I. Call to order

II. Roll Call

At Large Senators: Present: Wozniak, Frickel
Absent: Davis
CBT Senators: Present: Agrawal, Meznarich, Trewin, Taylor
Absent, Amundson, Moore
COE Senators: Present: Kritzer, Moore, Montgomery
Absent: Fredrickson, Lewis, Mollenkopf, Unruh
CFAH Senators: Present: Chavez, Hartman, Kruse, Flood, White, Dimock,
Absent: Burbul, Fronczak;
CNSS Senators: Benz, Combs, Darveau, Biggs, Lilly, Miller, Carlson, Ericson, Trantham; Absent: Stevens,
Library Senator: Present: Mueller

III. Approval of Agenda

White (Benz). Moved approval. Passed.

IV. Action on Faculty Senate Minutes of October 7, 2010

Wozniak (Ericson). Moved approval with request to add names of those newly elected to committee positions. Passed.

V. Special Presentation

Charlie Bicak, Sr. Vice Chancellor for Academic Affairs and Student Life discussed UNK’s Strategic Plan and how it fits into the overall NU plan and the kinds of reports that we make regularly to the Board of Regents about how we are progressing in implementing our plan. He noted that there are five goal areas in the Phase II Implementation of our Strategic Plan which was approved two years ago: Learning, e.g., critical thinking; Scholarship, e.g. advancing the discipline using the Boyer model, Student Development, e.g., citizenship, Outreach, e.g., continuing education; Engagement and Organizational Development, e.g., the sense of a campus community. We have undertaken 19 initiatives or action items across the five goal areas.

While there are several UNK Indicators of Quality, among those that cause us to stand out are the scholarship of teaching, which is reflected in the sheer amount of time we spend with students, undergraduate experiential learning, as indicated by our participation in NCUR, global education as indicated by the number of international students on our
campus and our increased participation in study abroad program, interdisciplinary
initiatives, e.g., team-taught honors courses, grant activities across colleges, external
funding – over 100 grants submitted this past year, and a sense of place, for example the
teachers produced in COE which provides 40% of Nebraska teachers.

Dr. Bicak pointed out that our peer group, which consists of the following schools,
Central Missouri State University, Moorhead State University, Murray State University,
Northern Michigan State University, Sam Houston State University, University of Central
Arkansas, University of Northern Colorado, University of Northern Iowa, University of
Wisconsin at Stevens Point, Western Illinois University, has not changed for the past 15 or
so years, although there are some rumblings about that, which will not go very far this year
but in the future may be taken up.

Dr. Bicak provided the Senate with current accountability measures that we will be
using for the next three years. Each of the goals has objectives, strategies, and
accountability measures. The six overarching goals are: access and affordability, e.g.,
expand need based financial aid programs; quality academic programs, e.g., recruit and
retain exceptional faculty and staff; workforce and economic development, e.g., supply
change management program in B&T; research, e.g., increase external funding,
engagement with the state; and cost-effective/accountability, e.g. repair of facilities.

The Board of Regents has established specific accountability measures and annual
targets with regard to the expansion of our tuition assistance program, undergraduate
enrollment, retention rates, graduation rates, faculty salaries meeting or exceeding the mid-
point of our peers, increased faculty diversity, etc. Our progress towards meeting these
goals are regularly reviewed by the Board’s Academic Affairs Committee, Business Affairs
Committee or the Outreach and Economic Development Ad hoc Committee.

Finally, Dr. Bicak provided a graphical representation of how we compare with our
peer group on graduation rates (UNK – 59%; Peer Group 49%), full-time retention rate
(UNK – 83%; Peer Group 73%), percent of women faculty (UNK – 42%; Peer Group
39%), percent, faculty of color (UNK – 7%; Peer Group 11%). Senator Darveau noted that
in many peer group comparisons, we are leading the peer group but that we are not meeting
the mid-point of our peers in faculty compensation despite State law and Regent policy

VI. Reports of Faculty Senate Standing Committees

A. Oversight Committee:

The Oversight Committee recommended that Darleen Mitchell be elected as a
temporary replacement for Gary Schaff on Artists and Lecturers Committee. Frickel
(Lilly) Moved that nominations cease and a unanimous ballot be cast for Darleen.
Motion passed, and that Akbar Javidi be elected as a temporary replacement for Gary
Schaff on the Grievance Committee. Frickel (Lilly) Moved that nominations cease
and a unanimous ballot be cast for Akbar Javidi. Motion passed. The Oversight
Committee recommended that Jan Moore be elected as a third Senate representative on
the Parking Committee, that includes Bill Wozniak and Karl Borden. Frickel (Lilly)
Moved that nominations cease and a unanimous ballot be cast for Jan Moore
Motion passed. Temporary replacements are until the Senator is able to return to work.
The Parking Committee position is for two years. Senator Wozniak raised the issue of
maintaining consistency in appointed vs. elected positions. Oversight Committee was asked to look into it.

