

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

MEMORANDUM

TO: All Faculty

FR: George Goedel, President
Faculty Senate

DA: April 10, 1985

RE: Agenda for the Faculty Senate Meeting, April 15, 1985 in BEP 110,
3:05 p.m.

- I. Call to Order
- II. Approval of March 18th minutes
- III. Additions to and/or deletions from the Agenda
- IV. Presidential Reports and Recommendations
 - 1. Meeting with President Boothe
 - 2. Status of prior Senate Recommendations
 - 3. Kentucky Conference of Facultys
 - 4. Senate Elections
- V. Committee Reports
 - A. Curriculum
 - B. Benefits -
 - 1. Changes in processing Faculty Development Grants:
voting items
 - 2. Retirement Benefits: voting item
 - C. Budget
 - D. Professional Concerns - Resolution on Early Childhood Center: voting item
 - E. Commonwealth Affairs (ad hoc)
- VI. Discussion from the floor
 - A. Old Business
 - B. New Business
- VII. Adjournment

Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41076

FACULTY SENATE MINUTES

Meeting of April 15, 1985

MEMBERS PRESENT: Scottie Barty, Carol Bredemeyer, Kathy Brinker, Nancy F. Campbell, Janice Cantrall, Frank Dietrich, Pat Dolan, Lynn Ebersole, Andrea Gauthier, George Goedel, Betty Jo Haas, David Hogan, Lynn Langmeyer, David Lavery, Nancy Martin, Glen Mazis, William McKim, Janet Miller, Frances Mosser, Dennis O'Keefe, Linda Olasov, Joseph E. Price, Jim Ramage, Tom Rambo, Fred Schneider, Dennis Sies, Lois Sutherland, Bill Wagner, Jerry Warner, Ted Weiss.

MEMBERS ABSENT: Lonnie Davis, Mike Hunter, Don Kelm, Jim Kinne, Art Miller, Barb O'Brien, Richard Ward, Threasa Wesley.

GUESTS: Linda Dolive, Associate Provost; Nancy Utz, Staff Congress; Jeffrey Williams, Faculty Regent; Curriculum Committee Members: Jim Alford, Chris Christensen, Kathy Verderber, and Barbara Thiel.

- I. The April 15, 1985 meeting of the Faculty Senate was called to order at 3:10 p.m. in BEP 110.
- II. Minutes of the March 18 meeting were amended to include the following names of Senators present: Fred Schneider, Dennis Sies, Lois Sutherland, Ted Weiss, and Bill Wayne. Senator Warner's name was corrected from Harry to Jerry. Following these corrections the minutes were approved.
- III. There were no additions or deletions from the agenda from the senate floor. Senate President Goedel announced he would include some additional items in his report.
- IV. Senate **President** Goedel reported the following:
 - 1) At the request of the Executive Committee he met with President Boothe regarding the 1984 Senate recommendation for provision of written feedback during the reappointment, tenure and promotion process. President Boothe pointed out that the performance review process provided for feedback. President Goedel indicated he would report back to the Senate, but did not feel that body would regard this as meeting the spirit of the Senate recommendation. President Boothe agreed to meet with the Executive Committee along with Provost Gray, Associate Provost Dolive, and Shiela Bell on April 22 for further discussion.
 - 2) President Goedel is in receipt of a memo from Provost Gray indicating acceptance of the Senate recommendation for exemptions to the minor, and indicating that the recommendation for change in the Student Handbook requires further clarification as to the intent of the change. This recommendation will be discussed at the Executive Committee meeting on April 22.
 - 3) Senators have been provided information and a registration form for the first Kentucky Conference of faculties at Frankfort on April 12 and 13. Senators are encouraged to attend and transportation will be arranged. Contact the senate office.

