March 2020 Faculty Senate Packet

University of Nebraska at Kearney Faculty Senate

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I. Call to order

II. Roll Call

III. Approval of Agenda

IV. Action on Faculty Senate Minutes: 6 February 2020

V. Special Presentations

A. Kelly Bartling, Assistant Vice Chancellor of Communications and Community Relations and Gilbert Hinga, Dean of the Division of Student Affairs
   • Strategic Enrollment Management: Next Steps Forward

VI. Reports of Faculty Senate Standing Committees

A. Oversight Committee

B. Executive Committee: 27 February 2020

C. President’s Report: 7 February 2020

D. Academic Affairs: 20 February 2020

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: 28 January 2020

K. Grievance Committee:

L. Library Committee:
M. Professional Conduct Committee:

N. Student Affairs Committee: 26 February 2020

VII. Reports of Senate Representatives to Non-Senate Committees

A. Assessment Committee:

B. Women, Gender and Ethnic Studies Advisory Committee:

C. International Studies Advisory Council:

D. Parking:

E. Safety Committee:

F. World Affairs Conference Committee: 13 February 2020

VIII. Reports from Academic Councils

A. Graduate Council:

B. General Studies Council: 6 February 2020

C. Council on Undergraduate Education:

D. Student Success Council:

E. Equity, Access, and Diversity Committee

IX. New Business

A. Faculty Welfare charge: look at option for Bullying Prevention policy, procedures, and professional development

X. Unfinished/Old Business

A. Committee charges:
   • Student affairs: Finals week policy change in handbook, plus syllabus statement for 3+ exams in one day (note: this honors Student Body president and vice-president, Nicole Kent and Katie Schultis’ request).
   • Faculty Welfare: Recommendations for maternity Leave policy (See addendum)
   • Super-committee: clean-up/streamline procedures for processing complaints

XI. General Faculty Comments

A. This period is allotted for faculty members to bring matters of importance before the Senate. Speakers are asked to limit their remarks to five minutes or less. Senate meetings are open to all members of the academic community. All faculty members are specifically invited to attend Faculty Senate meetings.

XII. Adjournment
Faculty Senate February 6, 2020

Call to Order

Roll Call

Agenda Approval
   First-Hobbs
   Second-Louishomme

Minute Approval
   First-Hoener
   Second-Beckner

No special presentations tonight

Comments or questions about notes from committees

President’s Report
   No Questions
   Several people met with the the new President
   Senator Konecny said he was impressed with the fact that the President is ready to take chances
   Wants to perhaps abolish out of state tuition and “up” UNK’s enrollment
   Senator Hoener agreed
   Senator Gaskill agreed that President Carter is confident and has a solid plan, and a plan B

General Faculty Comments
   Senator Miller asked for feedback on the General Studies forums
   Senator Gaskill was impressed with the presentation
   Would the fact that many courses are taught by adjuncts have any impact?
   Senator Louishomme commented that over 50% of the faculty support the new program
   Senator Konecny commented asked about community colleges and bringing in hours
   Senator Hobbs said it has to be an Associate of Arts to bring in hours
   Senator Gaskill brought up the fact that President Carter does his homework about online teaching
   Senator Donofrio commented that he was worried about harming Arts and Music with the reduction of
   hours. We don’t want to cut hours there.
   Senator Beckner commented that everyone needs to make sure all of the ADA things need to be included in
   syllabi.
   Senator Hobbs said the Student Affairs committee is working on the finals week policy
   Senator Miller talked about the proposal that is being reviewed about research misconduct

Hoehner—First
Konecny—Second
Administration - Exec Committee Meeting Minutes

February – 3:00-5:00 p.m. - Warner Conference Room

FS Exec Committee
Present: Dawn Mollenkopf, Matt Miller, Ford Clark, Martonia Gaskill
Absent: Greg Brown, Claude Louishomme

Chancellors Cabinet
Present: SVC Bicak, VCF Watts, VC SEM Bartling, Dean Hinga, John Falconer
Absent: Chancellor Kristensen

Meeting Minutes/Reports

- Kelly Bartling, Updates on the SEM strategic plan
  - Influencer recruiter teams
  - Dream team, using key people to recruit (alumni, faculty, etc.)
  - Continue 1st Gen Initiative
  - Tracking enrollment numbers
  - Need for additional resources - Needs versus Wants
  - Big Question: Taking risks -- What will be the result of investment?

- Updates on Items sent to standing committees:
  - Faculty welfare: maternity leave policy clarification/recommendations ready – Find ways to communicate policy
  - Student Affairs is updating the Faculty Handbook to include finals week policy
    - Final Week policy request by Student Government Leaders
      1. Three Exams in one day—offer flexibility to students
      2. Dead Week: 16th Week -- No substantive new materials
      3. Finals Week: 17th Every Class Must Meet – flexibility – Be aware of HLC violations when rules are not followed
  - Faculty Welfare is looking into bullying prevention procedures as something UNK should consider.
    - Issues: Not Reinforceable
    - The difference between bullying and harassment/hostile environment and where the the legal line is crossed
• Event Invitations:
  o Faculty -Staff Luncheon is March 4th, from 11:30 a.m. to 1:00 p.m. at the Alumni House. Carmen Brewer is organizing with Faculty Senate support.
  o Faculty Staff Club is Friday, March 6th, from 4:00-6:00 p.m. at the Alumni House. Faculty Senate is partnering with Enrollment Management and Student Affairs.
  o “I LOVE NU” Day: Central Admin has arranged the bus. Leadership Kearney members likely to attend wearing blue.

