

FACULTY SENATE MEETING

April 16, 2012

Members present: Jim Allen, Seyed Allameh, Blas Puente-Baldoceda, Michael Baranowski, Diana Belland, Richard Boyce, Perry Bratcher, Carol Bredemeyer, Tobias Brauer, Tom Cate, Irene Encarnacion, Emily Detmer-Goebel, Richard Fox, Diane Gronefeld, Patrick Hare, David Hogan, Yi Hu, Ken Katkin, Alar Lipping Tara McClendon (for Caroline Macke), Phil McCartney, Kim McErlane, Jacqueline McNally, Joe Mester, John Metz, Teri J. Murphy, Sara Runge, Patty Schumacher, Jim Thomas, Judy Voelker, Steve Weiss, Jeffrey Williams, Xiaoni Zhang

Members absent: Kim Clayton-Code, Rich Gilson, Ausbra McFarland, Louise Niemer, Ron Shaw

Guests: Jim Votruba, Gail Wells, Chuck Hawkins, Ljubomir Nacev, Scott Nutter, Grace Hiles, Mary Lepper

The meeting was called to order by Senate President Alar Lipping at 3:05 pm with a quorum present. The minutes of the March 19, 2012 meeting were approved.

Guest Reports:

- **University President** (Jim Votruba):
 - The 6.4% cut by the state for higher education is now a reality. This amounts to \$3.2M for NKU. KERS benefits will continue to escalate. Requests on “hold” are:
 - Recreation center/Parking/residence hall expansions
 - Maintenance/operating expenses for new buildings
 - Items that will move forward despite budget constraints are:
 - Smart classroom renovations
 - Faculty conversions
 - Non-recurring compensation pool
 - Systems engineering
 - University Center renovations
- **Provost** (Gail Wells):
 - A recent Chronicle of Higher Education article regarding faculty salaries indicated that NKU ranks third (behind UK and UofL) in the state. It also noted that of the three faculty rankings (Assistant Professor, Associate Professor and Professor), NKU is above CUPA except for the Associate Professor ranking. This is due in part to hiring new faculty at CUPA and the percentage increase (8%) for moving to Professor ranking. It was noted that this is an average across all disciplines and NKU will continue to work on this issue.
 - The faculty conference *Meet, Greet, and Grab a Seat: Fostering Faculty and Student Success*. Will take place on Monday, August 13, 2012 at the METS Center.
 - The last “Final Friday” for the academic year will be April 27.

- **Faculty Regent** (Chuck Hawkins):
 - The new University President will be announced tomorrow (April 17). The next Board of Regents meeting in May (agenda has not yet been set). The Presidential Search Committee forwarded their report to the Board on Thursday, April 12. The Board met on Friday April 13 and selected the new President.

Committee Reports:

- **Professional Concerns** (Jeffrey Williams): Two voting items were brought forward for consideration:

- **Affirmation of Faculty Priorities:** Approved.

Background: Since its inception, Northern Kentucky University has faced many challenges and, with the University's increasing growth, continues to confront new ones. The Professional Concerns Committee of the Faculty Senate believes that the University is at a pivotal time. As we search for a new President, enter NCAA Division I athletics, and decide how to respond to further cuts in funding from the state of Kentucky, it is important for the Faculty Senate to vote to affirm the following priorities. Central to the mission of Northern Kentucky University is to provide opportunity for higher education that is of high academic quality and accessible. In order to fulfill the University's mission in a way that is true to its core values as described in the NKU Strategic Plan (<http://nku.edu/about/plan.php>), we believe that the matters cited below should be treated as key priorities for the Faculty Senate to address with the incoming administration.

Up Close and Personal

It is imperative that small class sizes remain a strategic priority and a valuable NKU brand asset. The NKU Strategic Plan cites our up-close and personal approach to teaching as "...one of the University's most distinctive qualities." This approach is critically important to maintain. However, as class sizes continue to increase, particularly in 100- and 200-level courses, and in online courses, it has become extremely difficult to generate the same high-quality learning environment that has been at the core of NKU's reputation. Additionally, the 2012 Faculty Priorities Survey ranks "Maintain(ing) small class sizes in support of our 'Up Close and Personal' mission" as the number one concern among faculty.

Investment in Faculty and Staff

It is crucial that the University be able to maintain its commitment to acquiring the resources needed to retain and recruit outstanding faculty and staff. This commitment includes providing annual raises, competitive salaries that meet or exceed CUPA standards, and funding for research and development.

Balancing NCAA Division I Athletic Costs

It is critical to establish transparency in spending which reflects a balance between academics and athletics.

As the increased athletic costs will be subsidized in part by the institutional budget, we hope that competition for funding will not occur at NKU, as is frequently the case with other institutions. Many faculty are concerned about the long-term sustainability of Division I athletics in a financial climate where annual athletic budgets typically rise at rates faster than institutional funding. The Knight Commission on Intercollegiate Athletics reports that between 2005–2009, the median growth in athletic spending per athlete grew 31 percent compared to 15 percent in academic spending per student at public institutions without football classified in NCAA Division I.* As NKU grows, we face a number of budget-related challenges that affect the University's ability to sustain academic quality. In particular, the university's ability to continue to make available to its students an approach to learning that is authentically up-close and personal is at serious risk.

