



FACULTY SENATE MEETING AGENDA – October 5, 2023, 7:00 p.m.
 Antelope Room, Nebraskan Student Union
 Faculty Senate Website:

http://www.unk.edu/committees/faculty_senate/index.php

- I. Call to order
- II. Roll Call
- III. Approval of Agenda
- IV. Action on Faculty Senate Minutes: **07Sept2023**
- V. Special Presentations
 - A. Kelly Bartling, Vice-Chancellor of Enrollment Management & Marketing
- VI. Reports of Faculty Senate Standing Committees
 - A. Oversight Committee:
 - i. Committee elections report
 - ii. Elections to fill Senate representative positions
 - B. Executive Committee: **13Sept2023, 21Sept2023 (w/ cabinet), 26Sept2023**
 - C. President's Report:
 - i. Verbal report of October 5 Board of Regents meeting
 - D. Academic Affairs: **21Sept2023**
 - E. Academic Freedom and Tenure Committee:
 - F. Academic Information and Technology Committee:
 - G. Artists and Lecturers Committee:
 - H. Athletic Committee:
 - I. E-campus Committee:
 - J. Faculty Welfare Committee:
 - K. Grievance Committee:
 - L. Library Committee:
 - M. Professional Conduct:
 - N. Student Affairs:
 - O. *ad-hoc* Budget & Finance Committee: (**charge enclosed**)
 - i. Membership: Linda Van Ingen (CAS), Chris Waples (CAS), Steve Hall (CBT), Kate Heelan (COE), David Arredondo (Library), Jon Watts (Admin), Brad Green (Staff)
 - ii. First meeting being arranged for the week of October 9-13
 - P. *ad-hoc* Bullying Prevention Committee
 - i. Finished Work – Bridge training modules now available
- VII. Reports of Senate Representatives to Non-Senate Committees
 - A. Assessment and Experiential Learning Committee:
 - B. Campus Budget Advisory Committee: **19Sept2023, 26Sept2023**

- i. Verbal report of October 3 meeting
 - C. Center for Teaching Excellence
 - D. International Studies Advisory Council/World Affairs Conference Committee:
 - E. Parking:
 - F. RIF Faculty Advisory Committee
 - G. Safety Committee:
 - H. Other Committees
- VIII. Reports from Academic Councils
 - A. Graduate Council: **19Sept2023**
 - B. General Studies Council:
 - C. Diversity, Equity, and Inclusion Leadership Council
 - D. Strategic Planning Committees:
- IX. Unfinished/Old Business
- X. New Business
- XI. General Faculty Comments
- XII. Adjournment:



FACULTY SENATE MEETING AGENDA – September 7, 2023, 7:00 p.m.

Antelope Room, Nebraskan Student Union

Faculty Senate Website:

http://www.unk.edu/committees/faculty_senate/index.php

- I. Call to order
- II. Roll Call
- III. Approval of Agenda
 - A. David moves to approve it and Claude seconds. Approved
- IV. Action on Faculty Senate Minutes: **27April2023**
 - A. Nick Moves to approve Dawn Seconds
 - B. Update Maha page 11 update for Maha rather than Majoca for page 11 from Linda Van Ingen.
 - C. Approved with proposed update for the mistype of Maha's name
- V. Special Resolutions and Presentations
 - A. Dedication to Karl Borden
 - i. Chris Exstrom stood up and read a little bit about Karl Borden. Served since 2018. Received distinguished service award. Served on several committees as a committee chair. He was dedicated to preserving faculty rights. Roger Davis described Karl as having a principled approach to diverse opinions. He could work with folks from different views. A champion of the academy. He gave a lot of himself. He was dedicated to doing a great job and was committed to the institution. The senate gave a round of applause in appreciation for Karl's effort and commitment.
 - B. Julie Shaffer, Interim Senior Vice-Chancellor of Academic Affairs
 - i. Thank you for serving and it is a worthwhile opportunity to serve on Faculty Senate. Focusing on the budget and five-point plan. \$5.4 million dollar budget deficit this year. Our approach is to have our own plan and approach for taking this head on. We are still moving ahead in spite of President Carter leaving. The cabinet looked at programs based on performance, high cost, low attendance and a list for all the colleges and graduate programs and library. This was given to the deans without a dollar amount. Most of the cuts were on the nonacademic side last time and now 3 million will come out of the academic side this time. The deans are supposed to review their programs and look for ways to reorganize for ways that don't create significant harm for students and programs. When those programs come back John Watts and Julie will review them to see if

