I. President Kelley called the meeting to order at 7:00.

Absent: Buckner, Curry, Exstrom, Scott, Terry, Unruh.
Guests: Asst. to Sr. VCAA Glenn Powell, Center for Teaching Excellence Director Elizabeth Peck, Student Body Vice President Abranda Schwensen.

III. Bridges/Korb moved approval of the minutes for the Faculty Senate meeting of 11/7. Minutes were approved.

IV. Reports from Academic Councils:
There were no reports from Academic Councils.

V. Reports from Non-Senate Committees:
Center for Teaching Excellence Advisory Committee – minutes of 11/18 were presented without discussion.

VI. Reports of Faculty Senate Standing Committees
Oversight Committee The Oversight Committee outlined the process for selecting faculty representation on the search committee for the new Senior Vice Chancellor for Academic Affairs. The Faculty Senate was to forward ten names, balanced by gender and ethnicity. The list would, however, be informational only, with final selection made by the Chancellor. A list of names was presented, not all of whom had been asked for agreement to serve. Senators were instructed to vote for one candidate from each college and one additional name. Some names were removed, and some names were added, and then a vote was held.

Executive Committee – minutes of 11/21 and 12/3 were presented. Discussion ensued on the following points:

Sen. Obermier asked about the status of the $1.5 million renovation planned for Otto Olson. The Executive Committee agreed to ask the administration and to update the faculty.

Sen. Davis questioned the salary increase planned for the new SVCAA and suggested that the Faculty Senate position itself now so that the next round of budget cuts does not fall exclusively on faculty and staff. The reported need to remain level with peer institutions may not necessarily be valid. Sen. Young suggested that, since compensation for faculty in summer school has been lowered, costs at the administrative level also be lowered. In regard to the public and open disclosure of administrators’ salaries and budgets, it was pointed out
that the Union clearly presents the range of salaries for faculty, and that
administrators’ salaries should also be public. Sen. Lillis indicated that all salaries
are available on Reserve in CT Ryan Library. Other concerns involved the drift
toward higher salaries during a period of declining budgets and enrollment, and
summer salaries for chairs at rank pay being questioned while summer salaries for
administrators at much higher pay are not. Sen. Damon suggested that the creep in
administrative salaries is tied to the increase in the Chancellor’s salary, despite the
new Chancellor lacking prior experience in a similar institutional position, and
that therefore the current administration may expect salaries of other
administrators to climb upward.

Sen. Hodge brought up the issue of strategic planning. The Executive Committee
should encourage the reexamination of the “tweaked” UNK mission statement.

Sen. Clark expressed a concern that the deans have been denying early
advancement to associate professor. Sen. Davis said that deans have not been
denying them, but some assistant professors have not understood the importance
of early advancement. Clark wondered if the administration is discouraging early
advancement for budgetary reasons.

Sen. Fredrickson questioned putting the technology committee under the SVCAA.
It was previously under Finance, and now it is directly reporting to the
Chancellor. Would the move to reporting to the SVCAA lead to problems?
Caution is needed.

Sen. Young explained the issue of the exchange program with Alcorn State
University in Mississippi. Alcorn is an historically black institution of around
2,000 students. The exchange would involve faculty first and then students. A
group from Alcorn met with Sens. Kelley and Miller. Sen. Clark added that the
group, six people from Alcorn State and Bryan Samuels, met with COE faculty
concerned with diversity issues. Sen. Tracy explained that it was a preliminary,
get-acquainted meeting, and that this was the first they’d heard about the issue. A
visit by the Student Teaching Coordinator from Alcorn had been arranged for a
month’s visit in June for the first summer school session. Pres. Kelley suggested
that one problem might involve the workload expectations at the two institutions.
Davis/Hodge presented a motion that the Executive Committee investigate the
economic and personnel impact of the Alcorn Exchange Program with a report to
the Senate in February. Motion passed.

President's Report of 11/8, 11/19, and 11/25 were presented. Sen. Wozniak
encouraged senators to volunteer for the NCAA Committee, which will be writing
the self-study document during Spring Semester 2003. The document will then be
discussed and revised during Fall Semester of 2003. It will have five chapters:
Mission Statement, Resources, Assessment and Accomplishments, Planning, and
Further volunteers will be needed.
**Academic Affairs** minutes for the meeting of 10/17 were presented without discussion.

**Academic Information and Technology Committee** minutes for meeting of 10/8 were presented with brief discussion of the issue of access on campus.

**Athletic Committee** minutes for the meeting of 11/4 were presented without discussion.

**Faculty Welfare Committee** minutes for the meeting of 11/15 were presented. Discussion focused on concerns regarding the 1995 workload policy that was called into question by the recent Faculty Workload Report. Sen. Davis said that no copy of the 1995 document indicating approval has been uncovered. Sen. Damon questioned whether the discovery of a signed copy of the document could be the only protection for faculty regarding a policy that had been in place for seven years. Sen. Davis suggested that the problem needs to be straightened out, but that senators should undertake to determine what should exist, not argue over whether the old policy formally existed. Sen. Young pointed out that this institute has existed since 1905 but that workload has never been clearly established. Tenure and promotion documents do not agree, and policies have been much too loose in the past. Sen. Craig asked about the existence of a campus-wide committee that rules on tenure and advancement decisions sent forward by advisory committees of individual colleges. Sen. Davis and AVCAA Glen Powell confirmed that a campus Advisory Committee does exist, which is appointed by the Chancellor. It is mentioned in the Faculty Handbook, Article VI. Sen. Young said the KSC Faculty Senate had such a committee and it was carried over as policy at UNK.

**VII. Reports of Faculty Senate Special (Ad Hoc) Committees**

**Assessment Committee** minutes of meetings 10/10, 11/14 were presented. The question of whether the Assessment Committee should be a standing committee, as specified by NCAA rules, or should remain an ad hoc committee, was referred to the Oversight Committee.

**VIII. Unfinished Business:**

**Oversight Committee: Constitution and By-laws Revision:** Sen. Miller explained that the revisions eliminate duplication between the Constitution itself and the By-laws. Sen. Young clarified that the proposal was presented at this meeting and will be voted on at the meeting of Feb. 6. Sen. Fredrickson questioned whether the duplication of written numbers and numerals was necessary. Young replied that it was customary. Sen. Hodge commended the Oversight Committee for its work. Some specific changes were proposed by Sens.
Young and Darveau. The changes will be reviewed for final approval Feb. 6.

IX. New Business:

Proposal to Modify the Foreign Language Requirement for the Bachelor of Arts Degree Sen. Craig presented the proposal, explaining that it will allow students who wish to change the foreign language studied at the college level, rather than having to continue the same language studied in high school. It will not change the total number of hours required. The proposal will go next to all Educational Policy committees.

Strategic Planning Resolution Wozniak/Hoehner made a motion to accept the Resolution. Sen. Davis suggested that the first step should be to decommission the old Strategic Planning Committee and to thank them for their service. Sen. Cook-Fong asked whether the wording should read reactivate rather than re-establish? Sen. Miller stated that the Chancellor wishes to establish a new committee rather than reactivate the old. The desire was expressed that the Faculty Senate have a strong role in shaping the new council. The motion passed.

X. General Faculty Comments

The desirability of moving meetings from Ockinga to the Alumni House was discussed. Action was delayed on making the move.

Bridges/Lillis moved adjournment. Meeting adjourned at 8:33 p.m.

Respectfully Submitted,

John Damon
Secretary of the Faculty Senate