

MEMORANDUM

TO: : All Faculty
FROM: Connie Mulligan-Nichols, Secretary, Faculty Senate
Date: February 15, 1980
Re: FACULTY SENATE MEETING

The next Faculty Senate meeting will be held on February 25th in the Ballroom, University Center at 3:00 p.m.

AGENDA

- I. Additions to/deletions from the agenda.
- II. Minutes of the January 28th meeting.
- III. President's Report.
 - A. Rewriting of the Faculty Policy & Procedure Manual
 - B. Study of University Governance - Danforth Grant
 - C. "Straw Poll" of faculty on issue of collective bargaining
 - D. Congress of Senate Faculty Leaders
 - E. Provost Search
 - F. Other announcements
- IV. Faculty Regent's Report
 - A. Status of the Biennial Budget
 - B.
- V. Old Business
 - A. Report - Status of Clerical Positions in Relation to Number of Faculty at NKU
 - B.
- VI. Committee Reports
 - A. Faculty Benefits Committee
 1. Brief Status Report
 - 2.
 - B. Professional Concerns Committee
 1. Brief Status Report
 2. Recommendation - Statement of Faculty Overload
 3. Recommendation - Survey on criteria used in faculty evaluations and rewards
 - 4.
 - C. Budget Committee
 1. Brief Status Report
 - 2.
 - D. Curriculum Committee
 1. Brief Status Report
 2. Recommendation - Change in General Studies Requirements (Fine Arts)
 - 3.
- VII. New Business
 - A.
- VIII. Adjournment

MINUTES OF THE FACULTY SENATE

February 25, 1980

Senators Present: K. Beirne R. Singh
M. Clark J. Wainscott
K. Gilliam J. Bushee
J. Johnson J. Hopgood
G. Johnston D. Kelm
J. Kinne D. Pearce
M. Marger R. Vitz
C. Mulligan-Nichols T. Cate
R. Mauldin W. Dickens
A. Miller J. Fouche
P. Moore C. Widmer
B. Renz D. Bennett

Guests Present: F. Rhynhart

The February meeting of the Faculty Senate began with the chair, Jonathan Bushee, establishing the presence of a quorum.

I. Additions & Deletions

There were no additions to or deletions from the agenda.

II. Minutes

The corrections to the January 28, 1980 minutes of the Faculty Senate is proof positive that even the Senate Secretary is not infallible. C. Widmer noted that, under section VII. New Business of the minutes, J. Miller and T. McNally volunteered to help choose 2 faculty members to attend the Barzun consulting session on March 7, not to actually be the faculty members themselves. P. Moore made 2 minor wording changes: a. under section III. President's Report page 2, the sentence stating "The President stated that the salaries are indeed lower than they should be, but emphasized that information given to the Post is not always accurate" should read ".....information as reported by the Post is not always accurate." b. under section IV. Faculty Regent Report, on page 2, the sentence stating "The matter was turned over to the Executive Committee, who will show their opinions of the statement....." should read ".....who will share their opinions of the statement.....". The secretary changed a statement in VI.A. Committee Reports, which read "J. Williams announced that there is now Life Insurance for faculty who are conducting official business off campus." to read "J. Williams announced that the President has been authorized to purchase a group travel policy for faculty who are conducting official business off campus."

III. President's Report

J. Bushee will be meeting with Dr. Albright to ask about the mechanism for choosing faculty members to be on the committee to rewrite the Faculty Policy and Procedure Manual. A. Miller suggested that 1 member of the committee should necessarily be the President of the Faculty Senate. P. Moore further suggested that the majority of the committee should be composed of faculty members, chosen by the Faculty Senate. J. Fouche reported on the ongoing study of University Governance, referring to the memorandum sent to Gene Scholes on the University

Decision Making Conference. Fouche reiterated the recommendations from the Ad Hoc Faculty-Student Committee on addressing specific concerns at the conference: a. what authority should faculty, students, administration and staff have in university decision making? b. what will be the authority of any governing body under consideration? c. what are the advantages and disadvantages of a unified structure as compared to a structure in which faculty, students, staff and administrative groups function independently? d. how can the communication, participation and coordination of the various constituent groups be improved? Fouche emphasized that the purpose of the University Decision Making Conference was not to change university governance but to explore options. Any changes recommended would be taken to all appropriate groups.

Fouche encouraged all Senate members to respond to the form sent out to all members requesting them to list strengths and weaknesses of the Senate.

J. Bushee announced a deadline of March 3rd to send back the "straw poll" of faculty on the issue of collective bargaining. 101 surveys have been received so far. Responses to the straw poll will be tallied and distributed to Senate members and will also be sent to the Ad Hoc Committee for further analysis.

