

University of Nebraska at Kearney

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Faculty Senate Packets

Faculty Senate

10-7-2021

October 2021 Faculty Senate Packet

University of Nebraska at Kearney Faculty Senate

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7pm – October 7, 2021
Antelope Room & Zoom
Zoom Link:

<https://unk.zoom.us/j/91930797823?from=addon>

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: **02September2021**
- V. Special Presentations
 - A. Kelly Bartling
- VI. Reports of Faculty Senate Standing Committees
 - A. Oversight Committee: **Update on Elections**
 - B. Executive Committee: **22September2021; 29September2021**
 - C. President's Report: **1October2021**
 - D. Academic Affairs: **16September2021**
 - 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:
- 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:
- VIII. Reports from Academic Councils
 - A. Graduate Council:
 - B. General Studies Council: **02September2021**

- C. Council on Undergraduate Education:
- D. Student Success Council:
- E. Equity, Access, and Diversity Committee
- IX. Unfinished/Old Business
 - A. Report from ad-hoc Covid 19 Committee**
- X. New Business
 - A. Incomplete Contracts
 - B. Syllabus statements
 - C. Immigrants and refugees and BA requirements
- XI. General Faculty Comments
- XII. Adjournment:



7:00PM – September 2nd, 2021

Antelope Room & Zoom

Zoom Link:

<https://unk.zoom.us/j/98197030086?from=addon>

Faculty Senate Website:

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

- XIII. Call to order 7:16pm
- XIV. Roll Call
- a) **Senators Present:** Martonia Gaskill, Pat Hoehner, Miechelle McKelvey, Bryce Abbey, Kurt Borchard, Megan Strain, Sam Rapien, Jeremy Armstrong, Nicholas Hobbs, Chris Steinke, Anthony Donofrio, Ford Clarke, Dawn Mollenkopf, David Vail, Daniel Chaffin, Alejandro Cahis, Ngan Chau, Denys Van Renen, Dereck Boeckner, Ben Malczyk, Timothy Johnson, John Bauer, Bobbi Jean Ludwig
 - b) **Absent:** Marissa Davala, Timbre Wulf, Mike Moxley, Claude Louishomme, Liaquat Hossain, Karl Borden
- XV. Approval of Agenda
The September 2nd minutes were moved by David Vail and seconded by Miechelle McKelvey for approval. Motion Carried.
- XVI. Action on Faculty Senate Minutes: **29th April 2021**
- XVII. Special Presentations
None
- XVIII. Reports of Faculty Senate Standing Committees
- A. Oversight Committee:
 - B. dawn presenting, talking about the standing committees, looking for replacements, she will email out a call for participants. Explained the selection/election process for members new members on committees. Gave the timeline of meetings for the different committees.
Bobbi, has a question about committees, most specifically, eCampus. Ben gave an explanation on what the new committee will be, is going under a restructure due to the new eCampus status. All this will try to get wrapped up before our next executive committee meeting.
 - C. Executive Committee:
Mentioned them, didn't go through them. Busy summer, talking about issues like

RIF, CRT

- D. President's Report:
 - No reports of any committees
 - E. Academic Affairs:
 - F. Academic Freedom and Tenure Committee:
 - G. Academic Information and Technology Committee:
 - H. Artists and Lecturers Committee:
 - I. Athletic Committee:
 - J. E-campus Committee:
 - K. Faculty Welfare Committee:
 - L. Grievance Committee:
 - M. Library Committee:
 - N. Professional Conduct:
 - O. Student Affairs:
- XIX. Reports of Senate Representatives to Non-Senate Committees: No reports here
- 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:
- XX. Reports from Academic Councils
- A. Graduate Council:
 - B. General Studies Council:
 - C. Council on Undergraduate Education:
 - D. Student Success Council:
 - E. Equity, Access, and Diversity Committee
- XXI. Unfinished/Old Business
- e-Campus committee was brought up, and there is a concern that they weren't consulted about the changes being made.
 - Martonia clarified what it was discussed with dean Ellis.
 - Changes were made without consulting with the faculty.
 - A question was asked for timeline on meeting for the rest of the semester for the eCampus committee. Martonia answer the question by saying how they are going to start in October, and they still have to set up dates and times.
 - How can we make all this changes without even consulting faculty? Question asked relating to the changes being made on e-Campus
 - Senator expressed her frustration about their new online program and now e-Campus is gone, so are all the people that helped set and develop the program.
 - More information on the plans for e-Campus is being requested
 - No more comments on that topic
- XXII. New Business
- Covid: What has been done;

