

Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41076

FACULTY SENATE MEETING

December 18, 1989

UC Ballroom

12 NOON (Note!)

Light refreshments prior to the meeting

AGENDA

- I. Approval of Minutes of November 20th meeting.
- II. Agenda Additions and/or Deletions
- III. Senate President's Report
 1. Selection of Fred Rhynhart as faculty representative to attend meeting on Metropolitan Universities at Wright State on April 22-24, 1990.
 2. Invitation to all Senators to attend free of charge the NKU-Southern Indiana basketball game on February 8, 1990.
 3. The appointment of Sally Jacobsen as faculty representative on search committee for Director of Continuing Education.
 4. Referral of Coordinative Committee for Planning recommendation to following Senate committees:
 - a) Enhanced Advising and Curriculum for Lower Division Students to Professional Concerns.
 - b) Part-time faculty to Professional Concerns and Faculty Benefits.
 5. Recommendation of Coordinative Committee for Planning noted.

WNKU be moved from Office of Associate Provost to the Vice-President for University Relations and Development.
 6. Resignation of Richard Ward from Faculty Senate effective January 1, 1990. Shall a special election be called to fill his at-large vacancy?
- II. Committee Reports and Voting Items
 - A. **Faculty Benefits** - Bill Wagner (5 minutes)
 - B. **Curriculum** - Phil McCartney
 - 1) Assessment: Voting Item (10 minutes)
 - C. **Professional Concerns** - Jim Thomas
 - 1) Research Misconduct Policy: Voting Item (10 minutes)
 - D. **Budget & Commonwealth Affairs** - Dennis Lye
 - 1) Faculty Salary Policy: Voting Item (20 minutes)
 - 2) Fortunato report recommendation: Voting Item (20 minutes)
- V. Old Business
- VI. New Business
- VII. Adjournment

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FACULTY SENATE MINUTES Meeting of December 18, 1989

MEMBERS PRESENT: Lawrence Borne, Carol Bredemeyer, Y. Datta, Frank Dietrich, Sudesh Duggal, Nancy Firak, James Gray, W. Vernon Hicks, Nancy Hinzman, Don Kelm, Mike King, Dennis Lye, Phil McCartney, David Hogan for Art Miller, Bob Mullen, Margaret Myers, Ljubomir Nacev, Dennis O'Keefe, Terry Pence, Denise Robinson, James Thomas, J. Michael Thomson, Bill Wagner, Robert Wallace, Richard Ward, Ted Weiss, Wendy Wood for Emily Werrell, Geraldine Williams.

MEMBERS ABSENT: Diane Belland, Tom Cate, Nan Littleton for Andrea Cornuelle, R. Kent Curtis, Phil Obermiller, Michael Prioleau, Frank Stallings.

GUESTS: Cheryl McKenzie, Robert R. Appleson, David Jorns, Darryl Poole, Sandy Easton, John Johnson.

Meeting was called to order at 12:07 pm.

I.. There were no additions or deletions to the agenda.

II. Carol Bredemeyer moved to accept the minutes as distributed. Mike Thomson seconded. Motion passed unanimously.

III. Senate President's Report

- 1) Fred Rhynhart has been selected as faculty representative to attend meeting on Metropolitan Universities at Wright State on April 22-24, 1990.
- 2) All senators have been invited to attend free of charge the NKU-Southern Indiana basketball game on February 8, 1989.
- 3) Sally Jacobsen has been appointed as faculty representative on the search committee for Director of Continuing Education.
- 4) Referral of Coordinative Committee for Planning recommendations to the following Senate committees:
 - a) Enhanced advising and curriculum for Lower Division Students to Professional Concerns.
 - b) Part-time faculty to Professional Concerns and Faculty Benefits.
- 5) Recommendation for Coordinative Committee for Planning noted.
WNKU be moved from Office of Associate Provost to the Vice President for University Relations and Development.
- 6) Richard Ward is resigning from the Senate to take over International Programs. Ted Weiss is resigning as he will be on sabbatical. Kent Curtis is moving to the Technology Department.

A new senator will be appointed by the Education Department. No faculty from Arts & Sciences remain on the list from the last at-large election. Seats can remain vacant or a special election can be held.

Ljubomir Nacev moved to hold a special election to fill the two vacancies of at-large Senators from Arts & Sciences. Larry Borne seconded. Motion passed unanimously.

IV. Committee Reports

A. Faculty Benefits - Bill Wagner

One meeting of the Early Retirement Subcommittee has been held. Subcommittee is revising the policy to change language and to incorporate some of the points made. The corrected document should be to Senate in January or February.

Recommendations on the development grants have been sent to the Provost. Award letters have been mailed from the Provost's office.

B. Curriculum - Phil McCartney

Committee is discussing the university catalog and why it takes so long to produce and distribute to students. The committee intends to make recommendations for improvement in catalog production by early spring.

