

MEMORANDUM

To: All Faculty  
From: Gary Johnston, Secretary to the Faculty Senate  
Date: 7 November 1980  
Re: Meeting of November 17, 1980  
University Ballroom 3:00pm

- I. Call to Order
- II. Additions or Deletions from the Agenda
- III. Correspondence
- IV. President's Report
  - A. Evaluation & Rewards of Faculty
  - B. Salary Policy
  - C. Faculty Handbook
  - D. University Governance
- V. Committee Reports
  - A. Professional Concerns, C. Widmer, Chair
  - B. Benefits, L. Giesman, Chair
  - C. Budget, D. Snyder, Chair
  - D. Curriculum, T. Cate, Chair
- VI. Adjournment

Note: The next scheduled sequence of Senate meetings is compressed due to the upcoming end of this term:

Nov. 19 Committee/Agenda Deadline  
Nov. 24 Executive Committee  
Dec. 8 Full Senate  
Dec. 17 Committee/Agenda Deadline  
Jan. 5 Executive Committee

# MINUTES OF THE FACULTY SENATE

November 17, 1980

Senators Present:

R. Ward	M. Clark
J. Ohren	G. Johnston
J. Kinne	M. Osborne
R. Mauldin	G. Goedel
P. Moore	K. Cooper
L. Schultz	L. Noyd
B. Renz	V. Hicks
J. Wainscott	J. Bushee
D. Kelm	A. Miller
D. Pearce	F. Stallings
R. Vitz	E. Weiss
R. Bruno	T. Cate
J. Fouché	J. Miller
R. Snyder	C. Widmer
D. Bennett	

## Senators Absent without Alternates:

M. Gray	P. Joseph
R. Peterson	F. Steely
D. Brett	L. Giesmann
D. Elder	J. Williams

Guests Present: Lyle Gray

## I. Call to Order

Jim Fouché called the meeting to order

## II. Additions or Deletions from the Agenda

Jim Fouché suggested the following additions:

Insert "Approval of Minutes" under item II.

Under President's Report add: E.) Relationship of Full Senate to Senate Committees; F.) Committee Evaluations; G.) Newsletter; and H.) Special Meeting. Jonathan Bushee moved to accept these additions to the agenda. Joseph Ohren seconded the motion. The motion passed.

## III. Minutes

Jim Kinne moved to accept the minutes of the October 20 meeting. The motion was seconded by Rosetta Mauldin. The motion passed.

Joseph Ohren made a motion to accept the minutes of the October 27 meeting. Frank Stallings seconded the motion. George Goedel made a friendly amendment to strike the last sentence in item III.; The Human Service Program Proposal. The sentence reading, "The consensus reached was that it was not proper" should be deleted. The minutes as amended were accepted.

## IV. President's Report

### A. Evaluation & Rewards of Faculty

Jim Fouché has received a reply from Dr. Albright concerning faculty evaluations and rewards. The Executive Committee was unclear on how the Senate was to proceed in this area. This information will be presented to the Executive Committee.

## B. Salary Policy

Dick Snyder is developing a preliminary faculty salary policy proposal which will address several issues. A draft of that policy is almost completed and will be presented to the Executive Committee. It is hoped a policy statement will be ready to present to the full Senate by the beginning of the next year.

## C. Faculty Handbook

Dick Ward reported that the Faculty Handbook is near completion. The final draft will then be submitted to President Albright, who will in turn transmit the handbook to the full Senate for review.

## D. University Governance

The Professional Concerns Committee is working on the position statement developed last Spring at the University Governance Conference. Any revision to the existing governance structure will be implemented on an experimental basis.

## E. Relationship of Full Senate to Senate Committees

Concern has been expressed to the President, Jim Fouche, regarding this relationship. Dr. Fouche stated that at any meeting of the general faculty senate any item placed on the agenda by any senator can be discussed.

## F. Committee Evaluation

Committee chairs and members are to be evaluated each semester. Dr. Fouche asked that this process be set into motion since the end of the semester is rapidly approaching.