- Trying to do; trying to bring the temporary assistance plan back. To make accommodations for people who needs them.
- A proposal has been submitted to the chancellor looking to bring that plan back for the remainder of the semester.
- Asking for more clarification in the lack of communication related to COVID,
- A draft of a letter, asking to bring back the temporary assistance plan back, prepared by the FS president was presented., opened to discussion first.
- A request for comment was made, if there has been any reaction by administration from the letter sent by the President of UNKEA.
- Motion was made to move the letter. Motion has been approved and second. Motion carries.
- Clarification was made, we are in an advisory role and we do not have decision making power.
- A request was made to have a rep from the committee to come to the next faculty senate meeting and give a report.
- Another option, is to create an ad-hoc faculty senate committee covid task force
- Make a quick recommendation for UNK to adopt a mask mandate, by the faculty senate.
- Group of Senators Volunteered to be part of this newly created committee
- Megan Strain moves to create an ad hoc committee. David Vail seconds. All in favor, none opposed.
- RIF: Some concern from the faculty, and how can faculty be more involved in the process. Keep insisting on getting a timeline on the RIF
- Duplication rule: Nothing major to report.
- A request to invite Dean Ellis and Matt Bice to our next meeting to gain more clarification on changes on eCampus was made, Davil Vail seconds.

XXIII. General Faculty Comments

Administration asked for the possibility to require employees to be vaccinated. Ted carter hinted that, and chancellor is pretty sure it is going to come.

Being expressed as a system wide requirement, and not just a local requirement.

Go back to our departments and ask for their opinions on a vaccine mandate

XXIV. Adjournment:

Motion to adjourn, approved. No one opposes

Motion carries; 8:07pm



FS Executive Committee Meeting Minutes

Wednesday 9/22/21 COE 155

Members, FS Exec Committee

Ben Malczyk, President (Notetaker)
 Derek Boeckner, President Elect
 Alejandro Cahis, Secretary
 Ngan Chau, Representative
 Dawn Mollenkopf, Parliamentarian- Absent
 Martonia Gaskill, Past President

Discussion Items:

- Ad -Hoc Covid Committee
 - Letter
 - Update
 - In favor of having at least one member of the Executive Committee join with a member(s) of the ad hoc Faculty Senate Covid Committee in meeting with Dr. Falconer
- Follow up on faculty senate
 - Covid discussion—general comments
- Exec committee membership on committees
 - See the constitution
- Plan for cabinet meeting next week
 - COVID—updates, including since the risk dial went to red
 - RIF—updates
 - Assessment of Deans—review the process
 - Updates on mandatory vaccination question posed to faculty
- Advising disparities—future of advising
 - Now part of P&T? Any faculty input on this? – academic freedom and tenure committee?
 - Inequities? The # can impact quality which would impact P&T—doesn't seem fair
 - Trained and supported in provided quality advising? Amy R. Working on handbook
- Charges to various committees
 - Double-count rule—Academic Affairs
 - Certificate updates of instructions—Academic affairs
 - Syllabus statements update—Academic affairs
 - Advising inequities?—leave to the college level for now
 - E-campus committee—revise and update

- Safety Committee
 - *Dawn will take a look at this as part of the slate of new committees is established*
- Other items
 - Some confusion about members—a few replacements may be needed
 - *Dawn and Martonia will look into this*
 - Try out the Communication Center 101 space for a faculty senate meeting—especially with a large proportion still attending via zoom
- Upcoming “guests”
 - October- Kelly Bartling—enrollment updates/reports
 - November—Dean Ellis; Dr. Bicak; John Watts



UNK Administration & FS Executive Committee Meeting Minutes

September 29, 2021 – 11:00-12:00 p.m. – Warner Hall Conference Room

Members, UNK Administration

Chancellor, Doug Kristensen
SVC Charles Bicak
VCBF Jon Watts
VCEMM Bartling
Dean Hinga
SACEA Falconer

Members, FS Exec Committee

Ben Malczyk, President
Derek Boeckner, President Elect
Alejandro Cahis, Secretary
Ngan Chau, Representative
Dawn Mollenkopf, Parliamentarian
Martonia Gaskill, Past President

Call to order: 11:02

Attendance: Charles Bicak, Jon Watts, Kelly Bartling, Gilbert Hinga, John Falconer, Ben Malczyk, Derek Boeckner, Alejandro Cahis, Ngan Chau, Dawn Mollenkopf, Martonia Gaskill

Discussion Items:

- **RIF Questions (Overstaffing)**
 - 10-14 positions being examined, looking closely at the collective bargaining agreement to do things in accordance with article 12. Looking closely at the recommendations and metrics made by the Faculty RIF committee. Through fall, expected draft of recommendations in December, refined in spring. Notifications made by May 1. Will have 1 more year of contract.
 - Notification to those close to the positions first then move to more general notification
 - No equality between colleges, but it is equitable,
 - Also looking at phased retirements
 - Programs could be at risk if a significant proportion of their faculty lines are cut. These need to be examined closely and secondary consequences thought about. Some combination of departments might be examined as well to mitigate this.
 - The philosophy degree program will be eliminated in December.

- **Covid Questions**
 - General updates – currently hampered by the lack of data collected by the state. Testing only symptomatic people has greatly increased the positivity rate. Another uncertainty is how compliant are students to report if they are sick?

Letter went to students about the importance of complying with policy to maintain on campus education.

