

Regular Meeting
UNI FACULTY SENATE
12/11/2017 (3:30 –4:08)
Meeting #1801

SUMMARY MINUTES

1. Courtesy Announcements

No members of the Press were present.

President **Nook** answered questions about the University's recent purchase of the bookstore (**See pages 3-7**) and congratulated faculty and the Faculty Senate on the completion of a successful semester.

Provost **Wohlpert** thanked students and faculty for their hard work this semester, and extended the hope to see faculty at commencement.

Faculty Chair **Kidd** had no comments.

Vice-Chair **Petersen** read a letter regarding faculty health insurance written by an anonymous faculty member. (**See pages 8-9**)

2. Summary Minutes/Full Transcript of the November 27, 2017

**** (Skaar/O'Kane) All aye.**

3. Consideration of Calendar Items for Docketing

#1362 Enrollment Presentation: Matthew (Matt) Kroeger Associate Vice President for Enrollment Management. Suggested date: Jan 8th, 2018

**** (Neibert/Zeitz) All aye.** <https://senate.uni.edu/current-year/current-and-pending-business/enrollment-presentation-matthew-matt-kroeger-associate>

#1363 For Executive Session Discussion - REQUEST TO AWARD AN HONORARY DOCTOR OF LITERATURE DEGREE

**** (Campbell/Mattingly) Docketed for today's meeting. All aye.** <https://senate.uni.edu/current-year/current-and-pending-business/executive-session-discussion-request-award-honorary-doctor>

4. No New Business

5. Consideration of Docketed Items

1246 (Cal#1358) Emeritus Request, Melissa L. **Heston**, Curriculum & Instruction

** (Campbell/Zeitz) all aye. <https://senate.uni.edu/current-year/current-and-pending-business/emeritus-request-melissa-l-heston-curriculum-instruction>

See Addendum #1 pages 18-19.

1247 (Cal#1359) Emeritus Request, Rex **Karsten**, Management

** (Mattingly/Kanago) All aye with sympathy for his family. <https://senate.uni.edu/current-year/current-and-pending-business/emeritus-request-rex-karsten-management>

See Addenda #2 &3 pages 20-21.

1248 (Cal#1360) Emeritus Request, J. Philip **East**, Computer Science.

** (Skaar/Campbell) All aye. <https://senate.uni.edu/current-year/current-and-pending-business/emeritus-request-j-philip-east-computer-science>

See Addendum #4 page 22.

** Motion to enter Executive Session (**O’Kane/Fenech**) at 3:57 p.m. Senate rose from Executive Session at 4:05 p.m.

#1363 (cal#1250) For Executive Session Discussion - REQUEST TO AWARD AN HONORARY DOCTOR OF LITERATURE DEGREE

** Motion by ballot passed. <https://senate.uni.edu/current-year/current-and-pending-business/executive-session-discussion-request-award-honorary-doctor>

6. Adjournment

** (**Campbell/Strauss**) By acclamation at 4:07 p.m.

Next Meeting:

Monday, January 8, 2018 Rod Library (301) 3:30 p.m.

Full Transcript follows of 22 pages including four addenda

Regular Meeting
FULL TRANSCRIPT OF THE
UNI FACULTY SENATE MEETING

December 11, 2017

Mtg. 1801

PRESENT: Senators, Russ **Campbell**, Seong-in **Choi**, Lou **Fenech**, Faculty Senate Secretary Gretchen **Gould**, Senators Bryce **Kanago**, Tom **Hesse**, Bill **Koch**, James **Mattingly**, Peter **Neibert**, Steve **O’Kane**, Senate Vice-Chair Amy **Petersen**, Senators Jeremy **Schraffenberger**, Nicole **Skaar**, Gloria **Stafford**, Faculty Senate Chair Michael **Walter**, Senator Leigh **Zeitz**. Also: Faculty Chair Tim **Kidd**, UNI President Mark **Nook**, Provost Jim **Wohlpart**, Associate Provost John **Vallentine**, Interim Associate Provost Patrick **Pease**, and NISG Representative Tristan **Bernhard**.

NOT PRESENT: Senators Ann **Bradfield**, John **Burnight**, Amanda **McCandless**.

No GUESTS were present.

