UNK FACULTY SENATE MEETING MINUTES
September 4, 2014
Ockinga

Faculty Senate Website: http://www.unk.edu/committees/faculty_senate/index.php

I. Call to order

II. Roll Call: 4SEP2014

At Large Senators: Present: Biggs, Kelley
Absent:

CBT Senators: Present: Konecny, Moore, Porter, Taylor, Tenkorang, Trewin
Absent:

COE Senators: Present: Brown, Gaskill, Hoehner, Mims, Moore
Absent:

CFAH Senators: Present: Burbul, Rogoff, Van Renen
Absent: Chavez, Jiang

CNSS Senators: Present: Davis, Harms, Hossain, Louishomme, Pattabiraman, Reichart, Sogar, Trantham, Wozniak
Absent: Jhi

Library Senator: Present: Mueller

III. Approval of Agenda

The agenda was approved.

IV. Action on the Faculty Senate Minutes: 24APR2014

Senator Davis (Biggs) moved to approve the minutes. The minutes were approved.

V. Special Presentations

Charlie Bicak - Senior Vice Chancellor for Academic and Student Affairs

SVCASA Bicak – I am presenting to give insight into developments in the new Enrollment Management division and the expectations going forward. I appreciate the Faculty Senate in terms of notable accomplishments of the past two years: Post-Tenure Review (with special thanks to Past President Trantham); handling of matters by the Grievance Committee (with special thanks to Senator Davis); and discussion of shared governance (with special thanks to President Taylor).

The Enrollment Management Division has come about through internal urgency pending an external mandate. It will look at quantitative measures of performance that are reported to Varner Hall, the Coordinating Commission, and the Board of Regents. This year
enrollment is down 2% in terms of head count and probably 3% in terms of credit hour production. We are within the enrollment window of 6800-7200 students that defines who we are as a campus. Out of 1000 hypothetical freshmen, the rising sophomore rate is about 80%, which is higher than a majority of peer institutions. But 200 leave—what is happening there? We still have work to do in terms of timely degree completion. Industrial Distribution has 96% appropriate job placement prior to graduation and 100% after. We will also look at how much debt our students carry along with the nineteen accountability measures reported to the Board of Regents by all the campuses.

There is a trend and shift towards performance-based funding. The rumblings on this in Nebraska have not been as ferocious as elsewhere, but it is time for us to think about the impact of performance-based funding. Twenty-five states have it. Five are on the verge and a further five-to-ten are seriously looking at it. It is inevitable that it will be on the radar for us at some point. We can be more targeted and intentional in student recruitment and enrollment.

The Enrollment Management Division will encompass Student Affairs, Admissions, Financial Aid, Academic & Career Services, and the First Year Program. There are synergies that come from this organization that will promote excellence.

Ed Scantling - Associate Vice Chancellor for Academic Services & Enrollment Management

AVCASEM Scantling – Performance-based funding is coming. For the 2009-10 cohort, what was the four-year graduation rate? 23.4%. The six-year rate has dropped from 55.9% to 53.2% in recent years. The retention rate thus far for the 2012 cohort was 75.5%. These figures are from the UNK Factbook. How many students do we keep? The 2007 cohort of freshmen started with 915 (figures on graduation and persistence rates were distributed). We are bleeding students every year. The best things we can do to improve is in the area of faculty advising. What if we retained an extra fifty students (handout “What if UNK Improved Retention” was distributed)?

We are collaborating with the Education Advisory Board (EAB) and the Student Success Collaborative with the aim of improving persistence and retention rates. EAB is examining data to provide an advising platform for Health Sciences and Academic & Career Services. We are emphasizing fifteen credits/semester to finish in four years and making it a theme. Also we are spending time on financial literacy regarding planning and decisions affecting graduation.

President Taylor – Thank you to SVCASA Bicak and AVCASEM Scantling.
Senator Davis – Is there a rollout time for the advising platform?
AVCASEM Scantling – EAB will be back on campus mid-November to work with pilot groups. They will be running the at-risk students first and having conversations with them. In the early spring, department chairs and volunteers from each department will be trained on the platform, which will not replace Degree Audit.

Senator Mueller – How do transfer students factor into EAB/Enrollment Management?
AVCASEM Scantling – They will eventually be loaded into the system, but it is complicated. We need to change the process for transfers, in my opinion. We give them a bum’s rush. Those students have no idea what classes are going to transfer until they make the commitment to come to UNK. The next thing department chairs look at their transcripts trying to figure out what is going to transfer. It is not a lot of fun. Then they are expected to register for classes, which are often full. We are down to under 300 transfer students. We have had over 500. We will try to redesign Transfer Day.