they go far enough for the cuts and will go back and forth until there is a plan aggressive enough to move the plan to the budget committee. The committee has been notified and will meet next week. They will have a month to review the plans. At the end of the month, they will review the plans and edits and will be submitted to the president's office by December. There is an open forum offered to campus to answer questions and provide information. There was an email sent out. The president's 5-point plan is not changing even with the president leaving. The parts that matter a lot to the academic side are focused on the mission for CCPE for justifying any program that is not within the CCPE. That will happen going forward. Looking for duplications. They have looked at programs on every campus. The example from the provost is the nursing program. One college with multiple campuses. Julie is arguing that our mission is residential undergraduate programs. If those are removed, then what is left. All the core areas for general studies are replicated across campuses. If you have good ideas for how we collaborate with other campuses without losing our programs to other campuses would be helpful. They are looking to change the CCPE minimum performance standards. They are looking at the average graduates per year over the last 5 years. 7 graduates per year and masters are 5 and doctorates are 3. The provost would like to raise all of those. No rationale for the numbers picked. It is more like can you live with these 12 undergrads 8 masters, 4 doctoral. We are trying to analyze the data now, but programs are still separated based on the previous programs. The provost is saying there are 2700 programs across the system that do not meet the standards. Everything in CAS would be counted multiple times. They are really focused on getting rid of those lower performing programs. We have to get the data and start looking at what they are actually counting and how that count really relates to this standard. This is just a suggestion at this point. Once the data is cleaned up then we might know what is.

1. Megan asked about the level at which programs are measured. Comprehensive degrees versus emphasis classes. We don't know if they are being counted correctly.
2. Theresa noted that how majors are counted is different than what is measured. Second majors are perhaps measured differently.
3. Students only get one degree when they graduate. So, the measurement may not be accurate. Linda noted.
- ii. The provost thought that if the core is the same then the graduates should be counted as one. We need to get inside the data.
 1. Claude, what is the purpose of that point. Is it about eliminating programs with low numbers?
- iii. Mergers don't save money but eliminating programs saves money.
 1. Derek – what is the mission of the CCPE
- iv. Yes there is a mission for all schools by area. Programs are listed. We are the residential undergraduate institution for this region. This is how we justify our online presence. By serving folks within our region that are

place bound.

1. Ladan – what about recruitment?
- v. We are residential so putting it all online is not residential. Holding to our mission is essential.
 1. Ford Clark we have students that come here from Lancaster county that would go out of state.
- vi. The CCPE is not driving the numbers it is the Provost.
- vii. Right now we are working internally with deans and programs to look for ways to focus the colleges.
 1. Linda when the Chancellor was here the timeline was too aggressive. Why is UNK not slow walking this. We don't want the outgoing president to decide this. We don't want to wait it out. UNO is doing nothing. They are planning to be bailed out. UNL is planning for even bigger cuts. The 36 million, they are going deeper and very aggressive.
- viii. The chancellor thinks that they may back off because it is too aggressive. We don't want anyone else to tell us what to do if we can help it?
 1. Christina – when do we give it to the president if he is leaving Dec 1?
- ix. Around that time.
 1. Vijay – we have the same numbers as other larger campuses?
- x. Yes they expect the same efficiency from a smaller campus.
 1. Student reporter. A new president could change it all.
- xi. Yes it could happen. They don't want an interim. They want a replacement by that time. A new president could do whatever they want. We are short the money has to come from somewhere. We don't have that money. We don't have it in revenue. We hope our plan is the plan that would be picked.
 1. Ladan – ways to increase income?
- xii. If you have great ideas let us know. Enrollment is up but not enough to compensate for legislature shortfalls.
 1. Theresa – talk of dropping administrative positions.
- xiii. We are focusing here on the academic side. Who do you want to cut? Most of our administrative positions are faculty lines that are half time teaching and administration.
 1. Derek – What about administration raises from last time. Can it be clawed back?
- xiv. I don't know how that is done.
 1. Linda – Putting forward a plan with \$5 million in cuts that affects us directly so we can keep control. Something doesn't seem right about that.
- xv. We have a legislature that is focused on super conservative culture like the programs around us that is not based on logic. It is happening around us. As a faculty member I think of last time we waited 2 years and we were in the toilet. We are not doing that again. I have totally advocated for ripping off the band aid.