CALL TO ORDER

Walter: Okay, let’s get started. The Provost has left the room at a dead run because he forgot something. So that means that President **Nook** is going to be giving us his comments first.

COMMENTS FROM PRESIDENT NOOK

Nook: I am amazed at how festive people come when their emeritus status and retirement... [Laughter, refers to Senator **Campbell**.] Thank you. One thing that I want to kind of give some time for is any questions about the bookstore sale. That’s sort of the big thing that has come out—the big announcement. We’ve had

to be pretty quiet as that was being developed to the point that we could take it to the Regents. But if there's any questions, I'd certainly be happy to try to answer. Michael (**Hager**) isn't able to be here, so I'll give it my best shot.

O'Kane: I was wondering about the cost savings. One of the two things I read said something about possibly 7% less cost to the students. I'm wondering if it becomes non-profit, so you are not only having a profit, but you also don't have the tax. Wouldn't that number be higher?

Nook: No, that's where the 7% really comes from, is the non-tax. As we become a non-profit, and particularly because we're a State agency, we don't have to charge State sales tax, so there's an automatic 7%. We're hoping that there are some other efficiencies that can be found as well, and so we might run a little bit better than that. We are going to run this—you know it's our plan not to run it at a loss at all, and cover all costs, pay the bond back, that sort of thing, but it won't be a huge revenue source for us. Bookstores just aren't. It seems pretty clear that we can run it at better than break even and help our students out a little bit in their costs, especially with textbooks.

Koch: I would always hear students complain that they didn't get much money back when they returned the books for resale. Would that be any different, do you know? Would they be getting more?

Nook: A lot of that...I haven't talked to the people involved here, but from my experience with other bookstores, and having looked into them pretty carefully on a couple occasions when I sat on a faculty senate and we oversaw the bookstore, most of that is driven by the people—the booksellers—the people we buy the books from and they go back to and things. So it will really depend on

how that arrangement works, but I know—I've been following Facebook and the Class of 2021 has a Facebook page out there right now, it's filled full of people selling and buying textbooks on a textbook market. I won't call it a black market, they're doing it on their own, right? It's a self-generated free market. Capitalism is working well. But people are exchanging those textbooks at a reasonable rate and getting around it. It's just a lot easier to communicate about them now.

Bernhard: Both of the Library and Student Government have worked on open textbook initiatives in the last year or so. This does present like a possible conflict of interest with that. Do you see the open source textbook initiatives going anywhere with the purchase of the bookstore?

Nook: I don't think it's a conflict of interest at all because we have control of both of them. We're doing this largely to keep the price down for our students as low as possible. So I don't see it as conflict of interest necessarily. I think that it's something that I'd ask all of you to watch and see if things don't look quite right. There's more revenue there than just the textbooks as well.

Campbell: I assume that the bookstore loses money on textbooks, and they make up for it with merchandise. In which case they would be happy if they could get rid of all of their textbook sales and just make money on the merchandise.

Nook: I don't think that's a true statement. I don't know that, but I don't think it is. I'm not the one that dug into their books to know where the revenue is and isn't.

Campbell: Generally, I thought textbooks were fairly much break even and they had to get their revenue from other items.

Nook: I'm not sure that's the case, but like I said, I haven't looked into this bookstore's books. It wasn't the case when I was doing that at St. Cloud State, where we oversaw that quite a little bit.

Fenech: If we have suggestions for book purchases, to whom should we direct our suggestions?

Nook: When you say book purchases, you mean textbooks or?

Fenech: No, I don't mean textbooks. I mean a way for the bookstore to sort of market the awesome talent we have here at UNI, and to have a section of local authors, particularly local UNI authors. This is something I brought up with the bookstore about 15 or 16 years ago and they said, 'Well, people just aren't going to buy your books.' [Laughter] And that's probably true, but nevertheless, I think it would be great PR for UNI's faculty, because we have a lot of people who have written a lot of books, and I think a section would be definitely in our interest, at least in terms of just demonstrating to the book-buying public what talent we have here.

Nook: Yeah, if you really want to know what's going on, come to the House. The library is full of UNI works. That's what we've decided to do, is fill it with the works of faculty and staff and students. We're working on that a little bit, but I think a call went out, and we've been getting boxes of books from people, which is great to see.