Bushee provided Senate members with articles from Louisville's Courier-Journal concerning faculty salaries. Bushee noted that universities in Kentucky are sending in petitions signed by faculty members supporting faculty raises. R. Mauldin moved the petitions be sent to the Governor when collected. J. Kinne seconded. The vote was unanimous in favor of the motion.

Bushee then suggested that the Senate thank Edd Miller and the other members of the Provost Search Committee for their efficient handling of the Provost candidates' visitation. A. Miller suggested that this recommendation be postponed until the search is completed. Agreed.

B. Vitz requested Bushee to announce that 22 faculty members had registered to attend the afternoon seminar with J. Barzum and that others were welcome to attend.

IV. Faculty Regent's Report

J. Williams, Faculty Regent, met recently with Harry Schneider of the Council on Higher Education. Williams reported that Schneider showed a great deal of optimism about the biennial budget. Schneider feels the Governor will fund the budget very near the recommendations made by the Council on Higher Education.

V.A. Old Business

B. Renz presented the report on the status of clerical positions....to the last Senate meeting simply for purposes of information. According to the Personnel office, there is no specific university policy concerning the number of secretaries in relation to the number of faculty. This decision is usually left to department chairpersons and/or Deans. Suggestions made include using a "floating pool" of secretaries and using computers and other business machines more efficiently to reduce secretarial workload. D. Pearce made note that the report

did not include the administration/secretary ratio as compared to the faculty/secretary ratio. Pearce felt that there was a need for some sort of recommendation from the Senate regarding this problem. J. Hopgood pointed out that this is the #2 budget priority. P. Moore felt that the quality of secretarial help was more critical than the number of secretaries assigned to each department. The Budget Committee will decide whether or not to pursue this issue.

VI.A. Faculty Benefits Committee

P. Moore announced that the project grants being reviewed will be voted upon on Thursday to go to the Academic Coordinating Council. The Committee is also working on Life and Disability Insurance programs.

VI.B. Professional Concerns Committee

G. Johnston, chairperson of the Professional Concerns Committee, presented 2 documents to the Senate from the committee. The "Statement on Faculty Overload" had several major corrections made during the meeting. Section A. #1 was amended to read "A full time faculty member is already under contract with the university and therefore tends to be more available to students."

P. Moore noted that in #2 under the recommendations section, the concept "a lightened load" is not necessarily equitable. Moore suggested opting for more money, less heavy load and lightened community service and research. The point was made that most overloads are paid at part time faculty rate. K. Beirne said that overload pay should literally be time and a half. G. Johnston suggested that #2 should possibly be struck from the document to wait on a succeeding document with more specific recommendations. P. Moore moved to amend the document, striking item #2 from the recommendations. R. Singh seconded. Passed unanimously.

J. Fouche moved to amend B.1 of the document to read "Overload faculty may be less available to students." and to strike the second half of B.2, which is not well substantiated. B. Vitz noted that the first part of B.2 is qualified while the second part is definite. C. Widmer moved to amend B.3 to read "Teaching overload may allow less time for student advising." These motions were passed unanimously.

P. Moore moved to amend B.7 to read (after the comma) "without expense to other required professional activities." The amendment passed with a vote of 13 in favor, 2 opposed and 3 abstentions. J. Fouché pointed out that B.7 was more of a general cover statement than a negative quality of teaching overload, as are the preceding statements. J. Hopgood moved to amend the statement by placing B.7 in the first paragraph of the document, to be the last sentence. The amendment passed with 1 abstention.

T. Cate asked why the Senate had spend 35 minutes rearranging a committee document. Bushee felt that, since the document will be sent to the Academic Coordinating Council, recommendations are strengthened by sending justifications for them as well.

J. Hopgood moved to accept the document as amended. R. Singh seconded. Passed unanimously.

The second document presented to the Senate was a survey on criteria used in faculty evaluations and rewards, which is intended to go to all chairpersons. The information gathered is to be sent to all faculty. K. Beirne asked how faculty feel criteria are measured and handled.

J. Hopgood suggested asking chairpersons to rank the 4 criteria for merit and promotion. R. Singh asked shouldn't Deans be insuring that merit raise criteria is clear in all departments. Bushee answered by saying that the Senate was asked to undertake this survey by the President. C. Widmer suggested that the survey should go out in Bushee's name. C. Widmer also moved that #5 on the survey should use the phrase "in addition" instead of being numbered. Clark seconded. J. Hopgood moved to authorize the President to send out the survey. J. Kinne seconded. The motion passed with 2 opposed. April 4th was the date set to return the survey.