- 4) President Goedel is in receipt of a memo from Lew Wallace indicating that the Parking Committee is recommending that Parking Lot A (a student lot) be switched with Lot B (a faculty and staff lot).
- 5) A Cable TV Steering Committee is being formed. Interested faculty should contact the Executive Committee.
- 6) The resignation of Dean Jones from Chase College has necessitated a search. Senators interested in serving on the Search Committee should advise the Executive Committee by April 22.
- 7) President Goedel advised Senators to review the copy of the proposed University Mission Statement that accompanied the March minutes. Suggestions and comments may be forwarded directly to Dennis Taulbee or to the Executive Committee.
- 8) President Goedel deferred to Senator Janet Miller, Chair of the Elections Committee for the report of election results. She reported that we are in the third runoff for the Faculty Regent because of the requirements for a majority. Candidates are James McKenney and Lew Wallace. A report of the results of the elections for Departmental Senators was presented (attached). Ballots for election of at-large College Senators have been sent to the Faculty and are due by Friday, April 19, 1985. Chairman Miller thanked Peg Goodrich for her assistance in the major task of preparing and mailing all the ballots.

President Goedel announced he will call a meeting of the new Senate as soon as he knows who is involved. Names of candidates for office of the 1985-86 Senate should be forwarded to the Elections Committee; nominations will also be accepted from the floor of the first meeting of the new Senate.

V. Committee Reports

- A) Curriculum: Chairperson Nancy Martin reported that there were two items for the information of the Senators. In order for requests for exemption from the minor requirement to be considered for the Fall of 1985 they must be received by April 19. The Committee has considered the request by the Honors Council that it review the designation of honors courses by departments. It is the feeling of the Committee that confusion between honors courses offered by departments and Honors Program courses would be clarified if courses offered by the Honors Council be designated Honors Scholars Program, as in the catalog.

Senator Martin presented a proposal for the general studies requirements for discussion and review by the Senators. Voting for this proposal will occur at the May 6, 1985 meeting. She provided perspective for this document, describing the Curtin Report to the 1984 UCC, and its implementation in this proposal, and identifying the processes used to insure that as wide as possible input went into the final recommendations. She indicated there are four major provisions in this proposal: the number of general studies courses has been reduced from over 330 to about 200; general studies courses are limited to 100 and 200 level courses except as seemed warranted; a list of specific general studies courses can be included in the catalog; and provision is made for the advanced student. She introduced members of the General Studies Subcommittee and invited questions. Chris Christensen of the Subcommittee indicated the proposal had expanded on the work of the Curtin Committee. The Committee examined and limited courses in some disciplines to those that met the spirit of general studies. He reported

that there is now a point in the curriculum process at which a course can be reviewed to see if it meets general studies requirement. He proposed development of procedure for periodic review of all general studies courses. He provided further description of the Committee decision making process and suggested that it would take a year of study of the new pattern to identify its effects. Senator Martin again invited questions and Senator Sutherland asked if any Philosophy courses were not included in the listing. Professor Christensen provided this information. A report of the background information and report will be sent to the Senators to share with their departments. President Goedel reminded Senators that the vote would occur at the May 6 Senate meeting which will begin at 12:05 p.m.

- B. Benefits: Chairperson Lynn Langmeyer reported that there are two voting items: recommendation from the subcommittee on retirement benefits and recommendations from the subcommittee on the evaluation process for faculty development grants. The report of the subcommittee on retirement benefits which was attached to the minutes was presented first by Senator Langmeyer. Senator Sutherland who chaired the subcommittee provided information on the carveout plan they proposed and the need to get benefits described in the faculty handbook. Senator Langmeyer pointed out that recommendation 4 should clearly indicate retired faculty whether or not they have emeritus status and asked for clarification of the recommendation 3 so that it indicates carveout begins for retired faculty when they reach age 65. Senator Schneider suggested the statement read age 65 or earlier.

Recommendation 3 as proposed reads:

- 3) The University will offer the Blue Cross/Blue Shield Carve Out plan to the faculty member who retires at age 65, the University paying the faculty member's premiums.

Senator Miller offered the friendly amendment that #3 read
Blue Cross/Blue Shield carveout plan to the retired faculty member

.....

The amended recommendation reads:

- 3) The University will offer the Blue Cross/Blue Shield Carve Out plan to the retired faculty member at age 65, the University paying the faculty member's premiums.

Senator Langmeyer suggested amending recommendation 4 to include all faculty members. Senator Price offered the friendly amendment of adding a fifth benefit in this section to include access to computer facilities. Senator Langmeyer accepted this amendment. Senator Schneider suggested clarifying the benefit by stating "on the same basis as other faculty". Senator Price agreed to this addition.