• General Studies Progress/Update
  GS Council is working diligently on fundamental changes (overhaul) as opposed to structural changes (moving courses around) in the GS program as charged. There will be an opportunity for faculty vote on the new proposed program. The ultimate goal is for the new GS program to be ready for adoption in the fall 2020.

  o Four Part Charge includes:
    1. 30-31 hours program
    2. 1st Year Experience different from year 2, 3 and 4
    3. Career Component
    4. Streamline transferring credits process from Community College

• Rank & Tenure Process: Points to Consider
  o New leadership in place (deans)
  o Promotion and Tenure Guidelines was revised between 2011-2014 across departments and deans, faculty senate and UNKEA

There have been considerable changes in recent years (college mergers, departmental mergers/reorganizations, new leadership at the chair and dean levels, new rank and tenure guidelines). Processes are unfolding and recognizing that units and processes now have challenges and opportunities. Need to see how this year unfolds and go from there.

**Big Idea Item:** What is the latest in President Carter’s Transitioning Committee progress and what information do we have on the potential sub-committees?

The President Transitional Committee was broken into five groups. A mission statement is being drafted, but not yet finalized.
President’s Report for March 5th, 2020

Board of Regents’ meetings: 2-7-20

- President meeting:
  - President Carter met informally with the Faculty Senate Presidents and shared his focus on students, and on recruitment and retention.

- BOR Presentations: Topic: Student research presentations
  - UNK’s Student Body President, Nicole Kent presented on her research overseas.
  - Other presenters were:
    - Sonoor Majid, University of Nebraska-Lincoln
    - Sumit Kar and Tyler Kambis, University of Nebraska Medical Center Carly
    - Cameron, University of Nebraska at Omaha

- Items of Interest:
  - KUDOS Award: Steven Klein, workstation support specialist for UNK’s College of Business and Technology
  - Regent Pillen succeeded Regent Clare as the new Chair of the Board of Regents; Paul Kenney was voted in as vice-chair of the Board
  - UNK received approval to create a Master of Arts in Public Communication in the Department of Communication in the College of Arts and Sciences
  - UNK received approval for an agreement with Enrollment Advisory Group, LLC for International Student Recruitment

- Faculty Senate Engagement Council
  - University is watching legislative bills which would promote: (1) scholarships for STEM college programs, (2) funding for agriculture, economic development, (3) use appropriations from motor vehicle license fees to support UNMC’s SIM-NE program, and (4) create a statewide data system for tracking student and educational outcomes
  - NU system promoted “I love NU Day” and encouraged involvement

Faculty Senate Executive Committee & Chancellor’s Cabinet Meeting:

- February 27: see attached minutes

Executive Committee Meeting:
February 17: The Executive Committee met to discuss planning for the February 27 meeting with the Cabinet and the March 5th meeting; reviewed end of year planning.

Faculty Senate Academic Affairs Committee
Minutes from Meeting
Thursday, February 20, 2020
WRNH 2147

Present: Debbie Bridges (CBT), Bailey Koch (COE), Derek Boeckner (FS), Joel Cardenas (AA), Mark Ellis (AA), Ralph Hanson (CAS), Erin Pearson (REG), Steven Hall (CBT), Truman Lauck (Student Senate)

Absent: Kate Heelan (COE), Trevor Daubert (Student Senate), Lindsay Brownfield (LIB), Julie Shaffer (CAS)

Guest: *********

Bridges called the meeting to order at 3:32 pm.

Hanson (Boeckner) moved approval of the agenda. Motion carried.

Discussion moved to items discussed during FSAA Subcommittee meeting. Bridges noted that the agenda items reflected program changes to incorporate course changes approved from the January meeting.

Hanson (Koch) moved approval of agenda items #83 through #93. Motion carried.

Discussion moved to the “Experiential Learning at UNK” proposal, submitted by Dr. Beth Hinga on behalf of the Assessment Committee, to add a new graduation requirement to all undergraduate degrees at UNK. Bridges informed the Committee that feedback she had received from CBT was generally positive; Hanson noted that faculty he spoke with viewed the proposal favorably citing that it was consistent with best practices.

Bridges explained that the deadline for feedback from College Ed Policy / Academic Affairs committees was set for early March. Given this, Bridges suggested that the language of the policy be shared with College Ed Policy / Academic Affairs committees and that each Committee member share the language with their colleagues. Formal vote on the language planned for the March meeting. Catalog entry to read:

All students graduating with a baccalaureate degree from UNK are required to complete an approved Experiential Learning course within their program of study. Such courses are noted with an EL designation.

Hanson (Koch) moved recommendation to send this language to all Ed Policy committees at the college level as well as colleagues of FSAA committee members. Motion carried.

Ellis (Hanson) moved to adjourn at 3:45 pm.
Respectfully submitted,
Bailey Koch, Scribe

Approved via email (February 24, 2020)
#83, Alter, Program, Communication Disorders, B.S., CDIS, COE, CDIS 435 Neurological Foundations 3 credit hour course is being created and added as a required course in CDIS-BSE program as our sister institutions offer this course at the undergraduate level. This will also allow students to transfer more easily between programs and make a smoother transition into to graduate programs. This course has a graduate component for those students who need it at the graduate level.

