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

I. Call to order

II. Roll Call: 1OCT2015

At Large Senators: Present: Kelley, Trantham

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

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

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

CNSS Senators: Present: Davis, Harms, Pattabiraman, Powell, Reichart, Sogar, Strain, Weiss, Wulf-Ludden
Absent: Dillon, Louishomme (Duffin as proxy)

Library Senator: Absent: Mueller

III. Approval of Agenda

Senator Brown (Konecny) moved to adopt the agenda as distributed. The agenda as distributed was adopted.

IV. Action on the Faculty Senate Minutes: 1OCT2015

Senator Davis (May) moved to approve the minutes. The minutes were approved as corrected.

V. Special Presentations

A. William Wozniak – Professor of Psychology

President Kelley – Will former Senator William Wozniak please come forward.

President Kelley read Faculty Senate Resolution honoring the service of Professor William Wozniak.
B. Douglas A. Kristensen – Chancellor

President Kelley – Our next guest is the Chancellor, who has kindly agreed to address us this evening.

Chancellor Kristensen – I’m going to ask for a personal privilege and I have no right to do so. I want to say a few words about Bill Wozniak. When I first came on to this campus, there were a few people involved in leadership roles and were very helpful to me. Ever since that time, Bill has been helpful and has been doing things for the campus, UNKEA, his department, and his college. Bill, from my chair, we owe you a lot of gratitude for your service. You are a great faculty member and a great UNK community member. Congratulations. I think publicly the entire campus needs to say thank you for your service and the example you have set. Thank you very much. (Applause)

Jeremy Dillon has been in to see me and we have had a one-hour conversation about the morale survey. Next steps - I have made him a couple of offers. I offered to come and speak and have a quality discussion with the group. I thought that was a positive response from Jeremy and the committee. Number of things - I’m going to go out and do college meetings. I am in the hallway enough that I hope people would pull me aside and tell me what I need to know. I look forward to doing some of that.

Since your last meeting, I wouldn’t blame anyone for saying “what in the world is going on.” Since your meeting, I hope the communication I sent out has clarified matters. It takes time to shift funds and restore funds. I don’t blame anyone for thinking “what’s going on.” Thank you for the invitation this evening.

I am disturbed by people who say there is a lack of trust. There should be questioning about the process. We ended the year of 2014-15 short of credit hours—paid credit hours. Legislature did not cut our money. We had fewer students paying for credit hours for the year that ended in July. We were down in enrollment. We have had a buffer. We have a couple of years of downturns and absorbed cuts, but no longer could our reserves handle those. No longer can our reserve handle them. After commencement, the beginning of summer, we realized that we would be short. As of July 1, there was a shortfall of $989,000. The state says you have to true it up at the end of the two-year biennium.

It is similar to when you and I are short at the end of the month. You look for the cash that you have got. We look into our savings account or Christmas fund. Within the college, there are some pretty large cash balances. No one is storing up funds—they have a use. Anytime you disrupt those plans, you make people nervous. We did need to have cash at that point in time. That was
done. That message was sent out to the deans—the most immediate cash was clearly in some of the online monies—one college had $5 million. Some was POE money. Let’s say POE was for a faculty position. What went away was the money because they hadn’t been spent on that position. Funds have been restored using help from Central Administration. What are we going to save from July 1 to June 30 of the upcoming year from the major units on campus? They have submitted plans and we are in the process of verifying that they are legitimate. They [the cuts] are distributed across the board.

Starting July 1 2 plans have been submitted. First what are we going to do for the coming year? Plans are being verified for these to be legitimate.

Starting July 1 next summer, what are you going to do for permanent reductions? For the first year, you look at saved salaries. You are probably not looking at cutting jobs, but maybe unfilled positions. No one likes to do this. We have been through this before and we need to balance our books next summer. We need credit hours and paid enrollment. It can come in a variety of ways. It can come from international students. We had a big dip, and there was a vacancy in leadership.

