

**University of Nebraska – Lincoln
Academic Planning Committee**

**Approved Minutes
January 28, 2009**

Members Present

Craig J. Eckhardt
John C. Owens
Jeffrey F. Keown
Dwayne Ball

John Bender
Rochelle L. Dalla
Clarissa Steele
Jennifer Brand

Emily Zimmer
Shelley T. Fuller
David Fowler

Members Absent

William J. Nunez
David Allen

Prem S. Paul
Gary L. Cunningham

Barbara Couture

Others Attending

Marjorie Kostelnik, Dean, College of Education and Human Sciences
Kathleen Wilson, Associate Professor, Teaching, Learning and Teacher Education
Thomas McGowan, Chairperson, Teaching, Learning and Teacher Education
Susan Fritz, Associate Vice Chancellor, Institute of Agriculture and Natural Resources
Evelyn Jacobson, Associate Vice Chancellor, Academic Affairs
David Wilson, Associate Vice Chancellor, Academic Affairs

Eckhardt stated a quorum had been established and called the meeting to order at 3:04 P.M.

Approval of December 3, 2008 Minutes

Approval of the Minutes from the December 3, 2008 meeting was moved by Ball and seconded by Keown.

Eckhardt asked if there were any questions or discussion and there were none. The Minutes were approved without dissent.

Creation of the Kit and Dick Schmoker Reading Center [Copy of full proposal attached to permanent record]

Eckhardt welcomed guests Kathleen Wilson and Thomas McGowan, who were present to answer any questions. He then asked Ball, the chair of the ad-hoc subcommittee, to discuss the proposal. Ball stated he and other subcommittee members, Zimmer and Fuller, prepared a list of questions, which were answered by Dean Kostelnik. He stated this question and answer document, as well as a supplemental document, was in each member's handout packet. [attached to permanent record]
[Kostelnik arrived]

Ball informed APC the income from the Dick and Kit Schmoker Endowment will stabilize a significant portion of the Center's operating budget, thus there are no negative implications fiscally for the campus. He said the subcommittee, after review of the Q&A document, was satisfied that the Schmoker Reading Center is a positive addition to UNL and moved approval.

Eckhardt asked the guests for an overview and purpose of the Center. Guest Kathleen Wilson responded. She explained that the proposed Center is based on an expansion of the UNL Reading Clinic that was conceived in 2003 and began operations in 2004. She stated one of the three primary goals is “to educate Preschool-12th grade teachers (pre-service and in-service) in research-based reading instruction, with a particular emphasis on struggling readers.” Also, that the Center serves teachers as well as Teaching, Learning and Teacher Education; Special Education; and Child, Youth, and Family Studies programs.

Eckhardt asked for clarification if the purpose of the Center is to train teachers to teach Pre-K-12 children struggling with reading to read. Wilson stated that is one of the three primary goals. The other two goals are 1) to conduct research and contribute to the literature on reading and critical reading strategies and 2) to provide outreach services to struggling readers and their families. She informed the APC that outreach as professional development has also been provided to both public and private schools in Lincoln as well as surrounding communities. She said multiple lines of interest and outreach exist.

Keown inquired if this Center dealt with students with ADD (Attention Deficit Disorder). Wilson replied the Center works with students who are one year or more below grade level. Keown commented the Center could possibly partner with Michael Phelps (an Olympic medalist American swimmer, who in his youth was diagnosed with Attention-Deficit Hyperactivity Disorder) for additional funding. Wilson said that is a good idea and thanked Keown.

Ball commented that the Schmoker center was a triple win because the children receive help, the students receive training, and the faculty receive research opportunities. Wilson said they viewed the *Reading Center* as a laboratory of practice. It also offers graduate students, who are expecting to be future education teachers, a chance to be mentored as well as supervise and work with the undergraduate students.

Eckhardt asked if there were further comments, discussion, or questions and there were none. Eckhardt stated the subcommittee’s recommendation in favor of the proposal served as a motion and second and called for a vote. The APC voted unanimously to endorse the proposal.

Eckhardt thanked the guests for attending. Kostelnik, Wilson, and McGowan thanked APC membership. [Kostelnik, Wilson, and McGowan left]

Bachelor of Science Degree in Professional Golf Management Program Name Change [Copy of full proposal attached to permanent record]

Eckhardt opened this item to discussion.