- Move CDIS 406 Adult Communication Disorders from 2-3 credit course to align with other undergraduate programs and national trends in Communication Disorders. Additional content will be added to reflect the credit hour increase.
- Move CDIS 356 Adolescent Communication and Language Disorders- 2 credit hours to an elective course.
- Add CDIS 498 Special Topics to the program electives. The addition of these credit hours will still allow the program to remain a 120-hour program.
- Add FAMS 150 to the elective for human development giving students greater flexibility.
- Add the PHYS 155 & 155L Science of Music and Sound providing additional foundational core materials for our Speech and Hearing Science and Audiology course work in the major.

#84, Alter, Minor, Family Science, FAMS, CBT, Family Science is the scientific study of families. We are changing the program name to reflect the current focus of the program at UNK and also to be consistent with similar programs across the country.

#85, Alter, Minor, Athletic Training Foundations, KSS, COE, Instead of 4 hours of AT Foundations, we would like students to take a 2 hour course in Foundations and 2 hour practicum experience.

#86, Alter, Program, Psychology 7-12 Teaching Subject Endorsement, B.A.Ed., PSY, CASC, To increase the core requirements in Section A while removing the lab requirements in Section B.

#87, Alter, Program, Psychobiology Comprehensive, B.S., PSY, CASC, Revising the core requirements.

#88, Alter, Program, Psychology, B.A., PSY, CASC, The new program increases the number of courses needed in Section A- Psychology Core Requirements and it also removes Section C – Psychology Labs.

#89, Alter, Program, Psychology, B.S., PSY, CASC, The new program increases the courses required for Section A- Psychology Core Requirements and it removes Section C – Psychology Labs.

#90, Alter, Minor, Psychology, PSY, CASC, Revising required classes.

#91, Alter, Program, Psychology Comprehensive, B.S., PSY, CASC, The new program increases courses in Section A- Psychology Core Requirements and removes Section C – Psychology Labs.

#92, Alter, Program, Sports Management, B.S., KSS, COE, Change practicum from REC 300 to REC 303.

#93, Alter, Program, Sports Management, Comprehensive, B.S., KSS, COE, Replace REC 300 with REC 303.
Faculty Senate Faculty Welfare Committee
January 28, 2020 Minutes
Warner 2208

Present: Claude Louishomme, Ford Clark, Jeremy Dillon and Will Avilés
Absent: Miechelle McKelvey, Ronald Wirtz and Ngan Chau

Claude Louishomme called the meeting to order at 8:30 am.

Claude raised the issue of the maternity leave policy in the Board of Regents Policies. Specifically referring to complaints raised in Faculty Senate since the last meeting of the Faculty Welfare Committee (our previous meeting was on Nov. 20, 2019). The issue rests with the following provision of the university’s leave policy:

“In order to assure continuity of instruction for students, a female faculty member will normally be excused from instructional duties during the semester or other instructional period that the medical maternity leave, or a majority of said leave, occurs” (https://nebraska.edu/-/media/unca/docs/offices-and-policies/policies/board-governing-documents/board-of-regents-policies.pdf).

The concern raised in Faculty Senate pointed to the lack of awareness and/or knowledge of this provision. In addition, Claude referred to the information that UNKEA collected in communicating with multiple faculty members who were unaware of the policy and/or were not informed that it was an option.

Jeremy Dillon referred to a past memo to the administrations of the different University of Nebraska campuses directing them to make sure that all aspects of the FMLA were followed on their respective campuses.

Our discussion of this issue also pointed to the absence of the Maternity Leave Policy from UNK’s Faculty Handbook.

The committee ultimately decided that we should draft a set of recommendations for the Faculty Senate to address this issue. Ultimately, the committee agreed that after these recommendations were forwarded to the Faculty Senate that they then would go on to the UNK administration (the Vice-Chancellor and the college Deans).

Meeting adjourned at 9:15 am.

Minutes respectfully submitted by Will Avilés
FACULTY SENATE LIBRARY COMMITTEE
MEETING MINUTES
11 FEBRUARY 2020

PRESENT: Timothy Johnson, Chair; Sherry Crow, Heather Meyer, Chris Steinke, Janet Wilke

ABSENT: Andrea Childress, Jack Clark

GUEST: Bobbi-Jean Ludwig, Coordinator for Technical Services & E-Resources Librarian

The meeting convened at 2:07 p.m. Introductions were made.

Library Academic m Review, April 15-17, 2020 – Wilke reported that this will be only the second APR for the Library; the first one was held in 2011. In the years since then Library staff turnover resulted in not enough staff to gather the information needed to prepare for a review. The Library’s review will be held April 15-17, 2020. Wilke described the composition of the Review Committee. The Outside Reviewer will be Katherine Martin, Interim Dean of Rod Library at the University of Northern Iowa.

The UNK Reviewers will be comprised of one person from the Faculty Senate Library Committee; one person who served on the previous APR; one faculty member from each of the Colleges, with perhaps two from CAS, one from the Fine Arts side and one from the Sciences side; one Undergraduate Student; and one Graduate Student. Dean Wilke asked Library Committee Members to send her the names of persons they know who would be good reviewers. She will contact those persons and ask them if they would be willing to serve in this capacity if selected.

A list of names will be compiled and sent to Dr. Bicak for review and selection. Sherry Crow, Heather Meyer, Chris Steinke, and Timothy Johnson offered to serve on the Review Committee. Wilke asked to receive suggested names before the end of February. The APR Self-Study will be given to the Review Committee at least a month prior to the scheduled review.

