

Faculty Senate

Northern Kentucky University Highland Heights, Kentucky 41076

FACULTY SENATE MEETING
Monday, August 29, 1988

UNIVERSITY CENTER BALLROOM
3:00 p.m.

AGENDA

- I.** Approval of Minutes of May 9 and 12, 1988
(Sent to all senators in May)
- II.** Agenda Deletions and/or Additions
- III.** Comments: Dr. Leon E. Boothe, President
Dr. David L. Jorns, Vice President for Academic
Affairs and Provost
Dr. H. Lew Wallace, Faculty Regent
- IV.** Senate President's Report
 - A. Senate Membership Changes and Organizational Concerns
 - B. Executive Committee/Central Administration Retreat
 - C. Report of SACS Affirmation of Accreditation Committee
 - D. Strategic Planning Committee Status
 - E. CHE Report on Kentucky Educational Survey
 - F. Faculty Development Activities
 - G. Annual Reception
 - H. July 27 Regents' Actions
 - I. University Committee Appointments
- V.** Status of Senate Recommendations
- VI.** Senate Committee Reports
 - A. Benefits
 - B. Budget & Commonwealth Affairs
 - C. Curriculum
 - D. Professional Concerns
 - E. Handbook Revision
- VII.** Old Business
- VIII.** New Business
- IX.** Adjournment

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FACULTY SENATE MINUTES Meeting of August 29, 1988

MEMBERS PRESENT: Roger Blanchard, Carol Bredemeyer, Captain Dahl representing Gary Cole, R. Kent Curtis, Sudesh Duggal, David Dunevant, Sandy Easton, Lynn Ebersole, Andrea Gauthier, Chris Stiegler, J. Lynn Jones, Barry Andersen, Mike Klembara, Nancy D. Martin, Art Miller, Margaret Myers, Lou Noyd, Phil Obermiller, Dennis O'Keefe, Mike Thomson representing Fred Rhynhart, Denise Robinson, Dennis Sies, Frank Stallings, James Thomas, David Thomson, Bill Wagner, Robert Wallace, Richard Ward, Ted Weiss, Emily Werrell, Macel Wheeler, Geraldine Williams.

MEMBERS ABSENT: Williams R. Jones, Fred Schneider.

GUESTS: Leon Boothe, Darryl Poole, John Johnson, David Jorns, Bob Bussam, Jerry Legere, Allen Ellis, Lew Wallace, Dennis Taulbee, Steve Stephens.

The meeting was called to order at 3:08 p.m.

The meeting location had been changed to AC 722 in response to request for a more intimate location. Since the Provost has asked Deans and Chairs to be present, there are more people than fit comfortably. Therefore we will be back in the ballroom for the remaining of the year.

- I. There were no additions or corrections to the minutes of the May 9 and May 12, 1988 meetings.
- II. The Associate Degree General Studies charge to the Curriculum Committee was changed from a voting item to a discussion item. Under the Senate President's Report, a J "other" category was added. Since there were no objections to the changes, we proceeded with the agenda.
- III. Dr. Boothe welcomed everyone back. It appears that we have a record enrollment at 9,430. It could possibly increase by 100 or 200. There were over 2,300 participants in summer camps. Revenue of over \$200,000 was generated. A Wellness Program has been instituted with the first benefit being free individual membership to Albright Health Center for employees. Hopefully this will slow escalation in health care costs. The University has a deadline in October to answer SACS recommendations. In December the assembly meets and NKU will either be or not be reaccredited.

Dr. Jorns than addressed the senate. He indicated his philosophy that the administration works for the faculty and not visa versa. He has asked the Deans and Chairs to attend the Senate as much as possible during the year. In no order of priority, Dr. Jorns sees five things NKU must address this year.

- 1) SACS reaffirmation
- 2) Strategic planning - needs to be through faculty process by end of February.
- 3) General education for the Associate Degree program as this is a condition of eligibility for SACS reaccreditation.
- 4). Dialogue on assessment must begin. This is a state mandate. Assessment should be a positive process.
- 5) Salary and salary policy - Salary consultant will be hired this year.

Dr. Wallace spoke on the July 27, 1988 meeting of the Board of Regents. An alcohol policy and a federal credit union were passed. In the Pritchard Committee Roundtable Report, Kentucky is in a downward spiral. Problems exist with the illiteracy rate, lack of high school diplomas, etc.