Eckhardt asked Owens if he had any comments on the proposal. Owens indicated he had spoken to Dr. Martin Massengale, Director, Center for Grassland Studies, who explained that PGA America, which is the accreditation body for this program, had changed the name of the program. The expectation is all accredited programs nationally adhere to this new name.

Eckhardt asked if, to be accredited henceforth, this program must have the new name. Owens replied that was correct and noted there are 20 accredited programs in the United States.

Keown inquired how many majors the University has in this program. Owens replied more than 150 majors.

Eckhardt asked if there were further comments, discussion, or questions. Fowler commented he understands this proposal as an accreditation item.

Eckhardt stated a motion was needed as this proposal did not come from a subcommittee. Approval to change the name of the Bachelor of Science degree in the Professional Golf Management Program to PGA Golf Management was moved by Keown and seconded by Ball. The APC voted unanimously to endorse the proposal.

Appointment of *Ad Hoc* Subcommittee – Review the New Ph.D. Program in Music[Copy of full proposal attached to permanent record]

Eckhardt briefly described the proposal and noted the full proposal was not included in each member's handout packets as this proposal is almost 200 pages. However, the enclosed document is the main proposal minus the vitae of program faculty which accounted for such a substantial amount of the papers in the proposal. He noted the full proposal had previously been sent electronically to membership and that the proposal was also available for viewing on Blackboard. He indicated to APC that subcommittee members were needed to review the proposal for a new Ph.D. Program in Music and asked for two to three volunteers for this subcommittee.

Fowler [subcommittee chair], Fuller, and Eckhardt volunteered to serve on this subcommittee.

Matters for Vice Chancellor(s) of Academic Affairs, Institute of Agriculture and Natural Resources, and Research and Economic Development

Owens stated he had nothing to share at this time. He commented on budgetary cuts at various institutions across the country and brief discussion ensued. [Evelyn Jacobson arrived]

Diversity Initiative Discussion

Eckhardt stated guest Evelyn Jacobson had arrived for discussion on the Diversity Initiative. Jacobson said she and Susan Fritz were in attendance as Senior Vice Chancellor Couture and Vice Chancellor Owens had asked them to update APC membership on a proposal to adopt *Best Practices to Recruit and Retain a Diverse Faculty*. [attached to permanent record] Jacobson stated she would not read through the entire document but would highlight several key areas.

She referenced the first page of the document and said this page essentially provides the University and the State the federal context for emphasizing and focusing on diversifying faculty and staff at the University. The first page also points out the policies of the Board of Regents and the Legislature of the State of Nebraska and the Federal regulations, which actually mandate the University with federal funding to pay attention to affirmative action.

Jacobson then drew attention to the second page, which referred to Initiative 424, which “prohibits the University from making decisions that give a preference on the basis of race and gender”. She said while it appears this Initiative “prohibits hiring decisions using race or gender as a factor, it does not reduce under federal law to assure that the pools from which we hire are as diverse as possible”.

Jacobson then gave an overview of how this proposal evolved. She said Chancellor Perlman had invited *The Advisory Board*, a group of research consultants, to provide research reports on major issues identified as critical by the Chief Academic Officers of partner universities. *The Advisory Board* was asked to provide a research report on the best practices for recruiting and retaining a diverse faculty. In May 2008, *The Advisory Board* came to Lincoln and presented their report to a large group of Chairs, Heads, and Deans, as well as to the Senior Administrative Team of the University. Jacobson said the UNL's Senior Administrative Team endorsed this report and in order for this to succeed, faculty must be engaged. She said there are four steps that are crucial for recruiting and retaining a diverse faculty: Scout, Search, Support, and Sustain. She said in order to move forward, Deans have been charged to work with Departments to develop action plans for each of the strategies adopted.

Jacobson mentioned an Administrative Planning Group will be the resource for this initiative and be responsible for helping the Deans develop and assess strategies and action plans for success. The members of this group include: Barbara Couture, SVCAA; John Owens, VCIANR, Evelyn Jacobson, AVCAA; Susan Fritz, AVCIANR; Linda Crump, Assistant to the Chancellor and Director, EAD. The Chancellor and the UNL Senior Administrative Team will consider and advise on proposed strategies for campus adoption by the Administrative Planning Group. Jacobson said a Faculty Advisory Committee will be appointed by the Chancellor and will provide feedback and advice to the Administrative Planning Group on action plans as they are developed.

Jacobson then asked the APC membership for any input, comments, or concerns on this proposal and also to recommend faculty names to serve on the Faculty Advisory Committee. She stated any input and/or names should be emailed to either her or Susan Fritz within the next two weeks. Fritz commented this proposal has already been discussed with the Deans and this is an important next step. Jacobson added this proposal has already been discussed with the Faculty Senate as well.

