

UNL FACULTY SENATE MEETING MINUTES
September 4, 2018
City Campus Union, Regency Suite
Presidents Rudy, Hanrahan, and Purcell Presiding

1.0 Call to Order

President Rudy called the meeting to order at 2:33 p.m.

2.0 Announcements

President Rudy welcomed the Senators back to another academic year.

3.0 Chancellor Green

Chancellor Green welcomed the Senators back and wanted to thank them for their service on the Senate and for serving their colleagues. He stated that he looks forward to working with the Senate throughout the year.

Chancellor Green stated that this is a pivotally important year in a number of respects. He noted that we are ending our 149th year as an institution of higher education and in February 2019 we will officially celebrate the 150th chartering of the University of Nebraska. He stated that the N150 Commission has continued working on bold visioning for the University. He noted that the N150 Commission has eight groups working on the development of a long-term strategic plan and he is very excited about the Commission's work being facilitated by Academic Leadership Associates. He stated that it is his understanding that there has been some very bold thinking and he looks forward to hearing from the working groups later this week.

Chancellor Green reported that the 150th celebration will start in January. He noted that the State of University Address will be given on January 15th rather than in September to kick off the 150th anniversary celebration year. He pointed out that the State of the University Address will coincide with the N150 Commission report and the release of the strategic plan. In February we will celebrate "Charter Week" including a major performance event and a number of other activities. He noted that tremendous effort has been put into planning these events and a new book about the history of the University will be published.

Chancellor Green stated that in place of the State of the University Address this September the campus will go back to the tradition of holding the Service Award Recognition where University employees who completed intervals of five calendar years of service are honored. He pointed out that employees who have retired in the past year will also be honored. He asked the Senators to encourage their colleagues to attend the Service Award Recognition.

Chancellor Green reported that this fall he is planning to be out on the campus and will be coming to visit and interact with each of the academic colleges and auxiliary units. He stated that he is looking forward to having dialogues with the faculty and staff.

Chancellor Green noted that last week our brand platform "In our Grit our Glory" was rolled out. He pointed out that this is a brand platform beyond the well-recognized "N" logo and he is feeling very positive about the new brand. He stated that this is the first time in four years that our brand platform has been changed and it has been rebuilt for all of our audiences, both internal and external. He stated that stories of grit and glory, both in the academic enterprise and athletics, will be shared. Chancellor Green pointed out that the campus is very conscious of the fact that we have been through budget cuts and he is proud of the fact that the branding was developed internally by our own staff in University Communication.

Chancellor Green reported that the enrollment data based on the six-day census has been released, and unfortunately, we did not have the record enrollment that we thought we would have. He noted that all of the University's campuses had decreases except for UNMC. He reported that UNL was down by 1%, however our enrollment is still the third highest in the history of the University. He stated that there are several things that were detectable in our enrollment data; a record number of non-resident students, an equally high ACT group of incoming students, and the most diverse overall student body in our history. He noted that we saw a decline in international enrollment, accounting for 40% of the decrease. He pointed out that our graduate student decrease was in part due to the fact that we graduated the largest group of graduate degrees ever. He noted that there was some decline with in-state enrollment.

Chancellor Green reported that search efforts are now underway for new deans in the College of Arts and Sciences, College of Education and Human Sciences, and College of Agricultural Sciences and Natural Resources. He stated that all of these searches, and the search for a Vice Chancellor for Diversity and Inclusion, are all active searches.

Chancellor Green noted that in May, we were very pleased to welcome Bob Wilhelm as our new Vice Chancellor for Research and Economic Development. He reported that VC Wilhelm just appointed Professor Deb Hamernik as Associate Vice Chancellor for Research and Economic Development. Chancellor Green reported that we broke records in total research expenditures in the past year this year and he is looking forward to working closely with VC Wilhelm to lead research growth and stature at UNL.

Chancellor Green reported that the State's budget seems to be better than this time last year. He noted that state tax revenue has exceeded forecasted amounts for June and July as well as being 1.4% above forecast for the year ended June 30th. He stated that the University will request a 3% increase for the first year of the next biennium, and 3.7% increase for the second year of the biennium.

Chancellor Green stated that UNL is working with the Huron Group to look to see how we can deliver services in a better, more efficient way to the campus. He stated that the effort is being led by Interim VC of Business & Finance Bill Nunez and Assistant Vice Chancellor of IANR Jeff Bassford and currently the effort is involved in Phase I which is a discussion about delivery services.