1. Claude – Is there a plan if this is adopted. Plan for survivor guilt?
 - xvi. We all have issues coming out of Covid. Our counseling center it is impossible. One more thing to do? Would you rather we close our doors. It is no evidence that things will get better. We as a team need to work together.
 1. Daniel – Can you save enough money through consolidating accreditation bureaucratic work?
 - xvii. Work still needs to be done on the ground. The savings are quite limited. Campuses with that approach still have cuts.
 1. Bruce – we need to be better at recruiting students. Hastings College had a huge freshman class.
 - xviii. Hastings college uses a lot more scholarships. UNO gave twice as many regents last year and their numbers are down this year. We gave out more than we have before. Remissions come off the budget.
 1. Ladan – as a state university. What work has been done for working with legislators. We don't go as single units. The president goes on our behalf.
 2. Chris – a downside of an accelerated approach is less room for faculty feedback.
 - xix. Faculty advisory gets the plan by the October 1st and should get back by the end of October. Academics has a hiring freeze to save cash for the shortfall. That is temporary money. We have to get a permanent plan as well. It is affecting all of us because we can't hire. We have to cover classes. Everything after the end of June are still hiring. POE is not affected by this. It can be used for hiring.
 1. Linda – Will there be stability afterwards?
 - xx. It will cover two years for sure. We are trying to get it done soon so we can have stability for 5 years. If we can keep it higher for the next few years we should have. It is the state legislature that is changing things. We got an increase. We did not get the cost-of-living increase.
- C. Beth Hinga, Assistant to the SVCAA & Director of Assessment
- i. Happens once every 10 years. We are up for reaffirmation of our accreditation. People have been working for 1.5 years and a self-study 105 pages long and been edited. The Cabinet will review it and then it will be sent to campus. It has a defined format. 35000 words. Criteria 1 mission. Criteria 2 ethical practices – honest and completely to the public. Criteria 3 -4 education and teaching, improvement, and assessment. Criteria 5 resources and planning. Then we undergo a federal compliance review focusing on policies. There is an on-campus visit October 23-24. Ockinga is reserved. There will be a number of meetings the team requests. They want to meet with campus leaders, students, and opportunities for faculty. Meetings on those criteria will include faculty. Teachers of online will be open for online education meetings. Data decision making meeting may occur. Meeting for experiential learning with HLC. After that visit our review team writes a report and is sent to the IAC in Chicago that meets to review the report and then we get feedback in January for our status and

feedback for changes to be made. They can look at all our materials and tell us what problems they see and what we can work on. Could be asked to report improvements in certain areas. Or it is possible to get sanctioned.

1. Christina – for resources and planning. Will we be accountable for budget problems when are being imposed on?
- ii. This is happening across the country, and they will be interested in what we are doing to respond and deal with it. They will be interested in the process. If we do have to shutter a program, then we offer a plan for how we handle students from that program.
 1. How soon can the documents be shared on campus? Chris.
- iii. Will be sent out September 25 the due date.
 1. The topics meetings will be open to those related to it.
- iv. No schedule yet because they want to schedule the visit around when the board and President will be here. They won't set the schedule until the assurance argument is reviewed. The schedule will be published as soon as it is available.

VI. Reports of Faculty Senate Standing Committees

A. Oversight Committee:

- i. Committee elections in September (Sen. Mollenkopf)
 1. Filling committees. Per the constitution we get to start elections. Folks have been contacted. College folks do college seats. We have the month of September to fill holes. In October charges are issued and committees convene. We need to fill academic affairs for September. Four openings and two filled. We need someone for September 21 around 3 or 3:30. Need someone from CBT and COE. Alejandro will cover for CBT. Rebecca Nelson Teacher Education.

B. Executive Committee: **08May2023, 24August2023, 29August2023**

- i. Rotating senator at Executive Committee/Admin Cabinet meetings
 1. Thursday, September 21, 2:00 p.m.
 2. Thursday, October 12, 9:00 a.m.
 3. Thursday, November 16, 2:00 p.m.
 4. 3 meetings in the spring semester

C. President's Report: **see enclosed materials**

- i. FS-approved policies updates (overload, post-tenure review revisions)
 1. Megan – what about the challenge to tenure possibility for the coming year?
- ii. It looks like a number of senators will seek to bring this up. They were expecting it last year, but it didn't materialize.
 1. Linda – Midlands changed to get rid of tenure when Ben Sasse was president. We have a new lobbyist she is still very new to the job. She is here on campus on Tuesday. The government relations group came to campus for the groundbreaking. The federal lobbyist is very experienced. When meeting with them Chris emphasized our unique mission and the future of the college. We have two lobbyists. Official communication goes through those

lobbyists. We have first amendment rights and sometimes it doesn't go well. The tone in the past session when legislators took things a lot more personally.

