

Faculty Senate

HIGHLAND HEIGHTS KY 41099 606-572-6400

FACULTY SENATE MEETING
AUGUST 27, 1995
ADMINISTRATIVE CENTER 722

- I. Call to Order
- II. Additions to and/or Deletions from Agenda
- III. Distribution of Faculty Senate Notebooks
- IV. Report on Summer Activities
 - A. *Faculty Handbook* "reasons in writing" activities
 - B. Faculty Senate Budget Recommendations Deadline moved to end of Fall Semester
- V. Issues and Projects Carried Forward from Last Academic Year
 - A. In Faculty Benefits Committee
 - 1. Monitoring the implementation of the Kentucky Health Alliance
 - 2. Continuing dialog and monitoring of numbers of Sabbatical Leaves
 - B. In Budget and Commonwealth Affairs Committee
 - 1. Study of Salary Compression
 - C. Professional Concerns
 - D. University Curriculum Committee
 - 1. General Studies Review
 - 2. Revision of UCC Policy and Procedures Manual
- VI. New Initiatives
 - A. Fall elections
 - 1. Formation of Elections Committee
 - 2. Campaign to encourage candidates
 - B. SACS Self Study
 - C. Faculty Leadership in Re-engineering Efforts
 - D. Twin Themes for 1995-96
 - 1. Celebrating Faculty Excellence
 - 2. Academic Affairs - A United Front in Campus Leadership
 - E. Renewing a sense of community among Faculty at NKU



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FACULTY SENATE MEETING

August 27, 1995

Administrative Center 722

'ASK NOT FOR WHOM THE BELL TOLLS...'

Senators present : C. Bredemayer, T. Cate, Y. Datta, L. Ebersole (**Budget**), R. Enzweiler, S. Forman, C. Furnish, R. Garns, Jon Gresham, D. Gronefeld, R. Holt, D. Kelm (**Sec'y.**), R. Kelm, M. Kirk, P. Knepper, K. Kurk, A. Luggen, P. McCartney, C. McCoy (**Vice Pres.**), D. McGill, J. McKenney, D. Miller (**Parli.**), D. O'Keefe, T. Pence, V. Ragahavan, A. Rini, F. Schneider (**Prof.Concerns**), G. Scott (**Fac. Ben.**), L. Smith, B. Thiel, K. Verderber (**President**), T. Weiss

Senators absent : S. Chicurel, L. Olasov *ex officio* (**Univ. Curric.**), J. Smith

Guests : R. Appleton, E. Barker, C. Chance, T. Comte, M. Huening, P. Gaston, J. Johnson, B. Oliver, N. Pomerantz, D. Poweleit

I. CALL TO ORDER: The meeting was convened at 3:05 p.m.

II. APPROVAL OF THE MINUTES OF MAY 12, 1995 MEETINGS:

A. Corrections:

1. Regular meeting : VI.D.4 [Discussion]: "...having a NKU..." should read "...having at NKU..."; "...as not to ask student to have to use....." should read "...as not to have to ask students to use..."

2. Special meeting: Because L. Olasov is not a senator, she could not have been nominated as Chair of UCC. Since no member of Faculty Senate expressed interest in the position, the position was left vacant. Therefore, L. Olasov volunteered for the 3rd consecutive year to function as Chair of the University and was appointed to that position.

3. The modifications to Senate proposed by Tom Cate were not passed in their entirety. The part of the Proposal which did pass was the rescheduling of the elections timetable.

Motion to Accept as corrected : Passes

III. ADDITIONS TO / DELETIONS FROM THE AGENDA:

A. University Panel on Technology: Report on the present status

B. Status of the 3 yr. maximum for non-tenure people in position.

IV. DISTRIBUTION OF FACULTY SENATE NOTEBOOKS: Senators were given large, blue, three ring binder notebooks with a lovely gold imprint of the University Seal and the words "Northern Kentucky University Faculty Senate" in which to keep records of Senate proceedings. Also, future minutes shall be distributed pre-punched for easy insertion into the notebook. Outgoing senators will have to return their/these binders.

