I. Call to Order. Faculty Senate was called to order by President Cafferty at 7:05 p.m.

II. Roll Call.


Absent: Burlingame, Conrad, Curry, Fleming, Lewis, Tracy

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

III. Action on Faculty Senate Minutes of October 5, 2000. Senator Young/Peck moved approval of the minutes. Motion passed unanimously.

IV. Speaker: VCBF Randy Haack addressed the Senate on the status of current capital projects.

West Center: Renovation should be complete by March 2001.

Education Building: Ground preparation is off to a good start. The grounds had to be built up to be on the same level as the Health & Sports Complex. The $9.5 million project is scheduled for completion by April 2002.

Bruner Hall: Currently finalizing the design for the $6.5 million renovation. The 34 year old building is in need of new systems to provide fresh air, power, and updated infrastructure. The Math Dept. will be temporarily moved into Men’s Hall, then relocated to a space that has yet to be determined. There will be several options available after all Education personnel have moved into the new Education Building. Work will proceed in phases as follows:

Phase 1. 4th floor: Dec 2000 - May 2002
Phase 2. 3rd floor: May 2002 - Jan 2003
Phase 3. 2nd floor: Dec 2002 - May 2003
Phase 4. 1st floor & basement: May 2003 - Sep 2003

Student Union: Work has been delayed as UNK is still negotiating with building contractors, but should start by the end of November. The Ponderosa and Cottonwood Rooms should be available for Fall Commencement, but after work begins in earnest the Ponderosa Room will be unavailable until the project is
completed in September of 2002. The size of the Ponderosa Room will be increased by about one-third, and it will have a new and improved soundproofing system in the divider walls for sectioning the space into several rooms.

Other future projects include Phase 2 for Otto Olsen, Foster Field, the Library, and a $13.5 million renovation for the Fine Arts Building. Funds for renovating Foster Field will have to come from private sources, so the extent of these renovations will depend on the success in raising these monies. A total renovation including a new track, new turf, new east bleachers and improvements on the west bleachers would cost around $6.5 million.

Design standards are in place for all new construction to provide architectural continuity with the rest of the buildings on campus.

Discussion arose concerning the Education Building plan to construct 50 offices, but only 8 classrooms. The number of classrooms was thought to be sufficient to handle all Education classes without their having to use classrooms outside the building. In addition, the Coordination Commission would not approve more than 8 classrooms since the rest of the campus has more classrooms than is deemed sufficient.

V. Reports from Academic Councils

A. Graduate Council. The minutes of the October 12 meeting were included in the packets, no discussion followed.


VI. Reports of Senate Representatives to Non-Senate Committees

A. Strategic Planning Committee. No report.

B. Honors Council. No meeting

C. Information Technology Advisory Council. A handout on Tech Fee expenditures and strategic initiatives was distributed.

There was concern that student technology fees should not be used to fund student technology assistants who are utilized to provide support for all UNK units, which include support for faculty.

The same concern was voiced for tech fee money used to fund the UNK Webmaster.

D. Center for Teaching Excellence Advisory Committee. The minutes of the August 25 and the September 15 meetings were included in the packets. A
handout was distributed on presentations sponsored by the Center this fall. It was reported that attendance at these presentations was the highest in the NU system. There will be a final report on fall presentations and attendance at the end of the semester.

Popular sessions will continue to be offered again when possible, and dates will be alternated between Thursdays and Fridays to accommodate different faculty schedules. A file is being kept on suggestions for improvements, new ideas, and general comments on the presentations.

**E. Gender Equity Committee.** The committee has met and topics of discussion included the lack of funding for childcare, and the fact that we cannot pursue outside funding for this purpose, though nobody knows why. No conclusions were reached as to what to do about the situation. The committee is working on arranging a roundtable discussion with the Chancellor on this subject.

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

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

**A. Election Committee.** A handout was distributed on the new members of the FS committees. Mistakes were noted, and a new list will be distributed at the next meeting.

Kurt Borchard could not serve on the Academic Affairs Committee due to a scheduling conflict. Fredrickson/Clark moved to elect Daryl Kelley to fill this seat. The motion passed unanimously.

**B. Executive Committee.** The minutes of the Executive Committee meetings with the Chancellor and Vice Chancellors were e-mailed to the FS prior to the meeting. The meeting with the Chancellor revealed that the money for hiring the Assistant to the Vice Chancellor of Student Life for diversity and recruitment is coming from salary savings from the unfilled VCSA position. The EC was urged to find out where the money will come from once this position is filled.

The search committee for the VCSA is the same as last year, and the position will be advertised before Thanksgiving and again in January, with campus interviews slated for March.

Discussion ensued on the resolution passed in the FS last year, summarized as follows:

> Be it resolved that the Faculty Senate requests that the administration clarify the relative importance of the three components of faculty performance especially with regard to senior faculty. It is suggested that institutional service be given greater weight for tenured professors this encouraging reciprocal commitment.
It was noted that the definition of what satisfies the service component is up to each College. Some feel there should be a directive from UNK administration stating at least a general guideline, since the tenure and promotion process is ultimately determined at this level.

The fact that all recent portfolios submitted for tenure and promotion have included the service component was presented as proof that service is valued by the administration.

