

TO: All Faculty
FR: Mike Ryan, Faculty Senate President
DA: January 12, 1984

RE: Faculty Senate meeting on January 23, 1984 at 3:05 pm
in the UC Ballroom

AGENDA

- I. Call to order
- II. Approval of minutes of the December 19, 1983 meeting
- III. Additions to or deletions from the agenda
- IV. Presidential Reports and Recommendations
 - A. Executive Committee meeting with President Boothe
 - B. Action on Women's Center Resolution
 - C. General Faculty Meeting scheduled for February 6, 1984
- V. Report on Teaching Evaluation Task Force
- VI. Committee Reports
 - A. Budget
 - 1. Salary Recommendation
 - B. Curriculum
 - 1. Status Report
 - C. Faculty Benefits
 - 1. Report on sabbaticals, summer fellowships, and project grants
 - D. Professional Concerns
 - 1. Status Report
- VII. Old Business
- VIII. New Business
- IX. Adjournment

FACULTY SENATE MINUTES
January 23, 1984

Senators Present:

Kay Cooper Rosenthal	Stuart Ware
Patricia Dolan	Mike Ryan
George Goedel	Jonathan Bushee
Charles Hawkins	Lynn Ebersole
Glen Mazis	Nancy Martin
Dennis O'Keefe	Ted Weiss
Geraldine Rouse	Tom Rambo
Janet Simon	Art Miller
Frances Mosser	Jerry Warner
Frank Dietrich	Linda Olasov
Lynn Langmeyer	Lois Schultz
Ed Goggin	Becky Sturm
Jan Hammond	Kathy Brinker
Lois Sutherland	Rosemary Ingham
Carol Bredemeyer	Sandra Lloyd
Fred Schneider	Jim Kinne

Senators Absent Without Alternates:

Mack Osborne	Jerry Barrett
Don Kelm	

Guests:

J. C. Williams, Faculty Regent
Lyle Gray, Provost

I. The following amendments were made to the minutes of the December 19th meeting:

1. Frank Dietrich was absent without alternate.
2. "Library holdings" was left off of priority list of the faculty budget priority survey, and should be substituted for "library staff being left off the mailing list" (top of page 2).

The Minutes passed unanimously with these amendments.

A question was asked by Becky Sturm about the issue of fees to be charged to faculty for the Health Center - was this fair of students who were not going to be charged? The matter was held in abeyance until Mack Osborne is present at the next Senate meeting.

II. Changes in the Agenda:

1. A report by Provost Gray will be inserted before Presidential Reports.

III. Provost Gray (on University reorganization)

1. There is a possible change being investigated in staffing patterns at the library.

2. There is consideration of the possibility of a question of a school or college of Business. Under considerable discussion is the creation of the College of Business (the Business department is the biggest academic unit of the University). There have been talks between the Provost and the department of Business last fall. A steering committee was elected of seven (7) members of the Business department. The possibilities are still being explored among five (5) or six (6) types of proposals. There have been discussions about a third undergraduate college to be made up of Business and possibly other departments, but this notion has been abandoned. A College of Business is again being discussed with the steering committee. If a more solid proposal is formulated, it will be circulated to other bodies of the University for comment. However, this proposal has not yet been generated. Provost Gray stated that benchmark institutions have up to four (4) undergraduate colleges.
3. The Office of Grants and Contracts will be under review (with outside consultants being used) in a manner similar to the program reviews undertaken throughout the University.
4. A committee has been formed, chaired by Tom Rambo, to look into international studies and international involvement in the University life.
5. Graduate Studies are under some examination: both the graduate center of UK at NKU and other possible programs at NKU. NKU has asked for control over the UK Graduate Center at NKU. There is a question of whether after having raised the educational expectations of the local area, does Northern have any obligations to provide some graduate programs.

