I. Call to Order. Faculty Senate was called to order by President Cafferty at 7:00 p.m.

II. Roll Call.

Present:

Bean, Boeckl, Bridges, Burlingame, Cafferty, Clark, Conrad, Craig, Curry, Davis, Eshleman, Fredrickson, German, Hartman, Hoehner, Kruse, Lewis, Lillis, Luthans, Mena-Werth, Miller, Moorman, Peck, Terry, Tracy, Unruh, Volpe, Wozniak, Young, Zikmund.

Absent: Briner, Dart, Emal, Smith.

Guests: Brieanne Thomas, Student Body Vice President; Dale Zikmund, Assistant to the Vice Chancellor of Academic Affairs; Kim Schipporeit, Registrar; Jim Roark, VCAA.

• Action on Faculty Senate Minutes of February 1, 2001. Clark/Miller moved to table the approval of the minutes until the next meeting, as they were inadvertently left out of the packets. Motion passed unanimously.

• Speaker: Carla Brush, Administrative Technician, was scheduled to speak on the centralization of classroom scheduling, but decided that this topic should wait until next meeting when more would be known about the operation of the new software. This discussion will be expanded to include all scheduling, not just for classes but for all meetings.

• Reports from Academic Councils

  A. Graduate Council.

  No report.
  
  • General Studies Council. Minutes of the December 5 and February 1 meetings were included in the packets. No discussion followed.

VI. Reports of Senate Representatives to Non-Senate Committees

  A. Strategic Planning Committee. Meeting discussed what was to be done with the prioritized list of UNK programs that was put together for President Smith, but they did not find out at the meeting. The Chancellor is to submit the list to President Smith and the Board of regents by May 15.
B. **Honors Council.** No meeting

C. **Information Technology Advisory Council.** Met twice since last FS meeting, discussion included our effectiveness in marketing our technological capabilities at UNK and whether we are using all technology properly. Also, the UNK homepage has been changed several times in an effort to find the best way to showcase our campus on the opening page. It was thought that our homepage looks too much like UNL’s, and we need to make ours more unique. A problem was revealed that since the change, it takes longer to load on some machines. This problem will be investigated.

D. **Center for Teaching Excellence Advisory Committee.** A quorum was not reached at the last meeting. A Schedule of Events was distributed to all faculty in the mail. Faculty were encouraged to attend upcoming workshops.

E. **Gender Equity Committee.** No meeting.

F. **Other.** No other reports.

1. **Reports of Faculty Senate Standing Committees**

   A. **Election Committee.**

   President-Elect Jim German will be leaving UNK after this semester, so the committee is looking for a replacement with significant Senate experience, since the replacement will not have a year to serve as President-Elect before assuming the duties of Senate President next year. The position will be left open for another month so the committee can find the appropriate person. The requirement for this position is that the person be a Senator. Nobody has been ruled out at this time.

   Elections for Senator-at-Large will be completed by the next Senate meeting.

   A handout on proposed changes to the FS by-laws was distributed. Of note were the following:

   Replace the Academic Computing Committee with the Academic Information Technology Committee, serving as the UNK teaching, learning and technology roundtable that advises the administration and faculty, shares information, coordinates plans, and suggests means for using technology to improve teaching and learning. The committee has been streamlined, with just one representative from each undergraduate college, the library faculty, the FS, the Assistant Vice
Chancellor of Information Technology, the Director of the Libraries, the Director of the Center for Teaching Excellence, and one student, giving 10 members total.

Disband the Election Committee.

Reconstitute the Faculty Welfare Committee to advise FS and the authorized professional negotiating organization on faculty workloads, conditions of employment, remuneration, salaries, and fringe benefits. The committee will be composed of one tenured representative each from the Senate executive committee, the undergraduate colleges, the library faculty, and one faculty member selected by the authorized professional negotiating organization, for a total of 7 members.