Number two is retention. It is really good, but we can squeeze more with some investment. Transfer students are another. We are not going to lower standards to let them in. We can be more accommodating. I see some progress in that area. Recruiting undergraduates is another. We can’t increase the number of high school seniors. We can look for other areas. There is a lot of competition out there. Our enrollment follows the enrollment of high school seniors. It has been down, and so have our freshmen classes. Other places have enrollment goals too. We should within two or three weeks have the verifications done and printed out to present to you our immediate cuts to look at before Thanksgiving if we could. We plan to have some open public forums. I am not the expert. The experts are in the colleges. They know the strengths and weaknesses. The reality is we have to do it. I am not happy about the communications either. That is why I want to tell you that we will follow a process where we have dialogue. What I can’t deal with is I heard or the dean said. We need to know the facts before we go out and yell fire. A good share of the money has been put back. In some areas we have reduced the amount of the cut.

There is a notion that we canceled the new Child Development Center. That is not true. We can’t hire good people if we don’t have daycare. Otto Olsen is the number one project going to the legislature. I’ve stopped saying we are getting it, but I am. I am sure we are going to get it. Childcare has to change locations. We have taken unused funds and encumbered them in a plant fund. The state won’t let us bond or borrow for childcare. We did not put any money into that.

There was money designated from online funds dedicated for childcare. We have suspended that.
We have not canceled the project. We aren’t going to put the money in, so it will probably take another year. People ought to know what is happening. Fine Arts is number 2.

I don’t want to take tons of time and am happy to answer your questions, if you want to call me or talk to me. I appreciate your patience.

Senator Trantham – Deans were notified after commencement and during the summer about the budget situation?

Chancellor Kristensen – Yes, sometime after commencement and then sometime in June. They knew about a shortfall, but probably not the amount. In June the amount and the scope of what was going on. The plan was given to them after July 1. How come we didn’t know this ahead of time? We had known the enrollment since October. That is not the only predictor. We had a good summer and a lot of online. The good summer reduced revenue during the year. The revenue from summer is impacting us during the fall.

Senator Harms – You borrowed distance money and it was being returned, but it is not being returned in full. We use that money to pay adjuncts to generate student credit hours, and without that funding, sections are canceled and credit hour production drops, then it all spirals down. We are down ninety students. When that money is taken it away, it has an impact and is not as simple as borrowing it and putting it back.

Chancellor Kristensen – We had to get the cash. There were large balances out there. At the end of the year, there aren’t a lot of sources that have money left. The dean has gotten money back. You are right. All of us can take credit for students. The better way to look at this is: they are all our students. They are not your students. They are everybody’s. The point is well taken. We have to focus on paid credit hours. Is it more offerings? Is online money sacred? In political science, we don’t say it is their money. At some point, the online money becomes general tuition money. When people say they broke the trust, let’s talk about what trust is. Varner Hall thinks it is like any other money we receive. That is where shared governance discussions should be. Where do you put those monies? How do you treat them?

Harms – Why is the percentage cut the same for each college? Why is it not strategic?

Chancellor Kristensen – That’s a fair question. My view is: who is in the best position to make strategic cuts? Let’s say Charlie [Bicak]. Do you put him in charge of making strategic cuts or do you go down to the deans who probably better handle on this? We have decided the dean level is appropriate. These are based on expenditures of the colleges and not credit hours. We could question the fairness of assigning it by percentage. The percentage is relative to your obligation on campus.
Senator Brown – As far as budget goes, there is no incentive for a program to grow credit hour production. There is no carrot or stick. It makes it a real challenge. Should the deans be making these decisions? The deans are not making these decisions.

Chancellor Kristensen – They have the ability to allocate salary savings from one department to the other. COE can’t have faculty lines going to CBT. The deans don’t have a pot of money that is free for them to use as a carrot. They do have these funds from online and make these decisions. Is online revenue stable enough to hire faculty? I think yes and some old restrictions will go away. With the impact of general studies, you may artificially put more students in. It isn’t perfect. There is no formula where I do more and I get more money. It is hard to do that.