Questions:

Ted Weiss asked whether the creation of a college of Business would result in the creation of a number of new departments within this unit. Provost Gray stated that at this point, the model being discussed would probably involve five (5) departments. College of Arts and Sciences generates about 70% of credit hours. Sixty-five percent (65%) of Business students credit hours are outside the college. There are about 2,000 business majors. Dennis O'Keefe asked what the creation of such a college would achieve. Dr. Gray stated that if the business program is to be accredited, the chances of this would be greatly increased with the creation of a College of Business. (Accreditation has not been granted a business programs without, having such organizational support within the past five (5) years). Provost Gray stated that other programs could be added to the business program (such as a Finance major). Dr. Gray stated that the liabilities would be increased administrative costs and problems of recruitment.

George Goedel asked what the political climate would be like for creation of a college of Business. Dr. Gray stated the state political organizations have always perceived NKU as "thin" organizationally. He stated the Price-Waterhouse report faulted NKU for having too little administrative support.

Provost Gray stated that either a proposal will be put forward within a month or will be abandoned for now.

IV. Presidential Reports:

1. Meeting with President Boothe:

He was open and receptive to faculty input. He was apprised of the overwhelming support for the creation of a Women's Center. Dr. Ryan felt that it was incumbent for the Senate to help implement this vote in some way. A committee was created to advise Cindy Dickens and the Student Affairs on the feasibility of the creation on a Women's Center.

2. A general faculty meeting at 3:05 pm, February 6th in the Ballroom with both President Boothe and Provost Gray has been scheduled.

3. COSFL Report. George Goedel reported that the Governor has not yet responded to the call from COSFL to have a meeting with COSFL (as she had agreed to do prior to the election). COSFL did not see any inclination of the legislative to shuffle funds between higher and lower education. The exception is Senator Malone (chair of committee on allocations) who wishes to pare back higher education in favor of other social services. A number of position papers are being drafted:

1. The education system in Ky. (advocate seeing the educational system as one unit.)
2. A collegial system of governance in higher education institutions.
3. Administrative structure (against mergers).
4. Faculty compensation (across the state should be increased; we have lost ground).
5. Formula funding.
6. Council of Higher Education (COSFL would like greater participation).

4. Lobbyists have been appointed from COSFL to the state legislative.

"Scapegoat hunt": blame for poor elementary schools is being shifted to higher education's training of teachers.

A position paper was proposed to our Senate: COSFL's strong support of development of Ky's educational system as a whole; that changes or cuts in one part affects the whole, George Goedel made a motion that this be adopted for release to local newspapers. It was seconded and passed unanimously.

V. Committee Reports:

1. Budget Committee:

- A. It had been requested that percents of various units of the University budget be documented from 1978-9 to present budgets. Also percent increases for those areas over the years, as well as changes in other expenditures faculty concern (library holdings, faculty development, et al.)

2. Action item: Report and Recommendations of salaries.

The following was offered to the Senate:

Based on a faculty survey in which one hundred and seventy-one (171) replies were received, the Faculty Senate Budget Committee recommends that the Faculty Senate, in its deliberations with the University Administration seek to obtain a commitment from the Administration that funds allocated for salary adjustments for the academic year 1984-85 be used in the following manner:

1. All faculty will receive a percentage across the board to approximate a cost of living increase with the remainder to be used for merit.
2. Based on the faculty salary survey it is advocated that the immediate supervisor making the initial recommendation discuss their proposed adjustments with each faculty member before awarding same to the next higher administrator.

Further, in light of faculty opinion, as expressed in the priorities survey, that their raises in the recent past have not kept pace with inflation, the following is recommended:

3. The across the board cost of living percentage increment should be selected to reflect both current inflation and previous higher rates in an attempt to regain parity.

Janet Simon asked whether the faculty survey indicated a preference for across the board percentage of salary increase (vs across the board dollar amount). Charles Hawkins responded that according to the survey, 41.9% responded in favor of for across the board percentage and 33% for across the board dollar amount.

Glen Mazis asked whether we shouldn't make some statement about a minimum acceptable percentage. The first statement of the recommendation was passed by a vote of 22 in favor, opposed 7, and 1 abstention.

