



# Faculty Senate

HIGHLAND HEIGHTS KY 41099 606-572-6400

Faculty Senate Meeting  
March 20, 2000

University Center 3:00 p.m.

Call to Order, Approval of Minutes, and Adoption of Agenda

Moment of Silence in Honor of Tony Mazzaro

Guest Speakers

Officers' Reports

President

Vice President

Secretary

Parliamentarian

Gaut Ragsdale

Carol Bredemeyer

Ted Weiss

Rebecca Kelm

Committee Reports

Budget Committee

David Agard

Equity Ad Hoc Committee Report

Update on 2000-2001 Budget

University Curriculum Committee

Linda Olasov

<http://access.nku.edu/ucc>

Master's in Information Systems, MSIS

**Voting Item (2/3)**

**See UCC web site and click on Search for Curriculum Form.**

**Type in MSIS.**

UCC Recommendation:

☒ Adopt

☐ Reject

☐ No Position

Associate Degree in Liberal Studies

**Voting Item (2/3)**

**See UCC web site and click on Search for Curriculum Form.**

**Type in Liberal. Be sure to use a capital L.**

UCC Recommendation

☒ Adopt

☐ Reject

☐ No Position

Note: You may download a hard copy of each item or see your UCC representative for a hard copy. Please call Linda Olasov, 5620, or email [olasov@nku.edu](mailto:olasov@nku.edu) for web site assistance. You may also obtain web site assistance from your UCC representative.

Benefits Committee

Jeff Smith

Professional Concerns Committee

Chuck Frank

Adjournment

# Faculty Senate

Northern Kentucky University

Highland Heights, KY 41099  
(606) 572-6400

Faculty Senate Meeting  
March 20, 2000

Senators Present: (as per sign-up sheet) D. Agard, C. Bredemeyer, J. Churchill, G. Clayton, L. Ebersole, C. Frank, P. Goddard, C. Hewan, R. Kelm, P. McCartney, R. McNeil, L. J. Niewahner, L. Noyd, L. Olasov, G. Ragsdale, J. Roeder, M. Roszmann-Millican, C. Ryan, J. Smith, M. Stavsky, B. Thiel, J. Thomas, S. Weiss, T. Weiss

Senators Absent: J. Bales, R. Brautigan, Y. Datta, A. England, P. Fairbanks, R. Holt, R. Kempton, B. Mittal, C. Sheng, S. Zachary

Guests: Mary Huening, Gary Scott, Gail Wells, Barry Andersen, J. Cassiere, B. Holland, Mary Ryan, R. Redding.

Meeting called to order at 3:04 p.m.

The minutes of the February meeting were approved as distributed.

The agenda was approved as distributed.

Gaut introduced Merlyn Jefferson, who has replaced Peg Goodrich in the Senate office. Ms. Jefferson was selected from a pool of strong candidates for the position. Peg will have her "retirement reception" at 8:30 next Monday in U.C. Gaut suggested that Senators might want to contribute towards a gift to Peg in recognition of her many years of service to the Senate.

Gaut then offered a few comments on Tony Mazzaro and his many contributions to Northern and the wider community. A moment of silent tribute followed. Rebecca Kelm noted that Tony's children are still in school, and that a fund has been established in his name at Provident Bank.

Other reports from President Ragsdale:

1. The Faculty Regent election will be decided in the final round between Chuck Frank and Prince Brown.
2. There will be a teaching workshop regarding the "virtual university" and other topics on May 27. This is a state-wide event to be held at the Marriott. Mike Thompson is a contact person
3. Sheila Tobias is on campus for a teaching workshop. See the Campus Digest for details.

Carol Bredemeyer briefly reported on COSFL. Apparently institutions are in disagreement about the program review mandated by the CPE.

#### Committee Reports:

UCC (Linda Olasov). Two voting items: 1) An Associate Degree program in Liberal Studies. Linda explained that this was a unique degree which doesn't conflict with the idea of a community college and is an incentive to retain students. No discussion; the necessary 2/3 vote was met, as a voice vote indicated no negative voices. 2) A Masters in Information Systems. This would not be implemented unless funds were available; Gary Clayton asserted that there was a clear need for the program. Approved by voice vote, no negative votes, thus meeting the 2/3 vote necessary.

