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

II. Roll Call.


Absent: Fleming, Hyatte, Katsiyannis, Seshadri

Guests: Jamie Nelson (press); Associate Vice Chancellor for Academic Affairs (ASVCAA) David Anderson. Associate Vice Chancellor Enrollment Services (AVCES) Stephen Robinson, Director of General Studies (DoGS) Allan Jenkins

III. Minutes of the meeting of February 5, 1998.
Zikmund D (Clark) moved approval. Senator Fredrickson indicated that he was misquoted in item VI B. The original statement that it was difficult to attribute blame to individuals when the stories are told out of context should be attributed to Senator Young B. Fredrickson actually said that on the face of it the statements were offensive to any nationality. Senator Ziebarth asked that her name be spelled and pronounced correctly. Senator Davis said that his son is actually living in Martin Hall rather than Mantor as indicated in item XI. Motion to approve amended minutes passed by voice vote.

IV. Presentation by Dr. Stephen Robinson.
President Zikmund asked that the agenda be suspended for a presentation concerning retention and persistence rates. Hearing no objection, she introduced AVCES Stephen Robinson. He asked that senators feel free to discuss any ideas or issues that come up during his presentation. He described data concerning persistence rates at various institutions over the last 15 years. In general, the more selective an institution is, the lower the attrition rate. Degree completion rate is higher for private than public institutions. Robinson described some possible reasons for attrition. Some students never intended to finish the degree or intend to transfer. Student commitment is a factor. There are two types: Goal Commitment (Some students are committed to their education) and Institutional Commitment (committed to getting a degree from a particular institution.) High goal or institutional commitment can overcome low academic competence.

Robinson then went on to describe the roots of institutional departure. A major factor seems to be social adjustment. Many students will leave without giving themselves a chance to adjust socially. Level of commitment will determine the degree of persistence. Another factor is academic difficulty, which may be due to poor study skills. Seventy-five percent of students who leave do so without being...
asked. Robinson wanted to emphasize that most departures are a reflection of the degree to which a student is involved in experiences that integrate them into the social and intellectual life of the institution. A determining factor in leaving is the student's perception of the incongruence between themselves and the institution. Frequent contact with the faculty appears to be a particularly important element in student persistence. Senator Miller said that it is important to remember that it is the student's perception of the interaction, not the interaction itself that the data refers to. Senator Terry asked about UNK attrition data. Robinson reported that the data are not completely collected yet. He did report that ACT scores for incoming for students are going up and that faculty/student contact is good. UNK seems to be in a good position to do something about the attrition rate. President Zikmund reported figures from a Regent meeting that indicated enrollment was down across the University system by 4.9 %, but UNK was down only 2%. Robinson concluded by stating that a reasonable strategy for growth is to reduce attrition rates. He then entertained questions. Senator German asked how optimal enrollment numbers are set. Robinson said that optimal enrollments should be determined by the departments. Senator Davis expressed support for the idea that departments should establish optimal enrollment figures. Robinson said that not all administrators were in agreement with his position.

V. Reports from Academic Councils  
A. Graduate Council.  
   No report  
   Senator Young A asked why there are so few sets of minutes in the packets. She deletes copies sent by e-mail because she expects a paper copy in the packet. She asked whether secretaries know the senate procedure. President Zikmund said that reminders have been sent to the committees. Senator Davis asked if all faculty senate committees are to send out their minutes electronically. Senator Miller said that the original policy was written to allow distribution of minutes to all faculty without wasting paper. Senators should receive paper copies. Senator Zikmund said that the distribution of minutes is delayed until the minutes are approved by the committee in order to avoid unreviewed minutes being made public.

B. General Studies Council.  
   DoGS Jenkins reported that the Council did not have a quorum last month because of illnesses.

VI. Reports of Senate Representatives to Non-Senate Committees  
A. Strategic Planning Committee.  
   Senator Young B reported that a subcommittee of the committee is going to work on a definition of scholarly teaching.

B. Budget Committee.  
   No report  
C. Honors Council.  
   No report  
D. Marketing Plan Committee.  
   No report
E. Pew Roundtable.
President Zikmund reported that some college meetings are scheduled. President Zikmund gave a brief report on her activities at the Knight Meetings in Philadelphia. The days were full of meetings and the team from UNK prepared a final report given by Dr. Longo and Dr. Robinson. Senator Wozniak asked about the purpose or ultimate goal of all of this activity. President Zikmund asked one of the participants of the first round of discussions to address the question. Senator Luscher thought that the discussions were quite valuable, which he believed were tied to strategic planning. President Zikmund said that there was a possibility of money to support initiatives that resulted from the discussions. Senator Davis mentioned that it is unclear what the Pew Foundation is all about. What is their mission? He expressed concern that perhaps the mission of Pew Foundation is inconsistent with the educational values that many faculty hold. Senator Young A asked what specifically did Davis hear? Senator Wozniak asked what the purpose of all these meetings was and what the mission of the Pew Foundation was? Wozniak indicated that he had read a number of articles claiming that institutions of higher education need to be run more like corporations and that the Pew Foundation was implicated as a force in this movement. Senator Young A asked for an e-mail address for this information.

