANA	20745	25100	20500	16800	13200
MEMPHIS STATE	TENNESSEE	20415	26700	22200	17700	13800
EAST TENNESSEE STATE	TENNESSEE	20306	26100	21500	17600	14500
WESTERN ILLINOIS	ILLINOIS	20268	25000	20600	17600	12000
EASTERN KENTUCKY	KENTUCKY	19728	24300	20200	17200	13800
MIDDLE TENNESSEE STA	TENNESSEE	19697	24800	20400	17400	13600
N.E.MISSOURI STATE	MISSOURI	19696	24900	21900	17900	13800
WRIGHT STATE	OHIO	19685	26800	21000	16100	12600
MURRAY STATE	KENTUCKY	19618	23100	20200	17300	15000
WESTERN KENTUCKY	KENTUCKY	19397	24100	19800	16500	13000
WESTERN CAROLINA	NORTH CAROLINA	19364	24100	19600	16800	13000
APPALACHIAN STATE	NORTH CAROLINA	19263	23400	19000	16700	13700
S.W.MISSOURI STATE	MISSOURI	19197	24800	19900	17200	13700
S.E.MISSOURI STATE	MISSOURI	19142	26200	21400	17600	13900
TENNESSEE STATE	TENNESSEE	19080	26100	20900	16200	14700
CENTRAL STATE	MISSOURI	18898	24000	20800	17600	13500
MOREHEAD STATE	KENTUCKY	18917	23000	19600	16900	13700
MARSHALL	WEST VIRGINIA	18736	23700	20000	16700	13500
RADFORK	VIRGINIA	18707	24200	19600	16500	13900
N.W.MISSOURI STATE	MISSOURI	18688	24000	19800	16800	13900
AUSTIN PEAY	TENNESSEE	18584	24300	19700	15700	12500
NORTHERN KENTUCKY	KENTUCKY	17613	23600	20000	15800	13400
KENTUCKY STATE	KENTUCKY	16871	23200	18500	16100	14400
MEAN		19815.29	25322.57	20593.54	17087.09	13764.51
STDEV		1274.04	1795.68	992.62	694.62	871.99
MAX		22870	30200	22700	18700	15700
MIN		16871	23000	18500	15700	11700

RANKS BELOW INSTRUCTOR
NOT INCLUDED IN AVERAGE
SALARY FOR ALL RANKS

* LAW SCHOOLS EXCLUDED *

AVERAGE FACULTY SALARIES
NKU BENCHMARK INSTITUTIONS
IN KENTUCKY

TABLE VI   BY RANK

INSTITUTION	AVERAGE SALARY ALL RANKS 1980/81	AVERAGE SALARY ALL RANKS 1981/82	CHANGE IN AVERAGE SALARY	
			DOLLARS	PERCENTAGE
EASTERN KENTUCKY	$ 21,446	$ 23,098	$ 1,652	7.70
KENTUCKY STATE	18,642	20,653	2,011	10.79
MOREHEAD	20,378	22,174	1,796	8.81
MURRAY	20,789	22,614	1,825	8.78
NORTHERN KENTUCKY	19,371	21,458	2,087	10.77
WESTERN KENTUCKY	21,254	23,732	2,478	11.66

SOURCE: HIGHER EDUCATION GENERAL INFORMATION SURVEY (HEGIS)

NOTE: (1) SALARIES ADJUSTED FOR NINE (9) MONTHS
      (2) NKU LAW SCHOOL DATA REMOVED
      (3) ALL FACULTY RANKS USED IN COMPUTING AVERAGE SALARY FOR ALL RANKS

Procedures for the Election
of the Faculty Regent
for 1982 - 1985
(adopted by the Faculty Senate, March 22, 1982)

1. The Executive Committee of the Faculty Senate shall establish an election committee consisting of three to five full-time faculty members. The committee shall appoint one of the members as the chair. The committee must be comprised of persons who will not be candidates for Faculty Regent. The committee shall organize and carry out the election of the regent and report the results to the Senate.

2. The election committee shall be appointed not later than January 1 of the year of a regent election.

3. The committee chair shall obtain a list of faculty (a current official list from the office of the Provost) and determine the eligibility of faculty to become candidates for Faculty Regent. Specifically, the committee chair shall contact department chairs to determine the completeness of the list and the eligibility of each faculty member to become a candidate for Faculty Regent.

4. The election committee shall also determine the eligibility of all faculty to vote in the election for Faculty Regent. Anyone with faculty rank of assistant professor or above, including administrators with faculty rank, is eligible to vote for Faculty Regent, provided that the faculty member has a full-time teaching or research appointment at Northern Kentucky University (regardless of his/her current assignment) (and whose position is tenured or tenure track.) Faculty eligible to run for Faculty Regent are full-time teaching faculty, research faculty, or library faculty. A faculty member is eligible to run for Faculty Regent if he/she holds a faculty contract (as opposed to an administrative appointment sheet) and if not more than 50 percent of his/her regular University assignment is in administration.

5. The election committee is a board of elections which is empowered to rule on matters pertinent to the election process, such as the eligibility of a faculty member to become a candidate for Faculty Regent and the eligibility of a faculty member to vote for Faculty Regent. The committee is further empowered to interpret the rules for election and other related procedural matters.