Chancellor Green reported that work has continued on looking at budget resource allocation models. He noted that he has asked Interim VC Bill Nunez to bring a report forward by the end of the year with the proposed plan of moving to a hybrid RCM model in 2020. He pointed out that the budget model would be performance-based.

Chancellor Green stated that in regards to the AAUP censure of the administration, the University has clearly stated that we do not agree with the information that the censure was based on, and even though we stand behind this belief, he is forming a committee to examine all of our processes and procedures to identify any gaps. He noted there will be a member of the AAUP on the committee. He pointed out that we need to clarify our definitions of graduate students as teachers and as students as well as clear definition of professional conduct. He stated that he knows the Executive Committee is planning on having an Ad Hoc Committee to review the policies and procedures.

Chancellor Green noted that a climate survey was conducted through Gallup and the results were reviewed in July. He stated that the plan is to release the summary of the results later this month. He reported that the findings of the results find us within the national norm on issues such as freedom of speech, the racial climate, and other climate issues. He stated that the results have been informative and some things have been identified that we can definitely address.

Chancellor Green wanted to provide an update on the growth of facilities on our campus. He noted that this summer the new University Health Center and combined School of Nursing opened this summer. He reported that Behlen Labs are now fully operational and the Memorial Plaza is undergoing renovations. He stated that the old College of Business Administration building has been repurposed and is now Louise Pound Hall. He stated that the building will be repopulated with some departments from the College of Arts & Sciences, and another floor will house faculty members who will be temporarily dislocated while the Mabel Lee Hall project gets underway. He reported that the Board of Regents approved the first phase of the renovations to the Scott Engineering Center noting that the link will be removed allowing for the Center to be enlarged. He pointed out that there will be a second phase to the Engineering project and fundraising for this \$85 million phase of construction is already in progress. He reported that gradual renovations of the lab spaces in Hamilton Hall where Chemistry is located has occurred and funding is now in place for further renovations.

Chancellor Green stated that the East Campus Union renovations are to start in October and fundraising for the renovation of East Campus CYT Library is now complete and will be moving forward to design and construction. He stated that the gymnastics facility is now under construction on the north side of the Devaney Center. He noted that renovations are now underway to develop the Carson Emerging Media Arts Center in the old Nebraska bookstore.

Chancellor Green reported that there will be two opportunities to give back to the campus and community this fall. The first is that the University Foundation is conducting an employee giving campaign, which has not be

done for a few years. The second opportunity is the United Way campaign. He noted that we have a long history of being supportive of this campaign in the past, although there was some decline the last couple of years. He noted that the United Way campaign will begin in October so that it will not coincide with the NU Foundation's fundraising effort. He stated that Charlie Foster, Assistant Vice Chancellor for Student Affairs, will be providing leadership for the United Way Campaign. Chancellor Green stated that he and his wife Jane will serve as honorary co-chairs of the campaign and he encourages everyone to learn more about it and to participate.

Professor Belli, Psychology, asked if the decline in resident enrollment has been analyzed to determine if there are specific areas of the state where we see a decline. Chancellor Green stated that we looked at all of our data demographically and across locations, and there were declines across the state. Professor Belli asked if the same analysis is conducted for out-of-state and international students. Chancellor Green stated that we will not know the national figures for another month, but last year there was a decline in enrollment for many campuses across the nation, however, our enrollment rate was relatively flat last year. He stated that there were across the board declines in international students as well.

Professor Billesbach, Biological Systems Engineering, pointed out that the Chancellor talked about the AAUP censure, and asked if any external steps are being made either with the local or national chapter of the AAUP. Chancellor Green stated that he believes we need to look at ourselves first, and then go forward to the AAUP. He pointed out that he wants individuals with AAUP association to work with our process of looking at our existing procedures to see if improvements can be made.

4.0 Approval of April 24, 2018 Minutes

Professor Peterson, Agricultural Economics, moved for approval of the minutes. Motion seconded by Professor Billesbach and approved by the Senate.

5.0 Committee Reports

5.1 Commencement and Honors Convocations Committee Report (Professor Gorman)

Professor Gorman reported that the Honors Convocations was cancelled by the administration without consulting with the Commencement and Honors Convocations Committee, although the Committee's syllabus clearly states that "those responsible for developing the specific programs and arrangements, the Chancellor or designee, the Vice Chancellor for Students Affairs or designee, and/or other UNL staff members, will seek review and approval of the Commencement and Honors Convocations Committee in a timely and appropriate fashion."