Budget (Dave Agard). No report

Professional Concerns (Chuck Frank). 1. The committee continues to discuss an honor code. 2. Three faculty members will be funded to work on faculty evaluation and their use. They are Phil McCartney, Doug Krull, and Gala Thompson.

Benefits (Jeff Smith). No report.

Perilou Goddard then reported on behalf of the Provost Search Committee. The list has been narrowed to three finalists, all of whom will be interviewed during the first two weeks of April. Candidates will meet with various constituencies, and Senators were urged to attend the meetings with each candidate.

President Votruba then spoke at some length about a variety of subjects:

--He praised the work of the Provost Search Committee for its diligence.

--News relating to the budget from Frankfort is good, although local political concerns are making themselves felt. As of now, the recommendations from the CPE have held

in the budget, and the new "benchmark funding" will result in a healthy increase (\$2.8 million). Other monies for community outreach, deferred maintenance, and capital projects may be expected.

--Faculty Salaries are a high priority. In this respect, we need to be aware of equity and compression considerations, as well as market considerations to remain competitive. He is committed to a percentage increase for three years

-- In responding to a report circulating on campus to the effect that all pay increases would be merit based, the President stated that the board has no policy on merit pay. There is a "spirit" that merit should drive salary, but that those who meet satisfactory standards should also get increases. Policy should be formulated at a college and departmental level.

-- The President suggested that our current retirement program needs to be replaced, and that funding for retirement should be in the budget. This will be examined, taking into consideration factors such as age and years of service. Faculty Senate and perhaps other faculty groups will be involved in shaping this new policy.

-- In response to a question from Chuck Frank, the President commented on an initiative from the state to examine "low production" programs, as measured by graduates over a five year period. The president indicated that this needs to be a participatory process that will take some time, although it needs to be done without real delay.

--The University will have an "all university" commencement this year in which all graduates from all colleges (except for Chase) will receive degrees in a single ceremony. Regents Hall was inadequate and perhaps a less than elegant venue for graduation; unfortunately, no suitable replacement space is available in Northern Kentucky, so we will be obliged to travel out of state to the Firststar Center in Cincinnati. This will afford us real seats and adequate space for graduates' friends and family members down to the fifth cousin level. It was asserted that the cost for this consolidated graduation will be less than the previous multi-college graduation. The expected time for this combined ceremony is said to be about 2 1/4 hours. Problems of parking availability and cost should be creatively addressed by those who choose to drive to the ceremony.

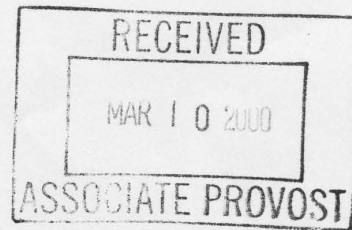
Faculty Regent Andersen said that he was about to say what President Votruba said, and had nothing to add.

Meeting Adjourned at 4:43

Respectfully Submitted,

Ted Weiss, Secretary

Department of Literature and Language  
Northern Kentucky University



MEMORANDUM

Date: February 29, 2000

To: Mike Baker and Barbara Holland

From: Danny Miller, Staff Effectiveness and Satisfaction Task Force

Re: Parking Fees as a Tax-Free Benefit

On June 9, 1998 President Clinton signed into law transportation legislation that allows employers to offer their employees qualified transportation fringe benefits on an elective basis. In light of the new law, employers can now let their employees choose (i) taxable compensation or (ii) nontaxable parking, mass transit passes and vanpooling benefits-- and employees who have this choice will not be taxable on the cash compensation that they would have received, but did not receive.

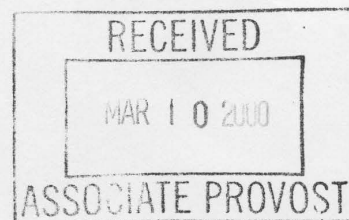
We propose the following Pre-tax Parking Fee Plan.