Change the composition of the Library Committee to include one faculty representative from each undergraduate college, the Director of Libraries, the Assistant Vice Chancellor of Information Technology, one member selected by the Graduate Council, and one student, for a total of 8 members.

Creation of the Oversight Committee to oversee the implementation of the FS Constitution and Bylaws to ensure that the basic operational principle of the FS is upheld and to propose changes to the FS if deemed necessary, and to perform election duties. The committee will be composed of one member of the FS from each of the four undergraduate colleges and the Library, the outgoing Senate President, and the FS representative to the Executive Committee, and the Senate Parliamentarian who will serve as chair, for a total of 8 members.

It was noted that it might be a good idea to have a FS representative common to both the newly proposed Academic Information Technology Committee and the Non-Senate Information Technology Advisory Committee.

Since the minutes of the Election Committee meeting were not included in the packets, a vote on the above changes was deferred until the next FS meeting.

A handout was distributed on the Committee's proposed changes to the FS Constitution and Bylaws in response to comments from the UNK and NU Central Administrations. The changes were mostly grammatical clarification. The Election Committee recommended that the Senate approve the changes as stated in the handout.

It was noted that the Administration's recommendation to create an Academic Rights and Responsibilities Committee to assign personnel issues to either the Grievance, Professional Conduct, or Academic Freedom and Tenure Committees was deemed unnecessary by the Election Committee, since the by-laws provide for the chairs of these committees to meet on these issues.
Also, the Administration’s recommendation to change specific references to the "President of UNKEA" seat on the Grievance, Professional Conduct, and Academic Freedom and Tenure Committees due to the possibility of union de-certification was also deemed unnecessary by the Election Committee, since the by-laws could be amended at the time of de-certification if it should occur.

Peck/Clark moved to approve the changes to the Constitution and By-laws as recommended by the Election Committee. The motion passed unanimously.

B. Executive Committee. Discussion ensued on the report "University of Nebraska Policy on Ownership of Intellectual Property" which was included in the packets. It was noted that there is no conflict between intellectual property and patent rights. It was thought that within the last 2-3 days another draft of this report has surfaced which may stall the current draft from going forward, since the new draft has some significant differences. The current draft was thought by many to be written much more clearly than the previous draft, and was generally well received by the Senate. Whichever draft goes forward, the last person to put their stamp of approval on it will be the property rights legal expert in Central Administration.

Areas of the draft needing critical review include Section 5.2, page 7, "Ownership of University Supported Works Not Involving Use of Substantial University Resources." Specifically, the use of Instructional Materials under item 2 on page 8 where it states that "no royalty, rent or other consideration shall be paid to the faculty member when the Instructional Materials are used at the University." This includes textbooks, syllabi, lectures, lecture notes, and study guides. It was thought that this section needs more work, such as the development of guidelines to clarify this area. It was noted that this section is included to prevent faculty members from padding their royalty income by using their own materials, especially textbooks.

In Section 5.3 on "Ownership of University Supported Works Involving Use of Substantial University Resources" it was noted that item (a)(1) on the ‘Extraordinary use of University financial, staff, student or other support in creation of Intellectual Property' was not clear.

It was noted that all comments on the report are communicated to the Central Administration through the VCAA.

Concerning Section 13, page 15 on the "Resolution of Ambiguities and Policy Interpretation" it was stated that each College could put forth its own language to define this, since the current language is not quite clear or specific.

On the report "Development of Distance Education Programs Within the University of Nebraska: A Strategic Plan," which was included in the packets,
concern was expressed that only 3 of the 16 members of the University-wide Distance Education Council were faculty. Reference to the Implementation Time Frame on page 19 revealed that we are now in the midst of the implementation process, with completion due by early fall.

C. Presidents Report. The Board of Regents have not met since the last Senate meeting, but will meet at UNK on March 2 and 3 at the Student Union.