Research Week at UNK, March 31-April 3, 2020 – Wilke reported that Librarians have met with Matt Bice regarding library involvement in Research Week events. Tuesday and Wednesday of that week will focus on Faculty achievements; Thursday’s focus will be Graduate works; and Friday will focus on Undergraduate works. The library will be on hand on Thursday and Friday afternoons to generate interest in the Digital Repository (DR) and the value of putting information into the Repository.

Digital Repository – Ludwig provided a description and demonstration of numerous features of the DR. She described the kinds of materials that can be submitted, not only text format but also music, visual, and other formats of faculty and student work. She encouraged faculty to contact Laurinda Weisse, University Archivist, via email to submit their work to the Digital Repository. Ludwig also noted that Ms. Weisse has given presentations to various academic departments regarding the Digital Repository, and encouraged the Committee Members to contact Ms. Weisse if they want her to give a presentation to their departments.
Undergraduate Research Journal – Wilke reported that the Undergraduate Research Journal will no longer be published in printed form; all future publications of this journal will only be available in digital format in the Digital Repository. Laurinda Weisse has been instrumental in implementing this transformation.

Wilke then reported on two awards presented to students by the Library:

The Calvin T. Ryan Library Award for Undergraduate Research, in conjunction with the Office of Undergraduate Research & Creative Activity, recognizes and honors excellence in the use of library services, collections, and resources by undergraduate student researchers. A committee consisting of library and departmental faculty will determine the winner, who will be announced at the Student Research Day Award Ceremony. The prize is $100. All undergraduate exhibitors and presenters at Student Research Day, sponsored by the Office of Undergraduate Research, are eligible to apply for the award.

The Florence M. Wagner Scholarship was established by Ms. Wagner’s daughter, Carolyn Ann Wagner Snyder, in honor of her mother. Both were graduates of Kearney State College / University of Nebraska at Kearney (KSC/UNK). During her undergraduate years at KSC, Ms. Snyder worked in the library and went on to obtain a graduate degree in Library Science from the University of Denver. She had a long career in academic library administration in Nebraska, Indiana, and Illinois. In 2010, Ms. Snyder received a UNK Distinguished Alumni Award. The Scholarship provides at least $1,000 to a Nebraska high school graduate who is a student worker in the Calvin T. Ryan Library. The student must have at least a sophomore class rank and a cumulative GPA of 2.5 or better.

More information about these two awards can be found on an information sheet attached to these minutes.

University of Nebraska Consortium of Libraries (UNCL) – Wilke provided information about the University of Nebraska Consortium of Libraries (UNCL) which consists of the libraries in the NU System. The Consortium’s mission is “UNCL leads the University of Nebraska libraries to create and sustain a rich, supportive, and diverse knowledge environment that furthers teaching, learning, and research through the sharing of collections, expertise, and programs.” More information is at https://uncl.nebraska.edu UNCL’s focus was on resource accessibility and pricing. Each library placed a percentage, determined by FTE, of its Library Credit Hour Fee funds into a common fund. The funds were then used to purchase or subscribe to online resources of value to all of the campuses and that would be available to all NU System students and faculty.

Integrated Library System (ILS) – An ILS “integrates” all major library functions such as ordering, cataloging, searching, and checking materials out, into one, seemingly, seamless system.

A current major Consortium initiative is replacement of the ILS’s used by the libraries with one common system which will further enhance collaborative efforts across the libraries. Ludwig gave a PowerPoint presentation showing what the ILS looks like now and what it could
potentially look like once the new ILS has been implemented. She explained various functions and features which are designed to provide a smoother, more integrated search experience for students and faculty. Most of the changes will take place behind the scenes, in the systems that Library Staff use to process and prepare resources for public accessibility and use. The side that end users see may be very similar to what they are currently using. There are two parts to the new system: Alma is the portion of the integrated system that will be used by Library Staff to order, process, and track library materials. Primo is the search side of the system which will be used by students and faculty.

The Library is in the beginning stages of the transition/implementation process: forming working groups, preparing for training, etc. This fall there will be opportunities for faculty and students to help test the system. The new ILS will go live on December 21, 2020. Once we go live there will probably be an overlap of a couple of months between the old system and the new one, but the old system will not be updated once the new system goes live.

There being no further business to discuss, Crow moved (Wilke) that the meeting adjourn. Motion carried.

The meeting adjourned at 3:25 p.m.

Respectfully submitted,

Colleen M. Lewis
Scribe
Library Award & Scholarship

Calvin T. Ryan Library Award for Undergraduate Research

The Calvin T. Ryan Library Award for Undergraduate Research, in conjunction with the Office of Undergraduate Research & Creative Activity, recognizes and honors excellence in the use of library services, collections, and resources by undergraduate student researchers. A committee consisting of library and departmental faculty will determine the winner, who will be announced at the Student Research Day Award Ceremony. The prize is $100. All undergraduate exhibitors and presenters at Student Research Day, sponsored by the Office of Undergraduate Research, are eligible to apply for the award.

To apply for this award, submit the following:

- A bibliography of all works cited and consulted for the project.
- A narrative of the research process, explaining how library resources (Research Guides, databases, indexes, etc.) were used for the project and specifying which Calvin T. Ryan Library services (research consultations, web tutorials, etc.) were used within the research process.
  Do not include research logs or copies of articles with the application.