6. The committee shall issue a call for nominations, which shall include a listing of the eligibility criteria for running for Faculty Regent. The call shall be sent out with the "Faculty Senate Newsletter" reporting the January Senate meeting and, concurrently, published as a public notice in the Northerner.

The announcement shall include (1) the eligibility requirements for running for Faculty Regent, (2) a statement indicating that nominations and questions concerning the election procedures should be directed to the chair of the election committee, (3) the deadline for submissions of nominations, including the date and hour, (4) a statement indicating the time period for the submission of nominations, which shall be ten days, (5) an indication that a person may either nominate another faculty member or himself/herself, (6) a statement specifying the duration of the tenure of the Faculty Regent (3 years), and (7) the requirements pertaining to the candidates' written position statements.

In reference to requirement 5 above, if a person nominates another faculty member as a candidate, the person nominating must have the permission of the person being nominated.

7. The election committee will announce the names of the candidates, listed in alphabetical order, and the dates of the election and location of the polling place in the "Faculty Senate Newsletter" and in the Northerner. Candidates' position papers will be distributed with the mailing of the "Faculty Senate Newsletter." This election information will include a notice to faculty that they must display a current identification card upon request to verify their identity at the polling station.

8. Each nominee for the position of Faculty Regent, upon becoming a candidate, will receive a copy of the procedural rules.

9. The election committee shall develop ballots for an election, determine the site for a polling station (which should be centrally located), and establish two consecutive weekdays for voting and the hours during which the polling station will be open.

10. The announcement of the names of the candidates and the election information shall be made no less than seven calendar days before the election.

    A faculty member wishing to vote by absentee ballot may request such a ballot from the chairman of the election committee.

11. The election committee shall devise two ballots: regular and absentee, with the absentee ballot being clearly marked as such.

    Candidates' names will be listed on the ballot in alphabetical order, and voting instructions will be included on the ballots.

12. The election committee shall have the responsibility for
     conducting the election.

     The chairman of the election committee may appoint four
     to six additional faculty to assist the election committee
     in conducting the election, with the stipulation that one
     member of the committee be present at the polling station
     at all times during the hours that the polls are open.

     The polls will remain open from 9:00 a.m. to 4:00 p.m.
     on two consecutive weekdays.

     A roster of faculty eligible to vote will be retained in
     a voting register, and a notation will be made when a
     faculty member votes and, likewise, when an absentee
     ballot is received.

     The container for ballots will remain sealed from the
     start of the polling until the election committee meets to
     count the ballots.

13. Absentee ballots must be returned to the chair of the
     election committee no later than the first day of voting.

14. Voters shall vote for one candidate only by circling the
     name of the candidate he/she is voting for.

     If more than one name is circled, the ballot will be
     ruled invalid.

15. Ballots will be counted within twenty-four hours after the
     closing of the polls.

16. Immediately following the election, the candidates will be
     notified by the chair of the election committee of the
     results of the election. Upon notification of the candidates
     of the election results, the chair of the election committee
     will release the results to the press.

17. All candidates will be invited to observe the counting of
     the ballots after the election.

18. If no candidate receives a majority vote during the first
     election (more than half of the valid votes cast), a run-off
     election will be scheduled. To determine the eligible
     candidate for the run-off election, the election committee
     will first rank all candidates by percentage of vote received,
     from the largest to the smallest. Starting from the top of
     this ranked list, the committee will determine the smallest
     list of candidates whose combined percentage of vote exceeds
     66 2/3 percent. This list will constitute the candidates
     eligible for the run-off election.

A run-off election will be scheduled no sooner than five days following the public announcement of the new election. Public announcement of the run-off election will be made through a special edition of the "Faculty Senate Newsletter" and the Northerner

The procedure adhered to in the first election will be followed in all subsequent run-off elections.

19. Campaigning or electioneering will be prohibited within a fifty-foot radius of the polling station.

THE ELECTION COMMITTEE OF THE NORTHERN KENTUCKY UNIVERSITY FACULTY
SENATE ANNOUNCES THE UPCOMING ELECTION TO SELECT THE FACULTY REGENT
AND CALLS FOR NOMINATIONS TO THAT POSITION.

1. AUTHORIZATION FOR FACULTY REGENT/QUALIFICATIONS TO SERVE AS REGENT

    KRS 164.320 provides, inter alia:

    (7) The faculty member shall be a teaching or research member
    of the faculty of his respective university or college of the
    rank of assistant professor or above. He shall be elected by
    secret ballot by all faculty members of his university or college
    of the rank of assistant professor or above. The faculty member
    shall serve for a term of three (3) years and until his successor
    is elected and qualified. The faculty member shall be eligible
    for reelection, but he shall not be eligible to continue to serve
    as a member of such board if he ceases being a member of the
    teaching staff of the university or college. Elections to fill
    vacancies shall be for the unexpired term in the same manner as
    provided for original election.

    As interpreted by the election committee, faculty eligible to
    run for Faculty Regent are full-time teaching faculty, research
    faculty, or library faculty. A faculty member is eligible to
    run for Faculty Regent if he/she holds a faculty contract (as
    opposed to an administrative appointment sheet) and if not more
    than fifty (50) percent of his/her regular University assignment
    is in administration.

2. PROCEDURE FOR NOMINATING CANDIDATES FOR FACULTY REGENT

    To nominate a faculty member, the nominator must obtain and
    fill out a "Faculty Regent Nomination Form." The form is available
    from the chairperson of the election committee. To nominate a
    faculty member other than yourself, the signature of the nominated
    faculty member must be obtained to demonstrate willingness of the
    faculty member to run.