- a. Derek there were 20 more senators last year. They weren't sure how positive they would be toward the university. John Lowe. Stan Clouse is looking to run for the spot.
 - b. Ladan – is there a plan to revoke it?
2. It is likely to challenge Tenure.
 - a. Patricia – In the past the administration had all the power. Now it is going back to that.
 3. Kansas fired some tenured faculty by using some emergency orders. South Dakota failed in their efforts.
 - a. Derek – Heath thought most don't understand tenure just that they hate it. He was under the impression that with some persuasion and education.
 4. Be aware of the situation. Do not panic. When something concrete materializes we will be notified. Administration will fight to keep tenure.
 5. Post tenure review revisions are coming back again for review. The overload policy changes have been accepted. The administration is interested in a department having a post tenure review process that helps trigger if a faculty member fails their annual review.
 - a. Linda – the big point is that it would take too long to move someone to the review process.
 6. Exec committee develops a charge and shares it with the academic freedom and tenure committee who rewrites it and then we vote to approve.
 - a. Derek – having a good post tenure review process is good for the system to endure public scrutiny.

D. Academic Affairs:

- i. Class attendance policy revisions submitted for review/approval

E. Academic Freedom and Tenure Committee:

F. Academic Information and Technology Committee:

G. Artists and Lecturers Committee:

H. Athletic Committee:

I. Faculty Welfare Committee:

J. Grievance Committee:

K. Library Committee:

L. Professional Conduct:

M. Student Affairs:

N. UNK Online Committee:

VII. Reports of Senate Representatives to Non-Senate Committees

A. Assessment and Experiential Learning Committee:

B. Campus Budget Advisory Committee:

- i. This is the larger advisory committee that Jon Watts is running. Chris is

serving on this committee for faculty senate. He will report.

- C. Center for Teaching Excellence Advisory Committee:
 - i. Rebecca Nelson is serving on this committee for Faculty Senate.
- D. International Studies Advisory Council/World Affairs Conference Committee:
- E. Parking:
- F. RIF Faculty Advisory Committee:
- G. Safety Committee:
- H. Other committees:

VIII. Reports from Academic Councils

- A. Graduate Council:
 - i. Derek – We met today Megan and David are also on the committee. They worked to approve courses and then began to review the governance document based on review from last year. Looking to suspend voting rules to majority vote for governance decisions Other issues will have the traditional voting rules.
 - 1. Claude the members serve at the pleasure of the SVCAA who changed it out for a one year term to change the governance approach.
 - 2. Derek There was a lot of turnover and so SVCAA put in a one-year term committee to change the governance document and make it change.
- B. General Studies Council:
- C. Diversity, Equity, and Inclusion Leadership Council
- D. Strategic Planning Committees:

IX. Unfinished/Old Business

X. New Business

- A. Formation of *ad-hoc* Budget & Finance Committee
 - i. See slides.
 - ii. Christina – the cabinet meeting they were very supportive to create continuity. They would meet based on this charge then they would disband when completed.
 - iii. David – this has been a committee in the past.
 - iv. Chris – the executive committee can do this independently but it would be better if we voted.
 - 1. Moved by David Vail and Seconded Claude.
 - 2. Can we add a library member? Yes.
 - v. Christina - Why did it go away?
 - 1. Faculty interest and transparency from the administration. There was some disagreement about what information was available.
 - vi. Derek- would this committee get central numbers or just local numbers?
 - 1. Maybe with collaboration from all faculty senate presidents.
 - vii. David calls to question
 - viii. Motion passes.
 - ix. Ladan – who appointed the faculty to Jon Watts committee? This is unclear.
 - x. Deans appointed and Julie and Jon decided.

- XI. General Faculty Comments
 - A. Any information about dismissing SVCAA?
 - B. Gene Fendt – proposes a vote of no confidence due to this dismissal.
- XII. Adjournment
 - A. David moves to end and Claude seconds.