Discussion ensued. Eckhardt wondered regarding Initiative 424 if it is possible that there could be some interpretation that, because of that Initiative, it would not be permitted to apply for federal funding that contravenes the intentions of the enacted initiative. Jacobson referenced a recent NFS ADVANCE Grant which was to recruit women in STEM (Science, Technology, Engineering, and Mathematics) fields and stated that LB424 explicitly excludes any effects like that from the ban on discrimination – anything that could endanger federal funding is excluded from consideration under LB424. Owens said that each campus has designated an officer to answer questions on matters such as LB424. He stated the officer designated on the Lincoln campus is Susan Poser, Associate to the Chancellor.

Dalla inquired if the action plans – once they are developed by the Deans and Departments – would be shared. Jacobson replied the intent is to develop a website where the Faculty Advisory Committee could communicate these various plans. [David Wilson arrived]

Eckhardt inquired if there were further questions, comments, or discussion. There were none. Eckhardt thanked Jacobson and Fritz. [Jacobson and Fritz left]

English Proficiency Discussion

Eckhardt stated David Wilson had arrived and he would discuss English proficiency. Wilson conveyed the basic ideas of the English proficiency requirements and practices for undergraduate

admissions. He said they were in the process of being reconsidered and he was here to inform and engage the APC regarding the proposed changes.

Wilson stated, that in recent history, and while there has been a clear drift, there is no record of the last time this University systematically looked at English proficiency requirements. Wilson drew attention to a handout explaining these proposed changes. [attached to permanent record]

Wilson mentioned a Teaching and Learning Workshop entitled *English Proficiency and the TOEFL* will be held on March 5. He said in this session, Eileen Tyson and Terry Axe, both of the Educational Testing Service, will assist in reviewing our undergraduate admissions TOEFL cut scores for non-native speakers of English. This session will also focus on the exam, what it tests, what data it yields, what section and aggregate scores suggest, and common institutional practices and cuts scores for undergraduates.

Wilson concluded the hope is to have everything in place by May of this year for implementation in 2010. He stated any comments or input should be directed to him and asked for APC membership to engage others in these proposed changes. He reminded membership of the upcoming *English Proficiency and the TOEFL* Workshop and asked membership to engage others in this Workshop and conversation so there are broader conversations about this.

Eckhardt inquired if there were any questions, comments, or discussion. Discussion ensued. Bender commented he doesn't see a problem where English is the language of instruction in a school in the United States; however, will you distinguish regarding international schools where supposedly English is the language of instruction? Wilson replied that the current plan is to honor international schools where English is the language of instruction and noted that Admissions keeps good records on such schools. Eckhardt commented he applauds the sub-section idea; however, he would like to see the writing sub-section weigh a bit more. Wilson stated they are currently running a special session that is focusing on the writing sub-section. Ball commented TOEFL has its challenges. Fuller inquired on offering credit and if it would be English. Wilson replied it would be standard English credit – six to 9 credit hours – and noted plans for a nine hour block.

Zimmer asked, as it has been some time since this has been assessed, on the plan and timeline to look at the tracks for students and how successful they are. Wilson replied that after two years this will be reviewed. Brand inquired what percentage of the undergraduate population is international students. Wilson replied he would have to verify with Admissions to quote actual figures; however, he believes the international undergraduate population is 2.7%. He said for a University this size; we should have an international undergraduate population of approximately 5%, and noted they are brainstorming on ways to move in that direction.

Eckhardt inquired if there were further questions or comments. There were none. Wilson thanked APC membership. Eckhardt thanked Wilson. [Wilson left]

Other Business

Keown observed that UNL is working on a Life Sciences Initiative and the proposal includes matters that involve academics. He would like to see if the APC could have a representative on the review board when the review board is formed but he was uncertain of the process to do this. Owens

expressed this was a good idea that makes sense and he would send a letter to the APC asking for a representative to serve on this review board.

General Budget Framework Discussion and Planning

The APC moved into a closed session for the purpose of holding a discussion on the following subjects: general budget framework discussion and planning.

The APC went into closed session at 4:03 p.m. and reconvened the open meeting at 5:08 p.m.

There being no further business, the meeting was adjourned at 5:09 p.m.

Respectfully submitted,

Michelle (Shelly) Green
APC Coordinator