    Nominations must be received by the chairperson of the election
    committee by _____ p.m. _____, 19__. Any
    nomination which is not in proper form or which does not contain a
    statement from the nominated faculty member (if other than the
    nominator) indicating willingness to serve, will be ruled invalid.

3. TERM

    The faculty regent will take office at the _____ meeting
    of the regents and will serve for three years.

4. POSITION STATEMENTS BY NOMINATED CANDIDATES

Once nominated, a candidate for the faculty regent position may submit a statement or position paper of no more than _____ words. The statement must be submitted to the chairperson of the election committee. The statement will be distributed to the faculty. In order to be distributed, statements must be received by the chairperson no later than _____.

5. QUESTIONS

Questions regarding election procedures or other related matters should be directed to the chairperson of the election committee.

6. CHAIRPERSON OF THE ELECTION COMMITTEE

The chairperson of the election committee is _____.
Office _____. Phone _____.

1982 FACULTY REGENT ELECTION

NOMINATION FORM

I, _____ , hereby nominate the person listed

below, to the position of NKU Faculty Regent:

_____(name of nominee)

_____(department if known)

_____(office number/phone).

NOTE: IF YOU ARE NOMINATING SOMEONE OTHER THAN YOURSELF, THE NOMINEE MUST

SIGN BELOW INDICATING A WILLINGNESS TO SERVE AS FACULTY REGENT.

I, _____ , hereby agree to serve as faculty

regent if elected to that position.

_____
            signature   date

BALLOT

FACULTY SENATE

NORTHERN KENTUCKY UNIVERSITY

Faculty Regent Election

Term: April 1982 - March 1985

Vote by circling the name of one candidate on the list
below. Ballots with the names of more than one candidate
circled, or which are unclear as to which name is circled,
will be ruled invalid.

- -

CANDIDATES (listed in alphabetical order):

John Jones

Jane Smith

Jack Williams

TO: All Faculty

FR: Billie Brandon, Secretary
     Faculty Senate

DA: February 25, 1982

RE: Faculty Survey/Budget Priorities

        Please review and return the attached survey to your department
represenative on the Faculty Senate Budget Committee. See list below:

        Education - D. Cobb
        Business - J. Gerdsen
        Nursing - R. Tobler
        T.O.E. - J. Kinne
        Public Administration - J. Love
        Social Work - R. Mauldin (Senator)
        Communications - M.A. Renz
        Library - N. Campbell
        Law - D. Elder
        Literature/Language - T. McNally
        Math - B. Braden
        Biological Sciences - M. Kannan
        Physical Sciences - C. Hawkins
        Fine Arts - H. Storm
        Political Sciences - D. O'Keefe
        Social Sciences - G. Mazis
        Psychology - P. Bishop
        History/Geography - C. Futhey
        Radiologic Technology - K. Cooper (Senator)

SURVEY OF FACULTY BUDGET PRIORITIES
SPRING 1982

General Directions: Please answer all questions in sections I and II and turn in to your faculty representative on the Budget Committee of the Faculty Senate no later than March 5th. Do <u>not</u> send the survey to the Faculty Senate or the Budget Committee.

Section I: General Information. Please check (✓) the space to the left of the appropriate response for each of the following questions.

1. Faculty Rank

    _____ Full Professor
    _____ Associate
    _____ Assistant
    _____ Instructor
    _____ Lecturer

2. Tenure Status

    _____ Tenured
    _____ Non-Tenured

3. Contract status for 1981-82 Academic year

    _____ Twelve (12) month
    _____ Ten (10) month

4. Total years of full-time teaching at college/university level, including 1981-82.

    _____ First year   _____ 11-15 years
    _____ 2-5 years   _____ 16-20 years
    _____ 6-10 years   _____ over 21 years

5. Last degree received

    _____ Ph.D., Ed.D., etc.
    _____ J.D.
    _____ Masters
    _____ Bachelors
    _____ Undergraduate
    _____ Other _____

Section II. Priorities. From the Priority Selection List select the appropriate item and record its letter in the space to the right of the appropriate priority number.

A. Highest and lowest priorities under normal operating conditions.

1. HIGHEST PRIORITIES: Items that you would like the University to give top priority for increased funding.

(highest priority
for increased
funding)

1. _____
2. _____
3. _____
4. _____
5. _____

2. LOWEST PRIORITIES: Items that you would like the University to give low priority for increased funding.

(lowest priority
for increased
funding)

1. _____
2. _____
3. _____
4. _____
5. _____

B. In case of a financial exigency, which of the items should be subject to substantial reduction or elimination?

(highest priority
for reduction or
elimination)

1. _____
2. _____
3. _____
4. _____
5. _____

PRIORITY SELECTION LIST

A. Administrative salaries
B. Administrative size
C. Advising and Learning Assistance Programs
D. Athletics
E. Building expansion
F. Dormitory expansion
G. Employee fringe benefits
H. Experimental Program expansion
I. Faculty academic support (Fellowships, Sabbaticals, Research Grants, Etc.)
J. Full-time faculty salaries
K. Full-time faculty size
L. Graduate school programs

M. Library holdings
N. Media services
O. Office furniture and supplies
P. Orientation programs
Q. Part-time faculty salaries
R. Part-time faculty size
S. Public Relations
T. Secretarial staff
U. Security, safety devices and security employees
V. Staff salaries
W. Staff size
X. Teaching equipment
Y. Travel funds
Z. Undergraduate programs

Results of the Survey of Faculty
Budget Priorities - Spring 1982

The following are the highest five (5) percentage responses to each of the
priority questions.