Vallentine: Sorry. [Laughter]

Nook: They've been coming in, John. [Laughs; refers to John **Vallentine**.] We're not at a place yet where we don't even have the sale finalized, so we're not quite

at a place to take up that question, so bring it up. It's certainly one we can entertain. I think we should also make sure we've got a good section in the Library for that sort of thing. It's often the place that those are really kind of touted.

Wohlpert: We actually now have them in the nook back here [Refers to an area in the Scholar Space, Room 301, Rod Library.] If there are no further questions, this is the last meeting of the semester, so I want to say one, congratulations on a great semester. I think it's been pretty successful for the Senate. And whatever your plans are for the semester break, the holiday break, I hope they're safe, relaxing, and you come back without colds and things that I'm carrying around right now. Enjoy your break and thanks for the work that you've done this semester in moving the curriculum process forward on campus.

Walter: I neglected to call for press, but I can see there's no one here. Let the record indicate there's no one here. They didn't show up.

PROVOST WOHLPART

Wohlpert: To follow-up on what President **Nook** said, thanks to the students for working hard all semester, and it's all come to a head this week. Thanks to you all and to the faculty for all the hard work you have to do yet this week. I was talking with a faculty member yesterday, he put together the syllabus at the beginning of the semester and he said, "You know I have everything due on Thursday. That will really give the students time to work on it." And he said to me yesterday, "I don't have anything to do until Thursday, and then I'll be grading all weekend long." So I know all of you are in the midst of all this and it's very much appreciated, so thank you for all the hard work, and hopefully we'll see some of you at Commencement.

COMMENTS FROM FACULTY SENATE CHAIR WALTER

Walter: I didn't have anything in particular to say. Today we will have if all goes smoothly, we'll have an Executive Session which we have not done yet, but I think before that in terms of my comment, there was one comment that I neglected to mark myself, that Senator **O'Kane** made about a budget matter. You want to broach the question and let Amy (**Petersen**) read it?

O'Kane: This is the story of what commenced. I received a semi-lengthy email from a colleague who wants to remain anonymous because he is not tenured. And it's got some pretty searching questions concerning our health insurance. Unfortunately, I didn't bring it, but Amy (**Petersen**) has it.

Petersen: So, I'll just read the email verbatim.

"I thought I might share my observations on the report the provost sent out about healthcare costs.

"It seems to me the message that the provost is trying to get across is that the university has had to increase expenditures in order to keep up with rising healthcare costs. The report makes the point that in 2016, our reserves dropped from 20% down to 5%, so the university has had to increase its spending to keep up. My guess is that this point is being made to help justify the rising employee contributions.

"However, I don't see evidence that the university has had to increase expenditures. The large drop in reserves in 2016, as seen in that last table, is due to an unusually high expenditure that year (compared to both 2015 and 2017) and a DROP in revenues (most of which comes from the university), and those

two things are about equal in magnitude. In other words, the drop in our reserves in 2016 is only partially (half) due to rising costs, the other big contributor was lower investment. Furthermore, the effort to bring our reserves back up in 2017 does not seem to be driven by increased expenditures by the university as the report claims; on the contrary revenues are basically flat between 2016 and 2017, and remain significantly lower than 2015. The main reason that our reserves went back up again was a \$3.5 million dollar drop in expenses.

“Since the report does not distinguish employee contributions from university contributions, we cannot tell for sure how much of the general fund was invested in keeping our insurance plans solvent. But based on the numbers given in this report, I see little evidence for the message presented that the university has invested substantially more in healthcare expenses in recent years. I hope this report will not be used to justify increased employee contributions; in my view that would be somewhat dishonest.”

Nook: Is that the end of it? Can I ask that that be transcribed so that you can protect your colleague, and then send it to me, and we’ll work on an appropriate response. If a response is what he would like.

Petersen: I actually don’t know the colleague, because it was forwarded to me, so I think I can send it to you via email. I also mentioned to Steve (**O’Kane**) that our Senate Budget Committee is meeting this Thursday, and so this would be something that we can take to the Budget Committee as well.

Walter: Which is my excuse for forgetting it. I thought I’d bounce it through them and see if they had a little more introspective comment.