VI.C. Budget Committee

B. Renz announced that the Budget Committee is working on 2 major projects: salaries and operating budget.

VI.D. Curriculum Committee

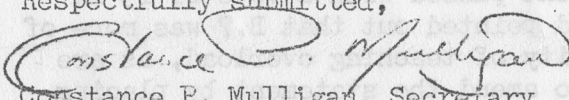
J. Hopgood informed Senate members that the Academic Coordinating Council had accepted the bypass procedure for new courses as well as the 1/3 rule. These are to be included in the Faculty Policy and Procedure Manual as well as the Chairpersons' Manual.

The distributive model for the general studies program was rejected and is currently being re-reviewed and modified. More information on the integrated model is forthcoming from Aaron Miller. No work has been done by the Committee on the Honors Option. One recommendation came from the Committee. As of now, only 1 music course is included in the general studies requirement. The Committee recommended the following music courses be included as general studies options:

The courses were accepted unanimously.

Meeting adjourned.

Respectfully submitted,


Constance P. Mulligan, Secretary
Faculty Senate

CM/ds

FACULTY SENATE

TO: All Full-Time Faculty Members

FROM: Jonathan Bushee, President, Faculty Senate

SUBJECT: Survey on Collective Bargaining

DATE: February 19, 1980

Enclosed is a questionnaire on faculty attitudes about collective bargaining. The Ad Hoc Committee on Collective Bargaining, chaired by Terry McNally, has been studying the issue of collective bargaining for the last several months. The Committee presented a report, "Some Aspects of Collective Bargaining," to the Faculty Senate at the January 28th meeting. The Senate passed a motion to the effect that a confidential survey of faculty opinion on collective bargaining be made and that the results of the survey be reported to the Faculty Senate. The survey would poll all full-time faculty (tenured or tenure-track) whose main duty is teaching.

I would like to stress several points about this survey.

- 1) One copy of the questionnaire is being sent, by name, to each full-time faculty member as defined above. It is not going to faculty with administrative duties (chairpersons, deans, etc.) nor to part-time faculty or others with temporary contracts.
- 2) The survey is confidential. Please return the questionnaire to me in an unused campus mailing envelope.
- 3) This is only a "straw poll" of faculty attitudes on collective bargaining. This is not a "first step" toward collective bargaining. The data will be collected and presented to the Ad Hoc Committee and the Faculty Senate. These data will be useful in determining whether or not the Ad Hoc Committee should continue to pursue the issue.
- 4) You may wish to review the report filed by the Ad Hoc Committee before you fill out the questionnaire. Each faculty senator has a copy of the report. For your convenience, a list of all faculty senators is printed on the back side of this letter.

Please return the questionnaire by March 3rd.

Thank you.

JB/ds

MEMBERS OF THE 1979-1980 FACULTY SENATE

Departmental:

Ken Beirne, Political Science
 Mildred Clark, Allied Health & Nursing
 Ken Gilliam, Public Administration
 Janet Johnson, Education
 Gary Johnston, Fine Arts
 Paul Joseph, Chase College of Law
 Jim Kinne, Industrial Education & Technology
 Martin Marger, Special Sciences
 Terry McNally, Literature & Language

Rosetta Mauldin, Social Work
 Arthur Miller, Psychology
 Peter Moore, Mathematics
 Connie Mulligan-Nichols, Library
 Louis Noyd, Business Administration
 Byron Renz, Communications
 Raman Singh, Physical Sciences
 Frank Steely, History & Geography
 Jean Wainscott, Biology

At Large:

Basic Disciplines

Doris Brett
 Jonathan Bushee
 Larry Giesmann
 Jim Hopgood
 Don Kelm
 Debra Pearce
 Frank Stallings
 Robert Vitz
 Jeffrey Williams

Human Development

Tom Cate
 William Dickens
 James Fouche
 Ron Gardella
 Janet Miller
 Connie Widmer

Chase College of Law

Donna Bennett
 David Elder

Thank you.

JB/bs

MEMORANDUM

TO: MEMBERS OF THE COSFL

Carl Abner, U of L
Jonathan Bushee, NKU
Marcus Coltharp, KSU
Thomas G. Jones, WKU
Ken Purcell, MuSU
Gus T. Ridgel, KSU
Theodore Smith, EKU
Mary K. Tachau, U of L
Ron Veenker, WKU
Steve West, MuSU
Morris Taylor, EKU
Larry Giesmann, NKU

FROM: TOM JONES, CHAIR, THE CONGRESS of SENATE
FACULTY LEADERS

DATE: February 1, 1980

SUBJECT: SEVERAL ITEMS

Sorry to be so rushed about this, but I am. Enclosed you will find three items: (1) the minutes of our last meeting; (2) a copy of a letter to George Atkins, which I will probably have read to each of you before you get this; (3) and a statement regarding your 'authorization' to lobby in Frankfort. I was told that that was the way I should go about it.