One hundred and thirty-six (136) faculty from sixteen departments
provided responses to this survey: 12 percent were full professors,
38 percent associates, 46 percent assistants, 1 percent instructors,
and 3 percent lecturers.

Highest Priorities:

1. 66.2%: Full-Time Faculty Salary
     5.9%: Undergraduate Programs
     5.1%: Full-Time Faculty Size
     4.4%: Library Holdings
     2.2%: Advising and Learning Assistance
            Graduate School Programs
            Employee Fringe Benefits

2. 15.4%: Faculty Academic Support
    14.0%: Full-Time Faculty Size
    12.5%: Full-Time Faculty Salaries
     9.6%: Employee Fringe Benefits
     8.8%: Library Holdings

3. 14.7%: Faculty Academic Support
     9.6%: Staff Salaries
     8.8%: Undergraduate Programs
     8.1%: Employee Fringe Benefits
            Full-Time Faculty Salary
     7.4%: Secretarial Staff

4. 14.7%: Library Holdings
     9.6%: Undergraduate Programs
     8.8%: Faculty Academic Support
     8.1%: Travel Funds
     7.4%: Full-Time Faculty Size

5. 14.0%: Library Holdings
     8.8%: Travel Funds
     7.4%: Employee Fringe Benefits
     6.6%: Staff Salaries
     5.9%: Graduate School Programs
            Undergraduate Programs

Lowest Priorities:

1. 25.7%: Adminstrative Size
   17.6%: Athletics
   16.2%: Administrative Salaries
    7.4%: Experimental Program Expansion
    5.9%: Security

2. 19.9%: Adminstrative Size
   11.8%: Administrative Salaries
   11.0%: Athletics
    6.6%: Office Furniture & Supplies
    5.9%: Security

3. 11.8%: Athletics
    9.6%: Security
    8.8%: Experimental Program Expansion
    7.4%: Administrative Size
    6.6%: Public Relations

4. 11.8%: Security
   11.0%: Dormitory Expansion
    8.8%: Office Furniture and Supplies
    8.1%: Public Relations
    7.4%: Experimental Program Expansion

5. 11.8%: Office Furniture & Supplies
    8.1%: Graduate School Program
    7.4%: Security
          Public Relations
    6.6%: Athletics
    5.1%: Experimental Program Expansion
          Administrative Size

Exigency Priorities:

1. 21.3%: Athletics
   20.6%: Administrative Size
   11.8%: Experimental Program Expansion
    9.6%: Administrative Salaries
    8.8%: Dormitory Expansion

2. 17.6%: Administrative Size
   12.5%: Building Expansion
          Dormitory Expansion
    9.6%: Athletics
          Office Furniture & Supplies
    7.4%: Administrative Salaries
    3.7%: Security

3. 11.8%: Building Expansion
    9.6%: Athletics
    7.4%: Security
    6.6%: Administrative Size
          Office Furniture & Supplies
          Orientation Program
    5.1%: Advising and Learning Assistance

4. 12.5%: Experimental Program Expansion
   10.3%: Building Expansion
    8.1%: Public Relations
    7.4%: Security
          Office Furniture & Supplies
          Dormitory Expansion
    4.4%: Athletics
          Adminstrative Size

5. 9.6%: Security
    8.1%: Building Expansion
    7.4%: Adminstrative Size
          Travel Funds
    6.6%: Office Furniture & Supplies
    5.9%: Part-Time Faculty Size
          Public Relations

Type of Change Requested
   check one:
   X NEW COURSE
(does not appear
 in current catalog)

___ CHANGE OF PROGRAM REQUIREMENTS   OTHER _____
                                                    (describe) ____

Program Cluster ___ Fine Arts 115 ___ Program ___ Music _____

Course Number 234 C1 _____ (Filled in by Program Chairperson only in cases of course
                                  already numbered. In case of new courses, filled in by
                                  registrar)

Course Level   ___100   X 200   ___300   ___400   ___500   ___600

Name of Course ___ The Development of Jazz _____

Begis Taxonomy _____
                         (To be completed by registrar)
Catalog Page # _____

Course Description (Please limit to 50 words) _____
    An introduction to Jazz, its sociocultural influences, its historic

    background, and its stylistic development in the United States.

_____

_____

_____

                                 None
Prerequisite or Co-requisite: _____

                            3   2 3
Number of credits: _____

Fee Assessment: _____

Program Requirement Change   Catalog Page # _____
   New Wording: _____

_____

_____

Justification: _____

_____

_____

Other Rationale: Many sources have postulated that jazz is the United States' sole original contribution to music. While this may be debatable, the passage of time does indicate more and more clearly the importance of American jazz, both of itself as a comparatively new art form, and its influence on other areas of music, related arts, ballet, and modern dance. Due to its comparatively recent emergence as a recognized art form, a degree of confusion exists as to the meaning, origins, development, and the place of jazz relative

Program Chairperson _____

Date _____

to other areas of music. The Development of Jazz will attempt to define jazz as precisely as possible. The emphasis of this course will be concentrated on the nature and process of jazz and particularly on its historical background and development in the United States.