- A decision about extension of the mask mandate will be made before the policy expires. Departments have different experiences with compliance,
- Decision not to test non-symptomatic is by suggestion of public health officials and guidelines, not financially motivated at all, any requests to campus finances regarding covid from the health center has been met. Also, students can still be tested if they are insistent, but there is an educational portion to the non-testing when the healthcare professionals don't believe that it is covid and testing is not required.
- **Report on faculty response to a potential mandate for faculty vaccinations**
 - Not full data to give yet, but it looks like a majority would support a mandate
- **FS Standing Committees**
 -
- **Evaluation of Deans**
 - How are they evaluated?
 - Questionnaires are distributed to faculty, but last year, there were no surveys given. Moving to a Comprehensive 360 evaluation model of deans. Instead of only 10-20 faculty given questionnaires, there will be a much larger proportion of faculty given. These will be moving to a 3 year cycle, with a much more comprehensive process.
 - Will deans be asked to create a 3-5-10 year plan?
 - Plans could be asked and that is a good idea.
 - Perhaps for new deans you can increase the frequency of feedback. Just like new faculty, perhaps a once a year the first two years.
- **Advising -- assessment and inequities**
 - Student advising is crucial to a university. So far just a CAS issue

Reports

Chancellor Kristensen

SCVASA Bicak

2 large searches, National OSP & Research Development, Internal Undergraduate Research

Brandt property possible donations large number of acres for field stations for a variety of departments use.

VCBF Watts

Initiating searches for some interim positions that are approaching their contract closures

Library project approval just to get the project started

Final budget and design approval for FSL housing

Supply chain delays are affecting almost everything on campus requiring construction/repair/etc.

Purchase of Buckle Screen printing building is being examined.

Large turn over on staff, likely due to pay competition, trying to mitigate by advertising about benefits, also advertising in more mediums than just the local paper.

DSA Hinga

First generation survey to determine what is going well and what we can do better

First Generation Celebration

Six week survey going out to students soon

Homecoming next week, Saturday is the parade

VCEMM Bartling

Enrollment up this year, up first time full time freshmen up 15%, congratulations and thank you to the faculty for the good job you've done over the last year with recruitment

Numbers in report

Recruitment strategy for this fall, still focusing on New Nebraskan Scholarship, trying to personalize the "Campus Experience" more, new scholarship approaches Merit scholarships are GPA based must have 3.7- 4.0

One place for scholarship applications is being worked on

Military and Veterans Center being dedicated on Veteran's Day

TALISMA transition to TargetX (Salesforce) better communication about students to all departments

Applications up 123% from this time last year

Students getting over \$5million dollars dispersed from federal grants given to UNK

SACEA Falconer

Plan being created for CDO office to working with Diversity and Inclusion



FS President's Report

Summary of work tasks completed from September 3-October 1, 2021

- Work with Ad Hoc Faculty Senate Covid Committee (see packet)
- Met with Student Body President to discuss Covid response and other work
- Prepare for upcoming meetings—FS executive committee, Meeting with the administration; work with Secretary Cahis to prepare the packet
- Continued discussions on double count rule, syllabus statements
- Followed up on completion of documents and other items to wrap up the work of committees from the previous academic year
- Arranged upcoming guests for FS meetings for remainder of fall semester

Ben Malczyk, Faculty Senate President

**Faculty Senate Academic Affairs Committee
Minutes from Meeting
Thursday, September 16, 2021
Meeting held via Zoom**

Present: Debbie Bridges (CBT), Steve Hall (CBT), Ralph Hanson (CAS), Bailey Koch (COE), Lindsay Brownfield (LIB), Joel Cardenas (AA), Lisa Neal (REG), Anthony Donofrio (FS), Ted Rupnow (CAS), Kate Heelan (COE)

Absent: Mark Ellis (AA)

Bridges called the meeting to order at 3:34 p.m.

Hanson (Heelan) moved to approve the agenda. Motion carried.

Discussion moved to agenda items, Rupnow requested clarification of agenda item #2 – ACCT 425. Bridges explained that it was a cross-listed course that will allow students to earn either Accounting credit or Finance credit (same course taught by same instructor at same time). Hall added that the ACCT prefix is needed because students majoring in accounting are required to have 30 hours of accounting credit. No further discussion on agenda items.

Hanson (Heelan) moved to approve agenda items #1 = #10. Motion carried (voice vote).

Hanson (Brownfield) moved to adjourn. Motion carried.

Meeting adjourned at 3:39 p.m.

Respectfully submitted,

Bailey Koch (scribe)

Approved via email, September 20, 2021

2021-2022 ACADEMIC AFFAIRS SUBCOMMITTEE MEETING

Academic Affairs Subcommittee 9/8/2021

Academic Affairs Full Committee 9/16/2021

NUMBER, REQUEST, LEVEL, SPECIFIC REQUEST, DEGREE/COURSE, PROGRAM/COURSE, TITLE, DEPT, COL, REASON

#1, Create, Minor, Digital Marketing Minor, MASCM, CBT, There has been increasing demand from

employers for graduates with skillsets that this Minor will provide. This set of knowledge and skills is diverse, so this is a multidisciplinary Minor.