V. SUMMER ACTIVITIES:

A. The amendment to the Faculty Handbook Policies and Procedures re: "reasons in writing" in RTP matters passed by Faculty Senate in the Spring '95 has not gone forward. Nonetheless University President Boothe believes that the present language is fine and that the problem exists with the process. The Provost and the Senate President were asked to work on this matter, bringing the process in line with the Faculty Handbook

B. The annual meeting of dept. chairs and the chairs of dept. RTP committees will be on Friday Sept. 8 at 2 p.m. At this time materials intended to be helpful suggestions in the process will be presented.

C. The Senate recommendation that people on temporary contract should be limited to serving three consecutive years, was modified to exclude present, long life temporary teaching staff already in place. T. Weiss asked if the administration favoured this recommendation. Response: No indication.

D. The deliberations of the Budget and Commonwealth committee concerning Senate budget priorities is being moved to the end of the Fall term prior to the Spring budget process. The intent is to make the committee's deliberations germane rather than incidental.

VI. ISSUES AND PROJECTS CARRIED FORWARD FROM LAST ACADEMIC YEAR:

A. Faculty Benefits (Gary Scott)

1. Characterizing the matter as "...a complex topic..." C. Chance gave an initial report concerning the Kentucky Health Alliance which from description promises to be at least complicated, if not complex. Points of interest:

- HB 250 mandates that all government employees participate in the Health Alliance by June 1996.
- Open meetings will be held to inform of rates, contribution levels, and providers
- The state used 18 criteria to screen companies wishing to offer services. No info on criteria used.
- At present 13 plans are being offered--including Choice Care, Prudential, Etna. Vendors will be on campus October 11 for a gala Health Issues Day. Sign up will be November 1 1995.

- The Alliance allows participants to change carriers, if they are dissatisfied.
- ***Citing examples of dire practices by insurance companies, C. McCoy [Nursing Faculty] warned and advised senators to question vendors closely about company restrictions and methods of payment.
- 2. A Campus Task Force, including faculty and staff, will be participating in the discussion of the levels of benefits and contribution. (Present faculty members: C. Frank, former chair of Faculty Benefits and M. Thomson, Faculty Regent)

B. Budget and Commonwealth Affairs (Lynn Ebersole)

1. Among other easily accomplished duties this committee will undertake a study of Salary Compression.

C. Professional Concerns (Fred Schnieder)

1. Will be looking at Faculty evaluations and related matters.

D. University Curriculum (Linda Olasov)

1. General Studies Review
2. Revision of Policies and Procedures Manual of the UCC. P. McCartney queried about who recommended such a revision. The response: that the intent was not to change but simply to clarify existing language. R. Holt re-enforced this by stating the present manual was unreadable and that this effort was intended as a guide to the curriculum manual. The phrase "...curriculum for dummies..." floated in and out of the discussion.

VII. NEW INITIATIVES:

A. Fall Elections:

1. Formation of Elections Committee which will be chaired by Tom Cate.
2. "Is there anybody out there?" The ghostly presence of chaos imminent--Jim Morrison--could be felt at the meeting as Senate President Verderber asked senators to urge, cajole and/or whatever their colleagues to serve, to govern. "Else what's a senate for?"

B. Planning for '96 SACS Self-Study to begin this Fall '95

C. Faculty Leadership in Re-engineering Effort

1. "How can Senate/Senators be proactive?" asked Senate President Verderber. The Senate President urged all parties interested in re-defining, re-creating, the role of Faculty Senate to write, e-mail or visit the Senate office [AC 105] with their suggestions.