Although some eras of jazz music sound extremely different from others, it is the thesis of this course that jazz is a product of logical evolvement from one era to the next. Contemporary jazz sounds as it does only because it has progressed through each preceding stage. This course will attempt to show the logical musical derivatives and developments and at the same time demonstrate the important elements that comprise the individual styles as they have evolved from one era to the next.

Program ___Fine Arts___ Cluster _____

Course Name ___The Development of Jazz   Music 234-01___

Course Outline (Topics to be covered) _____

1. Jazz Elements   12. Funky (1954-63)

2. How to Listen to Jazz   13. The Eclectic Era

3. Jazz Heritages   14. Possible New Directions

4. The Blues

5. Early New Orleans Dixieland
    (1900-20)

6. Ragtime (1900-17)

7. Chicago Style Dixieland
    (1920s)

8. Boogie-Woogie (1920s &30s)

9. Swing (1932-42)

10. Bop (1940-50)

11. Cool (1949-55)

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

The Development of Jazz will be taught by Mr. Stephen Goacher, a

full-time faculty member with time in his load for this course.

The course will be offered each semester and is to be housed in the

Fine Arts building.

Program Chairperson _____

Date ___1-2-81___

Form replaces:
NEW COURSE RESOURCE REQUIREMENT
12/80

Type of Change Requested
check one:

X NEW COURSE
(does not appear
in current catalog)

_____ CHANGE OF PROGRAM REQUIREMENTS   _____ OTHER _____
                                                              (describe)

Program Cluster _____ ART DESIGN 4 I S   Program ___ FINE ARTS ___

Course Number ___ ART 104 ___ (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 ___ SURVEY OF ORIENTAL ART ___

Regis Taxonomy _____
                              (To be completed by registrar)
Catalog Page # _____

Course Description (Please limit to 50 words) _____

   Survey of the major styles of architecture, sculpture, printmaking, painting

   and ceramics of India, China and Japan. Will satisfy General Studies requirement

   for Fine Arts or Non-Western Studies.

   _____

   _____

   _____

Prerequisite or Co-requisite: ___ None ___

Number of credits: ___ 3 o 3 ___

Fee Assessment: ___ None ___

Program Requirement Change   Catalog Page # _____
  New Wording: _____

   _____

Justification: This survey is introduced with the intent of ameliorating the heavy
        emphasis on WESTERN ART and the values - aesthetic, philosophical, and social -
        associated there in. No school in the area offers such a course at either the
        survey level or upper division. Specifically it will broaden the exposure of
        arts majors to non-western values in the arts. Currently it will give added
        depth to the non-western part of I General Studies.

Program ART HISTORY   Cluster ART - FINE ARTS

Course Name SURVEY OF ORIENTAL ART

Course Outline (Topics to be covered) Art of India will cover the range of artistic expression in architecture, sculpture, and painting through four periods - the Pre-Historic and Epic Periods of the Indus River Valley and Vedic Civilizations; the Early Classic Periods of Maurya, Sunga, and Early Andra; the Greco Indian Period of the Kushan (Chandaran and Mathuran) and Buddhist art; and, finally, the so-called Golden Age of the Andhra, Gupta Periods and Late Buddhist art.

Art of China will treat the enamel ware, jade, porcelain, bronze, calligraphy and painting of the various Chinese dynasties.

Art of Japan will treat the arts as they are found in the early history of Japan and especially as they develop during the reign of the various Shogunates with greater emphasis on the Heian, Kamagawa, and Edo periods and the arts associated with and best exemplifying these periods.

Additional Comments (Funding, Additional Faculty, Space, Frequency Taught)
There are sufficient slides to teach this course as a survey and holdings in the Library are adequate. Additional faculty will not be required. The survey will be offered on a once-a-year basis initially. If demand grows, then the course will be offered more often.

Program Chairperson _____

Date _____

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 & Sciences   Program History and Geography

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

Course Level   _____ 100   _____ 200   X 300   _____ 400   _____ 500   _____ 600

Name of Course History of The Middle East _____

Hegis Taxonomy_____
                              (To be completed by registrar)
Catalog Page #_____

Course Description (Please limit to 50 words) The evolution of the Middle East since

    the rise of Islam, with particular emphasis on the 19th and 20th century origins

    of contemporary problems. Satisfies the requirement for non-Western.

    Subject area.

    _____

    _____

Prerequisite or Co-requisite: None _____

Number of credits: 3.0.3 _____

Fee Assessment: _____

Program Requirement Change   Catalog Page #_____
  New Wording:_____

    _____

Justification: This course is designed to introduce students to the historical

    background of an area which has emerged to a status of global importance.

    _____

Approvals

	Appropriate Signature:	Date Approved:
Program Chairperson:	_Michael Adams_	1/6/82
Program Cluster Curriculum Committee:	_Frank Stallis_	2/5/82
Dean:	_Dys Park_	2/16/82
University Curriculum Committee: or ~~Graduate Council:~~	_TDCaz_	2/25/82
Senate:		
Provost:		

Instruction of this course is to begin:

Fall __1984__   Spring_____   Summer_____

Distribution:

    Catalog Committee
    Registrar
    Program Chairperson
    Dean
    Provost
    Chairperson, University Curriculum Committee

NEW COURSE DATA

Program History and Geography   Cluster Arts and Sciences

Course Name History Of The Middle East

Course Outline (Topics to be covered)

    I.   Background to and rise of Islam

    II.   Medieval Muslim Empire

    III.   Truimph of the Ottoman Turks

    IV.   The "Sick Man" and relations with European powers in the 18th and
          19th centuries

    V.   World War I and disintegration of the Ottoman Empire

    VI.   Rise of Nationalisms

    VII.   Zionism and the creation of Israel

    VIII.   The impact of petrodollars and Islamic revivalism

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

    No funding, additional faculty, or space required. Probably to be

    taught every fourth semester.