The original recommendation reads:

- 4) Those benefits extended to retired faculty that are now in the rumor stage will be officially confirmed and placed in the faculty handbook.
These are:

Retired faculty receiver

- 1) Free membership to the facilities in the Health Building.
- 2) Free Parking
- 3) Use of the library
- 4) Office space

The amended recommendation reads:

- 4) Same as shown on previous page:

All retired faculty receive:

- 1) Same
- 2) Same
- 3) Same
- 4) Same
- 5) Access to computer facilities on the same basis as other faculty.

President Goedel opened the floor for discussion on the individual recommendation. Senator Weiss asked the Committee to clarify the intent of recommendation 1 relative to the need to vote annually once the faculty had approved a family dental plan. Senator Sutherland stated that there was no need to vote again once there was sufficient enrollment for the plan to take effect. Senator Rambo asked if changes in faculty might affect the numbers interested once a positive vote had occurred. Senator Sutherland reported her estimate of the vote three years ago. Senator O'Keefe asked for information on the plan presently available. President Goedel reported that the present coverage is through the Delta Dental Plan of Blue Cross/Blue Shield. Senator Ramage felt that it is not necessary to vote annually. Senator Langmeyer pointed out the intent was to have an opportunity to vote again. President Goedel recognized Nancy Utz, of Staff Congress who indicated that it is not a vote whether you wish to have it or not, it is more of a survey of those who would participate if available and those who have other coverage would be eliminated so that 75% of those who would be eligible need to enroll. Senator Dietrich pointed out that this proposal as written would necessitate a vote every year even though the plan had gone through. Senator Warner pointed out that this situation might be handled in a similar way to the annual open enrollment period of Blue Cross/Blue Shield.

Following discussion a friendly amendment for the original recommendation 1 was offered. The recommendation as proposed reads:

- 1) Faculty and staff will be allowed to vote on availability of an enrollment period for the family dental plan annually beginning this year. If sufficient members sign up, an enrollment period will be extended.

The amended motion reads:

- 4) An enrollment period for the family dental plan will be provided annually to faculty and staff. If sufficient members sign up, the plan will be offered.

There being no further discussion the vote was taken and amended motion for recommendation carried.

President Goedel called for discussion on the second recommendation. There being none Senator Price called the question. This motion carried. The recommendation reads:

- 2) The University will continue the current policy of paying for the faculty member's Health Insurance with the faculty member contributing to the family plan (if desired) for 3 years for those who choose to retire at age 62.

President Goedel read the amended recommendation #3. There being no discussion, President Goedel asked for a vote and the motion carried.

After reading of the fourth recommendation President Goedel called for a further friendly amendment. Senator Schneider suggested deleting the preliminary statement and state: "The following benefits will be extended to all retired faculty members" followed by the list. Senator Langmeyer accepted this friendly amendment. Discussion on the benefits recommended focused on the recommendation for office space and the practicality of such a recommendation. Senator Mosser reported that the spirit of all these recommendations was to request that provision be made and to rely on administration to make the benefits available. Senator Lavery stated that the Senate is on record last year in support of a resolution for space for part-time faculty and we should support the same recommendation for retired faculty. Senator Schneider offered the amendment of the additional benefit of secretarial services. Senator Bredemeyer seconded this motion. Senator Janet Miller spoke in opposition to this motion. Following discussion, President Goedel called for a vote on this last amendment to the original recommendation. The motion to amend carried 17-8. The recommendation as amended reads:

- 4) The following benefits will be extended to all retired faculty members:
 - 1) Free membership to the facilities in the Health Building.
 - 2) Free parking
 - 3) Use of the library
 - 4) Office space
 - 5) Access to computer facilities on the same basis as other faculty.
 - 6) Secretarial services

Senator Langmeyer reported that the Subcommittee on the Awards Evaluation process proposed a change in application forms and some changes in the format for proposals that did not require a vote, but 4 amendments of the Handbook regarding the awards evaluation process were presented for consideration. She presented amendment 1 and gave the rationale for proposing it.

Amendment One:

- 1) Establish a selection subcommittee appearance right for all applicants. This should be a right and not a requirement. Notice of this right should be placed in the informational and application materials for fellowships, project grants, and sabbaticals. This appearance should be scheduled to occur after the receipt of the application, but before the subcommittee makes its evaluation recommendation.