Let me point out to you that the COSFL as of last Friday is included in the Legislative Record as one of the several hundred registered groups. Good for us!

I should also have talked with all of you regarding my hope that each of your Senates will resolve that all faculty members should sign petitions--worded however you choose--supporting the CHE's recommended funding for higher education, at the least. I think you should not tie such resolutions to an individual institution; rather they should reflect concern with higher education faculties generally. In my opinion, more people will sign a very simply worded thing than something more complicated. As I've told you, I will then seek audience with the Governor for us to meet with him to present the petitions.

Thank you very much, and let's keep in touch.

TGJ/mh

Tom Jones

MINUTES

CONGRESS OF SENATE FACULTY LEADERS

January 12, 1980

Roll Call

The meeting was called to order at 2:07 p.m. on January 12, 1980, at the University of Louisville, in the Jefferson Room of the Administration Building by the Chair Tom Jones.

The following were present: EKV: Ted Smith and Morris Taylor; KSU: John Hardin (for Gus Ridgel) and Marco Coltharp; MuSU: Ken Purcell and Steve West; NKU: Jonathan Bushee; UL: Steve Smith and Mary K. Tachau; WKU: Tom Jones and Ron Veenker.

Minutes

The minutes were approved with the correction of the names Marco Coltharp and Ed Prichard (page 1).

KEA Program Director

Ted Smith made the following motion: "That the chair invite Mr. Vice to address the COSFL." Second by Marco Coltharp; passed.

The Chair suspended the agenda to allow Charles Vice of KEA to speak to the group regarding KEA's interest in COSFL. A great deal of time was spent discussing the new General Assembly, after Tom Jones suggested moving agenda items IV C/D to the top.

Constitutional Amendment

There was a unanimous voice vote on the second reading of a constitutional amendment pertaining to voting membership in COSFL. Article III.A.3. was amended as follows: The COSFL membership shall be composed of all faculty senators from each of the participating institutions, and all faculty who have been senators within three previous calendar years. The original Tachau/West motion (to amend the constitution as noted above) passed by a unanimous voice vote.

Increased certification

After considerable discussion of the proposed increase (17-36 hrs.) for secondary certification, Ron Veenker made the following motion: "That COSFL continue to watch the development of the new certification proposal before formulating a position." Second by Mary K. Tachau/passed. Professor Tachau, after contacting the Dean of Education at UL by telephone, reported that the committee was meeting at the same time COSFL was meeting and that further work will be done in March. The final action should be taken by the educators in June. The Chair then appointed Ken Purcell to monitor the development of the emerging policy and report to COSFL periodically.

Funding based upper division hours

In the opinion of most who have been contacted by COSFL members, it appears that there is little enthusiasm on the part of the universities and the CHE to attempt to fund higher education on the basis of 300-400 hrs. generated.

Lobbying for HB 152

Steve West led the group in a long discussion of possible strategies for passage of HB 152/SB 27 dealing with equity funding in KTRS. Other lobbying measures were discussed. It was agreed that as many COSFL members as possible would spend time in Frankfort during January to meet with legislators and with George Atkins re: higher education in the budget. Steve West made the following motion: "That Senates will urge faculty to write area assemblymen on issues of salary and HB 152/SB 27. Second: Steve Smith; passed.

The COSFL voting members are in unanimous support of HB 152/SB 27.

New Business

Report of the Chair

Tom Jones reported on recent conversations with Joe Krislov, chair of UK Senate, re: the significance of COSFL and UK's participation.

Extended term for Regents

There was some discussion of the bill in the General Assembly to extend the term of regents from 4-6 years. While many favor the bill (hoping to keep one governor from stacking any single board in his favor), Mary K. Tachau was opposed on the grounds that the continued politicizing of boards provides if nothing else a very direct line of communication to the governor's office.

Next Meeting

The COSFL agreed that the next meeting would be called by the Chair. A motion to that effect by Morris Taylor and Steve Smith passed unanimously.

Resolution of Thanks

The Taylor/Veanker resolution of thanks to Mary K. Tachau, Steve Smith, and the UK Senate for the luncheon and supper passed unanimously.

Adjournment

The meeting adjourned at 5:48 EST.