F. University Calendar Committee.
ASVCAA Anderson reported that all of the committee's recommendations have been forwarded and made public. There are three recommendations: (1) remove the Tuesday after Labor Day as a holiday, (2) Implement a fall break on the Monday and Tuesday after the eighth full week of fall semester, and (3) hold no classes on Martin Luther King Day. The plan should be implemented by 1999-2000 school year. Martin Luther King Day may be implemented earlier. The plan still needs Regent approval, which may be done at the next meeting. Senator Fredrickson said that his understanding was that it was up to the instructors as to how to make up classes. If some instructors have students come in on Saturdays and other don't, this could be disruptive. ASVCAA Anderson said that each campus will write a policy to address this issue. Senator Miller said that the policy will provide an option for instructors whose classes are adversely affected by loss of one day.

VII. Reports of Faculty Senate Standing Committees
A. Election Committee.
No report.
B. Executive Committee.
A Senator asked what the faculty and the Senate could do about the predicted budget shortfall as described by President Smith. President Zikmund said that he would be pleased about cooperative programs, such as the engineering program that was recently announced.
Senator Davis asked about the Senate forums that are a follow up to the Knight Seminar. Senator Boeckl agreed that the activities associated with the Pew Roundtables were mysterious because little information concerning them has been available. There was considerable discussion of the post-tenure review committee. The SVCAA will work with the UNK post-tenure review committee to set up the process for post-tenure review. Senator Young B said that the Senate needs to publicize who the members of the committee are so that all faculty can have input in this very important set of procedures. Senator Wozniak admitted that some members of the committee attended very few meetings. Wozniak suggested that the executive committee have the VCAA review the membership and appoint members who can attend.

C. President's Report.
President Zikmund reported that the post-tenure review policy was approved by the Board of Regents on Saturday. Senator Miller attended a meeting of the Senate Presidents as President Zikmund's substitute. Senator Miller reported that questions were asked concerning the gender equity report goals. The UNL report set a goal of 45% of new hires to be female, whereas the other campuses set the goal at a specific number of new hires. However, the University reported goals that excluded the 45%. President Smith said that the reported numbers did not matter, because the relevant goals will be met by the specific campuses, rather than across the University. Concern was also expressed about the difference between AAUP and IPED numbers concerning female faculty. Generally speaking, these numbers didn't make a difference on our campus, because UNK had 27.2% women using either reporting system.

D. Academic Freedom and Tenure.
President-elect Clark said that the committee met and approved the guidelines for promotion and tenure for the College of Education. They are now grappling with the question of whether departmental guidelines could be different from College guidelines. The committee is of the opinion that the each department should formally vote on whether they wish to have guidelines different from the its College guidelines. Senator Powell asked if the College of Education faculty will have a chance to vote on the guidelines. President-elect Clark said that the committee was informed that the Education faculty will vote on the guidelines by mail ballot. Secretary Wozniak asked if these announcements would be included in written minutes from the committee. Senator Zikmund (secretary of the committee) said yes.

E. Grievance committee.
Senator Peck described two items for Senate approval. The following sentence was suggested as an addition to end of Section 16 of the UNK Faculty Grievance Committee Rules of Procedure, "When the written response is sent to the Chair, the Chancellor will be responsible for sending a copy of the written response to the grievant." Peck (Zikmund D)
moved approval of changes to section 16. Motion passed by voice vote. Senator Peck also said that the committee recommended the following addition to Section 7, "When an informal agreement is reached, a copy of the agreement will be filed with the Committee and the Chancellor. If either party defaults on the informal agreement, a grievance may be reopened. Time lines may be modified at the discretion of the Committee to insure timely hearing of the grievance and findings of the Committee." Peck (Zikmund) moved approval of changes to section 7. Motion passed by voice vote.

