The regular quarterly meeting of the Board of Regents of Northern Kentucky University was called to order at 4:20 p.m. on Tuesday, March 9, 1982 by Chairman Kenneth Lucas. The invocation was given by the Rev. Louis R. Schmidt.

In welcoming those present, the Chairman called attention to the beautiful new quarters in which the Board was meeting and mentioned that this was the Board's fourth "permanent" meeting place since 1968.

Roll Call: Regents present: Mr. Dave Duncan, Mr. Philip Grone, Mr. Elmer Haas, Mr. Ken Lucas, Mr. Henry Mann, Mr. Gordon Martin, Dr. Pat Sommerkamp, Mr. Richard Spears, Dr. Jeffrey Williams, and Mr. John Yarmuth. Others present: President A. D. Albright, Dr. Gene Scholes, Dr. Lyle Gray, Mr. John DeMarcus, Mr. Robert Knauf, Mr. Dennis Taulbee, Mr. Clarence Tabor, Ms. Cindy Dickens, Alumni Representative Jack Burleson, Faculty Senate President Debra Pearce, Dr. Roger Meade, Mr. Bill Lamb, Mr. Mike Baker, Ms. Perk Rudd, Ms. Kim Hennessy, Mr. Gregg Schulte, Ms. Denise Hough, Mr. Tom Barlow, Ms. Sue Hodges, Ms. Carla Chance, Dr. Jim Alford, Dr. Mike Klembara, the Rev. Louis Schmidt, Dr. Bill Dickens, Ms. Dorinda Giles, Ms. Carol Guthier, Dr. Mike Ryan, Ms. Mary McGhee, Ms. Mary Huening, Mr. John Deedrick, Mr. Dave Phillips, and Media Representatives - Mr. Al Salvato of the Kentucky Post, Ms. Karen Merk of The Northerner, and Mr. Paul Bailey of WCKY Radio.

The chairman declared a quorum with nine voting members present.

The minutes of the previous quarterly meeting, October 28, 1981 were accepted on motion by Mr. Haas and second by Mr. Mann.

PRESIDENTIAL REPORTS:

A-1 President Albright noted that he was pleased with the Grants and Contracts Activity Report as it shows an increase over the same period last year. The increase is happening at a time when this type of money is decreasing. He feels the growth is due to the continued, good efforts of Dr. Meade and Miss Hough as well as the quality of faculty proposals for funding.

A-2 The President reported that enrollment is continuing to grow at Northern - 8.9% increase in headcount. If enrollment continues to increase at the same pace, the institution will soon be running out of space to accommodate students between 8 a.m. and 10 p.m.

A-3 The Academic Calendar for 1982-83 is presented for informational purposes.

A-4 The list of summer fellowship recipients for 1982 is a result of faculty review with the Provost making the final decisions. The summer fellowship program is designed to encourage faculty to engage in individual research, scholarly writing, and creative and artistic projects and to share the results of their efforts with the broader University community.
The President reported on the professional staff exchange program between the University and Kenton County Board of Education which keeps the University in touch with other components of the community.

Dr. Albright and Dr. Scholes spoke on the computer utilization project outlined in the written report. Dr. Scholes noted that through the efforts of Mr. Spears, by the loan of a computer expert from Ashland Oil, the University has been able to make great strides in the program.

Mr. DeMarcus highlighted the Campus Development report. The administrative center and Nunn Hall renovation are virtually complete and structural steel on the maintenance storage facility is now nearly finished. Mr. DeMarcus noted that the Governor is now supporting the health and physical education center through the good efforts of President Albright, and it is still hoped that the money for this building will be included in the final state budget.

Mr. Tabor reported that the financial report through December does not show the University realizing the projection on the tuition revenue; however, the next report should show that the revenue had been received in January.

President Albright reported that the printed report is bringing the Regents up-to-date on the executive budget process. This is the first time that the formula approach has been used. The formula model was met by mixed acceptance by the universities. There has been considerable activity between the Governor, Legislature, Council on Higher Education, and the institutions concerning the funding over the next two years. The Northern Kentucky caucus has been very helpful to Northern in the process. Significant aspects of the compromise proposal between the Executive branch and elements of the Legislature's leadership retains the formula as the basic approach to funding with each institution receiving a minimum increase of 3% each year of the biennium.

The President presented the "Annual Report of the President for 1980-81" and complimented Mr. Knauf on his helpfulness in preparing the document.