Fred Schneider suggested "supervisor" be substituted for "department chairs" in statement #3. The motion passed unanimously.

Statement #3 was discussed. Frank Dietrich pointed out, as did Sandy Lloyd, that clause #3 if followed faithfully would eliminate

merit increases. Lynn Langmeyer stated for a merit system to work there must be a model for merit. The motion was passed with 2 negatives and 3 abstentions.

B. Curriculum

A minor task force has been organized. (Joe Ohren, chair). Each department has been asked for its position in offering a minor.

C. Faculty Benefits Committee

There were 13 summer fellowships (\$39,000) awarded and also faculty grants of (\$19,495).

The Senate thanks Provost Gray for supporting these activities (exceeding his budget by \$3,500).

Tuition waivers for families, reevaluation of liability and retirement, and faculty retraining and educational expansion will be pursued this semester.

D. Professional Concerns:

Tenure and promotion system will be reexamined as a major project of this semester.

VI. A. Special Committee on Student Evaluation of teaching effectiveness. (joint sponsored by teaching effectiveness task force, professional concerns and other offices of the University).

Ray McNeil, chair offered for the Senate's information the following results of its work.

1. A need for a uniform university-wide form and for uniform procedure for its administration was identified.
2. The committee saw a need for norm preferences for each category. Presently, its up to chairpersons to distribute any data on norms.
3. A need for substantive feedback for improving teaching was articulated.
4. A need was seen for counseling on improving teaching effectiveness.

A series of proposals will be forthcoming to implement these concerns. One proposal will be concerned with a uniform set of questions, a set of norm references, comments on significant deviations. There will also be a proposal concerning a series of optional questions that will be designed to allow the instructor some feedback to be sent to that person confidentially.

7. Lynn Langmeyer asked if these proposals will be sent to all the faculty members or just the Senators. Tom Rambo asked whether student opinion has been solicited to ask their opinion as to how the evaluations can be administered in such a way that they are taken seriously by the students.

VI. B. A seven page document on the treatment of human subjects in experiments was passed by the Board of Regents in November. George Goedel asked that this policy be sent to the Professional Concerns Committee for review and comment since neither the Faculty Senate nor the University committee concerned with this area of concern were consulted.

VII. Adjournment - 4:50 pm

November 10, 1983

At the last meeting of COSFL (Congress of Senate and Faculty leaders) it was agreed that two projects relating to the meeting of the 1984 Kentucky General Assembly should be undertaken.

The first project involves monitoring legislation which directly affects or impacts upon Higher Education. As legislation is filed the content and intent of bills would be reviewed. These pieces of proposed legislation which affect or impact upon Higher Education would be distributed to the COSFL representatives on each campus for information and possible action by faculty members across the state.

In addition to monitoring legislation as it is introduced, critical bills would be followed through the legislative process and when necessary faculty would appear at hearings or confer with the sponsors of the legislation. Through these initiatives it is intended that faculty influence the course and outcome of critical legislation.

The second project is to follow the actions of each Legislator, the Governor and Lieutenant Governor as they propose legislation, appear at hearings and cast their votes for and against legislation which is important to Higher Education. This project would result in a periodic "How Your Legislators Voted" report which would be distributed to faculty through the Faculty Senates across the state. In addition, there would be a "Legislative Scorecard" which summarizes the actions of legislators and governmental leaders which would be prepared at the close of the legislative session.

To carry out these projects some funding would be needed to cover travel printing and mailing expenses. It is recommended that each Senate endorse these projects through a motion or resolution and to further set up a means of collecting voluntary contributions which will be used to fund these proposed projects.

Sincerely,



Harry R. Eobe
Ad Hoc Committee Chair
COSFL Political Affairs Committee

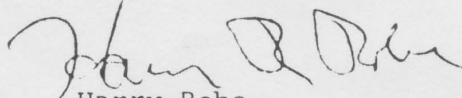
Problems, progress and programs at the seven campus were reviewed. In general, all campuses are either developing or implementing some form of self study on "strategic planning" process. The Morehead faculty were reacting to the "Albright Plan" which had been developed for that campus. It was reported that the faculties of Murray and Northern were enjoying their "honeymoon" with newly appointed Presidents.