Senator Pattabiraman – What is the enrollment and budget forecast for the next three years?

Chancellor Kristensen – We know enrollment was down this fall. We know there will be more high school seniors next year and more international. We also know the Board of Regents only gave us 1.75%. Next year this goes to 2.75%, which should help balance and mitigate a little bit.

Senator Harms – When I look at UNK budgets, Business & Finance is up 5-7% annually and academics is up 0.5%. This is frustrating. The academics is where the credit hours are increased.

Chancellor Kristensen – Let’s look at the amounts in the budget. Business & Finance is a lower amount. Business & Finance has taken on parts of Creative Services and other things. Community Relations came to me. The existing budgets were elsewhere, so management of that came to different places. Business & Finance covers budgets that service all of us. If we cut, they will charge those services back to the colleges. Someone has to pay for them. Enrollment Management, that position was created. I think that is crucial. Is that a faculty spot? No. But we didn’t take money away from faculty to create that. Those are called opportunity funds. You have to dig deeper than those budget facts.

Past-President Taylor – You are one of the best leaders I have ever seen. I trust your leadership. I struggle when I feel the job is less fun, when you feel you aren’t part of excellence and building something. I agree with the message of working on recruiting and retention. I want to help, but I love to research and teach. A lot of our success is dependent on things I don’t control, but we are told that we do control those. It is disheartening….

Chancellor Kristensen – It requires a lot of patience. Look at the Health Science Education Complex. If you are in Bruner, that is exciting. Other departments may say, “Why not me?” What makes this place different is we have super teachers molding great students. The ability here to be good teachers is a premium. Mortar Board last night was pretty impressive. You hear those students talk about you. They talk about faculty and what they meant to them. I don’t see that elsewhere. I appreciate that you ask questions.
Senator Harms – Will there be new guidelines on what we can use our online money for?
Chancellor Kristensen – Times are changing, but we can’t make those changes overnight. Most of those restrictions are imposed by us now because Varner Hall is saying we are not coralling that money. The way forward is to talk to Charlie and Kenya and eCampus about what we can do with those funds. We have funds stranded in CNSS that we thought had restrictions. We are going to do that. We will do it one-at-a-time. We have commitments to honor. We are going to see that change but it won’t be tomorrow morning.

Senator Porter – In my department, we lost a position and were radically changed. In Construction Management, we lost a person because we had the smallest enrollment. We are required to recruit and dig them out of high schools. A lot more is asked of us that doesn’t have to do with teaching and we can’t do it. Now I have to watch our past successes go away. That situation is really difficult.

Chancellor Kristensen – You see a wide variety of departments. They will be really good and then decline a bit, and it is hard to see that. I’m not saying you are in decline. Psychology used to have hundreds of students at their fair. That has run its course. Campus-wide if we don’t grow, I’m going to have this meeting every year with you.

Senator Mims – Transfer students and international students might be a way to help grow. Graduate education is another. Our department has helped. We need a graduate recruiter. All of our peer institutions have one.

Chancellor Kristensen – You have saved our bacon. If it wasn’t for growth in graduate over the last six-to-seven years, this campus would have been in trouble.

I appreciate that you have invited me to come. I do not look at this as a burden. When you want me to come, you say the word and I’ll be here. I appreciate your understanding. You’re not the only one disappointed with the budget process.

VI. Reports of Faculty Senate Standing Committees

B. Executive Committee: 23SEP15 No comments

C. President’s Report: 1OCT2015 No comments

D. Academic Affairs: 15OCT2015

Senator Davis – Would someone clarify item 2(a), related to the election of the chair?

President Kelley – The previous year’s chair and secretary, Lawson and Bridges, were elected.

E. Academic Information Technology Committee: 2OCT2015
Senator Davis – Do we have any further information about online student evaluation products—what does this mean exactly or a timeline?

Senator Powell – It was only a quick mention in passing.