The Faculty Senate Executive Committee Meeting With The Vice Chancellors was discussed. Topics included the following:

The possibility of establishing a program on the UNK Campus similar to the Goodrich Program at UNO would require the development of a special curriculum and dedicated faculty. Regent O'Brian is pushing this for UNK. If money is made available to us for this purpose, we would be foolish not to pursue it. Other campuses have hired people specifically for this program. Students in this program would be a part of a cohort group.

Information regarding the workshop on "Keeping Faculty Vital" was not available. Ken Nikels may know something about it. It had to do with our commitment to the evaluation of teaching. Several Senators who attended the workshop wished to table the discussion until the next Senate meeting, since one of the workshop attendees was not present at the Senate meeting.

Workload policies in the individual colleges have not been changed recently. These policies are on the Web.

Requirements for reassigned time increased across campus as a result of the Dean's Council's work on determining the success of reassigned time for scholarship. Findings were that it is a success, and the new requirements are meant to establish uniformity across all colleges. It appears that the original requirements were too low, since most faculty were exceeding them, so they were raised.

The Library Learning Materials Center review has been sent to the VCAA, and it is being sent to the Information Technology Advisory Committee and to the FS President.

The Learning Center Review report is in process; Charles Pickens is in charge of this.

The approval process for the individual college constitutions is the same as for the FS constitution. Final approval lies with the Board of Regents. The colleges have increased autonomy since the KSC became UNK, but there is a centralized place for the colleges to keep their constitutions and minutes on our website.
Childcare for students, faculty, and staff on campus cannot currently be provided due to a lack of funds. We need to look further for a way to fund this service. The child development lab is being dropped during the Otto Olson remodel, so this issue is no longer in the purview of the Dept. of Consumer Sciences. We need to look into what has been done and what can be done in the future. There is currently a lack of leadership and commitment on the childcare issue. All of our sister and peer institutions have childcare. We have looked at outsourcing childcare with no success. Other organizations in Kearney are facing the same problem, which ultimately is hurting economic development and growth in Kearney since it is difficult to get businesses to locate here because of the lack of daycare for employees. The FS is fairly limited in what it can do other than make recommendations and resolutions. Perhaps the UNKEA is in a better position to get something done about this. This might be an issue for the newly proposed Faculty Welfare Committee to work on. The Consumer Science Dept. has developed a 'Vision' on this issue, and the FS expressed an interest in seeing it. Since the Board of Regents have stated that they wish to have childcare on every campus, perhaps they could be pressed for help on this issue. The Gender Equity Committee recently drafted a letter to the Chancellor and the Board of Regents on the childcare issue which was not favorably received by the Chancellor. We need to find out how much money is needed, and how far away we currently are from having it. It was estimated that a childcare facility on campus would cost $85/sq. ft./child, or around $2 million for a facility housing 100-125 children. That's just for the bricks and mortar, not staffing.

On the centralization of classroom scheduling, Carla Brush will be using a computer software system designed to better allocate classrooms campus-wide. The intent is to increase classroom space utilization rates.

The Faculty Senate Executive Committee Meeting With The Chancellor was discussed. Topics included the following:

The Chancellor can't make it to either of the April FS meetings due to scheduling conflicts.

The Staff Senate has joined with the FS to invite President Smith to address both groups at a 3:30 meeting sometime during the first part of April.

The VCSA and B&T Dean searches both have selected a short list, and they are ready to invite candidates for campus interviews. They can't reveal the names of candidates until they accept an invitation to interview on campus.

D. Academic Freedom and Tenure. No report.

E. Grievance Committee. No report.
F. Professional Conduct Committee. No report.


H. Academic Affairs Committee. Committee met but missed the deadline for submission of minutes. There will be two sets of minutes for the next Senate meeting.

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. Minutes of the 1-10-01 meeting were included in the packets, no discussion followed.

VIII. Reports of Faculty Senate Special (Ad Hoc) Committees.

A. First Year Experience Committee. A handout was distributed from the Chair, outlining the difficulties faced by the committee thus far. Keith Comer will be leaving UNK at the end of this semester, so a new Chair must be found. In addition, two members of the committee will be unable to serve due to health issues. With 3 of the 4 faculty members unable to continue, it was recommended that the FS reconstitute the committee, and to include more senior faculty with experience and knowledge of institutional history.

