

# **Faculty Senate**

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING  
Monday, November 21, 1988

FINE ARTS 303

(Please note change of meeting room for November only)  
3:00 p.m.

**AGENDA**

- I. Approval of Minutes of October 17, 1988
- II. Agenda Deletions and/or Additions
- III. Guests: Dr. Lew Wallace, Faculty Regent  
Dr. John Taylor, President of COSFL
- IV. Senate President's Report
- V. Status of Senate Recommendations  
Response to October 17th recommendation for Non-Recurring Reserves  
Guests: Dr. Leon E. Boothe  
Dr. David Jorns  
Mr. Dennis Taulbee
- VI. Senate Committee Reports
  - A. Curriculum (all voting items)
    - 1. Geography course number changes  
GEO 202, 206, 208, 209, 230, 240
    - 2. Mathematics
      - a. Course changes  
MAT 110, 111, 212, 215
      - b. New courses  
MAT 111, 112, 212
    - 3. Interdisciplinary Minor in Japanese Studies
    - 4. Religious Studies New Course  
REL 290
    - 5. Associate Degree General Studies Program
  - B. Professional Concerns  
Recommendations on supplemental compensation policy drafts  
(voting)
  - C. Budget
  - D. Benefits
- VII. Old Business
- VIII. New Business
- IX. Adjournment

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## **FACULTY SENATE MEETING Minutes of November 21, 1988**

**MEMBERS PRESENT:** Barry Andersen, Roger Blanchard, Carol Bredemeyer, Tom Brossart, Andrea Cornuelle, R. Kent Curtis, Sudesh Duggal, David Dunevant, Sandy Easton, Lynn Ebersole, J. Lynn Jones, Mike Klembara, Nancy D. Martin, Art Miller, Marjorie Muntz, Margaret Myers, Lou Noyd, Phil Obermiller, Dennis O'Keefe, Fred Rhynhart, Denise Robinson, Fred Schneider, Dennis Sies, Frank Stallings, James Thomas, Steve Brooks for Dave Thomson, Bill Wagner, Robert Wallace, Richard Ward, Ted Weiss, Emily Werrell, Macel Wheeler, Geraldine Williams.

**MEMBERS ABSENT:** William R. Jones, Christ Stiegler.

**GUESTS:** John Taylor, Murray State; Morehead; Rebecca Sturm, Tom Cate, Terry Pence, Bob Bussom, Lew Wallace, Ray Rappold, Carol Futhey, David Jorns, Rose Stauss, Darryl Poole.

- I. The minutes of October 17, 1988 were approved as written.
- II. The Senate Committee Reports became item IV and the Status of Senate Recommendations became item VI because of the voting items and the anticipated length of discussion on the budget response.
- III. Lew Wallace, Faculty Regent, presented a short report on the October Board of Regents meeting which lasted two days. He believes the current Board of Regents is more receptive to faculty concerns. Two items which were discussed were the student disciplinary process and the faculty grievance process. In both processes due process is not present. The Board is now in favor of looking them over.

The SACS visitation report was discussed.

The University Strategic Plan was presented. It was interesting to look 25 years in the future and note that if something is not done, we will be in the same mess as we are now.

Lew Wallace will talk to the Executive Committee on December 5, 1988 about other issues discussed and will return to the December 19, 1988 Senate meeting with a report.

The Board also discussed awards for staff and faculty and thought this was a good idea. The Board may fund a series of these. A committee has been formed to work out details.

The budget has flaws in process and the board members are interested in knowing more about budget process.



No recommendations from the Senate were on the agenda.

Dr. John Taylor, President of COSFL, was also a guest. He was here to encourage senators to become members of COFSL and to ask them to encourage other faculty to join. COSFL meets once a month and holds an annual conference which will be March 31 and April 1 next year. They are working together as the various institutions to address the main issues of faculty with the state. They have a governance committee, host a reception during the legislative years to get to know the state legislators better. They have a membership committee, share campus reports, and discuss ideas and concerns around the state. If they are to become the voice of the faculty, COFSL must have money. Therefore, a request was made to encourage our faculty to join. Carol Bredemeyer and Fred Rhynhart are our COFSL representatives. All faculty will soon receive a membership brochure.

Nancy Martin reported that prior to the Senate meeting, NKU faculty representatives had an excellent meeting with Jane Gross from Morehead and John Taylor.