Faculty Senate

WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

MEMORANDUM

TO: MEMBERS OF THE COSFL

Carl Abner, U of L
Jonathan Bushee, NKU
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Theodore Smith, ECU
Mary K. Tachau, U of L
Ron Veenker, WKU
Steve West, MuSU
Morris Taylor, ECU
Larry Giesmann, NKU

FROM: TOM JONES, CHAIR, THE CONGRESS OF SENATE
FACULTY LEADERS

DATE: JANUARY 29, 1980

SUBJECT: AUTHORIZATION TO BE REGISTERED LOBBYISTS

This is your authorization to go to Frankfort and lobby members of the General Assembly for higher education.

TGJ/mh

Thomas G. Jones, Jr.

Blind Copy: Dr. Donald Zacharias



WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

Faculty Senate

January 28, 1980

Mr. George Atkins
Secretary of Finance
Department of Finance
Frankfort, Kentucky 40601

Dear George,

This is to say thank you so very much for taking a half hour out of your obviously busy schedule to meet with me and Steve West as representatives of the Congress of Senate Faculty Leaders, last Wednesday, January 23, 1980.

I hope I didn't seem too emotional with my remark that "no one out there is going to help us in higher education till we close the universities down"! That day was the first in my life on which I've said that--never even, really, thought it. As I told you, I had hoped in forming the organization, the COSFL, that it could be an alternative to a union, that gains could be made through reasoned discourse. I guess I still believe that and still hope it.

But perhaps all anyone ever really understands is power. What a sad thought, and how against my grain it goes! But when I roamed the legislative halls Wednesday, the Courier-Journal article in my mind--an article saying so cavalierly that teachers must be prepared to accept seven percent increases (and when legislator after legislator said the same thing to me, money's just not there, don't you see, and similar crap)--then how can I but think, "No, the money is there! It was there for the secondary and primary teachers because they got organized, because they showed they had the power to close things down. That power legislators understand and can deal with."

One last thing I meant to tell you and forgot: I want you to know--I'll be unabashedly political about this--that although I was not personally able, because of my position at the university, to come out for you or John Y., I did see to it that a news release you sent out on May 2, 1979, was included in the Faculty Senate NEWSLETTER, which went to 750 people. That release contained what I mentioned to you, your coming out for cost-of-living increases for public

Mr. George Atkins

2

January 28, 1980

employees. I like to think it made a difference in John Y's ultimate smashing victory in this county.

Again, thank you, and I anticipate seeing you another time in Frankfort.

Sincerely yours,

TGJ

Thomas G. Jones, Jr., Chairman
The Congress of Senate Faculty Leaders

TGJ/mh

Copies to: Executive Committee, WKU Faculty Senate
Members, the COSPL

OFFICE OF THE GOVERNOR
FRANKFORT, KENTUCKY 40601

February 1, 1980

JOHN Y. BROWN, JR.
GOVERNOR

Mr. Harry N. Snyder
Executive Director
Council on Higher Education
West Frankfort Office Complex
Frankfort, Kentucky 40601

Dear Mr. Snyder:

In recent weeks there has been considerable discussion regarding the reduction of operating costs in state agencies. I announced several plans in the State of the Commonwealth address to the Legislature on January 8, 1980. Among them was a call for a reduction of expenditures through careful control of personnel costs.

More specifically, my belief in the need to control the number of state employees in the Executive Branch has resulted in the setting of a five percent reduction goal for all agencies. Using employment figures from December 1, 1979 as a base, the five percent or more reduction is to be achieved by June 30, 1980.

In advocating these reductions, I cited, and will continue to reiterate, the following themes: A business-like approach to government operations, a reevaluation of spending patterns and programs, a reestablishment of priorities, and a lean work force which aims at high efficiency and high productivity. I believe we can accomplish the reduction and still manage the Commonwealth in a responsible, progressive manner aimed at the well-being of all Kentuckians.

The key to the success of this program is careful use of state revenues through sound fiscal management. Through measures such as attrition, reductions can occur with no loss in the quality of service. The funds saved by these means can come from all state agencies whose operations depend upon the general fund.

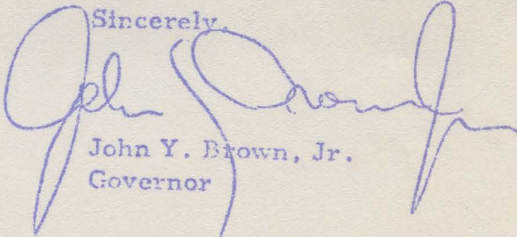
Mr. Harry N. Snyder
February 1, 1980
Page Two

Given their common relationship to the general fund, I have asked all agencies in the Executive Branch to share their ideas about how to achieve further fiscal responsibility. Similarly, I believe that this restraint might be considered beyond the Executive Branch - in other state agencies and institutions which draw on the general fund.