Applicants will be judged by a panel of UNK library and departmental faculty in accordance with the Association of College and Research Libraries' Information Literacy Competency Standards for Higher Education. These criteria include demonstrating the ability to:

- Determine information needs to start research
  Effectively find information
- Critically evaluate information for relevancy
  Synthesize information
- Ethically use information

Past Recipients

2019 – No award given
2018 - Shelby Hinrichs
Screening Speech, Language, and Reading Abilities of Home-schooled Children
Her Faculty Mentor is Dr. Whitney Schneider-Cline, Assistant Professor in the Department of Communication Disorders.
- 2017 - Kathrin Roberts
The Use of Electropalatography and Traditional Articulation Therapy in Remediating Persistant Speech Sound Errors.
  Advisor: Dr. Whitney Schneider-Cline, Department of Communication Disorders
- 2016 - Shelby Stultz
  Developing Literature that Helps Improve Articulation of /r/ Sounds
World Affairs Conference  
Executive Planning Committee Meeting  
Thursday, February 13, 2020

MINUTES

Present: Toni Hill, Rina Pokharel, David Wiebe, Sonja Bickford, Theresa Yaw, Logan Johansen, Yousef Ghamedi, Tim Burkink, Bonnie Coffman, Heidi Knake, Matt Mims, Po Hu, Carol Lilly

Absent: Sri Seshadri, Yao Zheng

I. October 25, 2020 Food Festival Feasibility
   a. Yousef, Tim, Heidi, Bonnie, and Tracy Falconer (International Student Services) met to discuss the feasibility of moving the International Food and Cultural Festival to October 25, the evening prior to the start of the World Affairs Conference. There are challenges, such as the shorter amount of time students have to prepare and the fact that there is UNK volleyball that weekend. However, the benefits outweigh the challenges, i.e. hosting the reunion centered around an event close to the hearts of most international alumni; the opportunity for alumni and current student networking; creating more of an international week with the reunion, food festival, and conference occurring together; the opportunity to introduce/promote the conference to festival attendees by introducing conference speakers and topics. Athletics is on board with making this work. The Alumni Association is enthusiastic about the idea.
   b. Yousef will visit with Scott Morris about the fact that there would be 2 festivals in 2020. Tracy will begin promoting the plan to current international students serving on the ISA and other country-specific student organization boards.
   c. A pre-conference reception for WAC speakers could still take place at Cunningham’s on the Lake following the festival.

II. 2020 Conference Theme
   a. The 2020 conference theme is The Global Impact of News and Media. In previous meeting, the committee discussed editing the theme a bit to make it more compelling. Members were to come
to this meeting with ideas. A few were discussed and the one that was the most well-received was


III. Potential Speakers:
   a. Potential speakers discussed:
      i. Ethan Zukerman, director of MIT Center for Civic Media and Associate Professor of the Practice in Media Arts and Sciences program. Carol has reached out to him but not heard back.
      ii. Gregory Warner, NPR Journalist with podcast of international stories called “Rough Translation.” Carol has reached out to him but not heard back.
      iii. Theresa has found one social influencer that looks interesting. She is still looking into others. There was discussion about UNK alum, Jenna Pilant, who is a social influencer in the area of interior design, as to whether or not she would be an appropriate speaker for this conference theme.
      v. Will Aviles who recommended the following persons who Carol will reach out to:
         1. Robert McChesney, Author, Activist and Professor of Communication at University of Illinois. Research interests include: political economy of communication, 20th Century media history, international communication, media and communication policy, media and social change.
         2. Victor Pickard, Associate Professor of Communication at University of Pennsylvania. His research focuses on the history and political economy of media institutions, media activism, the future of journalism, and the normative foundations and politics of media policy.
      vi. Ralph Hansen’s recommendation to Sonja is Iranian-American journalist Jason Rezaian, who works for the Washington Post and was imprisoned in Iran for 544 days. Carol Lilly will contact him.
      vii. Tiffani Luethke offered 3 suggestions to Sonja:
         1. Ilhan Abdullashi Omar, member of House of Representatives from Minnesota,
         2. Alexandria Ocasio-Cortez, member of House of Representatives from New York,
         3. Brene Brown, research professor at University of Houston, Graduate College of Social Work. She studies courage, vulnerability, shame and empathy. Tiffani felt it would be interesting to hear her speak about the way those things are impacted by social media
            and the news.
      viii. There was discussion about inviting local media outlets to participate and discuss the changes in journalism over the years. This could be of interest to several disciplines.
      ix. Yousef suggested inviting a Nebraska politician, such as Ben Sasse. Tim suggested asking Chancellor Kristensen to invite him to participate.
      x. Tim will be attending a conference next week and will hear a couple speakers who could potentially be good speakers for WAC. He will report back on this when he returns. He also suggested that the new dean of the College of Journalism at UNL might be good.
      xi. David will follow up with Rick Schuessler regarding a potential speaker or panel participant who could speak on the conference theme as it relates to visual arts.

IV. Graphic Design
   a. Bonnie has communicated with Rick Schuessler who will line up a student who will be here this summer to do the design work for the conference. David Wiebe will follow up on this.

V. Other
There was discussion regarding Bonnie’s replacement on the committee. A solution has not been reached as of yet. Tim assured the committee that International Education would provide logistical support this year, with Heidi calling the meetings, taking minutes, and taking care of other logistics such as sending invitations, making reservations, etc.

The next meeting will take place Thursday, March 12, at 3:30 PM at Cunningham’s on the Lake.

