

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING

**February 27, 1989
3 p.m.
UC Ballroom**

AGENDA

- I. Approval of Minutes of January 23, 1989 and Special Budget meeting of February 10, 1989
- II. Agenda Deletions and/or Additions
- III. Senate President's Report
- IV. Status of Senate Recommendations
- V. Committee Reports
 - A. Benefits
 - 1) Interaction between Faculty Benefits and Office of Research, Grants and Contract. (Voting item)
 - B. Curriculum
 - 1) Department of Education
 - New Minor: Social Studies Minor/Academic Emphasis (in Middle Grades Education)
 - 2) Department of Literature & Language
 - FRE 200, 201, 202
 - GER 200, 201, 202
 - SPI 200, 201, 202
 - C. Professional Concerns
 - 1) Supplemental Compensation Draft (Voting Item)
 - D. Budget
- VI. Old Business
 - Discussion: Assessment (materials enclosed)
(Dr. David Jorns, VPAA and Provost)
- VII. New Business
- VIII. Adjournment

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FACULTY SENATE MINUTES **Meeting of February 27, 1989**

MEMBERS PRESENT: Carol Bredemeyer, Andrea Cornuelle, R. Kent Curtis, David Dunevant, Sandy Easton, Lynn Ebersole, W. Vernon Hicks, J. Lynn Jones, William R. Jones, Mike Klembara, Nancy D. Martin, Art Miller, Marjorie Muntz, Margaret Myers, Phil Obermiller, Dennis O'Keefe, Terry Pence, Fred Rhynhart, Denise Robinson, Fred Schneider, Chris Stiegler, James Thomas, David Thomson, Bill Wagner, Robert Wallace, Michael Thomson for Richard Ward, Ted Weiss, Emily Werrell, Macel Wheeler, Geraldine Williams.

MEMBERS ABSENT: Barry Andersen, Tom Brossart, Lou Noyd, Frank Stallings.

GUESTS: Linda Marquis, Michael Adams, Dennis Taulbee, Tom Cate, Carol Futhey, David Jorns, Lynn Langmeyer, John Johnson, Mary Ellen Elsbernd, Rebecca Sturm Kelm, Michael Turney, Jerry Legere.

The meeting was called to order at 3 p.m.

- I. The minutes of February 10, 1989 were corrected with the right date. Macel Wheeler moved to accept the minutes as corrected. Bill Wagner seconded. The motion passed unanimously.
- II. A request for ratification of the Executive Committee's budget expansion request was added under the Senate President's report.

The supplemental compensation voting item was deleted under Professional Concerns. This was a revised draft received from the administration upon which Dr. Jorns requested that we delay action. Dr. Boothe has suggested that the Deans' Council and Legal Counsel review document before the Senate votes.

Dennis O'Keefe moved acceptance of the changes. Art Miller seconded. The motion passed unanimously.

III. Senate President's Report

A committee to study possible changes to the Senate Constitution specifically related to membership and elections was appointed. Fred Rhynhart, Nancy Martin and Peter Moore will serve.

Peter Moore, Election Committee chair, has sent a letter to all departments requesting replacements for Senators whose terms are expiring. Gary Clayton, Donna Bennett, Andrea Cournelle and Margo Jang are members of the committee.

President Boothe has approved sending the President and Vice-President of the Senate to a conference on Senate leadership and governance.

Robert Knauf is retiring effective December 31, 1989. Dr. Jorns will head the search committee. Senate is asked to recommend a faculty member to the search committee. Let Nancy or any member of the Executive Committee know of anyone who is interested in serving.

Gail Wells and Richard Ward will serve as representatives of the Senate on the library automation committee.

The Executive Committee met on February 13. The Senate needed to fill out request forms for expansion money. The forms were due February 17. Items requested included the 1 1/2% of the faculty salary base to support development and research, an increase in the operating budget of the Senate to bring it more in alignment with actual expenses, a part time clerk typist, and a release time request for chair of Budget and chair of Professional Concerns committees and summer compensation for the Senate President to cover additional summertime service. Ratification is requested for the last two items since they will require a change in the current Senate constitution. Hearing will be held after spring break and decisions on expansion money will be made by the end of March. Fred Schneider moved approval. Bill Wagner seconded.

A question was raised about the additional summer pay for the Senate President. Release time during the school year is already provided for that leadership. Concern was also expressed that this did not come through regular committee channels.

Senate should look at what Faculty Senate officers are doing. If the Senate President is on a 10 month contract and is not available to represent Senate during summer, the Senate has no representation during summer. A problem with setting a precedent was still seen. The question was called. The motion passed with 25 in favor and 3 against.