#2, Create, Course, ACCT 425, Financial Statement Analysis, AFE, CBT, We already have FIN 425 Financial Statement Analysis. ACCT 425 Financial Statement Analysis will be added to BSBA Accounting emphasis electives and co-listed with FIN 425. As a result, Accounting students who take Financial Statement Analysis will have the ACCT prefix for the correct counting of "Accounting" credit hours.

#3, Alter, Course, Number, Prerequisites, Course Description, CYBR 235, Fundamentals of Networking & Systems, CYSY, CBT, Cyber Systems Department overall curriculum changes; Change course number, Old Value: 335, New Value: 235; Change prerequisites, Old Value: CYBR 101 or CYBR 102 or CYBR 103 or CYBR 140 or passing score on CompTIA A+ certification exam; New Value: CYBR 101 or passing score on the CompTIA A+ exam; Change in course description, Old Value: This course is the first technical networking & systems course. Topics covered include layered network architectures, packet sniffing with protocol analysis, virtual local area networks, basic network security and network design through v4 and v6 subnetting; New Value: This course is the first technical networking & systems course. A layered approach is used with discussion centered around physical connectivity, switching, routing, protocol discovery and application layer. Technical network design is introduced with a focus on hands-on labs.

#4, Alter, Course, Prerequisites, CYBR 330, Algorithms and Data Structures, CYSY, CBT, Change to the Cyber Systems Department curriculum and minor change In pre-req; Change in prerequisites, Old Value: ENG 102 and MATH 115 and CYBR 180 and CYBR 150, New Value: MATH 115 and CYBR 150 and CYBR 180.

#5, Deactivate, Course, CYBR 340, Information Networking Preceptorial, CYSY, CBT.

#6, Deactivate, Course, CYBR 350, Predictive Modeling II, CYSY, CBT, Making CYBR 350 dormant will allow Cyber Systems Department the possibility to bring back the courses to active status by initiating another course change proposal in the future.

#7, Deactivate, Course, CYBR 407, Introduction to Automata, Formal Languages, and Computability, CYSY, CBT, Making CYBR 407 dormant will allow Cyber Systems Department the possibility to bring back the courses to active status by initiating another course change proposal in the future.

#8, Deactivate, Course, CYBR 411, Big Data II, CYSY, CBT, Making CYBR 411 dormant will allow Cyber Systems Department the possibility to bring back the courses to active status by initiating another course change proposal in the future.

#9, Alter, Course, Title, Prerequisites, Course Description, CYBR 435, Reverse Engineering: Thinking like an Adversary, CYSY, CBT, Cyber Systems department overall curriculum changes; Change course title, Old Value: Thinking like an Adversary: Systems Side Security, New Value: Reverse Engineering: Thinking like an Adversary; Change prerequisites, Old Value: CYBR 335 and CYBR 101 or CYBR 102 or CYBR 103, New Value: CYBR 101 and CYBR 235; Change course description, Old Value: This course will cover all the concepts necessary to play offense against different types of enterprise networks and systems (red team). Different scenarios will be "played out" utilizing a series of hands-on labs with the idea that students will learn the concept of "thinking like an adversary". In this manner, the students will

learn how to better defend networks by understanding the offensive playbook, New Value: This course will cover all the concepts necessary to think like an adversary by breaking down malicious software using a reverse engineering approach. Different approaches and techniques will be used for comprehension and evaluation of sandboxing, obfuscation, with both static and dynamic analysis of software. In this manner, the students will learn how to better defend applications, systems and networks by comprehensively reverse engineering the offensive playbook.

#10, Alter Course, Title, Prerequisites, Catalog Description, CYBR 448, System Administration II, CYSY, CBT, Change to the Cyber Systems Department; Change course title, Old Value: System Administration, New Value: System Administration II; Change prerequisites, Old Value: CYBR 101 or CYBR 102 or CYBR 203 or CYBR 345 or CYBR 434, New Value: CYBR 348; Change course description, Old Value: This course provides an overview of how to manage a server and its users. Topics include but not limited to installing server operating system, creating user and group accounts, setting up policies, adding and configuring devices and drivers, managing data storage, setting up security evaluating performance, trouble shooting, and virtualization, New Value: This course provides an advanced overview for maintaining reliable systems in multi-user and device-diverse environments. This course focuses on securing and hardening systems and servers; advanced authentication techniques; and advanced policy discussions on how to manage a complex systems environment.

General Studies Council Minutes
September 2, 2021 @ 3:30 p.m.
Warner Conference Room, Warner Hall or via Zoom
**** Approved via Email ****

Present: Sri Seshadri, Sherri Harms, Jeong Hoon Choi, Miechelle McKelvey, Nita Unruh, Doug Tillman, Noelle Bohaty, Rebecca Umland, Jeff Wells, Joan Blauwkamp, Jeremy Dillon, Joel Berrier, Lisa Neal, Amy Rundstrom, Beth Hinga, Jessie Bialas, Mark Ellis, Greg Brown, Rochelle Reeves, Joel Cardenas

Guests: Dr. Charlie Bicak, Jim Vaux, Ralph Hanson, Jody VanLaningham, Suzanne Maughan, Ryan Teten, Ken Trantham, Yipeng Sui, Annette Moser, Sandra Loughrin, Carol Lilly, Ben Malczyk, Bree Dority

I. Call to order:

- **Approve Agenda:** Unruh/Dillon moved to approve the agenda. **Motion Carried**
- Welcome Noelle to GSC: Brown welcomed Bohaty to the Council from the Fine Arts & Communications division in CAS (replacing Tim Farrell whose term ended in April).