The revision of the Faculty Benefits timetable in the faculty handbook was passed. Things such as recent acquisition of property by university need to be known in advance by the Senate Budget & Commonwealth Committee.

- IV. A new organizational chart has been printed with names included. It was requested to be sent to all faculty. The affirmative action officer will still report to the President but will have a lateral relationship with the Personnel Office.

Faculty Senate office is now in Room 105 of the Administrative Center. This will enable more efficient operation due to nearness of copy center and mailroom. There is a room available for small group meetings. The phone number remained the same, X 6400.

Changes in Senate membership include the resignations of Becky Britton and David Lavery (left the university), Jim Gray and Bob Vitz (Sabbaticals), Charles Hawkins and Carol Futhey (selected for administrative positions). The Senate has changed composition also due to department structure changes. One has been lost due to the consolidation of the Allied Health and Human Services and Social Work in Professional Studies and one increase in Arts and Sciences due to the division of Physical Sciences into the Chemistry Department and the Physics and Geology Department. Questions have been raised concerning the effect this has on the proportional representation in the Senate. The chair of the Elections Committee will meet with the Executive Committee to resolve this. The chair of the Benefits Committee is currently an open position. There will be no Benefits Committee meeting on August 30, 1988. The workshop will still be held on August 31, 1988 under the direction of Bill Wagner and Tom Rambo.

This year a newsletter will be sent to the faculty each month with a condensation of the major issues.

A reminder was made to the senators concerning their responsibility in keeping their department faculty fully informed.

The retreat between members of the administration and the Executive Committee was held on August 27, 1988 at the Alumni Center. It was a very good beginning. Discussion included governance, assessment, SACS and the strategic plan. It is hoped to continue the dialogue several times during the year, particularly about shared governance and collegiality.

The SACS reaffirmation report has been sent to the deans and chairs. There is a copy in the senate office for anyone to read. It does need to remain an internal document. All faculty are urged to read it. It includes implications in the recommendations and suggestions which will affect everyone.

The Strategic Planning Committee, with Dr. Jorns now serving as chair, has been meeting. They are currently looking at drafts of planning documents. The draft will come to the faculty for input prior to finalization.

The CHE Report on the Kentucky Educational Survey was positive. 4 in 5 or 82% believed Kentucky should spend more on elementary and secondary education. 7 in 10 or 72% felt Kentucky needs to spend more on higher education. 79% felt a 1% increase in sales tax was preferable. 67% rated Kentucky as doing only a fair to poor job in education.

The ad hoc committee on Faculty Development has put together a brochure on faculty development activities at NKU. The committee, with Fred Weiss as chair, is to be commended. The brochure has now been printed and will soon be out to all faculty, deans, and chairs. The Kentucky Consortium on Faculty Development will hold its third conference on November 14 and 15 in Louisville. Dr. Jorns will speak. The conference is on assessment.

The annual reception for the incoming and outgoing Faculty Senate will be held on September 9, 1988. Senators are requested to get reservations to Peg Goodrich as soon as possible.

Questions were raised concerning where the money was coming from to create new positions or expand old ones. Included were the assistant provost, the increase from part time to full time for the affirmative action officer, the new chair position created in division of department, two new assistant chair positions, change of director of student development to an assistant vice president, as well as 4 or 5 new faculty. The Budget Committee was told not as many new lines would be created.

Several university wide appointments were made to university committees during the summer.

- 1) Assistant Provost Search Committee: Mike Klembara, Janice Cantrall
- 2) Affirmative Action Coordinator Search Committee: Fred Rhynhart
- 3) Tutorial Assistance Program: Rachel Bruno, Mary Ann Weiss
- 4) Student Financial Aid: Margo Jang
- 5) Elections Committee: Peter Moore

Several appointments still need to be made. Professional Concerns will be looking for a better way to make university wide appointments to committees. In the meantime, see Nancy Martin if interested in having the Executive Committee recommend you for service on a university committee.

The faculty study committee has concluded deliberations. The final report will be sent to Dr. Boothe in September. Request is made to have report sent to all faculty.

Northern's salary figures were not in Academe's annual report. The error was on the part of Academe. They will print information later.

All handbook additions which were approved since 1983 were sent to faculty. If someone has not received them, copies can be secured from the Provost's office.

