I. Call to Order.

The meeting was called to order by President Zikmund at 7:00 p.m.

II. Roll Call.


Absent: Hodge, Kaye, Powell

Guests: ASVCAA (Assoc. Senior Vice-chancellor for Academic Affairs)
        Anderson, Mr. Daniel Benge, DoGS (Director of General Studies)
        Jenkins, Dr. Richard Jussel, Ms. Jamie Nelson (Press)

III. Action on Minutes of Previous Meeting.

Senator Smith said that she had not received a packet of materials. Senator Fredrickson (Clark) moved for approval of the minutes of the meeting of January 15, 1998. Ms. Jamie Nelson reported that it was she, not Sarah Schulz, who had attended the last meeting. Senator Peck pointed out that in item 6, Gender Equity, two issues were confused. Senator Young A was explaining that there will be a new position entitled "Special Assistant to the Chancellor for Gender and Diversity." Further, what she (Senator Peck) asked SVCAA Roark was if he had "line responsibility" for gender equity. The two are quite different since the special assistant will not have "line" responsibility. Only the chancellor and vice chancellors have "line" responsibility: that is, the authority over everybody straight down the line. Motion to approve minutes as amended passed by voice vote.

IV. Reports from Academic Councils

A. Graduate Council (Policy statement from 11/13/97 minutes).
Senator Miller (Zikmund D) moved for the endorsement of the policy statement on integrity in faculty/student authorship and research. Motion passed.

B. General Studies Council (12/9/97).
DoGS Jenkins reported that there has been significant improvement in the number of students taking Writing Intensive courses (2300 headcount, up 1000) and taking Cultural Diversity courses (1700 headcount, up 400).
DoGS Jenkins also mentioned that there is some confusion among students concerning the non-existent capstone course. The course is supposed to be a general studies capstone course, not a capstone from the major area of the student. He asked the senators to think about whether such a course could be developed, and, if so, what form that the course should take. Senator Emrys asked how the Registrar is notified if a WI is being entered into the schedule. DoGS Jenkins said that the department chair should notify the Registrar when the schedule is first prepared. Senator Hill asked whether the capstone course would be WI. DoGS Jenkins said that he has no clear idea what form the course will take. It will be up to the campus.

V. Reports of Senate Representatives to Non-Senate Committees
   A. Strategic Planning Committee
      --no report
   B. Budget Committee
      --no report
   C. Honors Council
      --no report
   D. Marketing Plan
      --no report
   E. Pew Roundtable.
      President Zikmund said that Pew Roundtables are being set up for each College. Senators reported that a meeting has been set for Fine Arts & Humanities in February, for Natural and Social Science in April.
   F. University Calendar Committee
      --no report

VI. Reports of Faculty Senate Standing Committees
   A. Election Committee
      --no report
   B. Executive Committee.
      The executive committee report was distributed. Senator Katsiyannis asked for details concerning the reported treatment of minority and international students. President Zikmund reported that Chancellor Johnston had met with groups of these students who reported several instances where the students felt they were humiliated by faculty members. Senator Miller reported one story of an international student asking a question in class, to which the faculty member responded, "Are you in the right class?" In another incident, a faculty member implicitly accused two Nepalese students of taking his textbook, by asking if they had a receipt for the one in their possession. Senator Fredrickson said that these stories, when told out of context, make it difficult to determine blame. President Zikmund indicated that this is not a widespread problem, but any such report needs our attention. Senator Terry indicated that the reference to "Metro Tech College" would be perceived as insulting to
members of that institution. He suggested editing the report to read "Metro" or "Metro Community College." Senator Clark agreed and apologized for the inadvertent error. Senator Terry also asked about the common "look and feel" for departmental brochures. Senator Clark said that marketing materials should have some degree of commonality but was unsure how far the restrictions would apply beyond the UNK logo. Senator Miller said that the intent was to go well beyond the logo. He further said that NSS distributed $500 to each department to develop, print, and distribute brochures and that the goal was consistent quality. Several Senators were surprised and wished their department would join NSS. Senator Clark said that an individual from University Relations will be assigned this developmental project. Senator Terry expressed his disagreement with the idea of a "common look and feel" for advertising. This would discourage creativity. He would prefer that unique designs be encouraged. Senator Fredrickson asked on which ISTE Board will UNK have a representative. President Zikmund said that we will have a representative on the board for the Information Science and Technology Education Center in Omaha. Senator Mena-Werth asked about the February 18 meeting with President Smith. President Zikmund will describe the meeting in her report. Senator Benz asked about the ad hoc committee on student evaluations. President Zikmund said that the executive committee will set up the committee and appoint its members. She asked the Senate to forward nominations of faculty who have some expertise in evaluation and/or are interested in the topic. Senator Katsiyannis asked about the time line for West Center renovation. Senator Miller said that all time lines are tentative because the Coordinating Commission is holding everything up. Senator Zikmund D asked if there were any developments concerning the gender equity recommendations. President Zikmund said that there may be some money available next year from salary savings. So there is a possibility of addressing some of the recommendations. Senator Young A asked if a permanent budget request will be made. Senator Clark responded "yes, but in the next biennial budget." Senator Young A expressed hope that some of the recommendations will be addressed. Senator Benz asked about the request to have senators sing the fight song and the color song lustily at the end of the meeting. (Sec's note: The secretary speculates that the rest of the senate was abhorred at the thought of Senator Benz doing anything lustily and in public.) Senator Miller said that the words will be published and that the senators will be expected to sing at the May meeting. Senator Benz would have to sing lustily.