Nook: I don't know whether Michael (**Hager**) or Michelle **Byers** would be available to answer direct questions by Thursday.

Wohlpart: One of the things that I did promise is to come back with, because this was a question that was asked about the employee versus employer contributions, and that information is being pulled together, and we will share that with you.

Walter: And when will we hear about that?

Wohlpart: When we have time at a Faculty Senate meeting, probably in January. I did give the numbers. I think we've gone from a 70%/30% to 86%/14%. The University's contributing 86% now, whereas in the past it was 70-75%.

Nook: The percentage has clearly gone up. I don't know the dollar numbers though, but we'll put that together when we break that down and answer direct questions that are raised in there.

Walter: Okay, so the next item would be the Approval of the Minutes which have been posted for some time. So, assuming everyone has read these, including my remarks about water heater safety, Dr. **Hesse**, can I have a motion to approve the minutes for the 27th of November? Moved by Senator **Skaar**, seconded by Senator **O'Kane**. All in favor of approving these minutes, please indicate by saying "aye," "opposed," nay, abstain? The motion passes.

CONSIDERATION OF CALENDAR ITEMS FOR DOCKETING

Walter: Okay, back over here we have a couple of items to consider for docketing. Calendar Item 1362, which will be on January 8th, or next meeting, a presentation

by Matt **Krueger**, the Associate Vice President for Enrollment and Management. That's been posted for a bit. Do I have a vote to assign that a docket number? A motion for vote? Motion by Senator **Neibert**, seconded by Senator **Zeitz**. All those in favor of moving Calendar Item 1362 into the docket, please indicate by saying, "aye," opposed, "nay," abstain?

Campbell: Is that moved with the given date?

Walter: January 8th, yes. That's been posted. Okay, so the next item is Item 1363, Executive Session Discussion, a request to award an Honorary Doctor of Literature Degree, and this is all very hush-hush, that's why we're not naming any names. We have literature to pass around when we get into session with this. That will be fourth, after three other items that are already on the docket. So, if I could entertain a motion to vote on this particular item to move it into the docket in regular order.

Zeitz: Today's docket?

Walter: Today's, yes sir. Moved by Senator **Campbell**. Do I have a second? Seconded by Senator **Mattingly**. All in favor of moving this Executive Session item, Item 1363 onto the docket in regular order, please indicate by saying, "aye," "opposed," nay. Abstentions? The motion passes. Okay, so I don't have any new items of business. Looking to my assistants, have I forgotten anything critical? I usually do.

CONSIDERATION OF DOCKETED ITEMS

Walter: Alright, so the first item, what we have is three different emeritus requests. Docket Item 1246, Emeritus Request for Melissa **Heston**. This has been

posted for the required three plus days actually. Do we have comments for this emeritus request for Melissa **Heston**, Curriculum & Instruction?

Zeitz: I worked with Melissa (**Heston**) for many years and she is an amazing person. One of the things that really amazes me is her memory. She is really all for the students and for the very first class, she has every student's name memorized. She's very concerned about the students. Also, as far as being a wealth of knowledge and working towards the betterment and success of our program and all programs, she's right there with the ideas and the background knowledge. She's been very important in the success of our program.

Walter: Any other comments about this emeritus request?

O'Kane: I forgot. Did we decide that we were going to read into the minutes any of the supporting letters? I may be misremembering.

Zeitz: We said that we were going to include them somehow.

Walter: They're posted. I can pull it up right now. This letter, right here and we could read it if you like.

O'Kane: I think we decided to do something. I just don't recall what it was.

Walter: They are posted and if I recall correctly, they are going to fall at the bottom of the minutes—the supporting letters. Here's a letter from Linda May **Fitzgerald**, Department of Curriculum & Instruction. Will it do to just say it's there? Or, do we need to read the whole thing? So what I need then is a motion to vote on the emeritus request for Melissa **Heston**. Motion by Senator **Campbell**, seconded by Senator **Zeitz**. All in favor of awarding the emeritus status to Melissa **Heston**, please indicate by saying "aye," opposed, "nay." Abstain? None. The

motion passes. The next one is an emeritus request is for Rex **Karsten** in the Management School.