- V. The Senate has received a response to all past resolutions, however closure has not been reached on several.

Bids for the salary consultant are due by September 7, 1988. They will be reviewed by the committee with representation from Faculty Senate and Staff Congress.

The early retirement policy is at a standstill. Information was to have been back last of July. This is a vital agenda item. According to Dr. Scholes, research is being done into the problem of noncompliance with the new tax laws. It is on hold, not shelved. The problem appears to be the portion of salary promised. Faculty should have statement as to what's happening. The provost was requested to send information on policy. The items in the Senate resolution from spring 1988 are to be included in the examination.

Phased retirement policy is in the Benefits Committee for reconsideration.

A response has been received on faculty compensation for independent study. The Senate requested \$25 per credit hour and/or some banking system. There is a negative feeling on the \$25. No closure has been reached.

On the research development awards from the grants office, there will be Benefits Committee involvement.

On performance reviews for faculty on sabbatical, they will be able to have review if so requested.

University wide dates for performance review as opposed to department was referred to the Professional Concerns Committee. Currently they differ from department to department.

The sexual harassment policy is currently in the Legal Counsel's office and vice president for Student Affairs' office. No closure has been reached.

Response to Senate resolution on Governance and College Direction is a draft statement from the administration on governance and college directions. It is in Senate Executive Committee for discussion.

The Women's Center is still in the Albright Health Center. Katherine Meyer is the full time director.

The 1986 advising recommendation from Senate is being considered as part of strategic planning.

- VI. The Benefits Committee will have a workshop on Wednesday at 4 p.m. in the Faculty/Staff Dining Room on sabbaticals, faculty development grants, and summer fellowships. A reminder was made that the application dates have been moved forward.

Sandy Easton, the Budget Committee chair, has met with Mike Baker, Dennis Taulbee and Chester Arthur and found them very helpful.

Charge to compensation consultant has been sent to each committee member.

The finance committee has scheduled a formula review hearing on September 26, 1988 at 9 a.m. They are interested in both public and university comment on formula revision. They are interested in faculty input. The hearing will be limited to 3 hours with each presenter limited to 5 minutes. Dennis Taulbee will brief any committee members on either Tuesday, September 13, 1988 or Friday, September 16, 1988 when committee would prefer to meet.

Sandy will meet with Mary Ryan on Friday to discuss full financial affairs.

The first meeting of the Curriculum Committee will be Thursday at 3 p.m. in room 722 Administrative Center. Senators were asked to urge their department to name a representative to the committee if not already done. Catalog copy is due by October 15, 1988. Curriculum changes should be in as soon as possible.

Professional Concerns will hold its first meeting on Thursday at 3 p.m. in LA 415. Representatives are still needed from some departments.

The handbook revision committee is scheduled to meet early this fall.

VII. There was no old business.

The general studies requirement for the associate degree must be done to meet SACS requirement. There are currently 16 associate degree programs - 2 in Arts & Sciences, 4 in Business, and 10 in Professional Studies.

The original plan of the general studies subcommittee was to come up with four year plan and then excise this for two year programs. General studies subcommittee will look at all requirements. The only course which currently intersects all programs is English 101.

Nursing department has concerns. The October 15, 1988 date is when SACS needs initial response. The November 18, 1988 deadline for the general studies is because final response to SACS is due by December 1, 1988. There is currently no general math course which fits nursing program. It was mentioned that nursing has a representative to the Curriculum Committee who could represent their concerns. Other questions raised concerned guideline for humanities and physical sciences and would each program have some freedom to meet specific needs of their students. A suggestion was made that a representative from the established associate degree programs be on the committee. Concern was expressed that faculty in these programs would not be part of document. There is no time to review and discuss. It was stated that the nursing delegate to the Curriculum Committee needs to be informed of details expressed in these concerns.

It was discussed that no vote was needed to refer this to Curriculum Committee. The Senate is simply funneling request to Curriculum Committee for immediate attention. It was therefore referred to Mike Klembara. Members of the general studies subcommittee no longer need to also be members of the Curriculum Committee. There is no subcommittee currently and slots need to be filled quickly.

Last year the general studies subcommittee proposal did not pass the Curriculum Committee.

There was no additional new business.

The Senate was asked to respond to Dr. Rhynhart's and Dr. Schneider's recent family losses.

The meeting was adjourned at 4:43 p.m.