II. Minutes from April 29, 2021 meeting (approved via email)

- PHYS-CHEM-PHIL 126 (Fermi's Paradox: If We're Not Alone, Where Is Everybody?) and MUS-SOC-WSTD 126 (The Visible Voice) approved via GSC vote via email in May 24-25 (10 in favor, 0 opposed)

III. Old Business (Open Items):

- None

IV. New Business:

- SVCASA Dr. Charlie Bicak, re: ITEC 290
 - Dr. Bicak thanked the Council for their time and effort. He stated that he read the past Council minutes as well as comments from faculty regarding ITEC 290 and the syllabus and application that were submitted for Council review. Dr. Bicak reminded the Council that on May 14, 2021 he sent a message to the Council in regards to ITEC 290 ***"ITEC 290 will be offered in a 2 year pilot framework. I expect the course will be evaluated by the GS Director and Committee throughout the two years. A recommendation for continuance or discontinuance should be offered at the November 2022 GS meeting. Further consideration will be based on the evidence provided from the November 2022 Meeting."***
 - Dr. Bicak reviewed his pros and cons list in relation to ITEC 290.
 - Cons:
 - None of the learning outcomes for LOPER 3 refer to technology.

- It is unclear how computer technology is playing a meaningful role in the course or what need is being met. If the course simply includes presentations that incorporate slides or FaceTime/Zoom, it is similar to what is likely found in Speech 100.
 - Communication appears to be taught purely from an instrumental standpoint, rather than as constitutive.
 - The course appears to be a speech course taught by a technology expert. That is, the instructor lacks an advanced degree or graduate coursework in communication.
 - It's legitimate to raise a slippery slope possibility that core skills courses in other categories could be taught by any discipline.
 - Pros:
 - ITEC 290 has been in the General Studies program for over 10 years. The course was revised and restructured to meet a General Studies need.
 - No one discipline "owns" entry level skill areas or all the ways general education knowledge and skills requirements can be met.
- Dr. Bicak stated his approval of ITEC 290 is as a pilot program over the next two years and then the Council will evaluate the course.
 - Blauwkamp asked for clarification as to what was being "piloted" and what evidence the Council is supposed to use to make its recommendation, given that the reasons why the majority of Council members voted against approving the course (lack of disciplinary fit with the category/instructor qualifications in communications, slippery slope for LOPERs 2 and 4) would not change in that time. Dr. Bicak stated all curriculums can be made better and that he disagreed that nothing relevant to ITEC 290 being approved or rejected for LOPER 3 would change in the next two years.
 - Bicak also noted that the record shows a vote of 10-1 from the Council in favor of sending the course to campus for comments but the final vote was then 7-6 against approving it, raising the question of what changed? Dillon stated he was a Council member that changed his vote. He stated after he read the syllabus the first time the course seemed fine, but he was then taken aback after reviewing the comments from campus. He stated what swayed his vote was the course schedule, as most of the schedule was students watching other students give presentations. He also stated that it is appropriate for the Council to take campus feedback into account when we make our final votes.
 - Umland stated she is uncertain what the role of the Council is in this pilot program. Dr. Bicak stated the course is open to change and the Council needs to communicate what changes need to be made.
 - Brown stated the faculty needs to meet the HLC qualifications to teach a course (advanced degree or 18 hours of graduate coursework in the relevant discipline)

and asked what the Council's role is in making sure the faculty teaching the course have the HLC qualification. Dr. Bicak stated it is the responsibility of the Deans and department chairs to make sure the faculty have the correct HLC qualifications to teach courses in their areas.