PRESIDENTIAL RECOMMENDATIONS:

University Personnel

Mr. Martin moved that the following new faculty be approved upon recommendation of the President: Charles R. Bush, H. Ray Souder, Grace H. Walker, Patricia M. Ruthemeyer, and J. Michael Hunter. The motion was seconded by Mr. Duncan and was passed by unanimous vote.
B-1 University Personnel (continued)

a-2 The following adjunct Professorships, unpaid leaves, and resignations received unanimous approval of the Board on motion by Mr. Yarmuth and second by Ms. Sommerkamp.

Adjoint Clinical Professors of Nursing:
Carol Perry
Francie Walgin
Claire Caruso
Carolyn Brinkerhoff
Jean Miller
Rose Hood

Unpaid Leaves:
Frederick Rhynhart - January 1 through December 31, 1982
Jack Sherman, Jr. - July 1, 1982 through June 30, 1983
Caryl Yzenbaard - August 1982 through December, 1982

Resignations:
Beth Goldstein
Larry Steele

a-3 Continued Conditional Probation
On motion by Mr. Spears and second by Mr. Yarmuth, the following faculty received unanimous approval for continued conditional probation under the conditions of the Faculty Policy Manual:

Mohamed Bayou
David Bishop
George Harper
Nan Littleton
Frances Mosser
Philip McCartney
Raymond McNeil
Judy Ribak
Alice Rini
Gary Scott
Janet Simon
Dennis Tishlias

a-3 Continued Probation
The following faculty were recommended for continued probation:

David Adams
Thomas Barone
Judith Bechtel
Patricia Beck
Alan Bentley
Billie Brandon
Rachelle Bruno
William Burns
Nancy Campbell
Janice Cantrall
Victoria Channel
Joy Churchill
Donald Cobb
Edith Kay Cooper
Daniel Curtin
Rosemary Ingham
Sally Ann Jacobsen
Margo Jang
Gary Johnston
June Lynn Jones
Paul R. Joseph
Pamela Juengling
Miriam Kannan
James Kinne
Susan Kissel
Melinda Langmeyer
William Leigh
David Leong
Glen Mazis
Cynthia McDaniel
Mary Ann Renz
Terrence Russell
W. Michael Ryan
Janet Scarlata
Peter Schiff
Lois Schultz
Tim Serey
Richard Snyder
Robert Snyder
Carlos Soto
James Stacy
Mark M. Stavsky
Christine Stiegler
Henry L. Stephens
Rebecca Sturm

(continued – next page)
B-1 University Personnel (continued)

a-3 Continued Probation (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
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<tbody>
<tr>
<td>Frank Dietrich</td>
<td>Linda Moneyham</td>
<td>Barbara Thiel</td>
</tr>
<tr>
<td>Susan Doerr</td>
<td>Connie Mulligan</td>
<td>Velva Jean Wainscott</td>
</tr>
<tr>
<td>Diana Duffin</td>
<td>Ronald Naverson</td>
<td>Ellen Walker</td>
</tr>
<tr>
<td>Charles Frank</td>
<td>Linda Newman</td>
<td>Stuart Ware</td>
</tr>
<tr>
<td>Julie Gerdsen</td>
<td>Barbara O'Brien</td>
<td>Michael Washington</td>
</tr>
<tr>
<td>Stephen Goacher</td>
<td>Richard O'Brien</td>
<td>Elinor Welt</td>
</tr>
<tr>
<td>James Gray</td>
<td>Linda Olasov</td>
<td>Gail Wells</td>
</tr>
<tr>
<td>Carolyn Hagner</td>
<td>Naomi Paz</td>
<td>Theresa Wesley</td>
</tr>
<tr>
<td>Charles Hawkins</td>
<td>Terry Pence</td>
<td>Macel Wheeler</td>
</tr>
<tr>
<td>David Hogan</td>
<td>Byron Renz</td>
<td>William Worley</td>
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Mr. Spears moved approval of the recommendation. The motion, seconded by Mr. Yarmuth, was passed unanimously.

a-3 Promotion

Upon motion by Dr. Williams and second by Mr. Grone, the following faculty were granted promotion by unanimous vote:

<table>
<thead>
<tr>
<th>Faculty Member</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doris Brett</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Frank Dietrich</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>George Goedel</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Paul Joseph</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Philip Koplow</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Raymond Singh</td>
<td>Full Professor</td>
</tr>
<tr>
<td>Joe K. Smith</td>
<td>Full Professor</td>
</tr>
<tr>
<td>Betty Soave</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Jack Wann</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>John Westlund</td>
<td>Associate Professor</td>
</tr>
<tr>
<td>Rosella Zieser</td>
<td>Associate Professor</td>
</tr>
</tbody>
</table>

a-3 Tenure

Upon motion by Mr. Duncan and second by Mr. Haas, the following faculty received tenure by unanimous vote:

<table>
<thead>
<tr>
<th>Faculty Member</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert Bratton</td>
<td>Janet Hammond</td>
</tr>
<tr>
<td>Gary Clayton</td>
<td>Donald Kelm</td>
</tr>
<tr>
<td>Sudesh Duggal</td>
<td>Philip Koplow</td>
</tr>
<tr>
<td>Thomas Edwards</td>
<td>Mitchell Shapiro</td>
</tr>
<tr>
<td>George Goedel</td>
<td>Associate Professor</td>
</tr>
</tbody>
</table>

a-3 Non-Renewal of Contract

Upon recommendation of the President and Provost, Mr. Yarmuth moved, seconded by Mr. Duncan, that the following faculty be granted non-renewal of contract:

<table>
<thead>
<tr>
<th>Faculty Member</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gary Armstrong</td>
<td>Kim Rebenstorf</td>
</tr>
<tr>
<td>Frank Traina</td>
<td>Maryann Schneider</td>
</tr>
</tbody>
</table>

The motion was passed by unanimous vote. After the meeting, it was determined that four other names on the recommendation should not have been listed as action had been taken earlier by the Board.
University Personnel (continued)

a-4 Sabbatical Leaves

Upon motion by Mr. Grone and second by Ms. Sommerkamp, sabbatical leaves were approved for the following faculty:

- Barry Anderson: Spring, 1983
- Kevin Booher: Fall and Spring, 1982-83
- Janet Johnson: Fall, 1982
- James McKenney: Spring, 1983
- Janet Miller: Fall, 1982
- Debra Pearce: Fall, 1982
- James Ramage: Spring, 1983
- Mary Ellen Rutledge: Fall and Spring, 1982-83
- Frederick Schneider: Fall and Spring, 1982-83
- Frank Stallings: Fall, 1982
- Richard Ward: Fall, 1982
- Jeffery Williams: Fall, 1982

The motion passed with 8 aye votes and abstention by Dr. Williams.

b-1 A list of non-academic personnel actions are attached to these minutes. A motion by Mr. Mann to approve the actions was seconded by Mr. Duncan and was passed unanimously.

b-2 The following administrative appointments were unanimously approved on motion by Ms. Sommerkamp and second by Mr. Duncan:

- Michael Beitzel - Head Men's Basketball Coach and Coordinator of Men's Athletics
- Cynthia Dickens - Executive Assistant to the President for Student Affairs
- Denise Hough - Assistant Director of Research, Grants and Contracts and Staff Associate for Special Projects in President's Office
- William Lamb - Dean of Students
- David Phillips - Director of the News Bureau
- Jane Schepner - Head Women's Basketball Coach and Coordinator of Women's Athletics

President Albright introduced Cynthia Dickens, Denise Hough, and William Lamb and complimented them on their fine work for the University.

c-1 The President recommended that a modification be made to the TIAA Retirement Resolution as follows:

"Normal retirement age is herein defined as the last day of the academic year in which age 65 is attained. A participant may retire at normal retirement age, but must retire no later than the last day of the academic year in which age 70 is attained."

The modification came as a result of the Age Discrimination in Employment Act which provides that colleges and universities may no longer mandatorily retire tenured faculty at age 65. The recommendation was unanimously approved on motion by Mr. Mann and second by Dr. Williams.
B-1 University Personnel (continued)

c-2 In recommending guidelines for fiscal year 1983 salary increases for faculty, staff, and administrative employees (attached to these minutes) the President stated that approval would help the administration in preparing for next year's raises for the University. Mr. Martin made the motion that the recommendation be approved as presented. The motion was seconded by Mr. Yarmuth. Upon question of Mr. Haas, the President said that the executive budget allows for about 7% increase; however, merit, longevity and/or discretionary monies would be budgeted based on revenue projections of increases in tuition and enrollment. The motion passed with 8 aye votes and abstention by Faculty Regent Williams.

B-2 Academic Affairs

a-1 Academic Standards and Guidelines

The Policy on Academic Bankruptcy for Undergraduate Students (attached to these minutes) was introduced by Provost Gray who stated that the policy is a means of offering students the opportunity to overcome severe grade point average deficiencies caused by various circumstances. Mr. Grone moved that the policy be adopted as presented and expressed appreciation that representatives of Student Government were able to review certain policies such as this one and were able to give input on them. The motion, seconded by Dr. Williams, was passed unanimously.

a-2 Dr. Gray submitted a revision to the Policy on Academic Standing for Undergraduate Students (attached to these minutes). The formula in the policy is designed to promote the early identification of underachieving students in order to improve their academic performance and to warn matriculated students as early as possible of potential ineligibility for graduation, according to Dr. Gray. The policy was unanimously adopted on motion by Mr. Grone and second by Mr. Duncan.