F. Professional Conduct Committee.
   No report.

G. Academic Computing Committee.
   No report.

H. Academic Affairs Committee.
   Minutes of February 18, 1998 were received with no comment.

I. Artists and Lecturers Committee.
   No report.

J. Athletic Committee.
   No report.

K. Library Committee.
   No report.

L. Student Life Committee.
   No report.

M. Continuing Education Committee.
   Senator Powell asked if it is appropriate to add some agenda items for this committee at this time? Senator Zikmund encouraged the Senate to add agenda items. Powell (Benz) request that the committee look at the Outreach Program offerings and planned offerings and issues related to faculty involvement in offering credit via those programs. Secretary Wozniak said that UNKEA has been looking at salary issues, but the discussion included issues of academic credit and academic viability, the overall relation of these offerings to the negotiated contract, and whether the approval process had been followed. Senator Young A asked if these courses are the same as the old 491s? Some thought yes. President Zikmund then described her recent course offering within the program. Senator German asked who initiated these proposals? ASVCAA Anderson reported that, to his knowledge, all offerings in Outreach have been approved by the department. Any department on campus could offer a course through this program. Senator German heard for the first time of one covering topics in history in a brochure. Motion passed by voice vote.

VIII. Reports of Faculty Senate Special (Ad Hoc) Committees
   A. Post-tenure review.
      The committee had not met, but has an agenda waiting for it.

   B. Committee on Committees.
      Senator Young B distributed his list of committees to the Senate. Senator Kelley asked if all of these committees are active? Senator Zikmund asked
if there is faculty representation on all committees. President Zikmund said that there really doesn't need to be faculty on every committee, especially the advisory committees, which are composed of community persons. Secretary Wozniak asked if anyone had seen an organizational chart of the University administration. He hesitated to ask but wondered about the apparent increasing number of administrators. Senator Miller pointed out that Blue & Gold Planning Committee was not included on the list. Senator Young B sighed and wondered why Miller hadn't noticed this on the previous six drafts of the document.

C. Committee on the Evaluation and Encouragement of Teaching.
President Zikmund said that volunteers and nominees are being collected by the executive committee. Appointments will be made soon. She asked for additional volunteers or nominees from the Senate.

D. Writing Center Committee.
Senator Boeckl said that the committee has met. Their first observation is that the center is being used by the entire campus, so having the College of Fine Arts and Humanities pay for it doesn't make sense. Senator Boeckl reported that the April deadline for a report is manageable.

E. Committee on the General Studies Capstone Course.
Senator Miller is pulling that committee together.

IX. Unfinished Business.
There was no unfinished business.

X. New Business.
A. Proposed Constitutional Revisions.
Senator Wozniak described some of the changes to the Constitution and Bylaws which were discussed by the executive committee. It was unclear whether these changes require the month-long approval process since they are not substantive. Other possible changes were brought up at the executive committee, including rescheduling the election to the spring to make UNK's Senate election schedule the same as the other campuses and possibly changing the election committee to retain the more experienced members of the committee for a longer term. Senator Fredrickson pointed out that the membership of the Academic Computing Committee includes the Director of Computer Services and the Director of Academic Computing, which effectively gives one person two votes. Senator Wozniak reminded the Senate of our recommendation that a position of Director of Academic Computing be created to which the administration simply added these responsibilities to the Director of Computer Services. Wozniak wished the Senate to stubbornly retain the separate title in the Committee to remind the administration of the Senate position. Senator Clark agreed. Senator Fredrickson said that this put the academic computing committee in the position of having one person with potentially two votes. Senator Miller suggested that since Senator Young B was on a roll that perhaps his "Committee on Committees" would like another impossible task and should look at the constitution. Senator Zikmund suggested that the election committee is the more appropriate place for
these changes to be written. Senator Young B sighed again, since he is
Chair of the election committee. Zikmund (Peck) moved approval of the
changes indicated on the draft. Motion tabled until next meeting.

XI. General Faculty Comments.
Senator Young B (Clark) moved the following resolution:

Whereas, Dr. Lee Smith has served Kearney State College and the University of
Nebraska at Kearney for 38 years in many significant capacities that supported the
athletic programs and its athlete-students, including Athletic Team Doctor, co-
founder and past president of Loper Supporters, and adviser to the National
Athletic Trainers Association, and

Whereas, he has been a leading supporter of all aspects of the development of the
University of Nebraska at Kearney, and
Whereas, he has received numerous
deserved recognitions from the University including the Distinguished Service
Award, the Kearney State Foundation Award, and election to the UNK Athletic
Hall of Fame,

Be it resolved that the Faculty Senate of the University of Nebraska at Kearney
acknowledges his outstanding contribution to Kearney State College and the
University of Nebraska at Kearney through his faithful service and his
distinguished accomplishments. We express our deepest gratitude to him and wish
him the best in his retirement.

The resolution passed by voice vote.

Senator Kelley asked about the status of the search for a Director of Computer
Services. Senator Fredrickson said that the committee has interviewed candidates
and that everything is in limbo at this time. Senator Miller added that the
Chancellor is reviewing the recommendations of the committee.

Senator Zikmund(seconded by at least 13 other Senators) moved for adjournment.
Motion passed by exiting activity.

Respectfully submitted,

Bill Wozniak, Faculty Senate
Secretary