Since new faculty must emphasize scholarship and teaching to receive tenure, it was felt that the service component increasingly falls upon tenured faculty. The Seminar on Keeping Senior Faculty Vital emphasized the need to recognize the higher service load on senior faculty. Perhaps there should be different weights given to service activities for senior vs. junior faculty. The current guidelines don’t mention this option. The guidelines, which are Board of Regents Policy, allow a candidate for tenure and promotion to declare outstanding in teaching or scholarship, but not outstanding in service. This seems to imply that outstanding service goes unrewarded. There is a contention among many that submitting a portfolio for tenure and promotion stating good in all three components really means that the candidate is not very good in any of them, so it is better to go up declaring superior in teaching and research. This further shifts the service load to senior faculty.

The concern of senior faculty is not so much that their service activities are not valued for promotion from associate to full professor, but rather that their many hours of service do not receive just recognition from the administration. This is demoralizing to senior faculty, and follow-up is needed in this area.

There appears to be a lot of variation from department to department on the weight given to service in annual reviews. No college has a stated weighting system for service vs. teaching and research. It was felt that a senior faculty member should be able to choose how they are evaluated, since some with outstanding service and teaching records have been downgraded in annual reviews because of their lack of scholarship. Mediocre service rarely leads to a bad annual review all by itself.

Davis/Smith moved to have the executive committee work with the Chancellor and VCAA to draft a statement on the acknowledgment and encouragement of service activities in annual reviews. Further discussion revealed that the FS never gets to see the results of the administration’s conferences on these matters, and that the administration could do a better job of keeping the FS attuned to this. This concern should be relayed to colleges and departments. Perhaps the FS should develop their own system of recognition, but recognition must come from the administration as well. Deans should get involved, so department chairs will get the message on service. Service activities of senior
faculty are important to junior faculty too, since it frees them up to concentrate on research and teaching.

A concern was voiced that if the motion on the floor passed, it might not accomplish much since a statement of acknowledgment would not necessarily change the way annual reviews are done. The reply was that the motion is a first step in opening up opportunities for further recognition of service activities. It was felt that the next meeting of the Board of Regents should be advised of this issue.

Fredrickson/Clark moved the previous question. The motion passed unanimously. The motion on service passed.

On another issue, the EC was urged to get the Ad Hoc Committee on the First Year Experience filled as soon as possible. In addition, the EC was asked to consider reactivating the Academic Advising Committee after reviewing the charge of the committee with the VCAA and the VCSA to ensure their support and participation.

C. Presidents Report. No report, the Regents will not meet until Nov. 11.

D. Academic Freedom and Tenure. No meeting.

E. Grievance Committee. No meeting.

F. Professional Conduct Committee. No meeting.

G. Academic Computing Committee. A report from this committee complained of having to send 61 copies of the minutes for FS distribution as being a waste of time and paper. Fredrickson moved that FS committees be allowed to send minutes on e-mail. The motion died for lack of a second.

A comment was made that 700-750 students in residence halls own their computers.

H. Academic Affairs Committee. The October meeting failed to reach a quorum. They will try again to meet and elect a chair and secretary.

I. Artists and Lecturers Committee. A report from this committee stated that all business was taken care of and they will not meet again this year. Gary Schaaf was elected Chair, Sandy Lebsack was elected Secretary. The minutes will be in next month’s packet.

J. Athletic Committee. Minutes of the October 23 meeting were included in the packets. No discussion followed.
K. Library Committee. This committee met and elected Dave Palmer as chair, Jose Mena-Werth as secretary.

L. Student Life Committee. No meeting.

M. Continuing Education Committee. No meeting.

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

A. Members appointed to the newly formed North Central Accreditation Assessment Committee include two representatives from each undergraduate college and one from the graduate college. They are:

Sherry Burlingame, Mkt/Mgt
Virginia Gronwaldt, FCSC
Barbara Clark, Teacher Education
Randall Johnson, HPER
John Damon, English
Thomas Dennis, Art
Kevin Byrd, Psychology
John Anderson, Political Science
Patricia Hoehner, Educational Administration (Grad College Rep)

Clark/Miller moved to add a FS representative to this committee. The motion passed unanimously.

Fredrickson/Terry moved to add one representative each from the Registrar’s Office, the Council of Dept. Chairs, the Director of Assessment’s Office, and the Director of Institutional Research’s Office. The motion passed unanimously.

IX. Unfinished Business. It was noted that the Grievance Committee and the Academic Freedom and Tenure Committee have not been convened yet.

X. New Business. A question arose over the charge of the Faculty Assistant to the VCAA and the $21,271 stipend received by this individual. It was noted that this person works on the Academic Program review, and that the stipend covers services for the summer. The title of Faculty Assistant does not imply that this individual represents the faculty in these duties, but rather that the individual is a faculty member who assists the VCAA.

XI. General Faculty Comments. The Vice President of the Student Body reported on the student envoy program in recruitment and invited the FS to visit their website and to come to their meetings.

Miller/Terry moved to go into closed. The motion passed unanimously and the FS went into closed session. After the closed session, the meeting adjourned.
Respectfully submitted
Tommy Eshleman
Secretary