A revised draft has been received regarding the university planning committee and is therefore back before the Senate. It is being referred to the Professional Concerns Committee and they are being asked to present it at the March 20, 1989 Senate meeting, if possible. A copy will be sent to all faculty. Senators are asked to read and discuss it with their departments.

Fred Schneider has been elected chair of the Peer Review Hearing Committee.

Another retreat has been requested between the Executive Committee and the Administration.

A request for change in the relationship of the Graduate Council to the University Curriculum Committee has been received. It will be discussed at the next Executive Committee meeting.

Two volunteers are needed to serve on the five year equipment plan committee. Jim Niewahner is chair. All equipment is reviewed.

IV. Status of Senate Recommendations

The Salary Consultant was on campus for three days last week. The Executive Committee met with him and a good turnout was present for the open faculty meeting. Faculty still may send information to Ray Fortunato. A large number of documents have been given to him.

Dr. Boothe has received Senate recommendations on governance and workloads. When a full report is received, Nancy will report back to the Senate.

Received has been an initial response but no action on salary equity process.

President Boothe has responded on salary recommendation, Item 4. The salary pool of 7% will be available for increases under regular policies. However a majority of Department Chairs feel there is a need for adjustment. A percentage of the raise pool which will go to open positions will be held for this to address critical equity situations.

V. Committee Reports

A. Benefits Committee - Marjorie Muntz

Andrea Cournelle is chair of the Faculty Senate Scholarship Committee.

Art Miller is chair of the Disability Insurance Committee.

Health insurance is currently under review by PruCare. It is under negotiation currently.

The voting item concerning the interaction between the Faculty Benefits Committee and the Office of Research, Grants and Contracts was submitted. Questions were raised about the process in place. Is this not a duplication of the same work. Considerable discussion has taken place about the use of money and creation of a special committee. Questions were raised concerning whether there were one or two committees. Resolution is seen by one person acting as a liaison between the two committees. There is a permanent advisory committee. Cliff Shisler selects the membership. Concern was expressed that review of research proposals could be done without a faculty representative chosen by the faculty. Concern was expressed about the "Review/Advisory" in resolution. Fred Schneider moved to amend the motion to remove "Review/" from proposal. William Jones seconded. The motion passed unanimously.

The motion on vote was still on the floor. Marjorie Muntz moved to return the proposal to committee for further study. Sandy Easton seconded. The motion passed 18 to 10.

B. Curriculum Committee - Mike Klembara

- 1) The new minor from the Department of Education passed unanimously.
- 2) The language course are renumbering and redesigning of current courses presented because part of general studies. The motion passed unanimously.

C. Professional Concerns - Ted Weiss

The committee passed a proposal on an Academic Council which will be brought to full Senate at March meeting.

A proposal on grade appeal will be on the March agenda.

A committee on the evaluation of administrators is formed. This year all the line deans and the associate provost will be evaluated.

D. Budget - Sandy Easton

The committee met on February 3, 1989 for the administration's presentation of the preliminary budget. Discussion included use of academic funds - increasing operating budgets, defray other factors, equity. Ongoing discussion on the budget are continuing.

Les Turner is chairing a subcommittee on comparison of data with other regional Kentucky institutions.

COSFL met on February 11, 1989. Annual meeting is March 31-April 1. Discussion items include salary increases, health insurance.

IV. Old Business

Due to the concern over campus about assessment, the Executive Committee requested Dr. Jorns to do a presentation on assessment and allow an hour for discussion.

Dr. Jorns addressed the questions proposed by the Executive Committee and articulated in Nancy Martin's memo of February 9, 1989.

1) What is assessment?

It is a tool for helping students to be able to apply things taught. Currently we don't know exact areas where we fall short. Good teaching takes place in the classroom, but questions remain about abstractions, whether students read well, and about their skills for work world. NKU currently has many programs which apply to assessment.

Some student goals from assessment include broad cultural background, concept of history, concept of science, individual human being, and interrelationships of disciplines.

Some states currently have mandatory test. Dr. Jorns is not recommending this.

Currently assessment in major is confined to experiences between teacher and student. Ultimately assessment should be a faculty developed program.

2) Why need?

The institutional effectiveness requirements by SACS and the Council on Higher Education will require it as part of review.

There is a lot of political pressure for accountability. Any future programs approved by CHE will need to quantify results. The December 1988 report from the Council expresses need for assessment. Use of outcome measures statewide will be reviewed. Assessment is an excellent way to give underprepared students best general pressure possible.

3) How can assessment be done?

Dr. Jorns sees this as a Faculty decision.