## G. Newsletter

A change in the procedure for developing the newsletter has been made. Byron Renz had previously been asked to start the publication. The Executive Committee has decided the best long term operating procedure would be to place that responsibility with the Secretary of the Senate. Art Miller made a motion that the Senate commend Byron Renz for his efforts in starting the newsletter. Gary Johnston seconded. The motion passed unanimously.

## H. Special Meeting

Dr. Fouche received word that the approval deadline has been extended slightly for the Human Service Proposal. Therefore, a special meeting will not be necessary and this proposal may be considered at the regular December meeting, pending UCC approval.

## V. Committee Reports

### A. Professional Concerns, C. Widmer, Chair

The Professional Concerns Committee sent a memo to Senate members comparing PC committee recommendations to the Board of Regent's recommendations on the Faculty Professional Ethics Policy. The intent was to have the Senate vote on this issue during its November 17 meeting. Connie Widmer questioned whether this could be done since the memo did not precisely state a vote would be taken at this meeting. George Goedel moved to consider the issue as part of the Professional Concerns Committee report. Dick Ward seconded the motion. After some discussion, the motion carried with 22 for, 4 against, and 2 abstentions.



The Professional Ethics policy was voted on in three parts.

I. Violation of Professional Ethics

Joseph Ohren made a motion to approve the Violation of Professional Ethics statement. Mildred Clark seconded the motion. As a friendly amendment, Frank Stallings suggested inserting "a" before the word reprimand, and a comma after the word probation. The amended statement would read, "The disciplinary action may include, but is not limited to, a warning, a reprimand, probation, or dismissal in accordance with due process and existing policies and procedures which are pertinent to such issues in the faculty handbook." The motion passed.

II. Publication and Promotion of Course Offerings

Janet Miller made a motion to approve this section. Edwin Weiss seconded the motion. Jean Wainscott moved to amend statement 1. under part C. Approval. The amended statement would read, "The above methods and means and any exceptions shall be subject to the approval of the chairperson and/or other appropriate administrative officers of the University." The motion passed as amended.

III. Cancellation or Postponement of Classes

The Senate voted unanimous approval of this section with no motion from the floor.

B. Benefits, L. Giesmann, Chair

In Dr. Giesmann's absence, Dr. Fouché gave a brief summary of the committee actions. The summer fellowship proposals have been evaluated. Ten proposals will be funded at the same level as last year. The necessity of meeting deadlines was discussed. Sabatical leave proposals are presently being ranked. The Benefits Committee has been working on a proposal for dental coverage.

C. Budget Committee, D. Snyder, Chair

An initial draft of the results of the priority survey was presented. A final draft will be presented to the Executive Committee at its November 24 meeting.

D. Curriculum, T. Cate, Chair

The main item on the agenda for the next meeting will be the 4-year baccalaureate degree program in Mental Health and Human Services. The Curriculum Committee will present a summary of the committee's progress at the next meeting. The Curriculum Committee has formed a subcommittee on general studies. This subcommittee will draft guidelines as to the nature of a general studies course. Revised copies of Human Services Proposal are presently on reserve at the library.

VI. The meeting was adjourned at 4:30 pm.

Gary Johnston, Secretary  
Faculty Senate

MEMORANDUM

To: Faculty Senators

From: Connie Widmer, Chairperson,  
Professional Concerns Committee

Date: November 5, 1980

Re: 1. Statement on Violation of Professional Ethics  
2. Publication & Promotion of Course Offerings  
3. Cancellation or Postponement of Classes

The following statements and/or policies are recommended by the Professional Concerns Committee. The recommendations of the Board of Regents with respect to these issues are also included for purpose of comparison.

1. Violation of Professional Ethics

VII. (Statements I through V on Professional Ethics were approved by the Senate last year. Statement VI is still in committee.)

Violation of professional ethics will subject a faculty member to disciplinary action. Alleged violations which are unresolved by informal means will be referred to the University Peer Review Committee. Upon completion of an investigation by the Peer Review Committee, their report will be forwarded to the appropriate dean. The disciplinary action may include, but is not limited to, a warning, reprimand, probation or dismissal in accordance with due process and existing policies and procedures which are pertinent to such issues in the faculty handbook.

