

FACULTY SENATE MEETING

December 14, 2012

Members present: Jim Allen, Ray McNeil (for Seyed Allameh), Michael Baranowski, Diana Belland, Richard Boyce, Perry Bratcher, Carol Bredemeyer, Gary Clayton, Jacqueline Emerine, Irene Encarnacion, Richard Fox, Rich Gilson, Sandra Grinnell, Diane Gronefeld, Patrick Hare, Lisa Holden, Doug Hume, Mary Kirk, Kajsa Larson, Alar Lipping, Phil McCartney, Ausbra McFarland, Joe Mester, Karen Mutsch, Louise Niemer, Scott Nutter, Jeanne Pettit, Jim Thomas, Steve Weiss, Jeffrey Williams,

Members absent: Tobias Brauer, Kim Clayton-Code, Steve Crites, Roxanne Kent-Drury, Nancy Firak, Steven Gores, Yi Hu, Gail Mackin, John Metz, Ron Shaw, Xiaoni Zhang

Guests: Geoffrey Mearns, Gail Wells, Mary Lepper, Ken Rhee, Grace Hiles

The meeting was called to order by Senate President Alar Lipping at 3:00 pm with a quorum present. The minutes of the Nov. 19, 2012 meeting were approved.

Guest Reports:

- **University President** (Geoffrey Mearns):
 - President Mearns expressed appreciation to everyone during this presidential transition period. The listening tours were well attended and notes are being reviewed from these meetings as well as notes from the survey responses received. President Mearns asked for ideas for keeping these lines of communication open beyond the strategic planning process.
 - The strategic planning process is progressing and soon the names of the eleven committee members will be released. Thanks to the Faculty Senate Executive Committee for reviewing the faculty nominations with President Mearns. Working groups consisting of members outside the Strategic Planning Committee will be formed which will provide even wider participation.
 - The budget process for 2013/14 is now taking place with no change in the procedures from previous years.
 - Winter commencement will be Saturday, Dec. 15.
- **Provost** (Gail Wells):
 - The RPT process is now complete and once again demonstrates the high level of achievement and diversity of the faculty. 113 submissions were received and are broken down as follows: 69 continued probation, 15 promotions to Assoc. Prof., 11 promotions to Professor, 9 positive recommendations with conditions to be removed, 4 terminations with 1 year contracts, 1 promotion to early tenure, 4 not recommended for promotion to Professor.
 - Applications for next year are up 40% and regular admits up 60% from last year.
 - A new rolling scholarship policy is now in place and has helped get scholarship information into recipient's hands earlier.

- The final exam policy in the university catalog (no more than 2 final exams in one day) was approved in Feb. 2012 by the AAPC (Academic Admissions Policy Committee) which has faculty representation.
- **Faculty Regent** (Jacqueline Emerine):
 - The regents will have a full agenda for their Jan. 9, 2013 meeting and a report from that meeting will be made at the January Faculty Senate meeting.
- **Faculty Senate Elections Committee** (Greg Hatchett, Chair):
 - Fall, 2012 election results were distributed as follows:
 - At Large Senators: Laura Sullivan (Steely Library), Margaret Myers (College of Business), Richard Boyce and Irene Encarnacion (College of Arts & Sciences)
 - Peer Review Advisory Committee: Phil Yanarella, Kim Dinsey-Read
 - Peer Review Hearing Committee: Ron Shaw, Richard Boyce, Tracey Sigler
 - Financial Exigency Policy Committee: Lois Schultz, Lois Hamill, Will Peevler, Mark Stavsky, Ken Katkin
 - Complaint Advisory Committee: Steve Walker (College of Education), Sandra Turkelson (College of Health Professions), Nancy Campbell (Steely Library), College of Business (vacant), Chase Law (vacant)

Committee Reports:

- **Post-Professor Development Opportunities committee** (Scott Nutter):
 - A review of the report distributed at last month's meeting was reviewed with commentary by Dr. Nutter. The committee recommended the following: Create a new faculty rank of Distinguished Professor above the rank of Professor. Generous discussion ensued with the following amendments proposed for the recommendation:
 - Amendment 1: add to the recommendation "A specific proposal concerning the details of implementing this recommendation is to be developed by a Senate committee in consultation with administration representatives and presented to the Senate for approval by the end of the spring 2013 term".
 - Amendment 2: replace "a Senate committee" with "the Faculty Senate Professional Concerns Committee" in Amendment 1 above.
 - Amendment 3: replace the recommendation with the following recommendation "That Northern Kentucky University establish a new faculty rank, distinguished Professor, and that the Faculty Senate conduct a careful review of all faculty ranks and the criteria to achieve each rank (as specified in the *Faculty Handbook* in consideration of this new rank."
 - After discussion, Amendment 1 passed, Amendments 2 & 3 failed. Thus the final recommendation which passed was: "Create a new faculty rank of Distinguished Professor above the rank of Professor. A specific proposal concerning the details

of implementing this recommendation is to be developed by a Senate committee in consultation with administration representatives and presented to the Senate for approval by the end of the spring 2013 term.”

- **Curriculum Committee** (Richard Fox):
 - The following new programs were passed:
 - Bachelor of Science in Data Science
 - Bachelor of Arts in Special Education
- **Professional Concerns** (Jeffrey Williams): No report
- **Benefits** (Scott Nutter): No report
- **Budget Committee** (Gary Clayton):
 - Results of the committee’s annual faculty priorities survey were distributed. This survey was administered in the fall semester this year in order to obtain results prior to the 2013/14 budget planning process. There were 334 completed surveys this year (compared to 388 last year). The top survey priorities were:
 1. Maintain small class sizes in support of our “Up Close and Personal” mission.
 2. Increase faculty salaries, the goal of increasing average salaries above 100% of CUPA values.
 3. Provide adequate funds to maintain, repair, upgrade and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.
 4. Increase pay for part-time faculty
 5. Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.
 - An analysis of the comments revealed concerns regarding the following top three themes: salary compression, lack of raises and morale.
 - A “cluster analysis” of comments led to the following top concerns:
 1. Human capital: Two major issues dominated discussion – perceived inequities in faculty salaries and the perception of a 4/3 load being excessive, or at least unfair from one college to the next.
 2. Administrative expenditures: Faculty seem to feel that there were too many administrators relative to the number of faculty, or that there was too much spending relative to teaching needs.
 - Details can be obtained from the committee’s full report.
- **Teaching Effectiveness and Enhancement Committee** (Ken Rhee):
 - A survey of the revised questionnaire of student evaluations will be going out.
 - Workshops are being offered in the spring. An email was sent to all faculty.
 - The committee’s newsletter will be coming out in January.
 - A marketing campaign (bookmarks) will be coming out in the spring.

- **Interim General Education Committee** (Steve Weiss): No report.

Officer Reports:

- **Senate President** (Alar Lipping): The 2013/14 Faculty Senate will meet briefly prior to the general January Faculty Senate meeting in order to elect the Executive Committee. The slate of candidates thus far is (nominations will also be received from the floor at the January meeting):
 - **President:** Alar Lipping
 - **Vice President:** Carol Bredemeyer
 - **Parliamentarian:** Steve Weiss
 - **Secretary:** Perry Bratcher
 - **Chair, Professional Concerns Committee:** Jeffrey Williams
 - **Chair, University Curriculum Committee:** Richard Fox
 - **Chair, Benefits Committee:** Open
 - **Chair, Budget Committee:** Open

The meeting was adjourned at 5:00 pm.

Respectively Submitted,

Perry Bratcher
Secretary