Senator Jan Moore – Emphasizing fifteen credit hours a semester will help with timely graduation, but there has to be more incentive. We can tell them they will save big money by doing [15 credits/semester], and we have had a four year plan. At Iowa, students signed a contract and then when they were seniors, they got priority for registration.
AVCASEM Scantling – There are lots of incentive plans out there. Some have a bonus when you graduate on time. We need to think about this.

Senator Harms – A new division means people and money. Where is this coming from?
SVCASA Bicak – The majority of the funding for AVCASEM Scantling’s interim position is from Business & Finance, not Academics. The three year contract with EAB runs at least until September 2017, which was underwritten by Central Administration as a parting gift from former NU President J. B. Milliken.

Senator Louishomme – We as faculty spend more time with students than anybody else on campus. How might faculty assist in better retaining students?
SVCASA Bicak – We are starting with the intake model and professional advising in the Health Sciences. This will reduce the fiddle-factor so that faculty can spend their time with students better and more productively.

AVCASEM Scantling – Beyond the new software, we can look to see where there are bottlenecks and sticking points in programs. Faculty are the key to all of this, and we remember that teaching is important. UNL sends us the highest number of transfers. They come here because they want to be treated like a person.
President Taylor – I’m glad to see the data. Performance-based metrics are on their way. We need to be able to tell a compelling story. But my fifth-year students are having a very good college experience: playing intramurals and receiving great scholarships. There is a tradeoff between student debt load and earlier graduation.

AVCASEM Scantling – Chancellor Kristensen tells our story really well. We are the second largest producer of teachers in the state. It is tougher for us to raise some of our metrics due to the high proportion of education students at UNK, but we can do a little better. If we can keep fifty more students, it would make a big difference to the bottom line. UNL was aggressive with Regents Scholarships this year. It will be a battle to stay the same size we are, and students equal jobs.

Senator Davis – As online education grows, especially regarding MOOCs, how is that data figured into the formulas?

AVCASEM Scantling – We don’t have an undergrad degree online, so it is not treated differently there. For the last U. S. News and World Report survey, we were asked about completion and debt rates for our students. Undergrad debt is $23,000 on average. For graduate students it is $44,000.

Senator Reichart – Is that because we have a lot of out of state grad students who are paying out of state tuition?

AVCASEM – My division is going to have to find this out. What can we do to lower our student debt load? We have students who take one class in the summer and will take out a loan for that. Part of it is educating these students financially. This will enable a more focused approach.

President Taylor – Thank you again, and please let us know if we can help as Faculty Senators and faculty.

VI. Reports of Faculty Senate Standing Committees

A. Oversight Committee

Parliamentarian Wozniak – The Oversight Committee runs elections to replace and renew the positions of Senators in the spring and works to fill positions on the standing committees. We are presenting a partial slate for Oversight consisting of the following senate members: Wozniak (chair); Trantham; Brown; Tami Moore; Jan Moore; Sogar; and Mueller. The partial slate was approved with a senator representing Fine Arts & Humanities still to be selected.
President Taylor – Being an Oversight Committee member was where I really began to understand the Senate.

Parliamentarian Wozniak – Over the next month we will solicit members to fill the standing committees, all of which are important.

B. Executive Committee:

President Taylor – The Executive Committee met with SVCASA Bicak and AVCASEM Scantling. Interim NU President Linder will be visiting UNK on October 13 and will be speaking to the faculty and community at 4 PM at the Ockinga Auditorium. This event will be cohosted by Faculty Senate and Student Senate. Please pencil it in.

G. Artists and Lecturers Committee: 7MAY14

Secretary Rogoff – I would like to see minutes from Artists and Lecturers that contain information as to which applications were funded.

Past President Trantham – We would like to be better informed by Artists and Lecturers.

D. Faculty Welfare:

Jeremy Dillon – Committee Chair – The morale survey is complete and ready to roll out. We are bringing it here to see if there is any further input from the Senate. The survey was created by looking at published campus morale surveys from diverse institutions. We pulled together what we could find and culled and added further. The purpose of the survey is to address the perception of there being a morale problem among faculty. We don’t have a specific objective in mind. We are doing this to find out. It is not intended to be a witch hunt. We want to find ways to work with administration collaboratively to address the issues the survey may uncover. A draft of the survey was sent to SVCASA Bicak and we received feedback on it. This included: keeping the length manageable; defining what is meant by administration; specificity of college in seeking feedback on deans. We are struggling with the last point.