There was no discussion. Motion carried.

Senator McKim asked for clarification regarding amendment 2. Senator Langmeyer said this basically increases the amount of money available to a project grant so it is equal to the summer fellowship. President Goedel pointed out that amounts are voted on at the beginning of the academic year. Following discussion the senate moved to support this recommendation. Motion carried.

Amendment Two:

- 2) Establish a uniform cap for both summer fellowships and project grants.

The proposed Amendment 3 read:

- 3) Alter the evaluation role of the departmental chair in summer fellowship and project grant applications, but not sabbatical applications, to cover the following areas only:
 - a) Applicant eligibility
 - b) Overall approval of applicant's project
 - c) Attainability of applicant's goals

Senator McKim asked what provision had been made if the Departmental Chairperson said no. Associate Provost Dolive stated she had been on the committee that wrote the original recommendation and they were looking for information only the Chair would have, for example, was the applicant on a terminal contract. She voiced that perhaps the statement needed clarification. Senator Schneider moved the proposal be returned to committee. Senator McKim seconded. Motion to return to committee carried.

Proposed Amendment 4 read:

- 4) Disqualify the departmental chair from evaluating applicants for summer fellowships, project grants, or sabbaticals when that chair is also applying for the same award. In such cases, the appropriate dean will instead perform the evaluation role normally played by the chair.

There was no discussion and this proposed amendment carried.

President Goedel stated these recommendations will be forwarded to the Benefits committee for changing the Faculty Handbook to reflect these recommendations.

C. Budget: Senator Ramage reported that the results of the salary and priority surveys and the detailed comments of those surveyed have been forward to President Boothe for his use.

D. Professional Concerns: Senator Bredemeyer presented the following resolution for Senator Olasov:

RESOLUTION

- WHEREAS: We the Faculty Senate are concerned about the university administration's lack of strong support for the Early Childhood Center; and
- WHEREAS: The presence of the Center on campus is beneficial to faculty, staff and students; therefore
- BE IT RESOLVED: That the Faculty Senate recommends that the administration reconsider the status of the Early Childhood Center and further, appoint a committee, including members of Staff Congress, Faculty Senate, and Student Government, to address this matter.

Following discussion, the resolution was supported by the Senate.

E. Commonwealth Affairs: no report

VI. Discussion from the floor: None

VII. Meeting adjourned at 5:50 p.m.

Report of the Faculty Senate Elections Committee

April 8, 1985

Election of Departmental Faculty Senators

Following are the results of the recent elections for Departmental Faculty Senators as reported by the various departments.

ARTS & SCIENCES

Biology
Fine Arts
History and Geography
Literature and Language

NAME

Lynn Ebersole
Rebecca Britton
Frank Steely
Bill McKim

PROFESSIONAL STUDIES

Communications
Nursing
Public Administration
T.O.E.

NAME

David Thomson
J. Lynn Jones
Mike Hunter
Doug Roberts

CHASE

Chase

NAME

Ed Goggin

BUSINESS

Accounting
Economics and Finances
Information Systems
Management and Marketing

NAME

Scottie Barty
Nancy Lang
Sudesh Duggal
Lynn Langmeyer

Respectfully submitted,

Janet Miller, Chair



Northern Kentucky University
Highland Heights, Kentucky 41076

OFFICE OF THE PROVOST

MEMORANDUM

April 15, 1985

TO: Council of Deans
Dan Alford
Gary Johnston
Bill Jones
Art Kaplan
Darryl Poole
Mary Ellen Rutledge
Clifford Shisler
Rob Snyder ✓
John White

FR: Lyle A. Gray *LG*
Linda L. Dolive *LD*

RE: University Mission Statement

Please review the attached Mission Statement and respond as indicated. The line deans should review this document with their chairs and solicit chairpersons' responses, as well.

LLD/hwo
Enclosure

Chairs,

We're asked for a formal response to the new Mission Statement.