Program Chairperson _Adams_

Date _1/6/82_

Vabke

1. Program Cluster Professional Studies   Program Business Administration

   PROGRAM
2. Present aXXXXXXXXXXXX: Associate Degree in Accounting Technology

   Number_____ Title_____

   Credit hours and hour distribution_____

   Course Description:_____

   Prerequisites or corequisites_____

   Page number in current catalog 105_____

3. Action: ____XXX_____Delete

   _____Change to the following (indicating only items to be changed)

   Number_____ Title_____

   Credit hours and hour distribution_____

   Course description:

   Prerequisites or corequisites_____

4. Justification for the change:
   1. Low number of graduates in May of 1981.
   2. Unable to staff, certain classes require for the major, ACC 101, ACC 21
      ACC 250, MGT 233.
   3. ACC 250 is not offered in the catalog.
5. Routing:

   Program Chairperson _____Gary Clyft_____   12/1/81

   Dean   _____   12.2.81

   University Curriculum
      Committee   _____HCatz_____   2/25/82

   Graduate Council   ____N/A_____   _____
      (if appropriate)

   Provost   _____   _____

6. Copies to Registrar, Catalog Committee, Program Chairperson, Dean, University
   Curriculum Committee, Graduate Council (if appropriate), Provost

MEMORANDUM

TO: University Curriculum Committee

FROM: Dr. Gary Clayton
         Chairman of Business Administration

DATE: February 22, 1982

RE: Dropping of the Two-Year Accounting Technology Degree Program

     This memo is in response to Tom Cate's request that we further document
our reasons for dropping the two-year program in Accounting Technology.

     The Department of Business Administration would like to discontinue the
degree program on the following grounds:

     1. As currently listed in the catalog, there are only five Accounting
classes required for the program. This compares to seven in Business Data
Processing, 10 in Real Estate, and eight in Aviation Administration. As
such, it is one of the weakest degrees we offer.

     2. Technically, people should not be receiving the two-year degree at
the present time because one of the courses, ACC 250, has never been approved
by the Curriculum Committee and is not listed in the current catalog. A second
course, ACC 210, has been approved by the Curriculum Committee but has not been
offered since the Spring of 1978. The result is that students wishing to earn
an Associate Degree in Accounting Technology can only take three courses, some-
thing which hardly constitutes a program area.

     3. Given our intense demand for upper-division classes, we would rather
use our available faculty in the upper-division courses. If we were to fully
staff the two-year program, it would have to be done with the help of part-time
faculty. As it stands right now, the Department of Business Administration
generates 44% of its undergraduate credit hours with part-time faculty. We
are, therefore, reluctant to expand our faculty any more in this direction at
the present time.

     Accordingly, the two-year program in the catalog as it now stands is not
a viable alternative to students. It is misleading and erroneous and should
not be used to attract students to the campus at NKU. As Chairman, my only
choice is to either discontinue the degree or strengthen it considerably, some-
thing which our current resource situation does not allow. It is our feeling
that all students and the University would be better-served if we simply dis-
continued this degree.

     On several occasions President Albright has talked about his concern about
the number of programs offered at NKU. I would point out that the numbers he
uses refer only to baccalaureate programs and not to associate degree programs.

Northern Kentucky University

PROPOSAL FOR INITIATION OF A NEW ACADEMIC PROGRAM

A NEW PROGRAM LEADING TO:

Bachelor of Science | Information Systems
Degree | Academic Specialty or Area

Proposed Starting Date Fall 1982   Proposer Department of Business Administration

APPROVALS

Program Area Faculty	✓ Approved	__Disapproved	_Gary Clayton_ Representative	2/27/82 Date
Program Area Chairperson	✓ Approved	__Disapproved	_Gary Clayton_ Chairperson	2/27/82 Date
Program Cluster Curriculum Committee	✓ Approved	__Disapproved	Chairperson	2/27/81 Date
Program Cluster Dean	✓ Approved	__Disapproved	_Kaplan_ Dean	Date
University Curriculum Committee	✓ Approved	__Disapproved	_Cate_ Chairperson	2/25/82 Date
Graduate Council (if appropriate)	__Approved	__Disapproved	N/A Chairperson	Date
Academic Council Executive Committee	__Approved	__Disapproved	N/A Chairperson	Date
University Senate	__Approved	__Disapproved	President	Date
Provost	__Approved	__Disapproved	Provost	Date
President	__Approved	__Disapproved	President	Date
Board of Regents	__Approved	__Disapproved	Chairperson	Date

copy: Chairperson, Dean, University Curriculum Committee, Graduate Council (if appropriate), Provost, President

MEMORANDUM

TO: Professional Studies Curriculum Committee
    University Curriculum Committee

FROM: Gary Clayton, Chairman of Business Administration

DATE: February 16, 1982

RE: Renewal of Baccalaureate Proposal in Information Systems

In 1976, the University approved a four-year degree program in Data Processing. The proposal went to the Council on Higher Education for approval where it was placed on "hold" until recently.