D. Twin Themes for 1995-'96 Identified by Senate President

1. Celebrating Faculty Excellence: Encouraging faculty not to wait for recognition from administrators and students, Senate President Verderber suggested ways be found by the faculty to celebrate our excellence. (One suggestion: a Winter Dinner Dance for Founding Faculty.)
2. Academic Affairs will move along if we refrain from taking potshots at those administrators who represent us. Calling for a united front in house [Academic Affairs] before others of the university community, Senate President Verderber expressed the opinion that much more could be achieved by supporting and working with our administrative representatives than could be by becoming embroiled in divisive criticism.

E. Renewing a Sense of Community Among Faculty at NKU

VIII. OLD BUSINESS :

A. None


IX. NEW BUSINESS :

A. University Panel on Technology and Instruction

1. C. Furnish asked that there might be periodic reports of the panel's progress made available to the Senate. C. Furnish also inquired as to how the panel was to be created. Senate President responded stating that four nominations from the faculty were to be sent on to the University President's office.
2. If e-mail strikes one as inadequate and unsatisfactory and the warmth of presence and actual aural stimuli are desirable, Senate President Verderber encouraged faculty to stop by the Senate office with concern. Individuals wish to do so with the idea of seeing the president, they would be well informed to do so between hours of 9 a.m. and 10 a.m. on Monday Wednesday and Friday. Call ahead and avoid disappointment.

IX. ADJOURNMENT : 4:07 p.m.

Respectfully submitted,



Don Kelm, Sec'y



NORTHERN
KENTUCKY
UNIVERSITY



Faculty Senate

HIGHLAND HEIGHTS KY 41099 606-572-6400

MEMORANDUM

TO: ALL FACULTY SENATORS
FR: KATHLEEN S. VERDERBER, PRESIDENT OF FACULTY SENATE
DA: AUGUST 21, 1995
RE: START OF NEW YEAR 1995-1996

Welcome to the start of the 1995-1996 academic year. This year will be a busy one for the Faculty Senate. I look forward to working with you in the coming year.

Enclosed you will find the agenda for the first Faculty Senate Meeting and the minutes for the last meeting of the previous year. This year, as was the case last year, department representatives will be sent two copies of the agenda and minutes: one copy (without three hole punch) is for posting within the department and one copy (with three hole punch) is for representative's own use. Senators will receive only one copy, as is also customary.

At its July meeting, the Board of Regents approved several changes to the *Northern Kentucky University Faculty Policies and Procedures Handbook* and Constitution of the Faculty Senate that had been recommended by the Faculty Senate last spring. These included changes to section XI.D. pg. 2 concerning using grant applicants' previous success record in evaluating current grant applications as well as the changes to the Constitution of the Faculty Senate and *Handbook* concerning the scheduling of elections for Faculty Senate and Senate Officers.

Dr. Booth agreed that the proposed additions to Section IV.C. (p. 19) of the *Faculty Handbook* (which deals with reasons in writing) offer useful clarifications and appear to be consistent with the intent of the *Handbook* framers. Rather than forwarding this change to the Board of Regents, however, he chose to direct Dr. Gaston and the leadership of Faculty Senate to reach an accommodation without proceeding to a formal *Handbook* amendment at this time. Over the summer Dr. Gaston and I have worked to develop a new set of guidelines for communicating to candidates on the status of their application for reappointment, tenure, and promotion that better reflect the intent of the *Faculty Handbook*. The new guidelines include samples of correspondence to candidates which require citing the specific and concrete reasons that led to the recommendation. During the annual Meeting of Department RP&T Committee Chairs sponsored by the Provost's Office (scheduled for September 8) I will be presenting some suggestions and guidelines to aid Department RP&T Committees in conducting a review process that will enable them to articulate the reasons underlying their recommendations. It will be important for Faculty Senate to receive feedback on how the new process is working so that we can continue to improve this critical faculty responsibility.

I trust that you are enjoying a smooth return to the classroom. I look forward to seeing you on Monday at 3:00 p.m. in AC 722.