B. Executive Committee: **Minutes of October 20, 2010 meeting with Administration**

The parking lot census information was clarified – it is that the lots are fuller for a longer time than in the past. It was noted that a report on Administrators who have been hired/fired/added has been asked for by the Senate and has not yet been forthcoming. The Executive Committee was reminded to ask the administration for that information. The Senate was reminded that the current NU administration’s policy with regard to tuition generated by individual campuses is that it is now kept by the individual campuses. Concern was expressed over why summer courses are limited when we are generating money from summer enrollment and could generate more. The Senate Executive Committee has requested that more money be allocated in the budget to summer courses. With regard to the limit on how many classes can be taught by an individual faculty member, it was pointed out that the limit is a part of the union contract.

C. President’s Report: **Report for 11/04 Senate Meeting**

The Senate asked for clarification of what was meant by “the cannibalization of the benefit bucket.”

D. Academic Affairs: **Subcommittee Minutes of 10/13/2010; Minutes of October 21, 2010.** Minutes were accepted. Thanks were expressed to the members for their dedication and hard work.

E. Academic Freedom and Tenure Committee:

F. Academic Information and Technology Committee:

G. Artists and Lecturers Committee: **Minutes of October 22, 2010.** Senator Darveau re-stated his objection to the once a year allocation.

H. Athletic Committee:

I. e-campus Committee: **Minutes of October 25, 2010.** No discussion.

J. Faculty Welfare Committee:

K. Grievance Committee:

L. Library Committee: **Minutes of April 19, 2010.** No discussion.

M. Professional Conduct Committee: **Minutes of October 22, 2010.** No discussion.

N. Student Affairs Committee:

O. Faculty Senate/General Studies Joint Committee: **Minutes of 9/24; 10/1; 10/08.** Senator Dimock pointed out that the recommendations coming from this joint committee are posted at the end of the Minutes. The final report will be posted in November. Suggestions should be directed to either Dr. Joseph Benz or Dr. Ralph Hanson. It was requested that the final report be included in the December packet.

VII. Reports of Senate Representatives to Non-Senate Committees

A. Assessment Committee: Proposed **GS Assessment Plan.** Not an assessment
committee report/minutes but provided for information only.

B. Affirmative Action Commission:

C. Center for Teaching Excellence Advisory Committee:

D. Council of Chairs:


F. Fees Committee:

G. First Year Advisory Council:

H. Gender Equity Committee:

I. Honors Council:


K. Parking:

L. Student Retention Committee:

M. Safety Committee:

N. Strategic Planning:

O. Student Support Services Advisory Committee:

P. Technology Advisory Committee:


R. WI/CD Committee: Minutes of 8/17, & 9/14. No discussion.

VIII. Reports from Academic Councils


C. Council on Undergraduate Education:

IX. Unfinished Business

A. Resolution: Domestic Partnership Benefits

Miller (Biggs). Moved approval of the following edited resolution:

WHEREAS, the principle of equal rights is an important value to our country;

WHEREAS, the principle of equal rights is an important value to the State of Nebraska as commonly expressed in the Great Seal of the State of Nebraska with the motto “EQUALITY BEFORE THE LAW” emblazoned in capital letters as instructed and enacted by the Legislature of the State of Nebraska in Section 1 of the Act of 1867;
WHEREAS, the movement toward domestic partnership benefits in the workplace is rooted in the egalitarian principle that equal work warrants equal pay, including employment benefits which, when extended to the spouse of a married employee, should be extended to the domestic partner of an unmarried employee;

WHEREAS, the state anti-gay marriage, union, or partnership amendment adopted in the year 2000 in Article I, Section 29 of the Nebraska State Constitution complicates but should not prohibit the extension of employee benefits to unmarried domestic partners;