Professor Gorman stated that the Alumni Association has been very helpful with the Commencement ceremonies by getting volunteers to help and contacting students after the ceremony. He stated that the Special Events Coordinator, Annette Wetzel, was integral to the Committee. He reported that efforts are being made to shorten the ceremonies, and videos have been introduced to take the place of speeches and these have been well received. He stated that security considerations have increased over the last few years and everyone is working hard to ensure everyone's safety.

Professor Gorman stated that the report from the University Registrar shows that 82-83% of graduating students attended the ceremonies last year. He stated that the Commencement and Honors Convocations Committee wanted to commend the Registrar's Office for getting all of the diplomas ready.

Professor Gorman stated that, due to the increasing size of the May commencement ceremony, it is going to have to be split into two ceremonies: one in the morning, and one in the afternoon. He pointed out that the Pinnacle Bank Arena is simply not large enough to accommodate all of the people. He stated that the Committee's main concern is to make sure that both commencements have a satisfactory event.

Professor Gorman reported that in association with the 150th anniversary of the University, the diplomas and regalia will be changed to commemorate the event.

Professor Gorman stated that he wanted to speak on behalf of the Marshal Corps. He stated that the goal is to double the size of the Corps and splitting the ceremony into two separate ceremonies will decrease the length of them. He stated that if anyone is interested in becoming a member of the Corps, they should feel free to contact him.

5.2 Faculty Compensation Advisory Committee (Past President Purcell)

Past President Purcell reported that the FCAC was given three different options for the faculty salary increase

in the 2018-19 fiscal year: 1) to give the full increase of 1.75% on July 1, to give less than 1.75% on July 1, or to give the full 1.75% in January. She stated that the FCAC voted to recommend that salary increase of 1.75% be given beginning July 1.

Past President Purcell stated that the FCAC discussed how UNL faculty salaries always lag behind its peers and the Committee recommended increases in July and in January for the next three years to raise salaries. She noted that Chancellor Green asked if there was any idea on where the funds would come from for these additional increases. Purcell reported that the Committee suggested that it come from the revenue generated by the increased enrollment, however this will not be possible this year due to the enrollment numbers. She asked that anyone with suggestions on how the increases could be provided should email her.

Past President Purcell stated that one of the reasons that has been used to explain why UNL faculty salaries are less is due to the cost of living here in Nebraska. She stated that because of this, she has asked that the Office of Institutional Effectiveness and Analytics to provide data on the cost of living in Nebraska for the FCAC meeting this fall so this information can be reviewed.

Past President Purcell reported that other action taken by the FCAC included the Committee voting unanimously to recommend tuition remission for graduate hours. She wanted to thank the IANR administration for their work in decreasing the gender pay inequity for Extension Educators. She noted that it was particularly noticeable in the Assistant Extension Educator rank between male and female and the average salary difference was reduced from 9.6% in 2017 to 4.3% in 2018. She noted that as the gap between male and female faculty members persists, an action step for the FCAC is to locate resources to educate women about how to negotiate salary increases.

5.3 Executive Committee Summer Report (President Rudy)

President Rudy reported that the Executive Committee met every two weeks over the summer. He noted that during the 2017-18 academic year the AAUP issue hit and he reported that the Committee was kept briefed on developments by the Chancellor. He noted that the Executive Committee takes the AAUP censure seriously.

President Rudy stated that there was a great discussion on July 24 with Assistant VC Currin and Assistant Director, Benefits, Central Administration about the changes with the health care providers. He pointed out that the University put a bid out only for the management of our health insurance, not to change any of our benefits. He stated that he has some concerns about the coverage of health providers for employees living in rural areas, and the Executive Committee will continue advocating for these employees. He noted that Benefits is planning to hold open town hall meetings to discuss the change, and he encouraged people to participate.

6.0 Unfinished Business

President Rudy reported that there was no unfinished business to discuss.

7.0 New Business

7.1 University Honors Program

Director Patrice McMahon, University Honors Program, noted that the Honors Program has been in existence for about 18 years, and there are some things that we want to retain: continue to attract high quality students, keep classes small, retain cohort-based experiences, support student research, and work with high-quality faculty and staff. She stated that the difficult part of updating the program is to implement the branding idea of "Rooted in Nebraska, Ready for the World" and to work with others to develop the vision of the program. She pointed out that complex global problems require an interdisciplinary approach in order to solve these problems.

