



# Faculty Senate

HIGHLAND HEIGHTS KY 41099 606-572-6400

## FACULTY SENATE MEETING

MONDAY DECEMBER 15, 1997

LUNCH 12 NOON

MEETING 12:45

UC BALLROOM

### AGENDA

- I. Call to Order
- II. Adoption of Agenda
- III. Approval of Minutes from the October 20, 1997 meeting
- IV. Approval of Minutes from the October 27, 1997 meeting
- V. President's Report
  - A. Faculty Senate election of officers 1/26/98 meeting
- VI. Committee Reports
  - A. Budget and Commonwealth Affairs Committee
    - ♦ 1998-1999 Budget Priorities Recommendation (**Voting item – Attachment**)
  - B. Curriculum Committee
  - C. Faculty Benefits Committee
  - D. Professional Concerns Committee
- VII. Business
  - A. COSFL Post-tenure review resolution (**Voting item – Attachment**)
  - B. Evaluation of Provost Gaston (**Voting item**)
- VIII. Adjournment



NORTHERN  
KENTUCKY  
UNIVERSITY

# Faculty Senate

HIGHLAND HEIGHTS KY 41099 606-572-6400

## FACULTY SENATE MEETING

December 15, 1997

B.E.P. 416

FOR EVERY COMPLEX PROBLEM, THERE IS A SIMPLE SOLUTION.  
AND IT IS ALWAYS WRONG.

H.L. Mencken

### SENATORS PRESENT :

D. Agard (Budget), S. Cortez, T. Desai, L. Ebersole, C. Frank (President), J. Filaseta, C. Furnish, R. Gams, H.R. Holt (Professional Concerns), D. Kelm (Secretary), B. Kempton, M. King, S. Lassiter, B. Lorenzi, P. McCartney, D. McGill, D. O'Keefe, L. Olasov (Curriculum), T. Pence, R. Pennington, V. Raghavan, G. Ragsdale (Parliamentarian), A. Luggen for B. Reno, J. Roeder, F. Schneider (Vice President), V. Schulte, G. Scott, A. Seed, R. Shaw, C. Sheng, D. Smith (Faculty Benefits), B. Thiel, J. Thomas

### SENATORS ABSENT :

Y. Datta, B. Mittal, K. Verderber

### GUESTS:

B. Andersen, P. Gaston, M. Huening, J. Votruba, M. Winner

### I. CALL TO ORDER:

A. CALLED TO ORDER AT 12:47 PM

### II. ADOPTION OF AGENDA:

A. Agenda was accepted as presented

### III. APPROVAL OF THE MINUTES:

- A. MINUTES OF OCTOBER 20 1997 SENATE MEETING: Approved as presented.  
B. MINUTES OF OCTOBER 27 1997 SENATE MEETING: Approved as presented.

### IV. REMARKS:

### V. PRESIDENT'S REPORT/INFORMAL ITEMS:

#### A. ELECTION OF OFFICERS OF FACULTY SENATE

1. Election will be held at the January 26 1998 meeting of Faculty Senate

### VI. COMMITTEE REPORTS:

#### A. BUDGET AND COMMONWEALTH: (D. Agard)

1. Budget Priorities Recommendation for Fiscal Year '98/'99

In a preamble to their recommendation the committee members that a greater percentage of the university budget be allocated to academic functions with a corresponding decrease in monies allocated to non-academic functions. A summary of their stated priorities, in descending order...

- a. Provision of funds to compensate the "average" faculty member at 100% of CUPA standard

- b. Provision of a benefits packages no lower than the present--'97/'98--package and at no increase in employee contribution
- c. Reduction in reliance on part-time faculty--as recommended by SACS--by increasing number of full-time faculty and support staff in academic departments and the Libraries.
- d. Increasing operating budget s of the academic units by 6%.
- e. Increase in the funding of NKU libraries
- f. Maintain the support of learning surcharge
- g. Substantially increase funding for Faculty Development Programs
- h. Support programs and initiatives leading to improved teaching, improved evaluation of teaching and professional development in teaching

Motion to Accept: Olasov/Furnish

Discussion: Among questions asked were:

- a. What are the President's plans and should this recommendation be made at this time? Should the recommendation be send after the President's intentions are known?
- b. Should this recommendations be sent to the President for review?