Senator Trantham – Who is the group looking at this? Aspects such as controlling for bias, norming the data, and psychometrics should be included.

Senator Harms – These evaluations must not be sent selectively and need to be fully representative. If you had the college-level information technology coordinators send them out, that would be more fair. There is not a way to guarantee to get it to every student.

Senator Mims – We are prohibited from sending them to students.

Senator Rogoff – Do we currently have online evaluations?

President Kelley – Yes, for online courses.

Senator Powell – I don’t believe this was specifically about student evaluations. Had to do with competing packages, or Learning management systems.

Senator Davis – eCampus is looking into student evaluations for online classes. For everybody on committees, it is valuable to remind committee secretaries and chairs that people will be reading the minutes and will pick up on things that are interesting and seem significant. If possible, put more information and detail into the minutes. That would be really useful. UNO has gone online student evaluations across the board. There is a discussion about this. We are going to be part of that. It is worth knowing more.

Senator Powell – We are meeting tomorrow and I know Susan will be out still, so I will make sure that whoever takes the minutes understands that.

L. Library Committee:

President Kelley – This committee has set a regular time. If you are on a committee, please set a regular date and time so we can send this to the Oversight Committee and put this on the ballot. We like to have this so people can plan, and it helps recruit students.

N. Student Affairs: 6OCT2015, 13OCT2015

President-Elect Rogoff – Coming forward to Faculty Senate is the proposed Student Code of Conduct based on a model from UNL. This came to the attention of Faculty Senate in April and our primary concern was related to changes in policy related to academic dishonesty. It was determined that we as a faculty feel good about our current policy and are comfortable with it, so
we are keeping our current policy on academic dishonesty in the new proposed Student Code. Student Affairs has given the document its approval, and it has gone to Student Senate and Staff Senate. There were two public forums where some minor adjustments were made. I would like to see Faculty Senate’s stamp of approval on this document since it makes us stronger as an institution, and I would invite a motion in that direction.

Senator Davis – Do we approve this or endorse it?

Senator Trantham (Davis) moved to accept the proposed Student Code of Conduct. The motion WAS APPROVED.

All reports distributed in VI. Reports from Faculty Senate Standing Committees were approved.

VII. Reports of Senate Representatives to Non-Senate Committees

No reports in VII. Reports from Senate Representatives to Non-Senate Committees were submitted.

VIII. Reports from Academic Councils

A. Graduate Council: 8OCT2015

Senator Davis – Is there going to be a new metric for distance education?

President Kelley – You may find all of that information at the URL in the President’s Report.

Senator Davis – Will it change anything related to distance education?

President Kelley – No, I don’t believe it will.

Senator Konecny – UNK promotes online by having small class sizes, rather than MOOCs. That metric may be biased against UNK’s strategy. It may look at efficiencies.

President Kelley – There was discussion on this. They are going to change the target growth rate. It is too ambitious now considering the considerable growth we have already experienced. It is time to back that off.

Senator Brown – In case you missed it, North Central/Higher Learning Commission has changed its guidelines for what faculty are qualified to teach graduate courses. This may have a very big impact on who can teach classes at UNK. Guidelines are out on their web page. To teach a graduate class, you have to have a graduate degree in the area in which you are teaching. By fall 2017 this takes effect. We need to move on it. We need to be ready for it by spring 2017.
Senator Trantham – What is the motivation or goal of the survey being conducted?

President Kelley – It is part of the assessment package.

B. General Studies Council: 1OCT2015

All reports distributed in VIII. Reports from Academic Councils were approved.

IX. Unfinished Business

A. Election of Senate Representative to Artists & Lecturers Committee

President Kelley – We have two elections. We need someone on the Compliance Committee. It is a new committee to see if we are following federal regulations. There was discussion on a candidate for Artists & Lecturers. We mistakenly said you had to be a senator. Dan May is one candidate. The other is Vijendra Boken for Geography.

