



10-21-2018

## November 1, 2018: Agenda

University of North Dakota

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**TO:** Members of the Senate  
**FROM:** Scott Correll, Secretary of the Senate  
**SUBJECT:** Senate Meeting on November 1, 2018  
**DATE:** October 21, 2018

The November meeting of the University Senate will be held on Thursday, November 1, 2018 at 3:30 p.m. in Room 113, Education.

**CALL TO ORDER (Chair Todhunter)**

AGENDA

**SENATE CALENDAR:**

- 1) Announcements/Chair Opening Remarks:
  - a. Council of College Faculties (attachment #1), Staff Senate, Student Government Updates
  - b. ES 2020: Fall 2020 Implementation, New Goal: Intercultural Knowledge & Skills, Special Area Emphasis #1: The Diversity of Human Experience, Special Emphasis Area #2: Analyzing Worldview, First validation deadline: 1 December 2018. (Ryan Zerr)  
<https://und.edu/academics/essential-studies/es2020.html>
- 2) Establish Quorum (Secretary Correll)
- 3) Review and approval of October 4, 2018 minutes located at:  
<http://und.edu/university-senate/agendas-and-minutes.cfm> (attachment #2)
- 4) Senate Executive Committee Report (Chair Todhunter)
  - a. Administrator Evaluation Process Update (Nancy Vogeltanz-Holm)
  - b. Faculty Handbook Committee, Faculty Handbook, Section III: Teaching Policies and Procedures
  - c. Multi-Factor Authentication for Office 365 (CTS, NDUS), Summer 2019 Opt-In?
  - d. SELFi Update
- 5) Question period

**CONSENT CALENDAR:**

- 6) Annual Report, Honors Program Committee (attachment #3)
- 7) Annual Report, Standing Committee on Faculty Rights (attachment #4)

**BUSINESS CALENDAR:**

- 8) Essential Studies Committee (attachment #5)

**DATE: October 17, 2018**

**FROM: Council of College Faculties**

**TO:**

Don Morton, Chair, State Board of Higher Education  
State Board of Higher Education Members  
NDUS Academic Affairs Council Members  
NDUS Governance Committee Members

**RE: PROPOSED CHANGES TO ACADEMIC FREEDOM AND TENURE POLICY 605.1**

The Council of College Faculties met on October 9, 2018. We discussed the North Dakota State Board of Higher Education proposed changes to **Academic Freedom and Tenure Policy 605.1** that were approved (first reading) at the SBHE meeting on September 27, 2018.

We are appreciative that a motion to waive the first reading and move directly to a second reading and final passage of the proposed changes to **Academic Freedom and Tenure Policy 605.1** was not completed at the SBHE September 27, 2018 meeting. By following formal procedure, the SBHE is allowing the Council of College Faculties to proffer its opinion on changing the current Policy to allow system Presidents to be awarded tenure if they had received tenure from any other higher education institution at any time in their careers.

The Council of College Faculties, representing all eleven campuses in the North Dakota University System, believes that the proposed change to **Academic Freedom and Tenure Policy 605.1** is significant and would have negative short- and long-term impacts on NDUS Institutions.

- The proposed changes would place undue financial burden on institutions by allowing serving Presidents to step down from administration into the faculty ranks for an unlimited amount of time. This would impact the institutions' ability to hire tenure-track faculty where needed. For example, if a former President stayed on as a faculty member for five years, the financial impact would be approximately \$500,000. The Council questions whether this significant cost represents a wise use of limited funds.
- The Council is concerned that existing faculty members might lose their jobs in situations where former Presidents step into faculty roles in departments where an additional faculty members are not needed.
- If a tenured President has not taught, published or researched for a significant number of years, or indeed has never taught in a meaningful capacity, the Council questions whether he or she would be prepared to teach in his or her field as it currently exists.
- The Council questions whether bestowing tenure onto Presidents is "common practice" among higher education institutions as we were not able to find evidence of that estimation.
- If either the SBHE or a sitting President were to decide that the President and the institution were incompatible, the Council is skeptical that the President would make a compatible faculty member.