C. President's Report.
President Zikmund reported that a special meeting of the Senate has been called for February 18 at 2 p.m. in 142 Copeland Hall. Senator Fredrickson asked what the attendance policy is for senators. Senator Miller said that absences to special meetings do not count in the total. President Zikmund reported that Senators Young A and Peck attended the
last Board of Regents meeting and gave the gender equity report. President Zikmund again mentioned the ad hoc committee to study student evaluations and asked for nominees and volunteers. Senator Hill asked if course evaluation was the purview of the Colleges. President Zikmund indicated that the committee would try to develop some common instrument. Senator Miller said that the committee is an attempt to assemble a team to look at research concerning student evaluation and make recommendations to the Colleges. He also mentioned that the SVCAA wants the committee to have a broader scope and study teaching evaluation in general. Senator Smith said that the College of Business and Technology attempted to do just that. President Zikmund asked that all senate committees designate their Committee Chairs and Secretaries, so that they could be included in the Senate Brochure.

D. Academic Freedom and Tenure Committee
--no report

E. Grievance Committee
--no report

F. Professional Conduct Committee
--no report

G. Academic Computing Committee
--no report

H. Academic Affairs Committee (12/11/97, 1/14/98)
Senator Zikmund D asked why it was common practice to de-activate a program rather than remove it. SVCAA Anderson responded by saying it was a practical matter concerning program changes. If a program is removed, then the department changes its mind, the approval process would be much more complicated than merely reactivating it.

I. Artists and Lecturers Committee
--no report

J. Athletic Committee
--no report

K. Library Committee (11/19/97)
Senator Miller reminded the faculty that materials on teaching are being purchased and collected at the library. Senator Benz asked how to get online access to the video list. Senator Anderson reported that he would teach Senator Benz how. Others asked, so Senator Anderson said the first two call letters for video recordings are VR. Just type that in and you will get a complete list.

L. Student Life Committee
--no report

M. Continuing Education
--no report

VII. Reports of Faculty Senate Special (Ad Hoc) Committees
A. **Post-tenure Review Committee.**  
President Zikmund reported that the SVCAA will pull that committee together to develop procedures for UNK.

B. **Committee on Committees.**  
Senator Young B reported that his list of campus-wide committees is near completion. The list includes 70 campus-wide committees. He said there was some confusion concerning the reporting line of some committees. Senator Zikmund D commended Senator Young B on a job well done.

C. **Other.**  
President Zikmund reported on the membership of the ad hoc Writing Center committee. Voting members include: Larry Theye, Shirley Houston, Charles Peek (Chair), Christine Boeckl, Charles Bicak, Carol Lilly, Karen Eifler, and Glen Powell. Anthony Petruzzi (Director of Composition), Betty Smith (Learning Skills Center), and Julie Flood (Writing Center) are ex officio members. The executive committee will be meeting with Dr. Peek on Monday to discuss the committee's charge.

VIII. **Unfinished Business**

A. **Proposed Constitutional Amendment.**  
The following constitutional amendment was presented for approval at the December meeting: (As per the Senate Constitution, it was tabled until a subsequent meeting.)

**Proposed Amendment to:**

5. The Faculty Senate Election Committee is responsible for ensuring that all elections are fair and valid. Concerns about the validity of a Faculty Senate election should be directed to the Faculty Senate Executive Committee. When the validity of an election is challenged, the Faculty Senate Executive Committee shall decide whether the election results should stand or be invalidated.

6. In the event that the Faculty Senate Executive Committee rules that an election is invalid, the faculty members whose Senate [or Faculty Senate standing committee] positions were being filled by the election will continue to serve until a new election is conducted.