President Taylor – There may be a way to do this that preserves anonymity.

Professor Dillon – Yes—we are trying to get as much data as possible but not identify people.

Senator Davis – Would it be possible to have a question that helps us get a specific idea of who is being considered as administration?

Professor Dillon – We want feedback. We will get it to SVCASA Bicak in October and then out to faculty in November.

Senator Sogar – Can a question related to health and wellness services be included?

Senator Louishomme – Questions 24 – 27 can be construed as leading the respondent towards particular answer. These can be modified and broken up.
Past President Trantham – We may want to know how often do they get involved on campus, including things like charitable activities, for example the Poker Walk.

Senator Jan Moore – When I joined UNK, HR was promoting dual career opportunities, but my husband went unemployed for four years, which was devastating. My chair and dean at Iowa were on the hunt for a job for my husband when I was on the faculty there.

Professor Dillon – Questions 55 & 56 are meant to address this.

Senator Reichart – Administration needs to be defined by the survey so that people know what it means. I also suggest eliminating similar sentences.

Parliamentarian Wozniak – The Committee did a lot of work on this survey. We are now on the verge of having the Senate do the Committee’s work. I would recommend that we look at it and forward our comments to Professor Dillon. The Blackboard Faculty Senate Discussion Board is for purposes such as these, also.

President Taylor – Where should comments be sent? What is the timeframe on feedback?

Professor Dillon – Send comments to dillonjs@unk.edu by next Friday, September 12.

President Taylor – The survey will be launched after final review by SVCASA Bicak.

O. MOOC Ad-Hoc Committee: 28APR14

It was noted that the first meeting will be held on Monday, September 8.

VII. Reports of Senate Representatives to Non-Senate Committees

VIII. Reports from Academic Councils

IX. Unfinished Business

A. Morale Survey

[Discussed in VI.D.]

X. New Business

A. Standing Committee Positions

Parliamentarian Wozniak – Within each college, ballots for nominations will be circulated for positions on standing committees.

XI. General Faculty Comments

Senator Mims – The Director position for Counseling and Health Care is open. Two candidates will be on campus next week. Please attend the forums with the candidates on Tuesday and Thursday from 12:30 – 2:30 PM and their presentations from 3 – 4 PM.

Senator Harms – Regarding the healthcare issue and Blue Cross & Blue Shield, I would like to see it suggested to upper administration that there be the opportunity to have other alternatives besides BCBS. I suggest there be a Senate resolution on this.
Senator Mueller – UNK has a new archivist position, which is important for the library and the institution overall. The first candidate for the position will be on campus tomorrow and will present at The Nebraskan 312 at 10 AM. Everyone is welcome.

Secretary Rogoff – My department is very concerned by the clash of the titans between BCBS and CHI. Exec continues to watch this closely as to what the next step would be. The campus presentation today by NU benefits administration and BCBS was in part reassuring. Continuity of care has been improved for UNK with Good Samaritan. I wish there was already a way forward for Exec to help, but personally I would like to see the Governor getting involved because we talking about forces that are “too big to fail,” and we are being caught in the middle.

Parliamentarian Wozniak – The union is active in negotiations. The attitude of NU is that this is the clash of the titans. NSEA handles a program. We are locked in for this contract. The negotiations to change insurance would have to happen at Varner Hall. It is a sad thing that the consumer has to pay the price for this. It is the force of numbers and having thousands of employees with BCBS. They are always looking at the bottom line.

Contractually there is not a lot we can do except be vocal complaining to Varner Hall and the press.

President Taylor – If anyone wants a resolution, you are welcome to approach the Executive Committee. We do want to stick to academic and faculty issues. I don’t have an opinion about a resolution on healthcare, so if you want a resolution, be prepared to write the resolution yourself.

The next meeting is at Ockinga Auditorium. This room was already booked.

Parliamentarian Wozniak - Faculty/Staff Club is sponsored by UNKEA tomorrow. There will be beverages, snacks, pizza, and the opportunity to converse. Faculty Senate will sponsor the October Faculty/Staff Club.

Adjournment

The meeting adjourned at 8:34.

Respectfully submitted,

Noah Rogoff

Secretary