#### IV. Senate Committee Reports

##### A. Curriculum - Mike Klembara

- 1) The Geography course number changes from the 200 level to the 300 level would make the courses no longer able to qualify for general studies. Fred Rhynhart moved to accept the changes. Frank Stallings seconded. The motion passed unanimously.
- 2) Several Mathematics courses were being changed due to a change in requirements from the College of Business. Frank Stallings moved approval and Bill Wagner seconded. The motion passed unanimously.
- 3) The Interdisciplinary Minor in Japanese studies created some discussions. Concern was expressed on how this would impact on other courses already being taught in departments. No strain should be placed on faculty because the courses are already in place. In some departments where non replacement of faculty is taking place, the possibility of other courses being neglected was discussed. As the courses were not being taught more than once every four years, this should not be a problem. Dr. Poole addressed the question on faculty resources. As only a limited number of these courses will be taught at one time, faculty resources should not be strained. The institution needs to be creative with limited funds. The Chairs had an opportunity to express any negative effects. It is felt that this would appeal to students. Three current and former department chairs were on the advisory committee which had major input into the program. Concern was expressed that this was a 26 hour minor instead of the usual 21 hours. This could create a problem with course cycling. Question was raised that the library resources were indicated as inadequate for the anthropology course. Consideration of resources in the Greater Cincinnati area need to be taken into consideration. Resources on Japan in English are more limited. The Japanese I and II courses are 4 hour courses. Fred Rhynhart moved acceptance. Art Miller seconded. The motion passed unanimously.

4) The new course in Religious Studies is a special topics course which has requested general studies credit. Question was raised whether this met the consistency of topics which would qualify for general studies or would the offerings be too narrow. The syllabus attached contained a study of Judaism. It would be an individual faculty responsibility to be sure courses offered met general studies guidelines.

Art Miller moved to return Religion 290 to the Curriculum Committee to reconsider it qualifying for general studies credit. Jim Thomas seconded.

It was pointed out that this same concern was discussed in the general studies committees, the Arts & Sciences Curriculum Committee, and the full Curriculum Committee. Currently no policy exists addressing special topics courses as qualifying for general studies. Only precedence exists. General Studies Committee will discuss the topic of special topics courses qualifying for general studies credit. Concern was expressed if student would know what course they would be taking from the description. Art Miller added a friendly amendment that the committee be asked to look at the policy of special topics courses counting for general studies credit in general. The Curriculum Committee has already asked the General Studies Subcommittee to address this issue. It was pointed out that the literature special topics was skill based and a special topics course in religion opens the door to very narrow topics being taught for general studies credit. Dennis O'Keefe called the question. The motion to refer back to the subcommittee was defeated. Fred Rhynhart moved to approve the course. Dick Ward seconded. The motion passed with 2 negative votes.

5) The associate degree general studies program included a statement under distributed component from the approved list. The list is on page 24 to 26 in the current NKU catalog. Fred Rhynhart moved approval. Frank Stallings seconded. The motion passed unanimously.

B. Professional Concerns - Ted Weiss

The committee submitted a list of recommendations concerning supplemental compensation (previously sent to Faculty Senators). Jim Thomas moved approval. Fred Schneider seconded. The motion passed unanimously.

C. Budget Committee - Sandy Easton

The Salary Consultant should be selected by the end of the week. Dr. Scholes addressed the subcommittee on SIS. The Budget Priorities is to look at and update last year's recommendation. Sandy spoke to Mary Ryan about the change in the allocation of open positions due to the decentralization. Now a set amount goes to the Deans to fill faculty position and only 10% goes to the Provost. Today the Senate will hear the same information as presented at the Budget Committee meeting on November 21, 1988. The Budget Committee will meet again on December 5, 1988 to discuss it after obtaining departmental input.

D. Benefits Committee - Marjorie Muntz

The committee received and processed 27 faculty development grants. 21 were recommended for funding of which 15 were strongly recommended.



The committee voted that the \$61,000 allocated to project grants and summer fellowships be allocated equally between both. The committee would prefer to see additional funding to bring the amount allocated for project grants up to the amount allocated for summer fellowships.

The early retirement policy is in place. Any faculty wishing to retire under this policy should apply to the Provost by January 1, 1989. The university is still seeking legal counsel to fully address the tax issues.

V. Senate President's Report - Nancy Martin

The University wide meeting on the Strategic Plan has been changed to Thursday, December 1 at 3 p.m. in BEP 200. Concern was expressed that this was the regular meeting day of Professional Concerns and the Curriculum Committees. This is the only day that President Boothe and Dr. Jorns could both be present.

A memorandum proposing an increase in parking fees has been received. Preliminary figures include \$15 to \$24 for students, \$35 to \$48 for faculty and staff, and \$120 to \$180 for reserved.

Fred Schneider moved that the Faculty Senate go on record as opposing this increase. Carol Bredemeyer seconded. Dr. Jorns stated the university is strapped for fund and this is one of the few ways to increase revenues. It will be addressed in a meeting of the Committee on Parking Policy. The fees go into the general revenue pot. The university has had a difficult time lately in keeping up the lots. The fee change will come before the Board of Regents. It is ultimately an administrative decision. Fred Schneider moved to table the motion until the next meeting. Art Miller seconded. Nancy is going to the meeting in the morning and will then know the rationale for the increases. The motion to table passed unanimously.