Dr. Gray now feels that the Council is ready to approve the degree and has asked that we submit it through channels so that the approval dates will be current when it goes to the Council this Spring.

The appended proposal is identical with the 1976 version with several minor exceptions:

1. Prefix numbers have been changed from NEW to IFS

2. A few course numbers have been changed

3. The name "Electronic Data Processing" was changed to "Information Systems."

Each of these changes have been approved by the curriculum process since my arrival in the Fall of 1980. Accordingly, there is nothing new in the attached proposal. All of the courses are listed in the current catalog, and the faculty have already been hired to teach the minor in Information Systems. Our department will be able to offer the new degree without causing a strain on the University's resources.

The minor in Information Systems was added in the Fall of 1980 and is listed in the current catalog. The major courses in the 4-year proposal are similar to those already approved for the minor. The minor does not, however, require the foundation and CBK courses required by the major.

At this time the Department of Business Administration is asking the curriculum committees of NKU to re-affirm the approval given in 1976.

BACCALAUREATE DEGREE PROGRAM DESCRIPTION

INFORMATION SYSTEMS

The major in Information Systems is designed for students desiring
to pursue professional careers in data processing and information systems.
The program emphasizes the design, development, implementation, and man-
agement of computer-based information systems to support the managerial
and decision-making needs of modern organizations. It prepares graduates
for entry-level computer programming and programming/analysis positions in
business-type environments. In addition, it provides the technical know-
how, organizational awareness, problem-solving strategies and techniques,
and the communications, interpersonal, and decision-making skills for career
advancement into systems analysis, systems design, project leadership and
management, and data processing and information systems management.

BACCALAUREATE IN INFORMATION SYSTEMS

Admission Requirements for Business Administration Programs

Admission to a business administration program is required before a bachelor's degree can be conferred. Candidates for admission must meet the following requirements:

a. Complete 45 semester hours of course work, excluding upper-division business courses, with a grade-point average (GPA) of 2.00 on a 4.00 scale.

b. Complete, as part of the 45-semester-hour requirement, BUS 100, IFS 100, MAT 110, MAT 111, and MAT 212.

Foundation Courses

ECO 200 Principles of Macroeconomics
ECO 201 Principles of Microeconomics
MAT 110 Mathematics for Business and Social Sciences I
MAT 111 Mathematics for Business and Social Sciences II
MAT 212 Statistics for Business Applications

Common Body of Knowledge Courses

ACC 200 Principles of Accounting I—Financial
ACC 201 Principles of Accounting II—Managerial
BUS 100 Introduction to Business
BUS 230 Business and Law
FIN 300 Principles of Finance
IFS 100 Computers in Business and Society
IFS 300 Management and Decision Support Systems
MGT 300 Management and Organization
MGT 313 Quantitative Methods in Business
MGT 460 Business Policy
MKT 300 Principles of Marketing

Major requirements:

IFS 110 Business Programming
IFS 210 Applications Programming, COBOL I
IFS 211 Applications Programming, COBOL II
IFS 310 Information Systems Analysis
IFS 311 Information Systems Design
IFS 320 Data Base and File Structures
IFS 410 Systems Development
IFS   Electives (6 hours)

27 hours

MINOR IN INFORMATION SYSTEMS

The Minor in Information Systems

A minor in information systems, available to students majoring in other disciplines, consists of 21 semester hours as follows:

		Semester hours
IFS 110	Business Programming	3
IFS 210	Applications Programming, COBOL I	3
IFS 211	Applications Programming, COBOL II	3
IFS 310	Information Systems Analysis	3
IFS 311	Information Systems Design	3
IFS 410	Systems Development	3
Electives in information systems		3

INFORMATION SYSTEMS

IFS 100 Computers in Business and Society (3,0,3) Computer hardware, flow charting, programming, types of computer languages, batch and real time processing. Students will program and execute elementary data-processing applications. Formerly EDP 120.

IFS 110 Business Programming (3,0,3) Fundamental business batch programming concepts including sorting, listing, control breaks, subtotaling, and batch controls are examined and implemented in RPG and BASIC.

IFS 120 Data Entry and Control (3,0,3) Data entry operations and their scheduling and control; keyboarding skills, data formats, editing and validation, input format design, control checks, and data entry supervision.

IFS 210 Applications Programming, COBOL I (3,0,3) Development of ability to write original programs in COBOL through business oriented applications and exercises. Formerly EDP 121. PREREQ: IFS 110 or consent of instructor.

IFS 211 Applications Programming, COBOL II (3,0,3) Disk and tape operations; writing of complex original programs in COBOL through business oriented applications and exercises. Formerly EDP 220. PREREQ: IFS 210 or consent of instructor.

IFS 220 RPG Programming (3,0,3) Writing business oriented programs in RPG. Formerly EDP 224. PREREQ: IFS 110 or consent of instructor.

IFS 230 Assembler Language Programming (3,0,3) Writing original programs in assembler language through business oriented applications and exercises. Formerly EDP 251. PREREQ: 6 semester hours of IFS course work or consent of instructor.

IFS 240 Job Control Language (3,0,3) Writing of job control statements to interface with programs and manufacturer supplied utility programs usage. Formerly EDP 250. PREREQ: 6 semester hours of IFS course work or consent of instructor.