In promoting the sharing of these initiatives, I do so in good faith and with deep respect for the separation of powers and distinct budgetary areas. I do not wish to diminish vital services in our institutions of higher learning. Let me emphasize clearly that my highest education priority is to increase the salary levels of our most valuable resource, our university faculty and staff. However, I desire the broadest possible participation in a program of reduction by agencies who share a common source of funds. In addition to personnel, we need to look at all possible budget-cutting moves. In this regard, I ask you to scrutinize all of the state universities' budgets to see that they reflect this spirit of reduction.

As I stated in the Legislature, this program of reduction is in the interest of better government and, therefore, in the public interest. I believe there should be no barriers to the sharing of measures appropriate to those goals.

Sincerely,



John Y. Brown, Jr.
Governor

COMMONWEALTH OF KENTUCKY
COUNCIL ON HIGHER EDUCATION
FRANKFORT, KENTUCKY 40601

February 12, 1980

Dear Governor Brown:

This is to acknowledge receipt of your February 1, 1980 letter requesting the Council on Higher Education "to scrutinize all the state universities' budgets to see that they reflect the spirit of reduction" you are seeking to achieve in state general fund expenditures. On Wednesday, February 6, a meeting with the university presidents was held in my office, and I now wish to report our initial response to your request.

The presidents are clearly in agreement with your objectives in seeking a more efficient expenditure of public funds. In these inflationary times, a reevaluation of spending patterns and a re-establishment of priorities is unquestionably in the public interest. Furthermore, as the training grounds for Kentucky's future cultural, governmental and business leaders, our state universities have a willingness--as well as an obligation--to assume a leadership role in addressing the economic and concomitant problems besetting both the public and private sectors. I think it is fair to say that there is a full commitment from the higher education sector to apply the talents and resources of our institutions toward the resolution of our common financial problems.

Indeed, although more can undoubtedly be done, the higher education community has already responded positively to the challenge posed in your February 1 letter. Among these measures have been program reductions, energy conservation programs, innovative salary plans at our medical centers, and numerous other management decisions. We are preparing a more detailed chronicle of these measures for your review. This should be available in a couple of weeks.

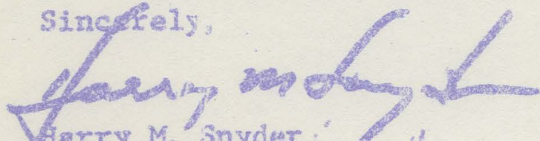
But we do not want--nor do we intend--to stop with our past achievements. As I indicated above, our institutions are committed to doing more if at all reasonably possible. During the February 6 meeting, several possibilities were mentioned in revising the way universities do business which could result in substantial savings for the universities and thus the state's general fund. In the next three to four weeks we will provide a more detailed package of suggestions for your approval and action. Additionally, each university president is currently reviewing your request with their institutional constituents and will provide new ideas for our review.

Finally, we wish to acknowledge two additional points in your letter: your "deep respect for the separation of powers and distinct budgetary areas" and that your "highest education priority is to increase the salary levels of our most valuable resources, our university faculty and staff." The budget review process for higher education is substantially different from that of the bulk of general fund expenditures. University budget requests have been carefully reviewed and recommendations made prior to submission to the Department of Finance and the Governor's office. We have labored carefully to enhance and preserve the integrity of that process, particularly during the last two biennia. Further sophistication and refinement of that process is in our opinion essential to the resolution of the problems which higher education will face during the next two decades. Thus we appreciate the recognition you have accorded our distinct budgeting procedures.

Also, the priority which you have given to the salary problems facing our university faculty and staff is welcome news at our institutions. We certainly hope that the salary gains which have been made in elementary and secondary education and for state employees during the last several biennia can be matched on our campuses during the 1980/82 biennium. Our university faculty and staff are truly valuable resources and a worthy investment for Kentucky's future. Your recognition of this fact is much appreciated.

As I indicated above, this is only our initial response to your challenge. Other detailed materials will be forthcoming within the next three to four weeks. Please let me know if we can be of assistance at any time.

Sincerely,



Harry M. Snyder
Executive Director

The Honorable John Y. Brown, Jr.
Governor
Capitol Building
Frankfort, Kentucky 40601

tv

cc: Council Members
University Presidents
Secretary George Atkins
Deputy Secretary Robert Warren
Commissioner Dick Robinson

Faculty ask Brown for adequate raises

from the Courier-Journal, p. B-4, 2/14/80

By RICHARD WILSON
Courier-Journal Staff Writer

FRANKFORT, Ky. — A group of state-university faculty members has urged Gov. John Y. Brown Jr. to provide adequate salary increases for professors for the next two years.

Several leaders of the Congress of Faculty Senate Leaders delivered petitions signed by about 3,500 faculty members to Brown aide Don Mills yesterday.