Please consult w/ your people and be prepared to discuss this at meeting of Ex. Comm on 4/30
Thanks, R

Lynn,
Do you have any
input as far as Senator?
Rob

MEMORANDUM

TO: President's Staff
Faculty Senate
Staff Congress
Student Government

DATE: April 3, 1985

SUBJECT: University Mission Statement

As part of the University's strategic planning process, I established a University Missions Committee under the direction of Provost Lyle Gray to examine the existing mission statement and recommend any changes appropriate for the institution now and for the next few years. Since the mission statement for this institution and all institutions in Kentucky were established by the Council on Higher Education, and, since any changes in the scope of the mission require Council concurrence, it seemed desirable to address this issue early in the planning process.

A committee was created in January 1984 comprised of Dr. Lyle Gray, Provost, as Chairperson; Mrs. Cynthia Dickens, Executive Assistant for Student Affairs; Dr. Darryl Poole, Dean, College of Arts and Sciences; Dr. Thomas Kearns, Chairperson, Department of Mathematical Sciences; Dr. Compton Allyn, Associate Professor, Department of Management; and Dr. Michael Ryan, Associate Professor, Department of History and Geography. The committee reviewed the mission statements and all statutes which relate to the University. Their report concluded in part that the existing mission statement approved by the Council on Higher Education provides sufficient latitude in application to allow for future growth of the institution without the need of revision. However, the committee also felt there was need for a more detailed statement which would focus the attention of the University community on the primary missions of the institution. To that end, the committee prepared a draft proposal of a University mission statement.

The committee has done excellent work both in their review of the Council mission statement and in the draft of the companion University mission statement. While the Council document by its nature is broadly drawn, the University has a definite obligation to provide a clear signal within the institution as to priorities and future direction. The committee reaffirmed that the primary mission of this institution is to provide classroom instruction at the associate and baccalaureate degree level. This is consistent with my view of how the University can best serve the northern Kentucky region. The provision in the Council mission statement for selected graduate programs will permit some future growth in graduate offerings, but this institution must focus attention on the associate and baccalaureate degree

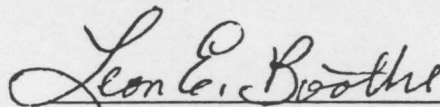
University Mission Statement
April 3, 1985

Page Two

programs, and, must emphasize teaching in the selection and advancement of faculty. The draft document clearly accomplishes that purpose.

The next step is to have a broader review of the University mission statement. By this memorandum, I ask that each of you communicate to your constituencies a copy of the Council mission statement and the draft University mission statement and solicit comments on the draft proposal. As with any document, differences in style will be evident. Comments should be in writing and should be restricted to the substance of the proposal. Responses should be sent to the Office of Budget and Planning no later than May 6, 1985. Questions should be addressed to Dennis Taulbee in the Office of Budget and Planning. He will serve as coordinator and will assist in providing any explanations or information which may be necessary.

The strategic planning process now underway provides an excellent opportunity for the University to define its role in the development and evaluation of the region it serves. The assistance of everyone in the University is needed to make this project a success. I look forward to your responses.


Leon E. Boothe

cc: University Mission Committee

kw

UNIVERSITY MISSION STATEMENT

Northern Kentucky University was created in 1968 to bring the benefits of higher education to the region of northern Kentucky, principally the provision of education at the college level, primarily through formal teaching. The establishment of any institution of higher learning provides, in addition, other benefits to the surrounding community: the institution serves as a resource to and generally enriches life in the community. Northern's missions, then, are to teach, to be a resource, and to enrich life for the region. Of the three, the central and primary purpose of the institution is teaching.

The educational responsibilities delegated to Northern Kentucky University by the General Assembly are primarily related to undergraduate education:

- (1) The University shares the stated purpose of all state universities in the Commonwealth, namely to give instruction at the baccalaureate level. At Northern, this includes programs in the traditional arts and sciences which serve as the core of higher education for all students. It further includes programs in career preparation, especially those suitable to the manpower needs of the region.
- (2) The University provides programs of a community college nature, continuing the mission of its predecessor, Northern Community College in accordance with the provisions of KRS 164.597.

In addition:

- (3) The University offers post-baccalaureate degrees to serve the regional needs of a commuting, "in-service" population. Cooperative arrangements with other institutions may enhance this role.
- (4) The University, by statute, offers legal education programs through Chase College of Law.
- (5) The University offers other, non-degree programs necessary to meet particular needs in the region.