General Studies Council Minutes
February 6, 2020 – 3:30 p.m.
Warner Hall, Warner Conference Room
*** Approved via email ***

Present: Sylvia Asay, Joan Blauwkamp, Debbie Bridges, Greg Brown, Joel Cardenas, Scott Darveau, Jeremy Dillon, Mark Ellis, Aaron Estes, Tim Farrell, Michelle Fleig-Palmer, Rebecca Umland, Jeff Wells, Ron Wirtz Julie Agard, Beth Hinga, Doug Tillman, Lisa Neal

Absent: Sri Seshadri

Guests: Charlie Bicak, Roger Davis, Megan Hartman, Amanda Sladek, Kim Schipporeit

I. Call to Order:

Bridges called the meeting to order.

1. Approve Agenda:

   Brown/Darveau moved to approve the agenda. Motion carried. Bridges requested some flexibility in addressing agenda items. Council agreed.

2. Minutes from the December 5, 2019 meeting were approved via email.

II. Old Business (Open Items):

   1. Course Proposals (Review for Final Approval):

III. New Business:

   1. Course Proposals (New): Nothing submitted:
Moratorium on new course proposals continued for 2019-20 AY (approved at 9/5/19 GSC meeting). If a department feels a new course is needed then justification will need to be provided as to why it needs to be included in the current General Studies Program.

3. Assessment and GS Program:
   a) Initial results from fall 2019 Written Communication and Oral Communication course assessment. Assessment results from fall 2019 semester are available on Canvas (Qualtrics and draft report). Council will discuss at the March meeting.
   b) Update on syllabi collection / review spring 2020
      Portal syllabi are available for Review Teams on Canvas. Syllabi Review Teams have been shuffled a bit so new members are paired with experienced members. Teams should get together and review syllabi, and report in a single form for each syllabus by the April 30 meeting.

IV. Other: Information from Faculty Senate Academic Affairs – changes to existing GS courses. FAMS 160: Personal Money Management – prefix change to FIN 160; and PSY 250: Behavioral Statistics. Changing from lecture, lab to lecture only (hours being reduced from 4 to 3).
II. New Business (Cont’d):

2. Review/Revision of General Studies Program

Dr. Bicak addressed the Council. Dr. Bicak thanked the Council for their work and identified 4 key provisions of the proposal: 1) Stays within the 30-31 credit hour target that he set; 2) Definition in first year different from other years; 3) Streamlined transfer for Associates degree; and 4) While there isn’t a specific requirement for career education, that component could easily be accomplished within each department.

Bicak is looking for the new program to be implemented in Fall 2020. He reminded the Council that the key to successful completion/deployment is compromise, flexibility, creativity and ensuring maximum opportunity for all levels of satisfaction, collaboration such as team teaching. Nothing is insurmountable. Sometimes rules have to be changed – must look at rules as well as interpretation. Council members may take “slings and arrows” from others around campus, but this is important work.

Council thanked Dr. Bicak for his comments.

Bridges informed the Council that the program-by-program side-by-side comparison of existing vs proposed GS curriculum has been completed and shared with Departments. Not sure about where courses currently designated as democracy, wellness, or Analytical & Quantitative Thought (A&QT) would fit within revised program. For most programs impact is minimal; suspect most of the A&QT and democracy courses will likely come back in. If we overlay proposed program on current program, won’t push programs over established limits. Bridges, Ellis, Hinga, and Bicak met last week and Dr. Bicak reiterated that there should not be an increase in the number of hours in the major. Most programs come in at 34-37 hours of GS courses exclusive of A&QT and democracy courses.

Bridges informed the Council Dr. Bicak’s responses to 4 specific questions posed to him (during last week’s meeting with Bridges, Hinga, Bicak and Ellis):

2) Is the goal of improving flexibility/transferability important? Emphatic yes. Keep in mind transferability and flexibility for students and programs.
3) Is having a lab component in sciences essential? No.
4) How should we resolve the issue of ENG 101? Is it going to stay in GS? Yes. Minimum level in GS is ENG 101. Programs can require ENG 102 if they wish.

Report on Campus Forums: They went well and there was good attendance. Thanks to GS Council members who attended.

Discussion of GS Proposal:

**AS degree.** Students transferring in with an AA degree will have completed the GS program. Proposed new language about allowing AS degree to count by review. “A determination as to an Associate of Science (AS) degree’s fulfillment of the program requirements shall be made upon review. Students are expected to complete GS requirements specified within their program of study.” Discussion: Language problematic. A course-by-course analysis is done now as it is. Concern from Health Sciences is that AS transfers from CCC will be at a disadvantage. Need to identify how many hours? Neal: Should accept AS degrees just like AA degrees. Ellis: Most of the AS degrees coming in are through Health Science so a good idea to look at those. Look at CCC and Southeast as our largest transfer institutions. Council agreed to look into AS requirements from those campuses to see how closely they align with our GS program.

**Maximum number of required GS hours.** Motion made (Blauwkamp/Wells) Departments may not require specific GS courses within their programs that would exceed 37 hours for a student with no elective credits, so that it is possible for a student to meet the specific GS requirements for their major within the 31 hour program threshold when availing themselves of the maximum 6 hours of elective credit. Discussion: Blauwkamp: Putting limit on departmental requirements- should be 37 hours max. Bridges: To facilitate transfer, would be helpful to set minimums but not...
maximums. Most programs aren’t requiring more than 37 hours but that number does not include courses that don’t obviously come back in. Putting a maximum, Dr. Bicak was concerned because it reduces flexibility and transferability. Blauwkamp feels each college would rather have individual departments build on top of GS. Darveau: Limits needed because departments will game the system. Better approach is to put a maximum on the total program rather than the GS program. Total of GS + Major = maximum defined by program. Farrell: Accreditor requires 65% of hours in music so need to make sure BM degree is not bound by these maximums. Darveau: Define number of hours by degree type: (BA vs BS vs BM, etc.). Brown: Problematic for colleges to scaffold additional hours.