The second retreat between the Executive Committee and the Administration will take place on December 2. The Council of Deans will attend.

Clemons, Nelson and Associates have been recommended as the salary consultants.

The salary information is now in the library. It appears that 154 faculty did not receive 3% and 44 faculty receive 0 increases. These faculty occurred mostly at the Assistant or Lecturer level.

Dr. Jorns is looking at restructuring computer services on campus. The Executive Committee will discuss this on December 5.

VI. Status of Senate recommendations.

A) Action has been requested on the departmental salary inequity appeals proposal approved by Senate. Dr. Boothe has responded that the issue will be looked into by Provost Jorns and Ms. Bell.

B) Because of dialogue only preliminary reports on nonrecurring supplemental funds are available. President Boothe has not formally acted upon \$500 one time bonus recommended by Faculty Senate or the three tier structure recommended by Staff Congress. Senate passed the recommendation on the understanding that monies were soft and nonrecurring and could not be rolled over.

Dennis Taulbee and Provost Jorns presented the administration's response to the October 17th recommendation for Non-Recurring Reserves. Dr. Boothe could not be present due to an out-of-state commitment.

A chart of September 19, 1988 was initially presented to the Budget Committee. (previously distributed to Faculty Senators) on September 26, 1988. At that time it was the amount of money which was seen as available. Discussion was split into two parts - how much recurring and non-recurring. It varies based upon continued enrollment and varying interest rates. At that time it was thought that \$1,346,000 from new revenue and contingencies was available. Now an actual amount of \$1,990,000 is known. (Chart of 11-07-88 previously sent to Faculty Senators). Throughout the discussion, Dennis Taulbee stated the figures will continue to change and so these are preliminary figures.

\$200,000 of this money had prior commitments - \$120,000 part time faculty, \$30,000 wellness program, and \$50,000 for grant match. \$480,000 has been set aside as a non-recurring budget reduction reserve and will not be spent as this is equal to a 2% university wide salary increase. It is estimated that there will be a 25% decline in 18 year olds as possible students.

No recommendation has been made for the bonus. A substitute recommendation has been made in the administration's preliminary 1989/90 budget. The institution needs to address all internal needs and needs to take into consideration external realities. The financial health of the institution needs to be considered. It could possibly be driven into the red.

Recommendations of the Faculty Senate and Staff Congress were considered. The Chairs recommendation included operating costs, library acquisition but not automation, and a bonus for people earning under \$15,000. The Deans' Council has agreed to the administration's recommendation.

The most controversial item is the library automation. The Provost is very supportive. A compromise is offered of \$150,000 this year and \$200,000 next year. Of the \$200,000, a recommendation is being made to give \$100,000 to repair and renovation in Administrative Affairs and \$100,000 for instructional equipment. A question was raised concerning the \$70,000 maintenance costs. Due to Kentucky's probable actions concerning library automation, the \$350,000 initial cost for hardware, software and patron terminals is unavoidable.

Concern was raised about the comparative small amount being placed in operating budgets. This was partially done because of concerns of equipment purchases previously being made from operating. Money is uncertain in future.

Chairs were thought to be about 50-50% concerning library automation. It was pointed out that Arts and Sciences chairs had voted 11 to 2 against it.



Question was raised about the \$30,000 for support to help certain faculty obtain terminal degrees. This was a one time situation to quickly solve a problem seen by SACS in Nursing and Social Work and would probably not be repeated. No money will directly go for faculty salaries this year.

Dr. Jorns noted that the administration is interested in listening to Faculty Senate but this is the proposal approved by the administration. Someone has to decide and the administrators are picked by the faculty. These are many constituencies and unless there are compelling arguments against, this is the proposal which will be followed.

The figures for 1989/90 are preliminary and subject to change. The proposal as opposed to the bonus is to give a 7% increase to existing faculty and staff in 1989/90. No other institution other than Morehead gave a bonus. That bonus is seen by Northern's administration as not being as responsible as it could be. It took a lot to go with the current proposal. President Boothe is concerned about all the money as seen currently available going into raises for 1989/90. The administration has made a significant commitment to make the additional 2% increase.

When the \$100,000 and \$230,000 recurring budget contingencies are added, this only allows for a 1.4% contingency amount. Universities usually maintain around 2%.

Dr. Boothe will take a lot of heat downstate for the 7% pay raise. The administration has made a commitment to put money next year into people. It is still the #1 priority.

Budget Committee will meet December 5 to discuss response. Nancy will get information out later to people not here. People from Morehead have indicated they have not received any heat. It was presented that it was not "fat" money but due to increased enrollment. At meetings attended and from legislators, the administration has heard Morehead and Eastern specifically mentioned.

Meeting adjourned at 5:55 p.m.