- Myriad administrators throughout NDUS are former faculty members who have forfeited their tenure. Will all of those administrators with their lengthy records of service be eligible to likewise resecure their tenure? This is unclear to the Council.
- The proposed changes would allow the SBHE to grant tenure status to Presidents as of a prior date. Thus, Presidents who are currently serving could be granted tenure status retroactively. The Council questions whether this is a measured and thoughtful decision given that “prior date” does not apply to other member of the academic community.
- The proposed changes directly affect one of the cornerstones of a faculty position: tenure. As outlined in the current version of Policy 605.1, each institution has pre-established guidelines that govern both the processes and the criteria for granting tenure at that institution. The Council questions whether the proposed changes to the policy honors those processes and criteria.

The Council rejects the proposed changes to **Academic Freedom and Tenure Policy 605.1**.

Respectfully Submitted,

A handwritten signature in blue ink that reads "Debora Dragseth". The signature is fluid and cursive, with a long horizontal stroke at the end.

Debora Dragseth, Ph.D.  
President, Council of College Faculties

Minutes of the University Senate Meeting  
October 4, 2018

1.

The October meeting of the University Senate was held at 3:30 p.m. on Thursday, October 4, 2018, in Room 113, Education. Vice-Chair Jeffrey VanLooy presided.

2.

The following members of the Senate were present:

Adjekum, Daniel	Hoffmann, Mark	Neubert, Jeremiah
Alberts, Crystal	Holm, Jeff	Oancea, Cristina
Berg, Justin	Hume, Wendelin	Olson, Devon
Bjerke, Elizabeth	Hunter, Joshua	Peterson, Lawrence
Blackburn, Royce	Iseminger, Colt	Petros, Tom
Campbell, Caroline	Jeno, Susan	Rabiei, Minou
Clauson, Tyler	Jorgenson, Terra	Rogers, Aimee
Correll, Scott	Juntunen, Cindy	Sens, Mary Ann
Dauphinais, Kirsten	Keengwe, Jared	Shivers, Jed
Denny, Dawn	Laguetta, Soizik	Smart, Kathy
DiLorenzo, Thomas	Legerski, Elizabeth	Takahashi, Shuzo
Dodge, Michael	Lim, Howe	Tang, Clement
Doze, Van	Linder, Meloney	Tavakolian, Kouhyar
Du, Guodong	Luber, Patrick	VanLooy, Jeff
Farris, Nick	Majerus, Ryan	Walker, Stephanie
Gjellstad, Melissa	Matz, Adam	Wilson, Nick
Green, Noelle	McGinniss, Mike	Wood, Bo
Gupta, Surojit	Millspaugh, Richard	Yang, Cai Xia
Halgren, Cara	Mochoruk, James	Zerr, Ryan
Hanson, Erik	Munski, Doug	Zimmerman, Sonia
Helleloid, Duane	Myers, Brad	

3.

The following members of the Senate were absent:

Carlson, Hannah	Malheim, Jeremy	Simonson, Ty
Dschaak, Kaleb	McGimpsey, Grant	Sturges, Denyse
Eggen, Summer	Mostad-Jensen, Anne	Todhunter, Paul
El-Rewini, Hesham	Ozaki, Casey	Vandenberg, Greg
Fernandez-Haan, Zach	Reed, Patricia	Wynne, Joshua
Heitkamp, Thomasine	Roux, Gayle	Yoshida, Shou
Henley, Amy	Rundquist, Brad	
Kennedy, Mark	Schaefbauer, Jordan	
Lindseth, Paul	Shogren, Maridee	

4.

Mr. Petros reported that the Council of College Faculties meeting was cancelled this past Tuesday due to technology failure. He stated that there are some upcoming agenda items that he will forward.

Mr. Clauson reported that State Employee Recognition Week was a great success. He shared that the Staff Senate is working on a proposal to close on the Friday after Thanksgiving.

Mr. Hanson spoke about the importance of students recognizing and appreciating donations to the University. He also reported on the upcoming

vote on the Memorial Union and the Student Government legislative agenda for 2019.

5.

Mr. VanLooy called attention to the upcoming University Council meeting on October 24, 2018, at 3:30 p.m. in the Lecture Bowl at the Memorial Union. He encouraged all to attend.

6.

Mr. VanLooy called attention to an upcoming Faculty Lecture on October 17, 2018.

7.

Mr. VanLooy called attention to the University Senate committees and stated that meetings should be underway.

8.

Quorum was established.

9.

Mr. VanLooy called attention to the minutes of the September 6, 2018, meeting. Mr. Munski moved to approve, Ms. Smart seconded, and the motion carried.