The petitions call for Brown's proposed budget to reflect the salary increases recommended by the state's Council on Higher Education.

The council voted several weeks ago to ask Brown and the General Assembly to provide money for 9.5 percent annual increases in 1980-82. The proposal also requested additional funding, where necessary, to raise Kentucky's salaries to the average of similar schools in surrounding states.

Mills said later yesterday that he told the faculty leaders that Brown considers faculty salary increases a top budget priority. "He wants to try to reach the 9.5 percent, but we can't guarantee that," Mills said.

He said that increases for University of Kentucky community-college faculty will receive primary attention as the budget is drafted.

Mills said that Brown is also considering funding of a "catch-up" salary pool. He said that would help faculty members make up their loss in earning

power caused by 5.5 percent average annual increases since 1972.

"I also told them that we plan to put language in the appropriations bill that will assure that the money (for salary increases) will actually go to current teaching faculty," Mills added.

The petition drive is the first massive, public undertaking by faculty members to influence the governor and the legislature on salaries. In previous years the council's proposals have gone to the governor while faculty members have waited silently and hopefully for the results, which have usually been disappointing.

The petitions were circulated on most of the eight state-university campuses in the past two weeks by the Congress of Faculty Senate Leaders, a new statewide faculty group organized to influence higher-education policy.

Tom Jones, chairman of the group, said in an interview before yesterday's meeting that the petitions were not an effort to undercut university presidents or the higher education council.

"On the contrary. We approve what they're trying to do for us and we've worked very hard to help them," said Jones, an assistant professor of English at Western Kentucky University.

Jones said the group considers the effort a symbolic one to show the need for increased faculty salaries.

"Nationally published articles have indicated that university professors' purchasing power has slipped at least 24

percent since 1972, according to the consumer price index," Jones said.

"Some ranks for Kentucky's professors were near the median of surrounding states a few years ago, but we have again slipped behind," he said.

If the state does not fund salaries at the level recommended by the council, Jones added, Kentucky may lose its best professors to other states or other professions.

Jones said that 670 of 710 faculty members at WKU signed the petition. He said WKU President Donald Zacharias, a tenured professor of speech and communications, was one of the signers.

"I'm sure that the percentage of those on other campuses signing the petitions will be similar to Western's, since it is a positive step," Jones said.

The estimated 3,500 faculty members signing the petitions do not include faculty at the University of Kentucky, the state's largest campus. Jones said UK has not yet affiliated with the statewide faculty group.

Jones said that the faculty group's officers will meet with individual legislators during their review of the state's 1980-82 budget.

He said that he has already discussed the salary issue with several legislators. "They have said, 'We would love to fund the council proposal if the money is available,'" Jones said.

"But there has always been the ominous hint that it (the money) wouldn't be there."

Faculty petitions *Late Edition* urge adequate raises

By RICHARD WILSON
Courier-Journal Staff Writer

FRANKFORT, Ky. — Gov. John Y. Brown Jr. is expected to receive petitions signed by an estimated 3,500 state-university faculty members today urging adequate salary increases for the next two years.

The petitions call for Brown's proposed budget to reflect the salary increases recommended by the state's Council on Higher Education.

The council voted several weeks ago to ask Brown and the General Assembly to provide money for 5.5 percent annual increases in 1980-82. The proposal also requested additional funding, where necessary, to raise Kentucky's salaries to the average of similar schools in surrounding states.

This is the first massive, public undertaking by faculty members to influence the governor and the legislature on salaries. In previous years the council's proposals have gone to the governor while faculty members have waited silently and hopefully for the results, which have usually been disappointing.

Since at least 1972, salary increases have averaged 5.5 percent annually.

The petitions were circulated on most of the eight state-university campuses in the past two weeks by the Congress of Senate Faculty Leaders, a new statewide faculty group organized to influence higher-education policy.

Tom Jones, chairman of the the group, said last night that the petitions were not an effort to undercut university presidents or the higher education council.

"On the contrary. We approve what they're trying to do for us and we've worked very hard to help them," said Jones, an assistant professor of English at Western Kentucky University.

Jones said the group considers the effort a symbolic one to show the need for increased faculty salaries.

"Nationally published articles have indicated that university professors' purchasing power has slipped at least 24 percent since 1972, according to the consumer price index," Jones said.

"Some ranks for Kentucky's professors were near the median of surrounding states a few years ago, but we have again slipped behind," he said.

If the state does not fund salaries at the level recommended by the council, Jones added, Kentucky may lose its best professors to other states or other professions.

Jones said that 670 of 710 faculty

members at WKU signed the petition. He said WKU President Donald Zacharias, a tenured professor of speech and communications, was one of the signers.