The Assessment Planning Committee Interim Report was put on the floor as a voting item.

On page 2, notes b and c, the committee's intent was to alternate standardized tests with locally developed tests. Student assignment to categories would be random.

Jim Thomas was opposed because there is:

- 1) No mention of the concept of improvement. Some value added approaches should be included.
- 2) No one has yet have clearly delineated aims. Purposes of general studies are the place to start but they are incomplete. For example no behavioral sciences mentioned with a way to evaluate.

Terry Pence said critical reasoning skills are not mentioned but it was pointed out that the development of critical thinking could be fostered by interpreting written works.

To develop local tests and focus groups, the committee will go to the appropriate faculty group. Reassigned time could be available to develop appropriate test.

Time was called.

The motion on the assessment report passed with two opposed.

C. Professional Concerns - Jim Thomas

The committee has approved the revised COSFL document on Faculty Governance and it will come to the next meeting for a vote.

The Research Misconduct Policy was presented for a vote. No discussion. The motion passed unanimously.

D. Budget & Commonwealth Affairs - Dennis Lye

- 1) The Faculty Salary Report was presented as a voting item.

A minority report was presented as a substantial percentage of the committee favored it. The \$1786 was based on dividing the total salary pool from last year evenly. It is not a voting item, but an informational item.

The market adjustments could be recommended at any level in the process whereby the money is allocated from Provost to Deans to Chairs. Written policies would be present at all levels.

Adjustments for compensating victims of age, race or gender discrimination would be made at the Provost level.

Market adjustments could be based on data in the Fortunato report. There is no specific fund set aside for market adjustments. It would be included in the total amount for salaries.

Written policies from Provost to Deans to Chairs currently do not exist. How they will be developed is not known. It will be done in good faith and will be clear and equitable. Administration is comfortable in consulting with constituent faculty.

Question was raised as to whether policy should be more specific. Two things are different from last year - market adjustments are there and administration needs to articulate what constitutes fair market adjustments.

Time was called.

In paragraph 1, Spring 1991 was changed to 1990.

Motion passed with only one opposed.

- 2) The Fortunato report recommendation was presented as a voting item.

The three categories of Faculty performance evaluation in #4 refers to substantially exceed, meets requirements, and unacceptable.

Jim Thomas moved to amend item #4 to list the three merit categories in Fortunato report. Mike Thomson seconded. Motion passed unanimously.

Information in #3 is needed to provide better management of data. Suggestion was made to add place of birth to evaluate native born vs. immigrants, but no motion was made to this effect.

#1 includes a different list for benchmarks. Provost came up with a 30 college sample. List is different from Commonwealth benchmarks.

Suggestion was made to amend #1 to say Commonwealth benchmarks in order to have consistent data. This would not make much difference. These are picked for all regional universities. Suggestion was withdrawn.

The issue of making salary adjustments is complex. The real issue is the way of determining adjustments. Should it be done by averaging salaries with each program or by comparing NKU faculty with other faculty by rank?

CUPA is not truly representative of all disciplines. It's a good starting point, but is not the only standard.

No data is available for new hires. Relative mix of ranks differs within particular departments.

What does "floors" in #1 mean? Does it mean the average for a professor at a certain rank in a certain discipline.

Comparisons with benchmarks differ. Ball State is larger but is in a small town. We are in a large urban area. Cost of living in area should be considered.

Clarification on #1. These would be minimums based upon CUPA data. CUPA are averages. How can it be at 100% and call it floor? It would be the lowest salary.

Time limit was exceeded.

Bob Wallace moved to extend discussion for 15 minutes. Mike Thomson seconded. Motion passed unanimously.

In the Fortunato report, there is no acknowledgement of differences created by past history through merit increases.

Everything is in reference to CUPA data. Difficulty is present on that point as all disciplines are not included.

Jim Gray moved to refer Fortunato response back to committee for clarification and additional information on discussed points. Bill Wagner seconded. The motion carried with 18 in favor and 7 opposed.

Points for reconsideration include CUPA or other comparisons, funding mechanism and the definition of "floors".

Provost Jorns requested that the Senate appreciate time constraints and move with some pace. Something must be done and we can't wait too long. Recommendations for changes in Fortunato report need to be done by mid February.

It was seen that the only recommendation made by Fortunato report was to make departments equivalent to CUPA data. Senate needs to make its own statement whether the equity issue is important. If yes, how do we approach this. What are our goals on this issue?

Time was called.

Ljubomir Nacev moved to extend discussion for 15 minutes. Motion failed with 10 in favor and 11 opposed.

V. Old Business - None

VI. New Business

Is Senate going to be able to vote on entire Fortunato report or only with what the Budget Committee deals?

Dennis Lye will call a special meeting of the Budget Committee before the next Senate meeting. Recommendation doesn't mean any part of report is acceptable as it stands.

Senators were requested to identify item of new business before speaking.

Meeting adjourned at 1:40 pm.

GW/pg