## Publication and Promotion of Course Offerings

Promotion and publication of University course offerings in accordance with the missions of the University in servicing the northern Kentucky community shall be limited to the following:

### A. Publications

1. University catalog
2. Class schedule
3. Brochures
4. Posters

### B. Promotion

1. Newspaper announcement
2. Direct mailing
3. Posting
4. Admissions staff information services
5. Announcement and/or distribution in the classroom of relevant academic information and information on course content.

### C. Approval

1. The above methods and means and any exceptions shall be subject to the approval of the chairperson, dean, or administrative officer of the University as appropriate.
2. Approval shall be based on legitimate administrative and/or academic criteria including but not limited to the following:
  - a. distribution of objective information on course content
  - b. university publication standards, i.e. grammar, spelling, design
  - c. relevant academic information, i.e. academic credits earned, cross listing of academic credit, time and place of class meetings, prerequisites.
  - d. need for publication of new or revised course offerings

### D. Failure to comply with this policy will constitute a violation of professional ethics. Violations will be dealt with under Article VII of the Code of Professional Ethics.



## Administrative Policy

### Cancellation or Postponement of Classes

A class at Northern Kentucky University may be cancelled or postponed upon the administrative judgment of the chairperson, dean, or provost as appropriate. Such judgment shall be based upon legitimate administrative and/or academic reasons including, but not limited to, one or more of the following:

1. insufficient enrollment
2. financial exigency
3. maintenance of full-time academic loads
4. reassigned time
5. update and revision of course offerings
6. unavailability of an appropriate instructor

STATEMENT ON PROFESSIONAL ETHICS  
CODE OF PROFESSIONAL RESPONSIBILITIES

As recommended by Professional Concerns Committee  
October 28, 1980

Statement of Professional Ethics: Code of Professional Responsibilities

VI. The primary professional obligation of a faculty member is to be an effective teacher and scholar. Other specific obligations of the faculty in abiding by professional standards include, but are not limited to, the following:

A. Obligations to Students

1. Providing a substantive course syllabus for each course taught;
2. Meeting classes regularly and on time;
3. Adhering to posted office hours as prescribed by departmental policies
4. Being available to advise and counsel students.
5. Meeting final examination schedule

B. Obligations to Colleagues and the University

1. Defending and respecting academic freedom; respecting the opinions of others.
2. Exercising responsibility for the governance of the University including service on university and department committees and attendance at departmental and university-wide meetings.
3. Keeping abreast of policies and procedures especially as they apply to promotion in rank and tenure.

C. Obligations to the Community

1. Promoting conditions of free inquiry and furthering public understanding of academic freedom.
2. Assisting the university in meeting the needs of the community.

D. Avoiding acts of unprofessional conduct such as sexually harassing students or colleagues; intimidating, or dunning students into enrolling in his/her courses; denigrating students or colleagues.

VII. Violation of professional ethics will subject a faculty member to disciplinary action. Alleged violations which are unresolved by informal means will be referred to the University Peer Review Committee. Upon completion of an investigation by the Peer Review Committee, their report will be forwarded to the appropriate dean. The disciplinary action may include, but is not limited to, a warning, reprimand, probation or dismissal in accordance with due process and existing policies and procedures which are pertinent to such issues as described in the faculty handbook.

B. Obligations to Colleagues and the University

1. Defending and respecting academic freedom; respecting the opinions of others.
2. Exercising responsibility for the governance of the University including service on university and department committees and attendance at departmental and university-wide meetings.
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2. Approval shall be based on legitimate administrative and/or academic criteria including but not limited to the following:
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  - c. relevant academic information, i.e. academic credits earned, cross listing of academic credit, time and place of class meetings, prerequisites.
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3. maintenance of full-time academic loads
4. reassigned time
5. update and revision of course offerings
6. unavailability of an appropriate instructor



# Northern Kentucky University

Highland Heights, Kentucky 41076  
Education Department

To: A.D. Albright, President

Fr: Jim Fouche<sup>1</sup>, President  
Faculty Senate

Re: Budget Report Summary

Da: August 15, 1980

As agreed in our meeting of July 23, we are submitting a rough draft copy of a budget report summary. This document has been prepared by Dick Snyder and is currently under review by our Executive Committee. It is intended to generate discussion and is open to revision. I hope that we can discuss it in the not too distant future. Should you require additional information, please call me.