Nook: Unfortunately, Rex (**Karsten**) passed away last night.

Wohlpart: Just passed away peacefully.

Walter: Last night? Oh, my goodness. Well, our sympathies to his family.

Nook: I just heard about it about an hour ago, and we haven't gotten the message out, but I thought this might be an appropriate time, before we vote on this.

Kanago: The CVA received a message also and said that he had passed at home with loved ones around, and people in the CVA will miss him.

Nook: Greatly. He had been battling cancer, correct?

Kanago: Yes. I think it had been 17 months since he'd been diagnosed. He came back to try to teach this semester, but hadn't been able to complete doing so, but he was a very valued member of the College of Business and he made a tremendous impact on a number of students, and it's only appropriate to give him emeritus, knowing that students and faculty will carry on in his traditions and try to reach the standards he set.

Walter: I absolutely agree, from a cancer-surviving family, he has my sympathies.

Kanago: Please keep his family in your thoughts.

Campbell: Technical question: We had to discuss with Harry **Brod**. Did we decide that there was a separate emeritus procedure? What did we decide for the emeritus when the people were deceased?

Kidd: I believe it's fine. The policy says it's okay.

Walter: Yes. Okay, so calling for a vote for the emeritus request for the late Rex **Karsten**, do I have a motion for this? Motion by Senator **Mattingly**, seconded by Senator **Kanago**. All in favor, please indicate by saying, “aye,” opposed, “nay,” abstentions? None. The motion passes with our sympathies for his family.

Nook: I ask that we expedite that one as quickly as possible. There will be a service coming up, and I’d like to have it before then if we can.

Campbell: How can we expedite that when technically nothing we do can happen until the minutes are approved?

Walter: I sign it and hand it to the next person, and if they want to arrest me, let them. [Laughter]

Campbell: Okay.

Nook: I think once I sign it, it’s a done deal.

Walter: I’ll let you turn me in Russ (**Campbell**) if you want to. That’s kind of shaking. Next item would be another emeritus request for Phil **East**. I want to point out that Phil **East** did our personnel management division over here a tremendous world of good by listing all the Senators and when they shift their assignments and everything on a very large spreadsheet so we really appreciate him. I think he’s one of the first people I met outside my own department when I first came here. He happened to be in Computer Science. I like the guy. He’s always been an extremely hard worker. Has anybody else got something to say about Phil (**East**)?

Campbell: He was never afraid to do the right thing however nasty people may perceive it. I remember once at the College Senate level, when he pushed through

reducing from three to two hours—credit hours from the new course another department was introducing, and so he’s never afraid to do what is right.

Kidd: I miss playing him in poker, both because he was fun, and because I won.

[Laughter]

Walter: Any other remarks about the emeritus request for Dr. **East**? If none, then I would ask for a motion to vote on that request. Moved by Senator **Skaar**, seconded by Senator **Campbell**. All in favor of granting the emeritus status to Phil **East**, Computer Science, please indicate by saying, “aye,” opposed, “nay,” abstain? None? The motion passes.

MOVE TO EXECUTIVE SESSION

Walter: Okay, so now for the first time in my career, I get to ask the administrators to leave the room. I think I actually have to put this to a vote if I’m not mistaken, so the item (but you can go ahead and leave anyway)

Nook: You won’t have to ask twice. [Laughter]

Walter: So this is now Docket Item 1250, from Calendar Item 1363.

Campbell: Michael (**Walter**), if this is off the record, do the transcribers have to leave?

Walter: The transcribers get to go get a coffee or something. We’ve got to vote first. Thank you. Let’s try this in an orderly manner. Do I have a motion for Docketed Item 1250, to move into executive session?

O’Kane: So moved.

Walter: Moved by Senator **O’Kane**. Seconded by Senator **Fenech**. All in favor of this, please indicate by saying, “aye,” opposed, “nay,” abstain? The motion passes. We are in Executive Session as soon as the door closes. (3:56 p.m.)

Rise from Executive Session 4:05 p.m.

Walter: Okay Senate, so now we are going to pass around these voting cards, as we decided to vote on the item we just discussed. Pass those around and write “yea” or “nay” with regards to the item we just discussed. And as soon as I get those back in front of me we can entertain a motion to adjourn. So we might want to do this quickly. Senator **Strauss** keeps looking at his watch.