It is the policy of Northern Kentucky University that employees be given the option of paying parking fees on a pre-tax basis, as provided by the Tax Payer relief Act of 1997, Internal Revenue Code Section 132(f).

All employees who have payroll deductions for parking fees will automatically become participants in the pre-tax parking fee program as of July 1, 2000. Any employee who wishes to waive participation in this program may do so.

Parking as a tax-free benefit would help the employee because it would be tax free, unlike an equivalent increase in salary. If implemented, this policy would save the employee on federal, state and FICA taxes. It would likewise be beneficial to the university since the university would not have to pay the FICA tax of 7.65 % per dollar on the equivalent salary increase.

Department of Literature and Language  
Northern Kentucky University



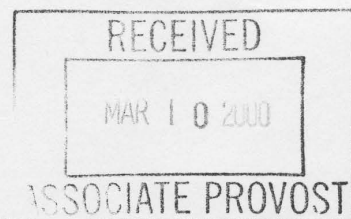
Date: February 29, 2000  
To: Mike Baker and Barbara Holland  
From: Danny Miller, Staff Effectiveness and Satisfaction Task Force  
Re: Career Pathing

As part of the "Titling Project" in 1993, providing career paths was discussed. The final report of the Titling Committee stated: "The career path objective became difficult to isolate from the title project and was eliminated from discussion during the review process. Career paths will be addressed in a separate project." Evidently, nothing ever came of this "separate project." We would like to revive the proposal for Career Paths as follows:

After every five (5) years of exemplary service in the same position, the supervisor of a professional or non-exempt employee may request that the position be retitled, with a 10% salary adjustment from the reclass pool. Approval of the Department Head, Major Department Head and Department of Human Resources is required. The person must have meritorious performance evaluations on file and must exhibit superior and advanced knowledge of the job. When the position becomes vacant, it returns to the original job title and the original base salary.

We believe that this policy would allow for upward mobility within the same position rather than employees having to move from one position to another in order to get a substantial salary increase. It would serve as an impetus for employees to do their best work in order to qualify for such a reclassification. The reclassification would not be automatic and would have to be approved at several levels, thus placing a series of checks on indiscriminate reclassification. We believe that a 10% increase (in many cases amounting to less than \$2000) is not an unreasonable increase, and would in many cases help to alleviate salary compression.

Department of Literature and Language  
Northern Kentucky University



MEMORANDUM

Date: February 29, 2000  
To: Mike Baker  
From: Danny Miller, Staff Effectiveness and Satisfaction Task Force  
Re: Tuition Waiver

The Staff Effectiveness and Satisfaction Task Force proposes the following tuition waiver policy. We do not propose a tuition transfer, since we believe that it is important for the dependents of employees to have tuition waiver as well as for employees themselves to have the waiver. If there were a tuition transfer policy, most employees, we believe, would opt to transfer their tuition remission to their dependents rather than use them themselves.

Current regular, full-time employees may receive tuition waivers of 6 under-graduate or 6 graduate hours per semester. Spouses and dependent children of current regular full-time employees may receive waivers of 6 under-graduate or 6 graduate hours per semester. Current regular part-time employees who are eligible for tuition benefits may receive tuition waivers of 3 hours per semester. Spouses or dependent children of current regular part-time employees who are eligible for tuition benefits may receive tuition waivers of 3 hours per semester. A dependent child is defined as one who is unmarried, a natural or adopted child, a step-child, or a legal ward and who is less than 25 years of age on the first day of the semester for which the application is made and who is claimed as a dependent by the employee for tax purposes. This policy does not apply to continuing or community education courses, courses offered through overseas programs, or audited courses. Dependents must maintain a 2.0 grade point average on a 4.0 grade scale to be eligible to participate in this program. A new form is required each semester during which a course is taken and should be sent to the Department of Human Resources.

Dependents of permanent part-time personnel would receive this benefit based on full-time equivalency.

This tuition waiver for dependants and spouses of employees would be an effective recruitment and retention tool and would make NKU competitive with industry and other area colleges and universities (such as the University of Cincinnati, Xavier and Miami). In addition, this policy might help to increase tuition revenues by attracting more students, thus increasing FTE figures.

*part-time waiver for dependants?*