Although the University is to serve primarily students in the northern Kentucky region, college-level education must include a non-parochial environment and viewpoint. To benefit all students, the University seeks to insure diversity in the student body by enrolling students with different cultural and economic heritages from outside the immediate University environs. The University also recognizes that not all learning takes place in formal instructional settings and thus provides other activities in support of the overall education of students.

Teaching, as the primary purpose of the institution, is therefore the first consideration in developing and evaluating the faculty. Excellence in teaching, however, requires continual growth in depth and breadth of knowledge. Scholarship, in the broadest sense, is expected of all faculty to insure their lasting value as teachers. In the context of the University's missions, teaching-related scholarly activity, pure research, and applied research of a community service nature are all of value. Experimentation with programs which demonstrate a promise of further enhancing the University's instructional mission is also necessary; this is an institutional responsibility, not necessarily applicable to each individual. Scholarly activity and research at the individual level and experimentation at the group level are important corollaries of the University's teaching mission, but they are not ends in themselves.

The University is a resource for the community. The principal resource available is the expertise of its faculty and staff. To enhance this aspect of its mission beyond the simple availability of such expertise the University initiates programs of community research and service to meet identifiable regional needs. Such service to the community is, like experimentation, a University responsibility. Additional resources include the Stealy Library and other facilities of the campus--e.g., the University Center, Regents' Hall, the A. D. Albright Health Center, and galleries which also serve the region as a whole.

The University supports programs and activities to better the overall life of the extended community, beyond the obvious benefits of formal education programs and resource use. Such programs as continuing education, film and lecture series, fine arts presentations, concerts, student activities and intercollegiate athletics provide the community with educational and cultural enrichment, and entertainment. Providing such programs, like providing resources, involves costs that must be kept in appropriate balance with the formal educational mission of the University.

To fulfill its purposes, the University undertakes activities to foster the welfare and existence of the University itself, since the missions are rendered meaningless if the University ceases to exist. Support functions are embodied in all University offices and activities not directly responsible for the three missions of the University. These services are important to the life of the institution, as similarly, scholarship is to the life of the faculty. However, the University must be mindful that these worthy activities support the primary teaching mission.

Northern Kentucky University Mission
as Adopted by
The Kentucky Council on Higher Education

Northern Kentucky University shall serve students living in its immediate environs and offer a broad range of educational programs which emphasize the traditional collegiate and liberal studies. Recognizing the needs of its region, the University shall provide programs primarily at the associate and baccalaureate degree levels.

Subject to careful justification, selected master's degree programs, as approved by the Council on Higher Education, may be offered. The provision of broader graduate education services shall be provided by a graduate education center at Northern Kentucky University in which the participation of one or more advanced graduate education universities is arranged through Northern.

The University should continue to offer health and selected technical programs because it serves as a community college for the area.

Because of its close proximity to other higher education and post-secondary institutions, Northern should foster close working relationships and develop articulation agreements with those institutions. The University should provide applied research, service and continuing education programs directly related to the needs of its primary service region.

The development of a community studies center encouraging applied research and public service activities would provide a unique opportunity for cooperating with other institutions and for service in the northern Kentucky area.¹

¹A System of Higher Education in Kentucky Including University Mission Statements, Commonwealth of Kentucky, Council on Higher Education, July 1, 1977.

Northern Kentucky University
Strategic Plan

University Mission Statement

University Mission Statement Clarification

NORTHERN KENTUCKY UNIVERSITY
UNIVERSITY MISSION STATEMENT

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Subject to careful justification, selected master's degree programs, as approved by the Council on Higher Education, may be offered. The provision of broader graduate education services shall be provided by a graduate education center at Northern Kentucky University in which the participation of one or more advanced graduate education universities is arranged through Northern.

The University should continue to offer health and selected technical programs because it serves as a community college for the area.

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The development of a community studies center encouraging applied research and public service activities would provide a unique opportunity for cooperating with other institutions and for service in the northern Kentucky area.

