

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41099

FACULTY SENATE AGENDA
Monday, December 16, 1991
UC BALLROOM - 12 NOON

- I. Call to Order
- II. Approval of Minutes of November 18, 1991 meeting
- III. Additions to and/or deletions from the agenda
- IV. Senate President's Report - J. Michael Thomson (10 minutes)
 - A. Five Implementation Committee Response (See enclosed)
 - B. Senate Strategic Plan (Will follow under separate cover)
 - C. Status of other issues (No enclosure)
- V. Committee Reports
 - A. Benefits - Gary Scott (5 minutes)
 - B. Professional Concerns - Ray McNeil (5 minutes)
 - C. Curriculum - Mack Osborne (10 minutes)
 - Arts & Sciences
 - 1. LEN - Voting Item (Enclosed for At-Large only)
 - D. Budget & Commonwealth Affairs - Dennis Lye (30 minutes)
 - 1. Equity/Market Policy - Voting Item (See enclosed)
- VI. Old Business
- VII. New Business
- VIII. Adjournment

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FY '91-'92 Senate Meetings Remaining

January 27
February 24

May 14, Thursday (NOON)

March 23
April 20

Faculty Senate

Northern Kentucky University

Highland Heights, Kentucky 41099

MINUTES OF THE DECEMBER 16, 1991, 12:00 PM SENATE MEETING, BALLROOM

Senators present: Joseph Akbary, Valeria Amburgey, Mike Avey, Carole Bredemeyer, Gary Clayton, Y Datta, Sudesh Duggal, Nancy Firak, Chuck Frank, Stephen Goacher, Randy Holt, Sally Jacobsen, Don Kelm, Mike King, Vinay Kumar, Nan Littleton, Dennis Lye, Phil McCartney, Cheryl McKenzie, Ray McNeil, Margaret Myers, James Niewahner, Terry Pence, Brad Scharlott, Vince Schulte, Gary Scott, Mark Stavsky, Jim Thomas, J. Michael Thomson, Stephen Walker, Emily Werrell.

Senators absent: John Metz, Michael Prioleau, L. MacKenzie Osborn

Guests present: David Jorns, Gayle Vaughn, Dennis Taulbee, E Barker, Robert Appleson, Tom Isherwood, Paul Knepper, Darryl Poole, Rosetta Mauldin

I. Call to order: 12:20 pm

II. Approval of minutes of October 21, 1991 meeting

- minutes approved

III. Additions to and/or deletions from agenda: None

IV. Senate President's Report - Mike Thomson

1. Senators were thanked for their work during the fall semester.
2. Peg and Nicki were also recognized for their contributions in the Faculty Senate Office.
3. The administration appointed Elsey Barker as the new budget director.
4. The Implementation Committee response was distributed to the faculty.
5. The Senate Strategic plan was distributed/discussed, with a list of specific resources to be considered later. Discussion ensued concerning:
 - p2, #8 - explained & clarified
 - p2, #6 - phased retirement system
 - p2, #9 - item passed last year suggestions were made concerning strengthening of travel policies for professional development
6. A smoking policy is being circulated and will be discussed at the January meeting -- designated smoking areas to be identified, faculty offices to be discussed.
7. Two search committees for Deans have been convened (Chase and Professional Studies) MJT is a representative.
8. Details about the budget cuts to be provided soon by the administration. Some discussion ensued concerning input by the faculty senate in the permanent reductions.
9. Enrollment about 3.9% ahead of last year, approximately 40 general studies sections were added to accommodate the enrollment.

Intersession : Dr. Jorns was unable to find any previous policies regarding intersession, so new ones will be developed shortly. Despite the Provost's directive on intersession classes, it appears that most colleges (with the exception of Business) scheduled classes anyway.

V. Committee Reports (and voting items):

A. Benefits - Gary Scott, Chair

- The committee is reviewing the faculty handbook, implementation reports, and early retirement.
- Travel policies have also been added to the agenda.
- The committee has received requests to look into health care
- Some sabbatical issues are under discussion -- especially the "banking" of years so that back-to-back sabbaticals can be taken if enough years have been accumulated.

B. Budget & Commonwealth Affairs - Dennis Lye, Chair

- Five voting items on Equity/Market Policy submitted for a vote:

Recommendation #1 The Institutional Goal (passed)

VOTE: Yes:27 No: Abs:1

Recommendation #2 Implement 3rd year of Equity/Market Plan (passed)

Amendment #1, implement a 6% trigger

VOTE: Yes:3 No:22 Abs:3

Amendment #2, 2% to be changed to 10% for a 05% raise, 25% for more than 5%

VOTE: Yes:4 No:22 Abs:

Final vote on Recommendation #2: *VOTE: Yes:19 No:8 Abs:1*

Recommendation #3 When to Consider Equity/Market Again (failed)

Amendment #1, Terry Pence Amendment (distributed prior to senate meeting, 10% changed to 5%)

VOTE: Yes:6 No:18 Abs:3

Final vote on Recommendation #3: *VOTE: Yes:4 No:21 Abs:0*

Recommendation #4 College Salary Goals (passed)

VOTE: Yes:23 No:1 Abs:1

Recommendation #5 Maintain the 91-92 Equity/Market Policy (passed)

Amendment #1, Change "department" to "discipline."

VOTE: Yes:10 No:11 Abs:0

Final vote on Recommendation #5: *VOTE: Yes:18 No:4 Abs:*

C. Curriculum - JMT for Mac Osborne, Chair

- Curriculum forms are being brought up to date, senators to receive curriculum manual soon.
- Voting item: LEN program changes combining two older courses in one (see agenda) approved

D. Professional Concerns -- Ray McNeil

- A grievance procedure has been distributed to committee members, distributed to departments for review
- Review sessions for the faculty handbook set up for Feb 10 through March 6. 2 copies of the draft will be sent to each department, 2 in the LRC, Stealy Library, Senate office and Law libraries.
- The tentative schedule for open meetings is as follows:

Feb 20	3-5pm	UC theater
Feb 25	1-3pm	UC theater
Mar 2	12-2pm	UC 108
- Handbook draft to be out at the end of January, 1-page feedback forms to be made available for the review sections
- Student's WHO's WHO includes 95 names from NKU

VIII. Adjournment: 2:30 pm

Minutes submitted by Gary Clayton, Secretary

December 16, 1991

To: Faculty Senate

Fr: Terry Pence, Sociology, Anthropology & Philosophy

Re: RECOMMENDATION # 3 FROM THE BUDGET COMMITTEE

Recommendation #3 was passed in the Budget Committee without discussion. It has some serious consequences and flaws that can be avoided.

Recommendation #3 seeks to set a mechanism for triggering when to address equity/market inequities. The trigger set is when the CUPA differences between colleges are greater than 10%. Since this is nearly the existing situation, to accept this trigger is a de facto repudiation of the Strategic Plan salary goal and is inconsistent with recommendation #1.

Further, Recommendation #3 would fail to address serious equity/market problems that could arise within a college. For example, if a Discipline fell significantly below CUPA, but the college did not, there is nothing in this policy which will address the issue. This inequity would only be addressed when the college as a whole fell below 10% of the highest college. In the case of the Business College this may never be addressed.

To deal with these issues, I propose the following substitute recommendation:

Recommendation # 3': When to Consider Equity/Market Again?

The University-Wide Equity/Market Policy is to be implemented in a year when (1) the difference (or gap) between two colleges' % of CUPA exceeds 5 percentage points, or (2) when a department or discipline inappropriately falls below 5% of the College average for any of its discipline ranks.