Director McMahon stated that some changes she would like to make would be to put together a strategic plan. She noted that efforts have already been made to start getting more information out about the Honors Program, to develop initiatives to retain students in the program, and we want to support courses and programs that are attractive to Generation Z students. She pointed out that these students want more experiences, not necessarily more classes, and we need to make classes more interdisciplinary, to create more experiences for the students, and to have alumni come in to mentor these students.

Director McMahon reported that some improvements have already been made. She noted that Niehardt, where the program is housed, is getting a face lift and the curriculum is being shifted so honors students have new 200-level honors courses which would provide them with more honors courses throughout their college

career rather than just having a concentration of honors courses in their first or third year. She stated that another idea is to have students create portfolios and she is trying to work creatively with each college on this idea. She reported that other ideas include having more community based research and accelerated programs, as well as having a new honors dorm. She stated that any input on the Honors Program would be appreciated.

Professor Gay asked if Director McMahon can give an example of a program where it wouldn't make sense to write a thesis and instead have a portfolio. Director McMahon stated that the Architecture and Engineering programs would be an example where a project or portfolio is more suited.

7.2 Special Election Needed for Academic Planning Committee Member

President Rudy reported that one of the newly elected members to the APC had to resign due to a teaching conflict with the Committee's scheduled meetings. He stated that a ballot was drafted and included in the Senate packet. He stated that he would entertain a motion to consider the ballot as an emergency motion. Professor Joeckel, School of Natural Resources, moved that this be considered an emergency motion. Professor Belli seconded the motion. The emergency motion was approved by the Senate. President Rudy then presented the ballot and asked for a motion to accept the ballot. Professor Belli moved to accept the ballot, motion seconded by Professor Peterson and approved by the Senate with two abstentions.

7.3 Executive Committee Goals

President Rudy reported that the Executive Committee had a retreat on August 15th to establish the goals of the Committee. He noted that they were included in the Senate packet. He stated that he wants to invite the Senate to hold the Executive Committee accountable for achieving the goals, however he cautioned that issues could arise that will require the Executive Committee to address other concerns. He noted that the Executive Committee needs to be flexible enough to be proactive in addressing the goals, but also be able to be reactive to deal with unforeseen issues that could arise during the year.

7.4 Presentation of Awards:

Louise Pound-George Howard Distinguished Service Award to Dr. James Griesen

President Rudy stated that the Louise Pound-George Howard Distinguished Career Award was established in 1990 to recognize individuals, who during, his or her career at UNL, has made an exceptional contribution to the University. The individual's contribution may have been made through teaching, research, public service, administration, or a combination of these factors and should reflect a long-standing commitment to the University. This year the Faculty Senate selected Emeritus Professor James Griesen to receive the award. President Rudy then read a statement providing evidence to support why Dr. Griesen should receive the award. The award was then presented to Dr. Griesen by President Rudy.

James A. Lake Academic Freedom Award

President Rudy stated "I cannot in good conscience present the James A. Lake Academic Freedom Award to those who defend the boorish bullying by Courtney Lawton under the guise of protecting academic freedom. I yield the gavel to President-Elect Hanrahan to present the award at this time."

President-Elect Hanrahan stated that the James A. Lake Award, established in 1980 and supported by a generous contribution by former Regent Ed Schwartzkopf, is awarded by the UNL Faculty Senate based on recommendation by the Academic Freedom Award Committee. It recognizes an individual "for helping preserve the most basic freedom of all, the freedom to seek and communicate the truth." The members of the Academic Freedom Award Committee recommended that the 2018 James A. Lake Academic Freedom Award be presented to Professors Marco Abel and Julia Schleck for their efforts to protect and advance academic freedom at the University of Nebraska-Lincoln. The Faculty Senate voted to approve the awards by ballot (48 in favor, 7 against) at the April 24, 2018 Faculty Senate meeting. After reading a brief statement regarding the actions that demonstrated Professors Abel and Schleck's defense of academic freedom, Professor Hanrahan then presented the awards to the recipients.

The meeting was adjourned at 4:06 p.m. The next meeting of the Faculty Senate will be held on Tuesday, October 2, 2018, at 2:30 p.m. in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Lorna Dawes, Secretary.