An election by ballot was conducted. Dan May WAS ELECTED.

Professor Wozniak – The Compliance Committee is designed to facilitate compliance with federal and state regulations. They don’t have authority. They are monitoring it with a mission. They are trying to get a handle on the tsunami of regulations that affects us all.

President Kelley – Do we have a volunteer?

Senator Davis was nominated. President Kelley moved that nominations cease and that a unanimous ballot be cast for Senator Davis. The motion WAS APPROVED.

B. Suggestions for Improving Administration Communication

President Kelley – I have distributed responses and taken out identifiers. I have listed everything that was there. There was a notion of this informal talk from Charlie [Bicak]. The Senate is going to sponsor a brown bag to talk about the state of the University. The comments say we want more personal contact with members of the cabinet. The Chancellor does plan to attend college meetings. Catch him in the hallway. We need to extend in different forums and venues for interpersonal contact. Any other suggestions or things to take off the list?

Senator Trantham – Just a thought: at my two previous institutions, the Faculty Senate President and President-Elect was on the cabinet. The idea has not gone very far at UNK. I see the Administration/Executive Committee meetings as a side function. Being part of the cabinet might be better.

President Kelley – I will highlight that more. Inside the cabinet, you have the information that is going on. I had lunch with NU President Bounds and the other Faculty Senate Presidents. Faculty
need to be more involved in the budgeting process. I was on the Budget Committee twenty years ago. We dismantled the committee because the budget was already done when it was presented to us. That is not share governance. We have to think about ways to get into the budget process.

Senator Pattabiraman – My department doesn’t have a Budget Committee.

Senator Davis – In administration as it relates to budget, if there isn’t faculty perspective, things will be missed. For example the Frank House. It has evolved from an artifact. It is now a much more engaging site and museum. The Chamber of Commerce is promoting it. We are encouraging people to come and engage with it for academic matters. One of the challenges is parking. If you don’t have the permit, you get a fine. We haven’t adjusted to that. We need to make adjustments in facilities. It becomes a unique academic facility. Having this consciousness is important.

President Kelley – Any new ideas to include in talking with the Chancellor about communication?

Senator Harms – The importance of the budget discussion. Faculty are passionate about programs and the University as a whole. We can help in becoming stewards of the resources we have. There are ways faculty can be involved in the budget process and bring that to Faculty Senate.

Senator Davis – Tragically as faculty we are well-trained to be reactive. We wait until administration does something. You make a good point. We might as a body take ourselves more seriously. We don’t need to wait. We can create a committee. Let’s have a committee write a white paper on budget and present it to them. We can take that initiative, not just on budgets but on anything we have an issue with, if we have the gumption to do it.

X. New Business

There were no items of X. New Business.

XI. General Faculty Comments

President Kelley – When I was President-Elect the first time, Bill Wozniak was President and really made sure I understood the process and showed me tricks so I could stay organized. And I have always appreciated that.

President-Elect Rogoff – It has come to the attention the Executive Committee that there have been incidences of identity theft of faculty and staff in CBT, especially related to the filing of tax returns. If you have information about further incidences, please bring this information forward to a member of the Executive Committee so that the scope of this and next steps may be taken.
Senator Konecny – There were four cases in our meeting, which is substantially high. Why are state returns filed in Michigan popping up in these? How do we find out?

Senator Harms – How many course sections were lost due to the cutting of online differential? If you don’t want to say, I understand.

Senator Reichart – I know we can’t offer as many. Faculty have been turned down for teaching summer courses. Full professors and associate professors were not encouraged to teach because they are paid more. Professor of Practice—we are currently searching to fill this position. The dean told us we should spend all of our accounts down in June and then we heard that we shouldn’t do this.

Senator Mims – We had added additional courses this summer.

XI. Adjournment

Senator Hoehner (Mims) moved for adjournment. The meeting was adjourned at 8:30 PM.

Respectfully submitted,
Susan Mueller,
Secretary
With gratitude to Noah Rogoff