Adopted by the Council on Higher Education January 19, 1977

Revised January 13, 1983

UNIVERSITY MISSION STATEMENT CLARIFICATION

Northern Kentucky University was created in 1968 to bring the benefits of higher education to the region of Northern Kentucky. The principal benefit is, of course, the provision of education at the college level. The establishment of any institution of higher learning provides, in addition, other benefits to the surrounding community; most notably, the institution serves as a resource to and generally enriches life in the community. Northern Kentucky University's missions, then, are to educate, to be a resource to the community, and to enrich life in the region. Of the three, the central mission is to provide education, primarily through classroom teaching.

The educational responsibilities delegated to Northern Kentucky University by the General Assembly are related primarily to undergraduate education:

- (1) The University shares a major purpose of all state universities in the Commonwealth, namely, to provide instruction at the baccalaureate level. At Northern Kentucky University, such instruction includes programs in the traditional arts and sciences -- these serve as the core of higher education for all students and in professional career studies, especially those suitable to the employment needs of the region.
- (2) The University provides programs of a community college nature, thereby continuing the mission of its predecessor, Northern Community College, in accordance with provisions of KRS 164.597.

In addition:

- (3) The University offers legal education programs through Chase College of Law in accordance with provisions of KRS 164.020(8).
- (4) The University offers post-baccalaureate degrees to serve the needs of a commuting, in-service population. Cooperative arrangements with other institutions may enhance this role.
- (5) The University offers other, non-degree programs designed to meet particular needs in the region.

Although the University was established to serve students in Northern Kentucky, a university education must expose students to a non-parochial environment and to a variety of viewpoints. To benefit all students, the University seeks to ensure diversity in

the student body by enrolling individuals with different cultural and economic heritages from outside the immediate University environs.

The institution strives to create an effective and exciting learning environment in order that the central mission of formal education can be realized. Teaching, as the chief mechanism for implementing this mission, is therefore the first consideration in establishing and maintaining a quality faculty. Excellence in teaching, moreover, requires continual growth in depth and breadth of knowledge. Scholarship in the broadest sense is expected of all faculty members to ensure their continuing value as teachers. In the context of the University's missions, teaching-related scholarly activity, pure research, and applied research of a community service nature are all valued. Experimentation with programs to enhance further the University's instructional mission is also necessary but is viewed as an institutional responsibility not necessarily applicable to each individual. Scholarly activity and research at the individual level and experimentation at the group level are important corollaries of the University's mission.

The University is a resource for the community, the primary resource being the expertise of its faculty and staff. To enhance this aspect of its mission, the University initiates programs of community research and service to meet identifiable regional needs. Service to the community is, like experimentation, a University responsibility. Secondary resources include physical facilities such as libraries, the University Center, recreational and sports facilities, and theaters and galleries, which serve the region as a whole.

The University supports programs and activities to better the overall life of the extended community. Programs such as continuing education, film and lecture series, fine arts presentations, concerts, student activities, and intercollegiate athletics provide the community with educational and cultural enrichment and with entertainment. The provision of such programs involves costs that must be kept in appropriate balance with the formal educational mission of the University.

The University also recognizes the need to create an environment in which each student can develop and assume a productive and positive role in society. For that reason the University has created a network of student services to assist students in obtaining optimum benefits from the instructional process. Support services and activities provide opportunities for practical application of formal learning. The network of support services includes counseling, student organizations and publications, career development, cooperative education experiences, and testing.

To fulfill all of these worthy purposes, the University undertakes activities to foster the welfare and existence of the University itself, since the missions are rendered meaningless should the University cease to exist. Support functions are embodied in all University offices and activities not directly responsible for the three missions of the University. These services are important to the life of the institution as, similarly, scholarship is important to the life of the faculty.

8-13-85

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

RESOLUTION

- WHEREAS, We the Faculty Senate are concerned about the university administration's lack of strong support for the Early Childhood Center; and
- WHEREAS, The presence of the Center on campus is beneficial to faculty, staff and students; therefore,
- RESOLVED, That the Faculty Senate recommends that the administration reconsider the status of the Early Childhood Center and further, appoint a committee, including members of Staff Congress, Faculty Senate, and Student Government, to address this matter.

Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41076

VOTING ITEM

The sub-committee on retirement benefits proposed the following voting items.