Walter: If you pass your ballots right around, then I’ll call.

Campbell: Aren’t you going to count them before we adjourn?

Walter: Having taken a random sample of the votes, I suggest that we have just passed that item that we chose to discuss. Do I have a motion to adjourn? Senator **Campbell**, second by Senator **Strauss** who keeps looking at his watch. We are adjourned. Have a great vacation everybody.

Submitted by

Kathy Sundstedt

Administrative Assistant/Transcriptionist

UNI Faculty Senate

Next Meeting:

Monday, January 8, 2018

Rod Library Room 301

3:30 p.m.

Addendum #1 Letter in Support of Melissa **Heston**, Emeritus Request

Addendum #2 & #3 Letters in Support of Rex **Karsten**, Emeritus Request

Addendum #4 Letter in Support of Phil **East**, Emeritus Request

Addendum #1 Melissa Heston

7 December 2017

Faculty Senate

University of Northern Iowa

Cedar Falls IA 50614

I speak in support of the application of Dr. Melissa Heston, Associate Professor of Curriculum and Instruction, as a candidate for Emeritus status. Her retirement will leave a gap that will be virtually impossible to fill in these times; her role as a teacher and scholar with strong commitments to service at every level of the university is one that few overburdened new faculty are in a position to undertake today. The College of Education will be hard-pressed to find a new go-to colleague who commands the amount of hard-earned understanding Dr. Heston has of how things work, whom to contact about what, and what to do to get things done.

Dr. Heston's most significant scholarly contributions have been developed over the last quarter century in the international community of teacher educators who come together at the American Educational Research Association annual meetings and the biennial meetings of the International Conference on the Self-Study of Teacher Education Practices held in Herstmonceux Castle, East Sussex, England. Besides serving for three terms as co-chair of the program for the International Conference on the Self-Study of Teacher Education Practices and as co-editor of the peer-reviewed and internationally published *Proceedings* (2004, 2006, 2008), she regularly presented her self-study research and published in the *Proceedings*. Ten peer-reviewed articles, four book chapters, and one widely used co-edited research methods book have made a significant contribution to the

professional development of teacher educators and scholars not only from Canada, the United States, the United Kingdom and Australia, but also from the Republic of Ireland, Iceland, the Netherlands, New Zealand, Brazil, Peru, and South Africa. This is in addition to a variety of articles and book chapters in educational psychology. With an even wider target audience, she has served since 2004 as an Advisory Board Member for the international journal *Studying Teacher Education*, as a contributing reviewer for *The Journal of Natural Inquiry and Reflective Practice* since 2003, for *Brock Education* since 2008, and as an occasional reviewer for *Teaching and Teacher Education*.

The leadership qualities and knowledge Dr. Heston developed on this world stage have had a direct impact on improving scholarly and pedagogical life at UNI. For example, as lead author of the 2005 report, "Recommendations to the Faculty Senate regarding the establishment of a *Center for Excellence in Teaching and Learning*," over the following year she organized 21 sessions for faculty on various teaching and learning topics under the auspices of the Teaching-Learning Consortium. Most notably she directed elementary teacher education through the tumultuous years in which the Price Laboratory School was dismantled, first as Interim Director of Teacher Education (2008-2011) and then as Elementary Teacher Education Coordinator (2011-2013). Her peers have recognized her prowess by electing her time and again to represent them in a large variety of positions throughout her tenure at UNI. Prior to administering Teacher Education, and following 6 years as representative to the Council on Teacher Education, she was elected as

- Chair of the Teacher Education Faculty (1997-2001)
- Representative from the College of Education to the Center for the Enhancement of Teaching Advisory Committee (2002-2008)
- Chair of the Faculty of the Department of Educational Psychology and Foundations (2000-2002)
- Representative from the College of Education to the Faculty Senate (2003-2006)
- College of Education Senator (1996-1999; 2004-2005)
- Representative of the Faculty Senate Chair to the Liberal Arts Core Committee. (2005-2006)
- Representative to the Council on Teacher Education (2006 to present)
- Chair of the Council on Teacher Education (2007-2008)

Beyond this considerable leadership in teacher education, her peers have also selected her as university-wide Chair of the Faculty (2001-2003), as a representative to the United Faculty Central Committee (2002-2003), and as a Faculty Senator (2012-2015). Recognizing the high esteem with which her peers regard her in electing her to such a variety of offices, administrators also appoint her to a range of committees and projects advisory boards and steering committees too numerous to mention. Most recently she has taken on semi-administrative positions in her new department, Curriculum and Instruction, which she joined after stepping down from directing Elementary Teacher Education: Coordinator of the Early Childhood Education Division since 2013 and, overlapping, Assistant Department Head for 2014-2017.