10.

Mr. VanLooy called attention to the One IT Strategic Plan. Madhavi Marasinghe, IT CIO, shared the plan and solicited feedback from the University Senate.

11.

The twenty minute question period opened at 3:54 p.m.

Mr. Mochoruk asked about plans to outsource facilities employees. Mr. Shivers stated there are no plans.

Mr. Majerus asked about a pay cut for employees of the Writing Center. Mr. DiLorenzo stated that no cuts are planned. Mr. Majerus then asked about the ELS program being eliminated. Mr. DiLorenzo stated that there are no plans to eliminate the ELS program. Mr. Majerus also asked about the status of recycling. Mr. Shivers stated he will look into it and report at the next Senate meeting.

Ms. Alberts asked about the release of SELFIE data. Mr. DiLorenzo stated it is being investigated. Mr. Petros asked for clarification regarding the release of SELFIE data. Ms. Alberts replied that she has concerns about GTAs. Mr. Holm stated that it is available only by IDM login.

Mr. Neubert asked about the technology and performance issues that we experienced last year. Ms. Marasinghe and Mr. DiLorenzo replied.

Mr. Petros thanked Ms. Alberts for bringing up the SELFIE subject and asked about the response rate. Mr. DiLorenzo stated that the issues were being addressed. Ms. Alberts asked about remote access software. Ms. Marasinghe stated that we already have it.

Mr. Blackburn asked about the new advising protocol being put in place on January 1, as well as the requirement of having everyone take the UNIV 101 course. He asked who would be teaching the course. Mr. DiLorenzo replied that he will gather the information and report at the next Senate meeting.

Ms. Rogers asked about what is being released from the SELFI evaluations. Mr. DiLorenzo stated that after the investigation the issues will be addressed and results will be released.

The question period ended at 4:12 p.m.

12.

Mr. VanLooy called attention to the University Curriculum Committee report for September 2018. Mr. Blackburn moved to approve, Ms. Smart seconded, and the motion carried.

13.

Mr. VanLooy called attention to the Library Committee Opt-In Policy. Ms. Walker shared additional information on the policy and asked for Senate support. Mr. Mochoruk moved to approve, Ms. Laguetta seconded, and the motion carried.

14.

The meeting adjourned at 4:19 p.m.

Scott Correll, Secretary  
University Senate

## **Honors Program Committee University Senate Annual Report; August 2017 - July 2018**

### **Voting Members:**

Faculty

Joe Vacek (Chair)

Matt Gilmore

Surojit Gupta

Anne Haskins

Pam Kalbfleisch

Laurie McHenry

Anne Mostad-Jensen

Michelle Sauer

Students

Andie Jackson

Rachel Bock

Nicole Korsmo

Conrad Kranz

Mark Miller

Jennifer Allen

Sawyer Flynn

Alaina Patry

The Honors Program Committee met multiple times during the 2017-2018 Academic Year, assisting the Director, Amanda Boyd, and Honors faculty, Robin David, with multiple changes to the Program.

In September 2017, Honors was tasked by the Office of the Provost to increase its enrollment, increase retention, and attract more high-achieving students to UNO.

To this end, a new "Leadership" track was created to supplement the traditional research track (now called "Research Scholars"). The Thesis requirement was also changed to a Senior Honors Project requirement, a 3 credit, one semester, independent, faculty-led project.

All of these design changes were further finalized by a committee member subset over Summer 2018 with Dr. Rebecca Rozelle-Stone, the newly appointed Interim Director of the Honors Program. Curriculum and program changes are pending approval in Fall 2018 at all levels.

In the coming 2018-2019 academic year, the Honors Committee will continue to focus its work on supporting the needs of the Honors Program, especially in terms of defining criteria for Honors Faculty; i.e. faculty around UNO who wish to teach Honors courses.



Furthermore, the Committee will revise its Senate committee description to reflect the adjustment in mission of the Honors Program. Finally, the Honors Policies will be updated by Dr. Roselle-Stone including defining an Honors Member in Good Standing, Graduation requirements, advising, class registration, Senior Honors Projects, tuition waivers, and service learning credits.

These updated policies, criteria, and program change descriptions will be made available from the Honors Program for review.