Salient response:

- a. These are the same priorities that have been sent to the President's office for the last seven years--with rephrasing.

Motion to Refer Document Back to Committee: Schneider/McCartney

Motion to Refer Passes

B. CURRICULUM COMMITTEE: (L. Olasov)

- I. No Report

C. FACULTY BENEFITS: (D. Smith)

- I. No report

D. PROFESSIONAL CONCERNS: (H.R. Holt)

- I. No report

## VII. BUSINESS:

- 1. On November 15 1997 COSFL passed a resolution re: Post-Tenure Review. Citing that there are review processes already in place, that universities are moving towards the institution of review processes, that tenure as defined is intended to protect academic freedom and <sup>not to protect</sup> incompetence, and that such efforts toward review must recognize the varied missions of each institution, COSFL passed the following resolution:

...that universities be given opportunity to assess their pre- and post- tenure review policies and, if necessary, further adapt faculty performance review and accountability processes to the specific mission of their institutions and the expectations of the Higher Education Reform Act. since the universities have such varied missions, COSFL opposes passage of any new legislation imposing a single system of post-tenure review on all public universities.

Senate Executive Recommendation: to adopt the COSFL Resolution

Recommendation: Passes

- 2. Evaluation of the Provost: Will go forward in the Spring '98 term.

## VIII. ADJOURNMENT:

A. MEETING ADJOURNED AT 2:05PM.

RESPECTFULLY SUBMITTED.



Don Kelm, Sec'y.



**1998-2000 FACULTY SENATE MEMBERS****EXECUTIVE COMMITTEE**

**President:** Chuck Frank  
**Vice President:** Fred Schneider  
**Secretary:** Don Kelm  
**Parliamentarian:** Gaut Ragsdale

**Benefits:** Donna Smith  
**Budget:** Dave Agard  
**Curriculum:** Linda Olasov\Barb Thiel  
**Professional Concerns:** Randy Holt

<b>MEMBERS:</b>	<b>DEPARTMENT</b>	<b>PHONE TERM</b>
<b><u>Arts &amp; Sciences</u></b>		
Don Kelm	Art Department	5641 97-99
Lynn Ebersole	Biological Sciences	5303 97-99
**Diana McGill	Chemistry	6520 96-98
Tripta Desai (repl'd Weiss)	History & Geography	5130 97-99
Chenliang Sheng	Literature & Language	5532 97-99
Dave Agard	Mathematics/Computer Sc.	6545 97-99
Randy Pennington	Music Department	5289 97-99
**John Filaseta	Physics & Geology	5170 96-98
** Dennis O'Keefe (repl'd Hewan)	Political Science	5325 96-98
**Vincent Schulte	Psychology	5591 96-98
**Barbara Thiel	Socio/Anthro/Philosy	5524 96-98
Sam Zachary	Theatre Department	5743 98-00
<b><u>College of Business</u></b>		
**Y. Datta	Accountancy	5499 96-98
Vijay Raghavan	Econ/Fin/IFS	6358 97-99
**Ban Mittal	Management & Marketing	5163 96-98
<b><u>Chase College of Law.</u></b>		
Fred Schneider	Chase Legal Programs	5386 97-99
<b><u>Professional Studies</u></b>		
Gaut Ragsdale	Communications	6317 97-99
Al Seed	Education	6515 97-99
Betsy Lorenzi	Nursing	5240 97-99
**Donna Smith	Steely Library	6140 96-98
**Jim Roeder	Allied Health/HS/SW	6195 96-98
Randy Holt	Technology	5710 97-99

(over)

**\*\* Needs to be replaced or reappointed by Dept. Also Political Science- Dennis O'Keefe who replaced Hewan who may be back for next semester.**

## SENATORS AT LARGE

### Arts & Sciences

Rudy Garns  
Bob Kempton  
Perilou Goddard  
Charles Frank  
Jim Thomas  
Phil McCartney

Socio/Anthro/Philosy	5528	97-99
Chemistry	5116	97-99
Psychology	5463	98-00
Math/Computer Sciences	5320	98-00
Psychology	5313	98-00
Math/Computer Sciences	5533	98-00