Indirectly, of course, all of these efforts benefit preservice and inservice teachers by improving the way their professors teach and by contributing to the body of scholarly knowledge about teacher education theory and practice. Teaching first in the Educational Psychology and Foundations department, and most recently in the department of Curriculum and Instruction, since 1989 she has directly influenced countless preservice teachers in undergraduate courses and a variety of inservice teachers and other school personnel in graduate courses. Applying her scholarly research in the self-study of teacher education practices to the courses she has taught has enhanced the learning and outcomes of teachers who now carry on what they have learned from her in the classrooms in which they teach, across the state, country and world.

Not only our department and college but the university as a whole and the international teacher education community as well are deeply indebted to Dr. Heston for her unstinting dedication to scholarship, teaching, leadership and service for the improvement of education. She will be sorely missed. But we hope that by granting her Emeritus status we may still be able to call on her when we most need her wise counsel in the future.

Sincerely,

Linda May Fitzgerald, Ph. D.

Professor, Department of Curriculum and Instruction

Addendum #2 Rex Karsten

11/10/2017

Dear Dr. Walter,

Dr. Rex Karsten in the department of Management, College of Business, has provided over 20 years of meritorious service. I highly recommend that he be given Faculty Emeritus Status. In addition to being name the first Nationwide Mutual Insurance Company Professor, examples of his service include several years as the College faculty senate chair, member of the UNI transfer council, the primary contact for MIS students for internship and career employment opportunities, membership on the Professional Readiness Program Advisory Board, UNI Information Technology Council, Panel member for transfer student parent orientation sessions and much more. In addition to his service activities, Dr. Karsten has an extensive record of publications in the areas of computer self-efficacy and user-system outcomes, having published over 40 articles, book chapters and proceedings. Finally, Dr. Karsten was a phenomenal teacher, earning top marks from students as one of the best professors they had ever had. He cared deeply for his students and his passion and talent was connecting with them in the classroom and getting them excited about learning.

Regards,

Dr. Karthik N.S. Iyer

Professor, Dept. of Marketing

Chair, College of Business Faculty Senate

346 College of Business

Addendum #3 Rex Karsten

December 4, 2017

Dear Faculty Senate:

It is with great privilege that I write this letter to support Dr. Rex Karsten's request for Emeritus status. Dr. Karsten provided 20+ years of teaching and research to the College of Business Administration. He led by example and was well-respected by students, alumni, and colleagues. Rex was named the College's first recipient of the Nationwide Mutual Insurance Company Professorship. This professorship celebrates his academic and professional success. Dr. Karsten's dedication to our students has been very evident over the years. His passion and ability to connect with them shows his desire to make a difference...something he has done for so many. I have had the honor to be a student, mentee, colleague, and friend of Rex. No one is more deserving of this than him.

Sincerely,

Betsy Ratchford Instructor,
Management Information Systems Webmaster,
College of Business Administration
University of Northern Iowa

Addendum #4 Phil East

October 18, 2017

Faculty Senate College of Humanities, Arts, and Sciences

University of Northern Iowa Cedar Falls, Iowa 50613

Dear Senators,

Professor Philip East will be retiring from his faculty appointment in the Department of Computer Science at the University of Northern Iowa in May 2018. This will conclude thirty-three years of meritorious service to UNI, including a one-year stint as acting head of the Department of Mathematics and Computer Science. Prior to his arrival at UNI, Professor East served in an academic capacity at the Universities of Oregon and California. Based on these forty years of meritorious service in higher education, I support Professor East's application for faculty emeritus status.

Sincerely,

Eugene Wallingford

Associate Professor and Head

Department of Computer Science