Blauwkamp: Courses beyond major should be defined by college. Unified general studies program of 30-31 hours. Dillon: Confused about difference between elective in and out of GS. Wells: Clarifying, if a program requires ENG 102 that does not have to go back into the program hours, correct? Yes, correct. Agard: Premature to vote on this today.

Inclusion of Wellness. Bridges provided the Council with language from HLC’s Revised Criteria for Accreditation which defines Informed Citizenship as “Having sufficient and reliable information about issues of public concern and having the knowledge and skills to make reasonable judgments and decisions about them.” Based on this information, one option would be to modify language in LOPER 9 Civic Competency to include wellness in all its forms as an option. Darveau: Trying to do a lot of things in the program. How will we create flexibility? Don’t think that we should blend wellness with LOPER 9. LOPER 10 is specified by HLC. LOPER 9/10 is where flexibility comes in. Broad support for Wellness. Best to do it as a LOPER 11. Tie LOPER 1 with LOPER 9 or 10. Creates flexibility to create LOPER 11.

Blauwkamp: Problem with careers initiative in LOPER 1? Ellis: Dr. Bicak conceded that the careers course is probably not a part of this program. Bridges: This approach would still allow transfer students a path to complete LOPER 9 and 10. Darveau: Asks how many hours needed to address content? Brown: courses could be 2 hours. Ellis and Darveau: Extra credit hour could allow other departments to bring in career information or other 0.5 or 1 hour courses. Blauwkamp: Would departments have ability to offer 3 hour wellness course? Yes. Wells: Likes Scott’s proposal. Another idea is to consider incorporating Wellness in FYS with LOPER 1. Add wellness to college success.

Fleig-Palmer: LOPER 1 helps the students develop skills in research. Could easily see in conjunctions with LOPER 9/10. Not so much wellness. Brown: Concern about excluding LOPER 1+Wellness for students transferring in with 18+ hours. Darveau: Keeping wellness separate best option. General consensus is that it is more appropriate to marry LOPER 9 or 10 to LOPER 1.

Motion: Add LOPER 11 (Wellness) as optional in the program and require LOPER 1 (seminar) to include a LOPER 9 or LOPER 10 component (Darveau/Umland). Motion carries.

Discussion on ENG 101 and ENG 102. Guests from ENG would like to say a few words regarding ENG 101/102; data and information provided by Writing Composition Coordinator, Amanda Sladek. Amanda Sladek: Would advocate for ENG 102 be the course that fulfills LOPER 2. With Articulation we need ENG 101 to count for GS as well. ENG 101 as a GS elective. Darveau: How open would the department be to a 1-2 credit core that would allow 1-2 credits for department? Sladek: Would need to discuss with the department, but would support keeping ENG 101/102 entirely within the English department. Looking at professional development in the English department to allow students to translate writing into their chosen field. Umland: Discussions ongoing on developing technical writing and sections of 102 geared more toward certain disciplines.

Council felt additional meetings would be required in order to meet deadline for new GS. Set Thursday, February 13 at 3:30 as next meeting and agenda will include LOPER 11 outcomes, program outcomes, and ENG 101/102 issue.

V. Adjournment:
The meeting was adjourned at 5:00 p.m.

NEXT MEETING: Thursday, February 13, 2020 at 3:30 p.m., Warner Conference Room.
Addendum

MEMORANDUM

FROM: Claude Louishomme, Chair
Faculty Welfare Committee

TO: Executive Committee Faculty Senate

SUBJECT: Proposal to Insure Uniform Application of Board of Regents
Maternal Leave Policy at UNK

DATE: January ??, 2020

It has come to the attention of Faculty Senate and the UNKEA that key provisions of the university of
Nebraska Board of Regents Maternal Leave Policy is not incorporated into UNK’s Faculty Handbook, are
not known by all faculty, department chairs, and administrators. In particular, a number of female faculty
have informed Faculty Senate and/or UNKEA that they were not aware of or knew about the specific
accommodation stipulated by the following provision:

In order to assure continuity of instruction for students, a female faculty member will normally be
excused from instructional duties during the semester or other instructional period that the
medical maternity leave, or a majority of said leave, occurs. RP-3.3.13.1

This part of the Board of Regents Maternal Leave policy is inconsistently followed by all of UNK’s
colleges and academic departments.

To address this inconsistency, the Faculty Welfare Committee puts forth the proposals below. The members
of the Faculty Welfare Committee call on Faculty Senate to approve these proposals and authorize Faculty
Senate Executive Committee to forward them to the UNK Administration. The proposal includes the
following:

1. Revising the UNK Faculty Handbook to reflect the University of Nebraska Board of Regents Policies
   August 16, 2019, Chapter 3. Terms and Conditions of Employment in its entirety. Said chapter reads as
   follows:

   **RP-3.3.13 Parental Leave Policies**
   The following Parental Leave Policies are intended to establish and clarify the leaves available to
   University faculty and staff in cases of pregnancy, childbirth, and adoption. The general purpose of these
   policies is to allow employees to balance their work and family life while preserving the legitimate interests
   of the University as an employer and the public served by the institution. Supervisors are expected to
   work cooperatively and supportively with employees in the arrangement of leave under these policies.