### College of Business

Vacancy

(No candidates-remains vacant until next election)

### Chase

Carol Bredemeyer  
Sharlene Lassiter

Law Library	5395	98-00
Legal Programs	5358	97-99

### Professional Studies

Gary Scott  
Linda Olasov  
Joy Churchill  
Suzanne Cortez

Technology	5467	98-00
Education	5620	98-00
Nursing	5246	98-00
Education	6985	97-99

## BUDGET PRIORITIES RECOMMENDATION FOR THE 1998-1999 FISCAL YEAR

### DRAFT 3-- 11/20/97

PREAMBLE: In order to achieve the goals set forth in these budget priorities and to better support teaching at NKU, we recommend that a greater percentage of the university budget be allocated to academic functions with a corresponding decrease in the percentage of university budget allocated to non-academic functions.

1. Provide funds to compensate the "average" faculty member at 100% of the current CUPA salary standard. Moreover, provide a salary pool amount for full-time faculty, part-time faculty, temporary lecturer positions and staff, at the very least, on the basis of the average increase in the cost of living.
2. Provide a benefits package including health, life, and dental insurance and the Wellness Program at a level of quality no lower than the package existing in 1996-1997, without an increase in the employee contribution.
3. Increase the number of full-time faculty and support staff in the academic departments and in the library to reduce reliance on part-time faculty to levels recommended by SACS and other accrediting agencies. Such increases should be based on previous planning efforts that occurred at appropriate academic units.
4. Increase operating budgets of the academic units by 6 % to accommodate past gains in enrollment.
5. Increase the funding level for the NKU libraries to develop a core collection of books, periodicals, and electronic resources supporting teaching and research.
6. Maintain the support of learning surcharge.
7. Substantially increase funding for Faculty Development Programs (i.e., summer fellowships, project grants, and sabbaticals).
8. Support programs and initiatives leading to improved teaching, improved evaluation of teaching, and greater professional development in teaching as suggested in the 1997 report submitted to the Faculty Senate by the Student Evaluation Task Force.



At the November 15, 1997 meeting of the Coalition of Senate and Faculty Leadership of Kentucky (COSFL), the following resolution was passed by a unanimous vote. COSFL has asked the faculty senates at the state universities to endorse this resolution. A bill on post-tenure review has been prefiled for the 1998 session of the General Assembly. COSFL will be contacting with legislators and Council on Post-secondary Education (CPE) concerning this issue.

### **RESOLUTION**

The Coalition of Senate and Faculty Leadership of Kentucky (COSFL) unanimously endorses the following position on post tenure review:

#### **WHEREAS**

(a) the review processes currently in place at Kentucky's public universities are multiple in form including reviews of faculty performance after receiving tenure and

(b) most, if not all public higher education institutions in the State are already implementing or piloting various additional procedures for "post-tenure review" in the sense being suggested in proposed legislation and

(c) tenure as currently defined in the statutes is designed to protect academic freedom and not to protect incompetence, refusal to perform duties, or immoral behavior and

(d) efforts to adapt or enhance faculty review processes must recognize the varied missions of each institution (as outlined in the recently passed state higher education reforms)

#### **NOW THEREFORE BE IT RESOLVED THAT**

The Coalition of Senate and Faculty Leadership of Kentucky (COSFL) recommends that universities be given opportunity to assess their pre and post tenure review policies and, if necessary, further adapt faculty performance review and accountability processes to the specific mission of their institutions and the expectations of the higher education reform act. Since the universities have such varied missions, COSFL opposes passage of any new legislation imposing a single system of post tenure review on all public universities.