IFS 270 Data Processing Practicum (0,4,2) Program and computer system consulting and computer laboratory supervision. Pending approval of the curriculum committee. PREREQ: consent of instructor.

IFS 280 Supervised Work Experience (1,10,3) Training and development in an actual business environment. Formerly EDP 225. PREREQ: consent of instructor.

IFS 300 Management and Decision Support Systems (3,0,3) Computer-based management information systems and decision support systems; decision-making models, framework for analysis and design of MIS and DSS, implementation and management of information systems, and criteria for system evaluation. PREREQ: IFS 100.

IFS 310 Information Systems Analysis (3,0,3) Management approach to functions and elements of computer systems design. Students will participate in elementary systems design project. Formerly EDP 275. PREREQ: IFS 211 or consent of instructor.

IFS 311 Information Systems Design (3,0,3) Advanced systems analysis and design; information gathering analysis; modification and implementation of systems. Students will participate in advanced systems design projects. Formerly EDP 276. PREREQ: IFS 310 or consent of instructor.

IFS 350 Data Base and File Structures (3,0,3) Concepts and techniques of data organization and access, basic data structures, file organization and processing, data base modeling and processing, data base management systems, data base analysis and design, and data administration. PREREQ: IFS 300 or consent of instructor.

IFS 360 Advanced Business Programming with PL/1 (3,0,3) Writing of original programs in PL/1 through business oriented applications and exercises. Formerly EDP 226. PREREQ: 6 semester hours of IFS course work or consent of instructor.

IFS 410 Systems Development (3,0,3) Environment and processing requirements for on-line systems; hardware and software components and their evaluation. Formerly EDP 412. PREREQ: IFS 311 or consent of instructor.

IFS 420 Distributed Processing Systems (3,0,3) Concepts and goals of computer networking, structures, network control, analysis, design, and management. Formerly EDP 437. PREREQ: junior standing or consent of instructor.

IFS 430 Information Resource Management (3,0,3) Management of all phases of business data processing, computer selection, systems development, computer programming, computer operations, and data processing objectives within the total business. Formerly EDP 330. PREREQ: 12 semester hours of IFS courses or consent of instructor.

NKU FACULTY SENATE

MEMORANDUM

TO: NKU Faculty

FR: Debra Pearce, President of Faculty Senate

DA: March 11, 1982

RE: Paul J. Sipes Award

Each year a Paul J. Sipes award is presented to "a senior student who displays the personal qualities of honesty, character, and industry, and who actively participated in community affairs." The presentation of the award, a mint julep cup, will be made at the Alumni Awards Banquet, Wednesday, April 12.

Please send your student nominations to Debra Pearce, 516 Natural Science Building, by Monday, April 12. A student resume' verifying the above mentioned qualities must also be submitted by that date.

Motions Passed by Professional Concerns Committee

Faculty Handbook

1. The committee recommends that the wording of the section on early tenure on page 26 of Faculty Policies and Proceedures: A Handbook (revised July, 1981), hereafter referred to as the Handbook, be altered to read as follows:

   B. ... The procedures followed and the criteria used are the same as those outlined above regarding tenure and promotion.

   D. Only faculty of extraordinary merit will be granted early tenure.

2. Page 77 Section B

   Section B was changed to read as follows:

   > Reassigned time a reduction in the normal teaching/work load, is granted to the faculty of Northern Kentucky University to allow them additional time for professional growth and improved teaching/job effectiveness. A reduced teaching/work load is granted for worthwhile projects but may be limited by budgetary or departmental consideration.

3. Page 78 Section D

   In the 5th line after teaching "/work" was added.

4. The following three sentences be substituted for the first two sentences in section II on page 28.

   > Policies and procedures concerning appointment, promotion, tenure and termination as outlined in this manual apply to librarians, with the Director of the Steely Library serving the function of chairperson and the Associate Provost serving the function of dean. The director of Chase Library, serving the function of chairperson, reports to the Dean of Chase Law School. Librarians have responsibilities different from other faculty, work on twelve month contracts, and devote specified hours a week to their professional assignments in the library.

Faculty Development Programs
Timetable 8/31/82

By	Sabbatical Leaves	Faculty Summer Fellowships	Project Grants
October 15	Faculty initiated request (appropriate forms) - Proposal to Dept. Chair and FBC Chair	Faculty initiated request (see handbook for style). Proposal to Dept. Chair and ᵥFaculty Senate *FBC Chair*	Faculty initiated request (see handbook for style) - Proposal to Dept. Chair, Appropriate Dean, and FBC Chair
November 1	Dept. Chair evaluation and eligibility verification to - FBC Chair and Appropriate Dean	Dept. Chair evaluation, eligibility verification, and copy of proposal to - FBC Chair. Copy of evaluation to Appripriate Dean	Dept. Chair evaluation, eligibility verification, and copy of proposal to - FBC Chair. Copy of evaluation to Appropriate Dean
January 10	FBC rankings to Provost 1. Ranked list of approved 2. List of unapproved	FBC rankings to Provost 1. Ranked list of approved 2. List of unapproved	FBC rankings to Provost 1. Ranked list of approved within available budget 2. Ranked list of additional projects if additional money available 3. List of unapproved projects
February 1	Provost notifications to applicants	Provost notifications to applicants	Provost notifications to applicants