"I'm sure that the percentage of those on other campuses signing the petitions will be similar to Western's, since it is a positive step," Jones said.

The estimated 3,500 faculty members signing the petitions do not include faculty at the University of Kentucky, the state's largest campus. Jones said UK has not yet affiliated with the statewide faculty group.

Several of the group's officers will present the petitions to Don Mills, an aide to Brown.

Although Jones said the officers have no appointment with the governor, they do hope to meet with him briefly.

"Although we realize he is on record of being aware of our plight, we want to show him we appreciate his concern," Jones said.

Jones also said that the faculty group's officers will meet with individual legislators during their review of the state's 1980-82 budget.

He said that he has already discussed the salary issue with several legislators. "They have said, 'We would love to fund the council proposal if the money is available,'" Jones said.

"But there has always been the ominous hint that it (the money) wouldn't be there."

2/12/80

FACULTY SENATE
PROFESSIONAL CONCERNS COMMITTEE

Statement on Faculty Overload

The Professional Concerns Committee of the Faculty Senate has carefully considered the question of faculty overload. In weighing points on both sides of the issue, it is our feeling that overload be discouraged wherever possible.

The following points were raised in our discussions:

A. Points favoring faculty overload:

1. ~~Full time faculty are "better" than part time faculty, since~~ ^{broader} ~~A full time member is already under contract with the University and, is more available to students.~~ ^{therefore}

B. Points against full time faculty teaching overloads:

1. ~~Overloaded faculty~~ ^{Teaching overload may make faculty} ~~are actually less available to students.~~

assumes the OL is a new prep.

2. Teaching overload could result in a decrease in the quality of teaching; ~~a greater number of preparations reduces teaching effectiveness.~~

3. Teaching overload ^{may} allow less time for student advising.

4. Teaching overload ^{may} ~~can~~ lessen scholarship and reduce time available for research and professional activities, reflecting poorly on the institution as a whole.

depends upon the length/type of OL

5. Teaching overload may discourage involvement in University committees, the Faculty Senate, and University service in general.

6. Teaching overload may discourage community involvement, community service, and contributions to the community in general.

7. Acceptance of teaching overload suggests to the University that faculty are capable of teaching more than the currently defined load, ^{possibly} leading to readjustment of the load formula. *w/o expense to the other missions' statements,*

Therefore, the Professional Concerns Committee makes the following recommendations:

1. That a teaching overload is unacceptable except in extreme, unavoidable circumstances (e.g. where a department is unable to hire an adequate part time instructor, the illness or resignation of a faculty member within the department, etc.).
2. It is recommended that a correspondingly lightened load be assigned during the semester following an overload, rather than awarding financial compensation.
3. That a routine overload shall not be tolerated.

2/12/80

FACULTY SENATE

PROFESSIONAL CONCERNS COMMITTEE

The Professional Concerns Committee recommends that the following survey be made:

Dr. Albright has requested that the Faculty Senate determine the ways in which faculty service in teaching, applied research, community service and experimentation can be evaluated and rewarded. In its efforts to honor this request, the Faculty Senate is conducting a study on "faculty evaluations and rewards." One aspect of this study includes gathering information on the interpretation of the criteria contained in the faculty manual for promotion and tenure. Specifically, it has been suggested that it would be helpful to share information as to the method which each department uses for deciding whether or not a faculty member has satisfactorily met the criteria.

Another issue of concern centers around criteria used for determining merit raises. Are there any uniform policies regarding this?

Any information you can give us on these matters would be appreciated. Please list your responses on the enclosed sheet.

Thank you for your cooperation.

Please list specifics regarding the process used by your department in determining whether a faculty member has satisfactorily met the criteria for:

1. Teaching Effectiveness
2. Institutional Service
3. Scholarly activity and creative productivity
4. Community Service
5. Please list criteria used for allocating merit raises.

Please attach any printed forms which your department has developed for use in the evaluation of faculty.

return by 4/4/80

2/12/80

FACULTY SENATE

CURRICULUM COMMITTEE

The Curriculum Committee recommends the following change in the General Studies Requirements, Part 2, Section C (Fine Arts):

The courses be included as options:

[Mus 120--Intro. to Music Theory	3 Credits
[Mus 121--Intro. to Aural Skills	1 Credit
[Mus 122--Theory I	3 Credits
[Mus 124--Aural Skills I	1 Credit
Mus 130--Music Appreciation	3 Credits
Mus 230--Hist. of Mus. I.	3 Credits
Mus 231--Hist. of Mus. II.	3 Credits

Fine Arts

Art 100

1

2

3

4

SPE 101

TAR 100