Conclusion

We affirm these priorities as fundamental principles for the ongoing sustainability and future success of Northern Kentucky University.

*Source: Produced by The Delta Cost Project for the Knight Commission using data from the following sources: USA Today's NCAA athletics finance database of NCAA financial reports; NCES Integrated Postsecondary Education Data System (IPEDS); Office of Postsecondary Education Equity in Athletics database. 2009.

○ **Proposal for Summer Pay Policy:** (Approved without dissent)

Background: In 2009, a new "pilot" summer school compensation policy was adopted. Since its inception, a number of concerns have been raised, and since the policy was never officially adopted, it seems appropriate that the policy be reviewed by the Professional Concerns Committee. After considerable discussion, including comments by members of the full PCC committee, comments from faculty in various departments as reported by their representatives, and consideration by a specially formed subcommittee, the following changes to the current policy are requested.

1. The minimum salary should be established at the time of commitment to teach a course (currently two weeks prior to the start of the course). This minimum should not be reduced after the commitment is made, regardless of any decrease in enrollment. This amendment would resolve the ambiguity of not knowing one's minimal salary at the time of committing to teach a course, and later having one's pay reduced unexpectedly.
2. If enrollment increases between when a faculty member commits to teach a course and the date when official enrollment for the course is determined, the faculty member's salary should be increased to reflect

this change. For example, if enrollment goes from ten (at the time of commitment) to fifteen (at the time of the enrollment count), faculty should receive full pay.

3. Official enrollment and contract should not be established after the course has begun, as currently exists. The deadline date for establishing the official enrollment in a course (on which salary is based) should occur at least three days before the course begins, and the contract should be signed on or before the last working day before the first day of the scheduled course.
4. The salary and benefits package for teaching a summer course should include 3% of base salary per credit hour up to a cap of \$65,000 and the normal 5%/10% contribution to the instructor's retirement fund, if applicable.
5. When two courses are offered by a faculty member in the same summer session, the number of students across the two courses should be averaged to determine the salary received. An enrollment of ten in one course and twenty in a second course by the same faculty member should result in full pay for the faculty member.

- **University Curriculum:** No Report

- **Benefits** (Scott Nutter): The following changes to the Faculty Handbook were passed without dissent:

- **XII.A.4 REQUIRED REPORTING** (Sabbaticals):

Within two months of returning from a sabbatical leave, the faculty member shall submit a report summarizing what she/he accomplished on the leave to the Office of the Provost. The report should consist of an approximately 250 word abstract outlining the major accomplishments, a one to two page extended overview of the sabbatical, and a photo of the faculty member or of their work appropriate for publication. The Office of the Provost will disseminate the report to the department chair or other appropriate supervisor, to the dean of the faculty member's college, and to the chair of the Faculty Benefits Committee. A copy of the report will be placed in the faculty member's personnel file maintained in the Provost's office. Within one academic year following the end of a sabbatical leave, sabbatical recipients will provide an opportunity for others in the NKU community to learn about the results of their work. There are several acceptable vehicles for this report including but not limited to: formal and informal presentations, the dissemination of written information, a public show or performance.

- **XII.B.5. REPORTING** (Fellowships):

No later than September 1, the faculty member shall submit a report summarizing what she/he accomplished on the faculty summer fellowship to the Office of the Provost. The report should consist of an approximately 250 word abstract outlining the major accomplishments, a one to two page extended overview of the fellowship, and a photo of the faculty member or of their work appropriate for publication. The Office of the Provost will disseminate the report to the department chair (or other appropriate supervisor), to the dean of the faculty member's college, and to the chair of the Faculty Benefits Committee. A copy of the report will be placed in the faculty member's personnel file maintained in the Provost's office.

○ **XII.C.7. FINAL REPORT (Grants):**

Upon completion of the grant, the faculty member will submit a report to the Office of the Provost. The report should consist of an approximately 250 word abstract outlining the major accomplishments and completed goals, a one to two page extended overview of the project grant, and a photo of the faculty member or of their work appropriate for publication. The Office of the Provost will disseminate the report to the department chair or other appropriate supervisor, the appropriate dean, and the chair of the Faculty Benefits Committee. A copy of the report will be placed in the faculty member's personnel file maintained in the Provost's office.

● **Budget (Ljubomir Nacev):**

- Meetings will take place this summer with the Provost to discuss various budget items. Also, work will take place in order to administer the faculty budget survey in the fall, rather than spring, so that information obtained from the survey can be used for budget considerations in a timely manner.

● **Interim General Education Committee (Steve Weiss):**

- A draft policy document has been sent to all departmental chairs for review. This may/may not be a voting item for the next Senate meeting.

● **Teaching Effectiveness and Enhancement Committee (Ken Rhee):**

- The final faculty workshop of the year is set for April 19-20.
- The committee is working on revising course evaluation questions.

Officer Reports:

● **President (Alar Lipping):**

- Faculty Regent elections are now open for voting. Deadline 4/27, 4:30 pm.
- Faculty Scholarship recipients soon to be announced. There were eight applications.

- Next Faculty Senate meeting May 4 (UC Ballroom) – Scholarship luncheon at noon with the Senate meeting at 1 pm.
- Over the summer, the Faculty Senate structure will be reviewed.

The meeting was adjourned at 4:25 pm.

Respectfully Submitted,

Perry Bratcher
Secretary