Clark/Fredrickson moved to accept the First Year Experience Committee's recommendation to reconstitute the committee, including more senior faculty with the appropriate experience. The President asked for suggestions and/or volunteers. The motion passed unanimously.

German/Davis moved to assign the task of reconstituting the First Year Experience Committee to the Election Committee. A Comment was made that it is not common for the Election Committee to do this, but given the failure of the last attempt, and the importance of this committee, we should have the Election Committee do it.

Fredrickson/Davis moved the previous question. The motion passed.

The motion to assign the task of reconstituting the First Year Experience Committee to the Election Committee passed.
B. **North Central Accreditation Assessment Committee.** Chairwoman Peck will become a full-time administrator after this semester, and requested a determination as to whether she could remain as the Chair of this committee. If she were to be replaced, there would not be a need to appoint a new FS representative for the committee, since there are other Senators on the committee.

German/Terry moved to assign the determination of whether the current chair could stay on as chair to the Election Committee. Opposition to this motion centered on the need to make the determination as soon as possible, and there was concern that assigning the task to the Election Committee would not yield a determination until the next FS meeting. The motion was defeated.

Burlingame/Zikmund moved to have the Executive Committee make a determination on the chair of this committee as quickly as possible. The motion passed.

**IX. Unfinished Business:** There was no motion to remove the tabled discussion on the Student Life White Paper on the First-Year Experience from the table.

Discussion on the possible change to include minuses in the grading system revealed that most faculty generally favor a change to include minuses. This issue previously got bogged down in the Academic Affairs Committee due to uncertainty over the grade point numbers associated with each grade. It was noted that some evidence indicates that a switch to a plus/minus system will not solve the grade inflation problem.

Miller/German moved to have the FS go on record as supporting a plus/minus grading system. It was noted that going to such a system would not dictate that faculty must use pluses and minuses, only that they would have the option to do so. The motion passed.

The accreditation issue from the last meeting was addressed again. In the music dept., the accreditation requirements are stated in percentages of credit hours in the program, not absolute credit hours. Also, concern was raised that if requests by departments for program changes are denied by the Ac Af committee, it could hurt the program. We need a definitive statement addressing this. It was noted that the review process would allow departments that were denied requests for program changes to take their case before Ac Af or the FS if they felt they were wrongly denied.

Discussion on the action on recognizing service centered on the language that was communicated to the colleges. Whereas the Wozniak resolution passed during the February 3, 2000 FS meeting and discussed again at
the November 2, 2000 FS meeting read "It is suggested that institutional service be given greater weight for tenured professors thus encouraging reciprocal commitment," the Dart resolution passed on December 7, 2000 which was included in the packet sent to the Deans read "a record of service shall stand as an equal to recognition given for teaching and scholarship." The motion passed at the November 2 meeting to have the VCAA draft the letter to the Deans acknowledging service was intended to reflect the February 3 wording of "greater," not the December 7 wording of "equal."

Inconsistencies among the 4 colleges on reporting for the program prioritization were mentioned. Any concerns over the procedures used should be discussed with the department chairs.

It was stated that the UNK retention rate this year was 80%, as good as UNL's.

X. New Business. The Constitution says that the Plan of Action for the upcoming Academic year is supposed to be ready by the last FS meeting of this semester.

It was requested that the EC review the minutes of this year's FS meetings to see if EC actions have been successful, and to make sure that all tabled items are identified for future discussion.

President Smith has asked how faculty would feel about guaranteeing that a student can graduate in 4 years in their programs. Education has a stated 4 year sequence that should be valuable in recruiting students who want to graduate in a timely manner.

XI. General Faculty Comments. The meeting adjourned at 9:45.

Respectfully submitted
Tommy Eshleman
Secretary