Sincerely,

Joseph J. Vacek, J.D.  
Chair, Honors Program Committee

Matt Gilmore, Ph.D  
Chair-elect, Honors Program Committee

# Annual Report of the Standing Committee on Faculty Rights

## University of North Dakota AY 2017-18

### Committee members in AY 2017-18

**Chair: Dr. Paul E. Sum (term expired 2018)**

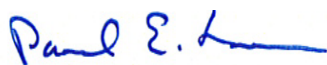
### Members:

- **Dr. Brian Urlacher (term expires 2019)**
- **Dr. Doug Munski (term expires 2020)**
- **Dr. Eric Murphy (term expires 2021)**
- **Dr. Thomas Petros (term expires 2022)**

During the academic year of 2017-18, the Standing Committee on Faculty Rights (SCoFR) met twice. The fall meeting was for regular business: welcome new member, recognize new Chair, pass annual report for University Senate, debrief regarding the case heard in AY 2016-17, and discuss ways to improve SCoFR processes.

In spring, SCoFR met to discuss process regarding a case. A faculty member appealed sanctions imposed by the University for academic misconduct. SCoFR members agreed that the case was brought too late for the Committee to follow procedures and give adequate time to the case before most members' (9-month) contracts expired. SCoFR decided to hear the case after August 15, 2018 when most members' contracts began again. As a result, Dr. Sum continued to serve as SCoFR Chair for that case. Additionally, Dr. Murphy filled in for Dr. Rebecca Weaver-Hightower who left the University in May 2018. Dr. Murphy graciously agreed to complete Dr. Weaver-Hightower's term as well. Dr. John Bridewell generously agreed to fill in for Dr. Petros who SCoFR members determined had a conflict of interest in the case. Parties stipulated to a paper review of the case. During August and early September, parties exchanged additional information, settled process issues, and provided SCoFR documentation to consider. SCoFR discussed and deliberated the case (September 7 and 10, 2018), and forwarded recommendations to President Mark Kennedy, who accepted the recommendations, closing the matter with a letter date October 2, 2018.

Respectfully submitted,



Dr. Paul E. Sum, SCoFR Chair, AY 2017-18  
October 5, 2018

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GRAND FORKS, NORTH DAKOTA 58202-8379  
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**To:** University Senate  
**From:** Dr. Brian R. Urlacher,  
Chair of Standing Committee on Faculty Rights (AY 2018-2019)  
**Date:** October 19, 2018  
**Subject:** Committee Report for AY 2017-2018

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The 2017-2018 report of SCoFR was prepared by outgoing chair, Dr. Paul Sum, who submitted the report to the committee on October 5, 2018. Between October 5 and October 18 the committee members reviewed the report and supported the report as written to be passed along to the University Senate.

In discussing the report two points of processes and clarification were brought up.

1. Somewhat unusually, the work of the AY 2017-2018 committee was completed during the Fall 2018 semester. Because the case was brought during the Spring 2018 semester the case remained the responsibility of the 2017-2018 committee. Under SCoFR policy members beginning a term in 2018-2019 were not eligible to participate in the September 7 and 10 meetings described in the Chair's report.
2. The September 7 and 10<sup>th</sup> meetings were a review of documents and not of testimony. Per-university and state rules the dates and times of the meetings were posted and the deliberations were recorded.

With these points of clarification, I respectfully submit the report of the previous SCoFR chair to the University Senate.

Sincerely



Brian R. Urlacher  
Associate Professor  
Political Science and Public Administration

## University Senate – Essential Studies Committee Business Calendar Agenda Items

November 2018

- I. **Essential Studies Program Course Revalidations:** These are existing ES courses which have recently been approved by the ES Committee for continued inclusion in the ES Program. All ES courses are revalidated on a once-every-four-years cycle. The attributes are listed for each course, and signify the nature of the course's role within the ES Program. Reviewing each attribute for each course is part of the ES Committee's revalidation review
  - **None at this time**
  
- II. **Essential Studies Program Course Validations:** These are non-ES courses which have recently been reviewed and approved by the ES Committee for inclusion in the ES Program starting in Spring 2019. The attributes which the ES Committee has certified as applicable are listed for each course, and signify the nature of the course's role within the ES Program.
  - **MUSC 202: History of Rock and Roll II**
    - **Breadth of Knowledge Category:** Humanities
    - **ES Program Learning Goals:** Critical Inquiry & Analysis