* { Mike Jones of the KEA staff reviewed the political action of that group, pointing out that KEA had spent about \$1.5 million during the present campaigns. Mr. Jones was very clear about not feeling an obligation to support or work with COSFL or Higher Education in general, since H.E. is not affiliated with or a contributor to KEA. Mike felt that there would be competition between Elementary-Secondary Education and Higher Education for funds and that KEA would support reallocation of funds from HE to E-SE.

The plans for the next meeting of COSFL are to meet with the Chairs and members of the House and Senate Education Committees soon after the election. Rich Weigl and Harry Robe are to co-ordinate arrangements for the next meeting.

Meeting was adjourned at 2:30 with informal discussion continuing among members present.

Respectfully submitted,


Harry Robe
Secretary

PLEASE READ THIS MEMO!

TO: All Faculty
FR: G. Goedel, COSFL Representative
DA: January 9, 1984

RE: Higher Education Funding

Competition for education dollars is expected to be fierce this year before the Kentucky General Assembly and higher education may suffer substantially at the hands of those at the elementary and secondary levels given KEA's support for a reallocation of higher education funds to lower levels. (See attached copy of COSFL minutes: meeting with KEA staff representative). KEA has mounted an impressive campaign to substantially improve the financial situation of its members and has indicated that, if necessary, it will do so at higher education's expense.

At present, higher education faculty have little or no representation to voice their concerns and interests. COSFL (Congress of Senate and Faculty leaders was established several years ago in an effort to improve communication among higher education faculty at the various institutions throughout the Commonwealth. At its most recent meeting, this organization recognized this lack of representation and agreed to take some preliminary steps to remedy this situation. These steps include two very modest projects to both monitor legislation and the actions of our legislators and to voice our concerns at legislative hearings and lobby where and when appropriate. Unfortunately however, even modest efforts require funding to support travel, printing, and mailing expenses. Since COSFL currently operates without a budget, it was recommended that each institution's Senate consider an endorsement of COSFL'S proposed efforts and set up a means for collecting voluntary contributions (see attached COSFL proposal).

The Faculty Senate at NKU has recently endorsed the projects proposed by COSFL as well as solicitation of contributions from the faculty. Hence, this memo with an appeal for you to contribute a dollar or two to help fund these projects. If you would, please place a dollar or two in an envelope and forward to:

Faculty Senate Office
AC 717

I know that sometimes it seems that we are asked to contribute to every cause for every sort of reason and that given the salary of an academic, it's impossible to do so. But this time the cause is ours and a dollar or two per faculty member may be a very small price indeed to provide higher education with a "squeaky wheel" in Frankfort.

The Faculty Senate will be establishing an account for the purpose of issuing a check to COSFL to help fund these projects. Your contribution will certainly help to insure that Northern's faculty are represented by COSFL in its efforts at the state level.

Faculty Senate Budget Committee
Report and Recommendations on Salaries

Based on a faculty survey in which one hundred and seventy-one (171) replies were received, the Faculty Senate Budget Committee recommends that the Faculty Senate, in its deliberations with the University Administration seek to obtain a commitment from the Administration that funds allocated for salary adjustments for the academic year 1984-85 be used in the following manner:

1. All faculty will receive a percentage across the board to approximate a cost of living increase with the remainder to be used for merit.
2. Based on the faculty salary survey it is recommended that department chairs discuss their proposed adjustments with each faculty member before forwarding same to the respective deans.

Further, in light of faculty opinion, as expressed in the priorities survey, that their raises in the recent past have not kept pace with inflation, the following is recommended:

3. The across the board cost of living percentage increment should be selected to reflect both current inflation and previous higher rates in an attempt to regain parity.