- 4) How do we plan to accomplish this?
Again seen as a Faculty decision. SACS is vague about how to do it.
- 5) What process is needed?
It needs to begin because the university must report to SACS in October. Departments have been requested to begin work. There is a need to know before summer is out. The Office of Planning and Assessment is there for support.

Question was raised about new committee to review what institution is doing. This gives some coherence to process.

Question about whether UCC should determine assessment on general education. Currently not as concerned about assessment in major. Each department needs to determine that and make results known.

- 6) What are projected costs for NKU?
The basic cost is absorbed in the Office of Planning and Assessment. Murray spent \$17,000 to test 1,000 freshmen. We really do not know until we get into process.

What is most desirable for students? Procedures need to be developed first, then cost will be figured later.

Senators were allowed to respond first. Request was made to limit individual response to five minutes.

What benefit to the academic structure of NKU? Teaching and learning are important. Items mentioned included grade inflation, underprepared students, serious commitment to teaching. Students do not seem to be as effective in being able to apply to outside profession, to be able to synthesize knowledge, and taught to continue to learn.

Outcomes assessment - does this mean a pre-test, design of curriculum, and a post-test. Currently assessment is not seen as value-added testing.

If we know university is deficient, we need to change what we're doing. No recognition that assessment is taking place when we test students. We are clearly doing assessment now.

Not upset by department doing assessment. Problem is with comparing data and assessment of general studies. We need stated objectives and to design a program to assure students meet needs and then ready for assessment.

What is benefit to students? Involved in political ramifications. Where is university being held accountable? A lot is already being done. Committee needs to pull together. Legislators are looking to be held accountable. Greater danger to wait for legislature to mandate rather than develop assessment measures ourselves. Grade inflation is present. A B is average. Problem with basic teaching not being done. Possibility to restore teaching to a place of importance in university. Concern expressed about a general studies test.

A large amount of money could be involved if test are forced upon us. There is an appalling lack of information for whole curriculum. Dr. Jorns has been requested to testify to members of legislature this week.

In upper level courses in discipline, a need is present to synthesize information. General tenor is to attach a number to a senior level writing course. How do we know it's a good outcome? Numbers don't tell entire story. Does not evaluate critical thinking. Quantitative test is not best, but will other measures satisfy public.

Heard about statewide test. Massages numbers to show us well. A cultural consideration is present. Return to small classes would help. Question of open admissions. This has changed composition of student body. Deeply depressing to talk about numbers.

We seem to readily question our own ability to test. Better determinant given by professions.

How to define deficiencies. Are we playing a political game? Concern about standardized tests. We've got to get together.

Can evaluate without having to prove what account. CHE will accept planned presentation. State is insisting on quantifiable data. Can NKU do anything to forestall? Do it to our benefit and beneficial to students.

Message coming through is that our grades are being questioned. Are we doing what we say we're doing?

Talk about assessment is the same. Design a program to help us measure doing what we're doing. If not, next year the legislature might dictate. Assessment is way to figure out how to do our job better.

Murray is currently only university in state using university wide testing. Most students do not feel gain.

Need is present to be proactive rather than reactive.

Ways of doing assessment could include graduates and obtaining feedback from jobs held.

Curriculum Committee has been asked by Provost to address general studies assessment. Question about size of subcommittee needing to be expanded. Any proposal would go through full UCC Committee and Senate. Chair of Curriculum Committee asked for decision from Senate as to whether or not UCC through its various subcommittees is the place to do this.

Question was raised about process and controlling mechanism for program assessment.

Suggestion was raised whether Senate should lend support to what the Provost has already done with asking programs to develop assessment process and goals.

The Senate President noted that there were only 17 Senators (16 voting members) remaining. The Parliamentarian noted that it is not good policy to vote if there could be any question that it might not be a reflection of the assembly on important issues like this.

President Martin thanked Dr. Jorns and all guests who came for Assessment discussion and suggested that the questions raised by Professors Klembara and Miller could be addressed at the next full Senate meeting.

For lack of a Senate quorum, the meeting was adjourned at 5:15 p.m.

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VOTING ITEM

FOR SENATE MEETING FEBRUARY 27, 1989

Ratification of Senate Executive Committee's budget expansion request.

- I. One-quarter (1/4) release time each year for one semester only for the Chair of the Budget & Commonwealth Affairs Committee and for the Chair of Professional Concerns. These are requested for alternating semesters.
- II. Supplemental compensation for the President of Faculty Senate for the summer term equal to reimbursement for a three (3) credit 1 course summer load. (9% of salary)

ndm/pg