- Hanson stated that he feels the course has been piloted for 10 years and assessment data showed that the students did not perform as well in ITEC 290 as in SPCH 100. Hinga confirmed the assessment evidence on this point. Hanson asked if the course needed to make changes before it is brought back into the General Studies program. Dr. Bicak stated we are going forward with the pilot of the ITEC 290 course, and he expects to see changes.
- Bicak noted that other categories in the Foundational Requirements (LOPERs 1-4) offer students some choice of courses. He cited the figure that in the old GS Program, 19% of students took ITEC 290 to meet their oral communications requirement.
- Brown summarized that the new LOPERs Program has new objectives and will have new assessments, so the Council can see how ITEC 290 performs, ask for changes as needed, and then see where things stand in November 2022 and make our recommendation. Dr. Bicak concurred.
- Phasing out of Portal Classes (X-188) in 2021-2022
 - Brown stated Summer 2022 is the last semester for Portal classes (-188). Next academic year, 2022-2023, Portal classes will no longer be taught. Unruh asked when the Capstone (-388) courses need to be gone. Neal stated that will be a little longer, most likely one extra year after the -188 courses.
 - Blauwkamp asked what would happen if there are students who are in an older catalog trying to complete their degree but no Portal is offered. Can they substitute with a -126? Neal said yes, they could.
- Update on enrollment in First-Year Seminar Courses
 - Brown stated almost every single section of -126 is filled for the Fall 2021 semester. He stated that it far exceeded his expectations. Neal stated not quite half of the newly enrolled freshman are enrolled in a -126 course this Fall. Neal stated there are 16 sections of first-year seminars for Fall 2021 with a total of 444 students enrolled as of 9/2/21. There are 9 sections of Portal sections for Fall 2021 with a total of 205 students enrolled as of 9/2/21. She also stated there are currently 15 sections of the first-year seminar for Spring 2022. Blauwkamp asked Brown to send out a call to campus for more -126 courses for Spring and Fall 2022 and let chairs/departments know how many seminars need to be offered to meet student needs. Brown stated he would send an email to campus.
- Suggestion to limit enrollment in First-Year Seminar Courses
 - Brown stated he had a Council member ask if there should be a cap on each section of -126. Brown stated his thought is it should be left up to the

department chairs. Blauwkamp stated that the CAS chairs would like a range for class size for -126 sections, such as 20-30. Wells stated there is already a challenge to build rapport with the students over just 5 weeks, and if the courses are too large, they will lose the purpose. He also noted that the objective of meeting the personal and professional development needs of first-year students would argue in favor of smaller classes. Umland stated having a smaller class size allows faculty to get know students and allows students get to know each other. Unruh noted that the KSS -126 sections have been capped at 20 for the Fall semester, which is a nice size.

- Brown asked if the Council should vote on a cap for each section of -126 or wait a month and think about it. Seshadri stated the Council should wait a month and get feedback from the chairs. Unruh stated there is a chairs meeting later in September and she will bring the question to the group. Brown stated he can also talk to the Deans to get feedback on the appropriate size. Neal reminded the Council that Spring course schedules go out the end of September and changing the course size in October may not be possible. But a cap could be implemented for first-year seminar classes starting in Fall 2022.
- Brown stated he has gotten feedback from faculty and the -126 classes are going well.
- Clarification on GS requirement for 2nd Bachelors (same as student transferring in with AS / AA?)
 - Neal affirmed that a student with a Bachelors degree in hand is treated the same as the AS/AA degree students when coming to UNK to earn a second degree. The general education they completed for their first Bachelors degree is considered equivalent to meeting the requirements for UNK's General Studies Program. Brown noted that a student pursuing a second Bachelors degree, just as an AS/AA student, must complete any General Studies coursework that is required for their degree program/major.
- GS Assessment
 - Brown stated during the AACU workshop over the summer, the Council members who participated came up with a new assessment rubric for each category in the LOPERs Program. Hinga noted that the new assessment approach allows the instructor to select which assignment in their course will be used to assess each objective. The imposition of a separate assessment assignment was something that instructors disliked about the old GS Program. Brown asked the Council to review the rubrics before the next meeting. Blauwkamp asked if the Council is going to ask the faculty member to identify what assignment they are using to assess each objective in the rubric. Brown said he would make that change to the draft rubrics. Brown stated he would like to assess all the General Studies courses every semester to start in order for the Council to have enough information to review after three semesters. He also stated ITEC 290 would start collecting assessment data this semester and all other classes would start during the Spring 2022 semester.
- GS Governance Document

- Brown stated the governance document is open for revision. He stated he would like to discuss possible changes the voting procedure and find a way to get students on the Council. He also stated he would like a way to recognize outstanding faculty members in General Studies. Brown stated he would like to take time during each meeting to work on parts of the governance document in order to have it completed by April 2022.
 - APR
 - Brown stated he would like to divide of the APR self-study document into sections and asked each Council member to volunteer to complete two sections, working in pairs.
 - Hinga stated the timeline for the APR is as follows:
 - The site visit would need to be completed by March 2022.
 - The self-study would need to be completed by February 2022. As one person will need to put all the sections together into one document the Council members will need to complete their sections by January 2022. Brown stated he would be the one to put all the sections into one document.
 - Course Proposals (none right now)
 - Brown stated he plans to let campus know that if there are new course proposals to be submitted to the General Studies Council, they must be provided to him no later than 10 days before the meeting as he has to have the agenda done no later than 7 days before the meeting.
- V. Other:
- Neal asked faculty to please consider the students when scheduling -126 sections and put the students in one classroom for all sections as this is more helpful to the students.
- VI. **Adjournment: Seshadri/Reeves moved to adjourn the meeting. Meeting adjourned @ 4:45 pm.**

Next meeting: October 7, 2021 @ 3:30 pm-Warner Conference Room, Warner Hall or via Zoom

Summary of the work Completed by the Ad Hoc Faculty Senate Covid Committee
September 2021

The committee includes:

- Bobbi Ludwig
- Ben Malczyk
- Megan Strain
- David Vail

Following the formation of the Ad Hoc Committee, the group met to discuss best approach going forward