- 1) Faculty and staff will be allowed to vote on availability of an enrollment period for the family dental plan annually beginning this year. If sufficient members sign up, an enrollment period will be extended.
- 2) The University will continue the current policy of paying for the faculty member's Health Insurance with the faculty member contributing to the family plan (if desired) for 3 years for those who choose to retire at age 62.
- 3) The University will offer the Blue Cross/Blue Shield Carve-Out plan to the faculty member who retires at age 65, the University paying the faculty member's premiums.
- 4) Those benefits extended to retired faculty that are now in the rumor stage will be officially confirmed and placed in the faculty handbook.

These are:

Retired faculty receive:

- 1) Free membership to the facilities in the Health Building.
- 2) Free parking
- 3) Use of the library
- 4) Office space

Presently the University offers Blue Cross/Blue Shield Medicare Carve-Out to those faculty who continue teaching beyond age 65. (See faculty handbook-Retirement). The premiums for this policy are less the amount the recipient would receive from Medicare. This does not cover a spouse.

For those who retire at age 65 (the end of that contract year) all health insurance stops.

The sub-committee on retirement benefits proposes the following voting items.

1. Faculty and Staff will be allowed to vote on availability of an enrollment period for the family dental plan annually beginning this year. If sufficient members sign up, an enrollment period will be extended.
2. The University will continue the current policy of paying for the faculty member's Health Insurance with the faculty member contributing to the family plan (if desired) for 3 years for those who choose to retire at age 62.
3. The University will offer the Blue Cross/Blue Shield Carve-Out plan to the faculty member who retires at age 65, the University paying the faculty member's premiums.
4. Those benefits extended to retired faculty that are now in the rumor stage will be officially confirmed and placed in the faculty handbook.

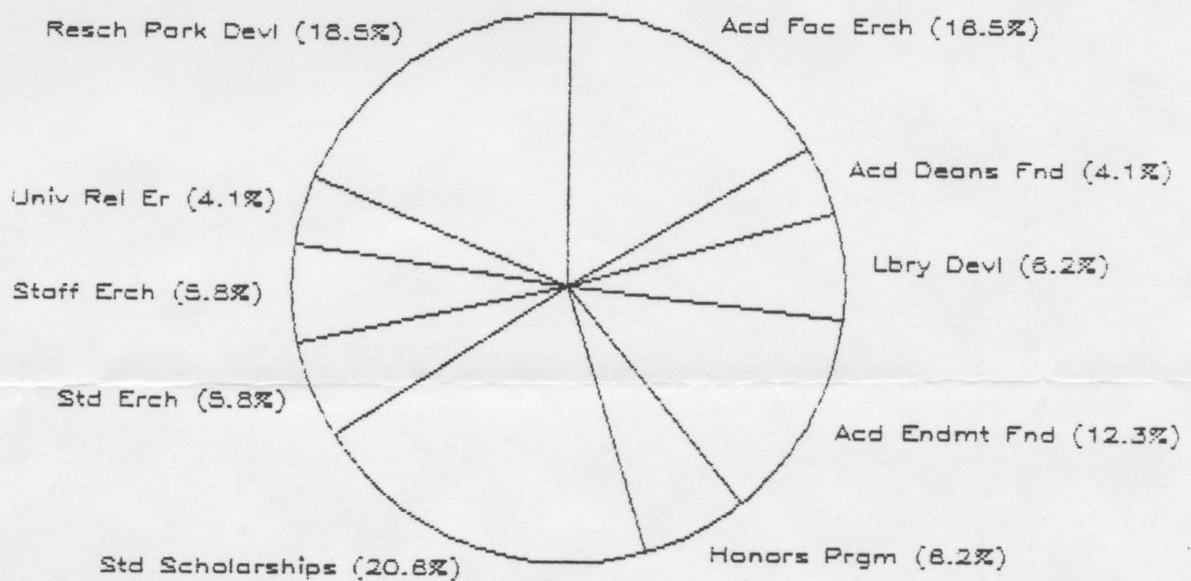
These are:

Retired faculty receive:

- 1) Free membership to the facilities in the Health Building
 - 2) Free parking
 - 3) Use of the library
 - 4) Office space
5. The sub-committee on retirement benefits become a permanent sub-committee charged with presenting a plan for retirement earlier than age 62.

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