Thank you.



ROUGH DRAFT

During the 1979/80 academic year a comparative study of full-time faculty salaries was completed by the Budget Committee of the Faculty Senate at Northern Kentucky University, the objective of which was to determine Northern's salary position relative to the other regional institutions in Kentucky (Western, Eastern, Morehead, Murray and Kentucky State) as well as to the declining purchasing power of salaries resulting from the high rates of inflation during the 1975 through 1979 period. To insure that this study measured the salaries of reasonably homogeneous faculties it was necessary to remove Northern's law school faculty to reflect the absence of law schools in the other institutions.

The results of this study clearly find the salary position at Northern to be inferior to all but one of the six regional institutions (Kentucky State University) and declining over the last few years. Within the faculty ranks there has been improvement only at the associate level, where Northern has moved from the lowest average salary in 1975 to fourth in 1979. At the assistant level, however, average faculty salaries at Northern have been the lowest among the regional institutions every year except 1978, when it was fifth. Average salaries for instructors improved from 1975 to 1977, moving from fifth to third. However, by 1979 the average salary for full-time instructors declined to the lowest level among all institutions considered. Full professors at Northern improved their position in 1976, moving from last in 1975 to third in 1976. However, 1977 and 1978 saw a decline in salaries, a decline which brought average full-time salary for full professors at Northern to the lowest among the regional institutions.

Over the 1975/79 period the full-time faculty at Northern have experienced an increase in average salary of \$3851, compared to \$4641 for the other universities combined. The average full-time faculty salary at Northern is lagging about two years behind the average for the other institutions as a whole. In 1977 the average full-time



faculty salary for the regional institutions, excluding Northern, was \$17,443. By 1979 this had grown to \$19,773, while Northern's average salary reached only \$17,588 in that year. This lag of two years is an increase over the one-year lag between 1975 and 1976, when Northern's 1976 average salary of \$15,099 was at the 1975 level of \$15,092 for the other institutions combined. In 1975 the average salary for full-time faculty members at Northern was 88.6 percent of that received by Western's faculty, who received the highest average salary among the regional institutions. By 1976 Northern improved its position by 2.2 percentage points as it moved up to 90.8 percent of the highest average salary. However, by 1979 Northern's average full-time faculty salary had dropped to 87 percent of the highest, a loss of over a percentage point from 1975.

An examination of total compensation, which was not done in the original study, finds Northern's relative position unchanged. Over the 1975/78 period Northern has ranked behind Eastern, Western, Morehead and Murray in average compensation for full-time faculty. During this period Northern's average compensation has been at approximately 90 percent of that received by the full-time faculty at the institution paying the highest average compensation. Northern's reimbursement for full-time faculty, either by total compensation or by salary, is in the lowest category of reimbursement and is not improving.

The impact of inflation on the salaries at Northern has been severe. By 1979 the real average salary, average salary adjusted for inflation, at Northern was 91.7 percent of the actual average faculty salary in 1975, the base year for the inflation analysis. An average salary of \$19,190 would have been necessary for the 1979 average full-time faculty salary at Northern to be equivalent to its 1975 average salary.



# RESULTS OF FACULTY SURVEY OF IMMEDIATE AND LONG- TERM BUDGET PRIORITIES

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## A. HIGH PRIORITY

Economic  
Survival

1. Priority #1 Salary

2. Priority #2 fringe Benefits

Professional  
Survival

3. Priority #3 Faculty Academic Benefits

4. Priority #4 Travel funds

5. Priority #5 Library

Academic  
Survival

6.  
7.