- Group drafted and finalized a letter to send to the administration—see letter dated 9/15/21
- Dr. Malczyk shared with letter and met briefly with both Chancellor Kristensen and Dr. Bick
- Chancellor Kristensen stated that he would share with the cabinet and anticipated a response
- Received a response via John Falconer on 9/21/21

The committee met again on 9/29/21

Faculty Senate Covid Committee Meeting 9/29/21 via Zoom

Attendance: Bobbi Ludwig, Ben Malczyk, Megan Strain, David Vail

- Discussed the email reply from Dr. Falconer (dated 9/21/21) on behalf of the administration in response to the 9/15/21 letter
 - Overall response was appreciative of the opportunity to at least engage in additional discussion
 - Does seem somewhat inefficient—if Dr. Falconer reports to the committee or a faculty senate representative, then the representative has to report to the remainder of the faculty senate—discussed that if we are getting a report of the Emergency operations team, could we instead just cut out one layer of communication and participate in those meetings (have requested this multiple times and been denied)
 - Saw it as positive that tone remained collegial
 - Still some concern that the meetings are to be informational – indicating that it is not in alignment with shared governance as faculty can ask questions and collect information, but faculty were not asked to be part of the group contributing to decisions being made
- Next steps
 - Report to the Faculty Senate (include the response from Dr. Falconer in the packet)
 - Raise a motion at the upcoming Faculty Senate meeting to have members of the Ad Hoc Faculty Senate Covid Committee participate with a member of the Executive Committee meeting in the meetings with Dr. Falconer
 - Committee members also identified a need to begin to organize questions to discuss in the meetings with Dr. Falconer—Dr. Malczyk will create a shared document for the committee to compile questions and schedule a meeting with Dr. Falconer



Dear Chancellor Kristensen and Cabinet,

Serving on behalf of the UNK Faculty Senate, we, the Ad-Hoc Faculty Senate Covid Committee, have been charged with submitting a request to the UNK administration. Specifically, faculty have expressed concern about the lack of faculty involvement as it relates to UNK's Covid mitigation efforts. In the context of this issue, we hope to work together to improve in two major areas: shared governance and transparency.

Shared governance has been defined as a process in which "faculty and administrators actively engage to share responsibility for identifying and pursuing an aligned set of mission-driven sustainable outcomes and priorities."¹ The goal of shared governance is to improve processes and outcomes and propel a university to achieve its mission. Core elements of shared governance include interdependence, communication, and joint planning and effort.

The Covid-19 pandemic has placed UNK and our community in a unique and challenging circumstance. While we know more about Covid-19 than we did a year ago, there is still much that is unknown. When circumstances present increased uncertainty in a university setting, there is an associated increased need for communication, joint planning and effort among administration, faculty, staff, and students.

Therefore, in alignment with shared governance, we are asking in good faith for increased communication and joint planning efforts related to the Covid-19 Pandemic. We are not attempting to dictate specific policies or courses of action; instead, we hope to reestablish a better method of working together to address the challenges that Covid presents to our campus. While faculty have been informed of decisions related to Covid and have met with administration through the Faculty Senate Executive Committee, faculty continue to feel a lack of communication from the administration related to Covid decisions and have been left out of opportunities to participate in joint planning. The following summary illustrates this perspective:

I) From the start of pandemic planning in the Spring of 2020, Faculty involvement in planning our Covid response has been inconsistent:

- A) Representatives of the Faculty Senate and UNKEA were invited to join the large UNK taskforce (dominated by staff and administrators) the day of their first meeting;
- B) But over time, our representation became so minimal that the Faculty Senate and UNKEA decided to form a separate faculty taskforce to recommend specific steps;

1 . [https://www.aaup.grg/article\(reaffi!•mjng-ujncj.plgs:agadgmicz° overnmgn.t#.YTvkZtNKhTY](https://www.aaup.grg/article(reaffi!•mjng-ujncj.plgs:agadgmicz° overnmgn.t#.YTvkZtNKhTY)

- See also: [7 UNK Faculty Senate Resolution on shareLgoyeyunce](#)
- C) Throughout the 2020 academic year the consultation between faculty and administrators improved, as there was more communication on important issues related to Covid-19 decision making
- 2) However, there has been no formal consultation, UNK taskforce, or consistent involvement by faculty representatives in our 2021-22 plans;
 - 3) Since the start of the pandemic UNKEA and the Faculty Senate has asked to have faculty representation in the leadership group developing our overall Covid-19 mitigation plan AND the shifts in phasing. These requests have either been declined or ignored;
 - 4) Since the start of the pandemic we have asked about the specific criteria that will trigger shifting of phases with little response from the administration.

We express our desire to move away from what currently feels like an opaque and perhaps oppositional relationship and return to an interdependent relationship. We feel that embracing shared governance related to the Covid-19 Pandemic will lead to better outcomes for students and for the university as a whole. We are not opponents of each other, but instead, can be on the same team as we battle with an ever-present pandemic affecting our campus and our community.