7. In the event that the Faculty Senate Executive Committee rules that an election is invalid, an ad hoc committee will be appointed by the Faculty Senate Executive Committee whose sole task is to conduct the election as soon as possible in accord with the constitutionally-specified procedures. Senator Zikmund D (Clark) moved for approval of the constitutional amendment. Senator Fredrickson agreed with the amendment in principle but asked if the full Senate would be a better venue to remedy election problems. Secretary Wozniak responded by saying it would take too long for the full Senate to effectively deal with election problems, during which time the affected College would have no representation. Senator Young B said that it could take as long as two months for the Senate to resolve an election problem because of required procedures regarding nominations, senator elections, then standing
committee elections. Motion to approve the amendment passed.

XI. New Business

Residential College Proposal.
Mr. Daniel Benge was present to answer any of the questions that the Senate may have about the proposed residential college. He began by stating that the Honors Hall has been a success and that expanding residential colleges would be a goal worth pursuing. The proposal itself was written by Dean Bresciani and had input from small group of faculty and administrators. He asked the Senate for input. Senator Davis began by asking whether all of the Senators had received his e-mail concerning this issue. Since all senators reported receiving his e-mail and he then deferred to others. Senator Hill asked if the living arrangement would be required for Allied Health majors. Mr. Benge responded by saying the program would be voluntary. The program would be attractive because expanded services would be available in the hall, including some career advising and easier access to some faculty (offices will be located in the hall as will some classrooms.) Senator Young A asked if the intention is to isolate these students. Mr. Benge said the purpose is to increase the amount of contact by having students with similar interests together. Senator Anderson asked which Allied Health majors will be involved. Benge responded that a small number of programs will be involved at first, but depending on the outcome, the plan is to gradually include all of the allied health majors. Senator Miller added that in order to have some degree of commonality yet encourage a range of interests, Allied Health programs seemed an ideal choice. Senator Young B feared that we might be headed toward a Balkanization of the residence halls, when we should encourage a wide range of interactions among diverse students. Mr. Benge reiterated that Balkanization is not the goal, but we do want students to meet others with common interests. Senator Young B asked what happens when students change majors. Mr. Benge was uncertain what the policy will eventually be. However, the data indicate that when an allied health major changes, it is usually to another allied health discipline. Senator Terry asked what were class rankings of students in the residence halls. Benge recollected that 60% were freshpersons, 25% sophomore, and the rest juniors and seniors. Senator Emrys asked if most of the students will be freshpersons, who are working on general studies, how can we base selection on their major? Benge replied that attending general studies courses together can be helpful. Senator Fredrickson spoke against one potential idea for a residential college, i.e., one for international students. He indicated that this campus needs greater diversity and segregating our international students is a bad idea. Mr. Benge responded by stating at Arizona State there is a Chicano Studies Hall, eligibility is based in interest in Chicano Studies, not ethnic identity. The idea was not for International Students Hall, but for an International Studies Hall. Senator Miller said that such a Hall existed at Columbia for students interested in an international living experience and was not restricted by ethnic group. Senator Peck said that we need to be careful with what the residents want out of this program. Certainly freshpersons would benefit from taking classes together, but a
small group might want to stay together as a clique for four years and use the system to isolate themselves. Dr. Jussel responded by noting that students with preferred roommates usually split after a short time. Forming cliques is generally discouraged anyway. Senator Kuskie was concerned that grouping them together may not broaden their visions. Senator Clark stated that Allied Health students typically come into UNK with very clear goals. He further wanted to comment on Senator Davis' e-mail by quoting Robert Hutchins, "Egalitarianism is mediocrity masquerading as excellence." Senator Kelley said that the program could result in a clique, which is very tough to teach, especially general studies courses. Senator Benz said that he lived in a dormitory at University of Miami specifically for Marine Science majors and that it was a very good experience. President Zikmund said that a Fine Arts residential college sounds like a good idea until one realizes that these students already spend most of their time with each other. Senator Davis stated that, as a state-supported institution, we must be careful what kind of perks we are offering these students, e.g., reserved sections of classes and other special privileges based on major. He argued that this proposal has other important implications for our institution. Mr. Benge said that is why we are discussing the issue and why faculty were involved with the development of the proposal. Senator Young A wanted to know what we should do. Senator Miller indicated that many of the same concerns have been raised by the Chancellor. It is important to remember that this is an idea piece. Senator Young A suggested that we have an e-mail discussion of the issue. Senator Miller said that he believed the Vice-chancellors had not seen the proposal yet. Senator Zeibarth asked if students have had any input. Mr. Benge said that the residence hall association has been briefed. Senator Davis (Young A) moved that any further development of the residential college proposal/plan/development must include formal Faculty Senate representation. Senator Kuskie asked for assurance from Mr. Benge that the proposal will not move forward without Faculty Senate approval. Senator Miller thought that the motion addressed this. Senator Davis said that his son is currently living in Mantor Hall and was grateful for the opportunity to live in such a nice environment with relatively big rooms. When his son heard about the proposal, he became concerned that he would have to move out. Senator Davis said that this sounds as if room would have to be made for an elite group of students at the cost of moving other students out. Senator Peck asked who initiated the proposal and why. Mr. Benge said that Dean Bresciani, Rex Kendall, Dr. Jussel and he wrote the proposal. The purpose of the proposal was to recruit students and keep the residence halls filled. Senator Peck detected the use of the word "marketing" and said "AHA!" Several other senators harumphed. Senator Fredrickson (Zikmund D) moved the question. Motion passed by a voice vote. The original motion passed by a voice vote. Secretary Wozniak suggested that the Student Life Committee would be a good committee to study the issue. He also suggested that the existing Honors Hall students could provide data concerning the effectiveness of the program. Senator Kuskie said that the level of interest for such a program would also be important to assess.
X. **General Faculty Comments**