WHEREAS, the definition of unmarried domestic partners eligible for employee benefits has been established at several Nebraska corporations with national and international business interests such as ConAgra Foods Inc., Mutual of Omaha, and Union Pacific Corporation;

WHEREAS, the definition of unmarried domestic partners eligible for employee benefits has been established at many regionally and nationally prominent public and private universities such as Harvard University, Iowa State University, Ohio State University, Purdue University, University of California, University of Illinois, University of Indiana, University of Iowa, University of Minnesota, University of Pennsylvania, and Yale University;

WHEREAS, universities restricted by state law from offering unmarried domestic partner benefits, such as the University of Michigan, still extend employee benefits to “other qualified adults” (OQA);

WHEREAS, the University of Nebraska, as the state’s premier institution of higher learning with growing regional, national and international interests, wishes to compete for the very best faculty and staff regardless of marital status or sexual orientation;

WHEREAS, the University of Nebraska, as the state’s premier institution of higher learning with growing regional, national and international interests, wishes to uphold the state’s founding principle of equality;

THEREFORE BE IT RESOLVED that the University of Nebraska at Kearney’s Faculty Senate supports unmarried domestic partner benefits and urges the administration of the University of Nebraska at Kearney to bring this resolution to the attention of the central administration of the University of Nebraska and to the Board of Regents of the University of Nebraska.

A number of issues were raised with regard to the resolution. A question of what domestic partner benefits would cost was raised and it was reported that our University Administration had looked into this and that the cost would be minimal. Other sources were reported to project a 1-3% increase. The timing of the resolution was questioned and it was pointed out that the UNKEA negotiating team was currently in discussions with Varner Hall about these benefits. It was pointed out that the universities mentioned in the resolution are not members of our peer group and that 8 of our peers do not offer domestic partner benefits. In response it was noted that as a member of a university system, in which benefits accrue across campuses, the peers of all of our member campuses must be considered and that it is important to think of this as a member of the Big 10. Concern was expressed about the Senate taking stands
on non-academic issues and acting on resolutions not authored by our own. In response, it was noted that a UNK faculty committee did, in fact, author the resolution. It was expressed that support of this issue was one of moral integrity and that this resolution supports a position that has been previously endorsed by the Senate. It was also pointed out that the UNK has lost faculty members including faculty senators because of the lack of domestic partner benefits. It was suggested that many of the taxpayers of Nebraska who pay our salaries will object to domestic partner benefits and that we should not alienate our alumni, parents and supporters. In response, it was suggested that if we followed the opinion of many citizens, we would not teach evolution in our biology classes since many feel that the earth is less than 6000 years old and at one point in our history we would not admit African-American students. It was noted that the resolution simply recommends a course of action, and is not in and of itself a binding document.

Darveu (Biggs) Moved to limit further discussion to 10 more minutes after which the question should be called. Motion passed.

As representatives of the faculty, it was stated that we should represent all faculty, including those with domestic partners. From the economic perspective it was pointed out that the Board of Regents has not authorized a RIF and so the budget concerns being suggested may be overstated. It was also pointed out that faculty welfare is the purview of a Senate committee so that this issue is appropriate for Senate action.

Motion to support the resolution passed with two dissenting votes.

X. New Business

Taylor (Frickel). Moved approval of the following resolution thanking the Peoplesoft Implementation Team. Further appreciation was expressed to those who worked tirelessly last Thursday to make things right. Passed unanimously.

A Resolution Presented to the
University of Nebraska at Kearney
Faculty Senate
November 4, 2010

Whereas
• The University of Nebraska at Kearney has been part of the state university and state college implementation of the PeopleSoft system
• The process involved many hours of travel and problem-solving above and beyond the normal expectations of personnel responsibilities and duties
• The initial phases of implementation met proposed deadlines many believed to be unrealistic
• The UNK team members remained transparent and helpful to faculty during the difficult transition period
• The UNK team remains dedicated to continued implementation and problem-solving during the upcoming semesters

Be it resolved
The UNK Faculty Senate acknowledges the difficult and time-consuming work of all the personnel who contributed to this effort. In particular, it extends its gratitude and appreciation for a job well done to the SIS Project Team:

XI. General Faculty Comments

Senator Frickel alerted the Senate to the fact that the UNK website now includes advertising, including ads by our competitors. The Executive Committee was asked to raise the issue with the Administration

XII. Adjournment

    Miller (White) moved to adjourn.

Respectfully submitted,

    Rick Miller, Secretary