## B. LEAST DESIRABLE

1. Priority #6 Admin Expenses/salary

2. Priority #7 Athletics

3. Priority #8 EXP Programs

4. Priority #9 security/safety

5. Priority #10. Building expansion



# Priority #4

146 Respondents.

## Priority #1

A=2	1%
B=2	1%
D=3	2%
F=10	6%
G=9	6%
H=1	0%
I=7	4%
J=1	0%
K=90	61%
M=1	0%
N=5	3%
O=2	1%
P=4	2%
Q=7	4%
R=1	0%
S=1	0%

Salary

A=14	9%
B=1	0%
C=3	2%
D=4	2%
E=5	3%
F=20	13%
G=11	7%
H=9	6%
I=10	6%
J=3	2%
K=5	3%
L=1	0%
M=7	4%
N=13	8%
O=7	4%
P=17	11%
Q=13	8%
X=3	2%

## Priority #7

A=2	1%
B=27	18%
C=31	21%
D=9	6%
E=24	16%
F=1	0%
G=2	1%
H=17	11%
J=7	4%
K=1	0%
L=8	5%
M=1	0%
O=3	2%
P=1	0%
Q=3	2%
X=9	6%

## Priority #5

A=14	9%
B=1	0%
C=4	2%
D=9	6%
E=4	2%
F=13	8%
G=8	5%
H=5	3%
I=19	13%
J=2	1%
K=8	5%
L=2	1%
M=7	4%
N=7	4%
O=12	8%
P=17	11%
Q=5	3%
R=3	2%
X=6	4%

## Priority #8

A=5	3%
B=16	10%
C=8	5%
D=8	5%
E=25	17%
F=1	0%
H=16	10%
J=10	6%
L=22	15%
M=6	4%
N=3	2%
O=5	3%
P=2	1%
Q=5	3%
X=14	9%

## Priority #2

A=6	4%
D=3	2%
E=2	1%
F=26	17%
G=39	26%
H=5	3%
I=13	8%
J=2	1%
K=23	15%
M=4	2%
N=14	9%
O=3	2%
P=3	2%
Q=1	0%
R=1	0%
X=1	0%

Faculty  
Frage

## Priority #3

A=8	5%
B=1	0%
C=1	0%
D=6	4%
E=1	0%
F=22	15%
G=20	13%
H=1	0%
I=16	10%
J=2	1%
K=9	6%
M=8	4%
N=11	7%
O=11	7%
P=19	13%
Q=9	5%
R=1	0%
S=1	0%
X=2	1%

Academic Plan

## Priority #6

A=3	2%
B=54	36%
C=33	22%
D=3	2%
E=14	9%
F=1	0%
H=12	8%
I=1	0%
J=4	2%
L=5	6%
M=1	0%
N=1	0%
O=2	1%
P=2	1%
R=1	0%
X=5	3%

## Priority #9

A=6	4%
B=11	7%
C=13	8%
D=9	6%
E=8	5%
F=3	2%
G=4	2%
H=12	8%
I=2	1%
J=11	7%
L=15	10%
M=2	1%
N=2	1%
O=11	7%
P=2	1%
Q=10	6%
R=2	1%
X=23	15%



Priority #10

A=10	6%
B=7	4%
C=12	8%
D=14	9%
E=7	4%
F=2	1%
G=4	2%
H=7	4%
I=1	0%
J=10	6%
L=7	4%
M=4	2%
N=1	0%
O=6	4%
P=6	4%
Q=6	4%
R=1	0%
X=41	28%



## PRIORITY SELECTION LIST

Please make your selections for both categories A and B from the following list of items. Record the letter of your selection next to the appropriate number on the preceding page.

- A. Academic Support ( Advisement, learning assistance, etc. )
- B. Administrative Expansion and Salary.
- C. Athletics
- D. Building Expansion
- E. Experimental Program Expansion
- 3 F. Faculty Academic Benefits ( Fellowships, Sabbaticals, Research Grants, etc. )
- 2 G. Fringe Benefits
- H. Graduate School Expansion
- I. Library
- J. Parking
- ☒ K. Salary
- L. Security and Safety
- M. Scholarships
- N. Secretarial ( Staff and Equipment )
- O. Teaching Equipment
- P. Travel Funds
- Q. Undergraduate Program Expansion
- R. Other ( Specify )
- X. No response