   1. Medical Maternity Leave
      Under University policy, and as required by federal law, the time during which an employee or
      faculty member is unable to work because of a medical disability caused or contributed to by
      pregnancy, miscarriage, termination of pregnancy, childbirth and recovery therefrom will be
      covered by the provisions of the University’s sick leave policy or by the provisions of the
      University’s disability leave program depending on the category and associated leave eligibility of the affected
      faculty or staff member. Faculty and staff are therefore eligible for paid leave for
      such absences under the provisions of the applicable leave policy.

      There shall be no stipulated medical maternity leave requirement either before or after childbirth.
      Leave requirements will vary depending upon each employee’s individual circumstances; the
advice of an attending physician or other licensed health care provider will normally determine the appropriate length of a leave. An eight-week total leave period for pre-partum and post-partum care and recovery, during which time the employee will be excused from all duties, will be considered normal; however, more or less leave time may be taken based upon individual health circumstances.

In order to assure continuity of instruction for students, a female faculty member will normally be excused from instructional duties during the semester or other instructional period that the medical maternity leave, or a majority of said leave, occurs.

The provisions of Section 3.4.3.3 of the Bylaws of the Board of Regents permitting an employee’s paid leave to be reduced by the amount required to compensate a substitute shall not be exercised in cases of medical maternity leave.

2. Ask/recommend that Dr. Charles Bicak, Senior Vice Chancellor Academic and Student Affairs, discuss this policy with the Deans Council, encourage Deans to communicate the policy to department chairs, and to include the key provisions of the policy as part of the disability and pregnancy notices sent to the faculty at the beginning of each semester;

And

3. Designate Megan Fryda, or another administrator, as the contact person for faculty members who become pregnant and are in need of information/assistance with Maternal Leave accommodations.
STUDENT AFFAIRS COMMITTEE MINUTES  
Wednesday, February 26, 2020  
COE B155 – 8:00 a.m.  

PRESENT: Matthew Mims, Nick Hobbs, Bobbi Ludwig, Janet Wilke, Gilbert Hinga, and Jeong Hoon Choi  

ABSENT: Mark Barrientos, Madison Parshall, Ryley Scherer  

Meeting began with Dean Hinga providing a review of the Finals Week Policy and previous attempts to change it.  

In response to a request by Faculty Senate, survey was sent out to students in Spring 2018  

- 1,011 students responded, spread out across the colleges and departments  
- 32% students reported that point 2 in the current policy was not being followed  
  “During the week prior to Finals Week, the only examinations that may be given are: laboratory practical examinations, make-up or repeat examinations, and self-paced examinations.”  
- 21% students reported that point 3 in the current policy was not being followed  
  “Projects, papers, and speeches scheduled for completion during the last week of classes must have been assigned in writing by the end of the eighth week of the semester.”  
- 97.4% of students responded that they did not file a complaint about the Finals Week policy not being followed (point 4)—because they did not know the policy existed or where to report such compliance issues; others felt nothing would be done if they reported; some said they had reported but nothing had been done  
  “Complaints about failure to follow the above outlined procedures should be made immediately to the appropriate department chair, dean, or the Vice Chancellor of Academic and Student Affairs Office, if necessary”  
- 21% of students responded that point 5 was also not being followed  
  “Any course not having an examination during Finals Week will meet under the directions of its instructor during the scheduled (Finals Week) time period for a continuation of regular class work.”  

With this in mind, the committee sought to:  

1) Revise the Finals Week Policy  
2) Draft a short syllabus insert to be reviewed by Faculty Senate  

I. Revision of Finals Week policy  
   a. Using the proposed amended policy by student government, the committee suggests the following changes:  
      i. Add in “Thursday at 3:30pm” in 2.2., as that is the allotted time for make-up exams during Finals Week, thus:  
      In the event that a student is scheduled to take three or more final exams in one day
during the final exam week, the student may: take all final exams as scheduled; take the exam during the allotted day and time that is open for make-up examination or resolution of conflict, which is Thursday at 3:30pm

ii. Change “eighth week” to “fifth week” in point 4.

iii. Remove SVCASAO from point 5.

iv. Add point 8: All finals should be listed on the syllabus schedule and include date, time, and location of the final exam.

Regarding I.a.i above, the committee discussed which of the three exams should be moved. It was agreed upon that the third exam should be the one to be rescheduled. It was also emphasized that this option should be up to the student i.e. the student should make the request. Students who want to take all 3 finals on the same day should be allowed to do so.

The committee discussed the potential for having a common testing room for finals. However, complications exist for such an idea and the frequency of make-up exams offered at this time has yet to be quantified.

II. Syllabus Statement Draft

This class complies with the UNK Finals Week policy. This means that projects, papers, and speeches scheduled for the last week of classes have been assigned by the end of the 5th week of class. Furthermore, the only examinations allowed during the last week of classes are laboratory practical examinations, make-up or repeat examinations, and self-paced examinations. If a student has three or more final exams scheduled in one day, they may take all three exams or reschedule the last exam in the day for Thursday at 3:30 p.m. of Finals Week. It is up to the student to notify the faculty of such intent by the twelfth week of class. Students are encouraged to read the complete Finals Week Policy at:

https://www.unk.edu/offices/registrar/academic_policies_handbook/Final_Exam_Schedules.php