#### **FACULTY SENATE EXECUTIVE COMMITTEE RECOMMENDS:**

**ADOPTION REJECTION NO-RECOMMENDATION**

Return-path: <frank@NKU.EDU>  
Date: Mon, 17 Nov 1997 13:42:48 -0500  
From: chuck frank <frank@NKU.EDU>  
Subject: 11/15 COSFL meeting  
X-Sender: frank@nkuexp.nku.edu  
To: Agard@NKU.EDU, Frank@NKU.EDU, HoltHR@NKU.EDU, Kelmd@NKU.EDU,  
Olasov@NKU.EDU, Ragsdale@NKU.EDU, SchneiderF@NKU.EDU, SmithD@NKU.EDU,  
Goodrich@NKU.EDU  
Cc: Gaston@NKU.EDU, Bredemeyer@NKU.EDU, Andersen@NKU.EDU

Carol Bredemeyer and I attended the monthly COSFL meeting at ECU on Saturday. Here is my account of the meeting.

Item 1: Report of Merl Hackbart, CPE Faculty Regent:

The CPE uses 1) Ky per capita income, which has increased significantly, and 2) tuition in surrounding states, where research universities have increased their tuition significantly but the regionals have not, to set tuition. Therefore, the CPE increased tuition at the research universities 10-11% and at the regionals 6%. The CPE plans to review its tuition policy.

The CPE has sent its budget requests to the Governor for review. He will present his budget to the legislature in January. CPE requested an operating budget of \$856M in '98 with a 2.9% cost of living increase of \$2.2M in '99 and a 2.8% cost of living increase of \$2.2M in '00.

The CPE has requested \$6M in '98, \$7M in '99, and \$7M in '00 for the Programs of Distinction at the regional universities. The criteria and the Request for Proposals will be out in the next couple of weeks. The CPE would allow for a university to submit 2 or 3 programs, but would prefer one program since it wants each university to build a program of national prominence. Proposals can be submitted from Dec 1 to May or June of 1998.

Even though the Program of Distinction should focus on one area, money could be spent on support areas. An engineering program needs strong math and physics courses. The CPE did not want to be too proscriptive as to how broadly or narrowly focused the proposal should be. No two regionals should have the same area.

The CPE has requested \$29M for debt service for capital construction in '00. \$38M for the NKU science building was at the top of the list. A \$25M maintenance pool would require a 1:1 match.

The CPE has requested \$8M in '99 and \$12M in '00 for technology. This money will mainly be used to equip the Virtual University. This equipment could be used for both on-campus programs as well as to support off-campus Virtual University courses.

The CPE will write its Strategic Agenda which will provide the vision for what post-secondary education will focus on. Until this is written, the CPE will be reluctant to approve new programs. It will then write a Strategic Implementation Plan.

The CPE is using a subcommittee SCOPE and a search firm to search for the President of the CPE. Merl Hackbart recommended that COSFL provide a limited number of recommendations on the qualifications the new President should have. (Peggy Bertelsman is on SCOPE.)



(Is there anything you would like me to communicate to Merl Hackbart?)

(Perhaps some of us could meet with Peggy Bertelsman. She used to work at NKU and lives in Fort Thomas.)

Item 2: Resolution on Post-Tenure Review

The following resolution was approved. Each Faculty Senate was asked to endorse the resolution. I plan to present this resolution at the December 15th meeting of Faculty Senate. The resolution will be presented to the Subcommittee on Postsecondary Education and the Teaching Profession of the Interim Joint Committee on Education (and to Senator Philpot).

RESOLUTION

The Coalition of Senate and Faculty Leadership of Kentucky (COSFL) unanimously endorses the following position on post tenure review:

(a) The review processes currently in place at Kentucky's public universities are multiple in form, including reviews of faculty performance after receiving tenure.

(b) Most, if not all public higher education institutions in the State are already implementing or piloting various additional procedures for "post-tenure review" in the sense being suggested in proposed legislation.

(c) Tenure as currently defined in the statutes is designed to protect academic freedom and not protect incompetence, refusal to perform duties, or immoral behavior.

(d) Efforts to adapt or enhance faculty review processes must recognize the varied missions of each institution (as outlined in the recognize the varied missions of each institution (as outlined in the recently passed state higher education reforms).

Therefore, the Coalition of Senate and Faculty Leadership of Kentucky (COSFL) recommends that universities be given opportunity to assess their pre and post tenure review policies and, if necessary, further adapt faculty performance review and accountability processes to the specific mission of their institutions and the expectations of the higher education reform act. Since the universities have such varied missions, COSFL opposes passage of any new legislation imposing one system of post tenure review on all public universities.