a-3 The revised admission requirements for Graduate Studies in Education (attached to these minutes) was presented by the Provost who explained the changes to the Regents as outlined on the recommendation. The policy was unanimously adopted on motion by Ms. Sommerkamp and second by Mr. Yarmuth.

a-4 Provost Gray introduced the recommendation that the administration be authorized to develop and implement a speech competency requirement for graduation starting with the Fall 1982 freshman class. Mr. Haas moved that the recommendation be adopted. The motion was seconded by Mr. Duncan and was passed unanimously.
B-2 Academic Affairs (continued)

b-1 The President recommended that the title "Mass Communications" within the Department of Communications be changed to "Journalism" in order that confusion can be eliminated. Mr. Mann moved, seconded by Mr. Yarmuth, that the recommendation be adopted. The motion passed unanimously.

b-2 The Provost introduced the recommendation to approve a Minor in Applied Philosophy. Background, objectives, and requirements are attached to these minutes. Ms. Sommerkamp moved the adoption of the recommendation. The motion was seconded by Mr. Grone and was passed unanimously.

c-1 Dr. Albright reported that as a result of the mandate to the administration at the last Board of Regents meeting, considerations have been carried on by the administration and Faculty Senate for the purpose of revising the financial exigency policy that was adopted at that meeting. The President noted that he explained at the time the policy was one that could be improved. It was further noted that the recommendation outlines the differences in the faculty document and the policy as it is being presented at this meeting. The President explained that it is presumed that discussions will continue and the policy is certainly subject to change with justification.

President Albright recommended that the financial exigency policy be approved with the following conditions:

(1) that discussions continue between the administration and Faculty Senate Executive Committee on points of difference excluding those points which are based on legal limitations or requirements on the institution, and
(2) that results of the continued discussions be reported to the Board at its April meeting.

Mr. Spears moved that the recommendation be adopted. The motion was seconded by Mr. Mann.

Dr. Williams noted that the institution is not faced with an immediate emergency and the policy probably will not have to be implemented in the next few months. He reported that the Faculty Senate voted 24-8 not to endorse the administration's policy. Rather than vote approval, Dr. Williams felt that adoption should be postponed until the next meeting. He felt it would be assuring to the faculty to follow such action.

Dr. Williams moved that the recommendation as presented be tabled for consideration until the next Board meeting. Mr. Haas seconded the motion in order to get the motion on the floor. Results of vote taken - 1 aye vote by Dr. Williams, 8 nay votes. The motion lost.

Mr. Haas noted that the Board passed a policy last meeting with the condition that discussions between administration and faculty would be held to work out differences. If everything has been done to work out differences, Mr. Haas explained that he would vote affirmatively for the policy.
B-2 Academic Affairs (continued)

c-1 Financial Exigency (continued)

Dr. Williams felt there was an extremely short period of discussion and that the appeals process left the Board liable. For instance, is it legal for a tenured professor to be affected by this policy? He said he felt that many of the faculty will note on their contract that they do not accept the policy. Mr. Haas said that he felt that the administration had studied the legal aspects.

Mr. Duncan said he had not received the document prior to the meeting and wondered which items were legal and non-negotiable. Dr. Albright explained that No. 5 was non-negotiable.

Mr. Martin said he felt this is a policy that has to be approved to protect the institution and noted that there was the opportunity for future discussions for change. Mr. Martin moved the question.

Result of the vote: 7 aye votes, 1 nay vote by Dr. Williams, and 1 abstention by Mr. Duncan as he did not receive the material early enough to study.

c-2 The President recommended that the Board authorize the administration to develop and implement a branch campus on the site formerly occupied by the Salmon P. Chase College of Law in Covington, Kentucky. He explained the recommendation legalizes the fact that the West campus is being utilized for this purpose. The motion was unanimously adopted on motion by Mr. Grone and second by Mr. Yarmuth.