Senator Young B read a letter from one of his constituents: "At one time, Faculty Senate was investigating the 'every class, every semester' student evaluations. As you will recall, UNK seemed to have a different interpretation of the Regents Bylaws concerning student evaluations than any of the other campuses. What has become of this investigation? Many faculty members are very concerned about the importance that administrators are attaching to these evaluations and are also concerned about course content being diluted in order for faculty to receive good evaluations." Senator Young B reiterated the question, "what happened to the investigation?" Senator Davis indicated that a World Herald article (Feb. 1, 1998) on grade inflation was a related concern. In his opinion the article misrepresented UNK by stating there was a full letter grade increase in average grade but later in article stating the increase was from 2.85 to 2.86. Senator Miller said that SVCAA Wubbels did respond to the Faculty Senate's questions and he stated that the "every class, every semester" rule with a formal end-of-course evaluation instrument is not required and is up to the Colleges. It was Senator Miller's understanding that the Colleges can revisit their policies. He further suggested that the ad hoc committee look into the issue. Senator Terry indicated that the grade inflation problem could be addressed by the addition of minus grades. Senator Young B would like the minutes to reflect that, in his opinion, evaluations occur too often and take too much class time.

Senator Anderson read a statement which was signed by the Ryan Library professional staff.

"We, the staff of the Calvin T. Ryan Library, express our appreciation to the Faculty Senate for unanimously passing the recent resolution recognizing the Library's service to the University.  
"We believe service is our reason for working in the Library, and we are gratified to have our efforts acknowledged by the Faculty Senate.  
"We were delighted by the resolution, especially since no one could remember another library staff being so honored.  
"We will continue to do everything we can to provide you, the faculty, our students, and the University's staff with the best possible library service.  
"We thank you once again for acknowledging the Library staff's role in making the University of Nebraska at Kearney an exemplary teaching institution." Senator Terry described a letter from his Dean which stated that grade distributions must be included in all future applications for tenure and promotion. He asked why this information would be required, especially given his understanding that grade received is not correlated with student evaluations. [Secretary's note: Senator Terry has since publicly corrected his statement concerning the Dean's letter.] Senator Miller said that he had asked his Dean about the letter and that his Dean's understanding is that grade distribution information could be used to make a point in the tenure and promotion portfolios. For example, one could argue that one's student evaluations are not high because one is a tough grader. Senator Miller also pointed out that the Deans could counterargue that one's student evaluations are good because one is an easy grader. Senator Terry said that his understanding is
that student evaluations are not correlated with grades. Senator Benz suggested that we could get the data and test that hypothesis. Senator Fredrickson said that the relationship depends on the course. Senator Miller said that the data support the notion that all of the questions in our present questionnaire load on one factor. Senator Smith agreed, expected grade is correlated with student evaluations and that all evaluation questions could theoretically be reduced to one single question. Several Senators questioned whether expected course grade is correlated with student evaluations and Senator Miller agreed to supply the references for those data. Senator Davis said that a recent Chronicle of Higher Education has a lead article on student evaluations.

Senator Davis moved for adjournment. The Senate adjourned at 9:10.

Respectfully submitted,

Bill Wozniak, Faculty Senate
Secretary