I. Means to Increase Shared Governance

As it relates to the response to Covid- 1 9, there are multiple ways to increase shared governance. We highlight a few possibilities but would welcome additional or alternate approaches as well. Again, we reiterate that our hope is not to dominate or dictate university Covid-19 planning. We are simply asking to be once again included in the process. On behalf of the UNK Faculty Senate, we request that the administration consider the following ideas:

- 1 . That the UNK Faculty Senate and UNKEA each have a member attend and participate in the biweekly Covid-19 Monitoring Team Meetings. Bi-weekly meetings would include a chance for faculty to ask questions aimed at improving the university Covid plan and process. An alternate but similar approach would be to have biweekly updates to the Faculty Senate's ad hoc Covid-19 Committee with the opportunity for the committee members to ask questions and seek clarification.
2. That faculty be allowed and encouraged to offer input as decisions are made—while faculty members have a full spectrum of opinions on most issues, including Covid-19, the opportunity to hear the myriad of views from faculty can benefit administration while it makes challenging decisions regarding Covid-19 protocols.
3. That the administration work with faculty to identify clear and declared thresholds that would lead to a change of phases outlined within the Covid- 19 protocols.

II. Means to Increase Transparency

While faculty may not always agree with every decision administration must make, a shared governance model wherein faculty perspectives are considered, can foster a more productive working relationship instead of one that generates suspicion. Over time, a lack of transparency can erode trust between faculty and administration and negatively impact the work environment.

We respectfully ask for increased clarity, consistency, and openness in communication, specifically as it relates to Covid-19 developments.

Opportunities to increase this transparency of communication include but are not limited to:

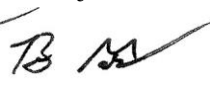
1. A clear description of the decision-making process to move between Covid-19 response phases
2. A clear and regularly updated Covid-19 dashboard that contains the number of active cases among students, staff, and faculty, as well as the number of fully vaccinated individuals in each of those categories and a description of where data is drawn from
 - a. On a related note, an explanation of how off-campus tests are accounted for in reported data (among students, staff, and faculty) would be appreciated
3. A clear description of testing policies and procedures, particularly for students and others on campus who have been exposed to individuals who tested positive for Covid-19 but are asymptomatic
4. A description of how all processes are in fact being enacted as prescribed in the plan such as some form of monitoring and assessment to identify areas of improvement
5. Share information with campus before it is sent to community news organization such as the Kearney Hub (e.g., student vaccination survey results)
6. An updated FAQ document that addresses changes that have occurred since the school year began (e.g., tests at Student Health now being discouraged for exposures/ asymptomatic folks; what to do if a student does not comply with PHC; are vaccinated students still exempt from quarantine after exposure? can they be told to mask for 10 days if exposed?)
7. Include a link to the updated FAQ documents in the weekly COVID email, mention changes to the document if relevant, and perhaps include other updates in the email aside from case numbers (e.g., how seating charts are being used, a link to the Two Rivers dial status, etc.)

While we understand there may be limitations that we are not aware of preventing some of these requests, we hope that our efforts lead to increased explanation, discussion and collaboration. We reach out in good faith and reiterate our hope to discuss and enact means to increase and improve shared governance, transparency, and communication.

Thank you for your consideration,
The Fall 2021 Ad-Hoc Faculty Senate Covid Committee

Bobbi Ludwig

Benjamin Malczyk


Megan Strain



David Vail

Wednesday, September 22, 2021 at 10:00:00 AM Central Daylight Time

Subject: Communication on COVID-19 issues

Date: Tuesday, September 21, 2021 at 9:34:05 AM Central Daylight Time

From: John Falconer

To: Ben MalczykDear Ben—

Chancellor shared a letter from you, Bobbi Ludwig, Megan Strain, and David Vail regarding UNK's management of the COVID-19 situation. We appreciate the communication on this subject.

It is our stated intention to continue with UNK's operations in a fashion as close to "normal" as possible. This means, among other things, that we want classes to be delivered in-person in a proportion similar to what Fall 2019 looked like. Last year we were highly successful, and we think this affected our positive enrollment numbers this year. Our students want to be in-person.

The policy that guided us last year, and has guided us this year, was developed by a task force that included a half-dozen faculty members. That process was valuable and productive. But since that policy was adopted, faculty have worked through their department chairs, deans, and Academic Affairs to address issues, as they would with other issues affecting scholarship, teaching, and service. Since you became President of Faculty Senate, we have appreciated your efforts to collect, consider, and convey the views of the faculty.

UNK reported campus and community data on a weekly basis last year. This year, we believe that individuals seeking community and state data can access those sources, so we have limited our reporting to campus data. Those continue to come out weekly, along with reminders about current policies and best practices.

The cabinet appreciated the point that additional communication would be helpful. They believe, as do you, that regular dialogue is productive. As part of the EOT, I am happy to meet with the Faculty Senate Executive Committee on a regular basis to discuss the issues we are seeing, explain the current situation, and to answer your questions. Please let me know some times that would be convenient for the Committee.

--john

John Falconer
University of Nebraska at Kearney