B-3 University Management

a It was recommended by the President that selected functions and activities currently assigned the Office of Institutional Systems and Analysis and the Budget Office be consolidated into a new unit entitled the Office for Budget and Operations Research. The motion was unanimously adopted on motion by Mr. Haas and second by Mr. Spears.

b-1 The President noted that the Regents had given the administration approval for the formation of a Staff Congress. This has been accomplished and the Staff Congress Constitution is being presented for approval. Dr. Williams moved, seconded by Mr. Mann, that the Staff Congress Constitution be adopted as presented. The motion was passed unanimously. Dr. Albright introduced the officers of Staff Congress as follows: Dorinda Giles - President, Tom Barlow - Vice President, and Carol Guthier - Secretary/Treasurer.

b-2 Descriptions of the University Standing Committees to be included in the University's manual of Governing-Administrative Regulations were presented by the President. Mr. Grone made the motion that the committee be approved with the following change: Student Publications Board, item 6 under membership, read, "A representative of the student body selected by Student Government." The motion was seconded by Mr. Mann and was passed unanimously.
Position Descriptions

b-2 Position descriptions for the Executive Assistant to the President for Student Affairs and Dean of Students were presented by the President who stated that the descriptions would be a part of the Governing-Administrative Regulations. Unanimous approval was given on motion by Ms. Sommerkamp and second by Mr. Duncan.

University Council

c President Albright recommended that the description of a University Council (attached to these minutes) be approved and become a part of the Governing-Administrative Regulations. The President stressed that the University Council is an advisory board, not a policy-making board. The motion to adopt was made by Mr. Haas and seconded by Mr. Spears. The motion was unanimously passed.

d The President recommended that the Board of Regents approve the following Schedule of Tuition Rates to become effective for the 1982 Fall semester as set by the Council on Higher Education:

<table>
<thead>
<tr>
<th>Semester Rates</th>
<th>In-State</th>
<th>Out-of-State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>357.00</td>
<td>1,031.00</td>
</tr>
<tr>
<td>Graduate</td>
<td>371.00</td>
<td>1,112.00</td>
</tr>
<tr>
<td>Law</td>
<td>618.00</td>
<td>1,555.00</td>
</tr>
</tbody>
</table>

Credit Hour Rates

<table>
<thead>
<tr>
<th>In-State</th>
<th>Out-of-State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>30.00</td>
</tr>
<tr>
<td>Graduate</td>
<td>42.00</td>
</tr>
<tr>
<td>Law</td>
<td>52.00</td>
</tr>
</tbody>
</table>

The rates were unanimously adopted on motion by Mr. Haas and second by Mr. Duncan.

e It was recommended by the President that the Board of Regents approve a grant to the Union Light, Heat, and Power Company of a right-of-way and easement on the Highland Heights campus. The request is a result of a power line installed to provide power for the lights in Parking Lot J. The recommendation was unanimously approved on motion by Mr. Yarmuth and seconded by Mr. Mann.

Revised 1981-82 Budget

f It was the recommendation of the President that the 1981-82 current fund operating budget be revised upward to $23,558,960 to reflect additional tuition receipts of $460,081, estimated receipts from Student Housing of $122,700, and increased activity in the Bookstore of $14,000. The recommendation was unanimously passed on motion by Mr. Mann and second by Mr. Haas.

External Auditor

g A recommendation that the President negotiate with an external auditing firm for a reduced auditing contract not to exceed $3,000 was presented. Since the State Auditor's office will be performing the annual university audit, it will not be necessary to establish a full external auditing contract. However, it is desirable (to be continued)
B-3 University Management (continued)

(g) to have the regular external auditor present from time to time for the purpose of providing continuity in the university audit process. The State Auditor's office is in agreement with this recommendation. The recommendation was passed unanimously on motion by Mr. Martin and second by Mr. Duncan.

h The President recommended that the Board of Regents authorize the administration to negotiate and sign an acceptable agreement of indemnification with the Crestview Hills Mall for the purpose of a Fine Arts display. Ms. Hennessy explained that the agreement the Mall officials presented was not acceptable. Since the art show is to be held on March 27th and time would not allow an acceptable agreement to be presented to the Board, this type of authorization is being recommended. The recommendation received unanimous approval on motion by Mr. Haas and second by Dr. Williams.

OTHER BUSINESS

C-1 Dr. Albright referred to a State Senate resolution from 1972 in which recognition was given to William Studer as the bulk of the property acquired by the University was owned by Mr. Studer. The President recommended to the Board that the administration be authorized to make appropriate recognition of Mr. Studer for his contribution to the establishment of the University.

The next quarterly meeting is scheduled for Wednesday, April 28, 1982.

The meeting adjourned at 7:20 p.m. on motion by Mr. Duncan and second by Mr. Haas.

Elmer J. Haas, Jr., Secretary

Dolores Thelen, Assistant Secretary

CERTIFICATION

I, Elmer J. Haas, Jr., Secretary of the Board of Regents of Northern Kentucky University certify that the foregoing is a true copy of the minutes of its regular quarterly meeting on March 9, 1982 and that such matters are still in force and effect.

Elmer J. Haas, Jr., Secretary

Dated this 8th day of April, 1982.