

## UNL FACULTY SENATE MEETING MINUTES

April 2, 2019

City Campus Union, Presidents Kevin Hanrahan, Robert Belli, and Sarah Purcell, Presiding  
City Campus Union, Regency Suite

### 1.0 Call to Order

President Hanrahan called the meeting to order at 2:36 p.m.

### 2.0 Announcements

#### 2.1 Report on Board of Regents Meeting

President Hanrahan reported that March 30<sup>th</sup> was the last Board of Regents meeting for the academic year and it was also be the last meeting for UNL ASUN President and Student Regent Hunter Traynor who he said did an excellent job of representing the students. President Hanrahan noted that the Board went into closed session, but it is unclear whether the Board discussed who would possibly serve as Interim President and how the Board was going to move forward on replacing President Bounds.

#### 2.2 Meeting with President Bounds and Assistant VC Currin

President Hanrahan reported that the Faculty Senate Presidents met with President Bounds and Assistant VC Currin to discuss the problems with the health care coverage. He stated that they were very responsive, are seeking to address the concerns of the faculty, they are aware of the problems, and are looking at all possible solutions.

#### 2.3 University's Response to the Flooding Disaster in Nebraska

President Hanrahan stated that there will be two impromptu guests at today's meeting to address the University's response to assisting the state with the recent flooding disaster: Dean Hibberd, Nebraska Extension, and Assistant VC Currin, Human Resources.

#### 2.4 Outgoing Faculty Senators

President Hanrahan wanted to thank the following Senators for their service on the Faculty Senate: Steve Hardy, Architecture; Colin Ramsay, Finance; Barbara Lacost, Educational Administration; Scott Napolitano, Educational Psychology; Sarah Thomas, Teaching, Learning & Teacher Education; Srivatsan Kidambi, Chemical and Biomolecular Engineering; Li Tan, Mechanical & Materials Engineering; Zhigang Shen, Durham School of Architectural Engineering; Scott Anderson, Glenn Korff School of Music; Gerry Adams, Plant Pathology; Kathy Hanford, Statistics; Patty Sollars, School of Veterinary & Biomedical Sciences; Jay Jenkins, Panhandle Research & Extension Center; Brenda Aufdenkamp, West Central Research & Extension Center; J. Clark Archer, Geology - School of Natural Resources; Matt Joeckel, School of Natural Resources.

President Hanrahan stated that at this time the following Senators have been re-elected to another term as Senator for their departments: Pascha Stevenson, English; Dave Billesbach, Biological Systems Engineering; David Harwood, Earth & Atmospheric Sciences; Patrick Dussault, Chemistry; Chris Mann, Economics; Rich Leiter, Law; Elina Ibrayeva, Management; Michael Combs, Political Science.

President Hanrahan pointed out that there are still some departments with vacancies on the Senate as listed in the recent Senate President's newsletter. He asked Senators to encourage faculty members they know in these departments to serve on the Senate. He pointed out that the Senate is a relatively easy way to serve. He stated that anyone interested should contact Coordinator Griffin ([kgriffin2@unl.edu](mailto:kgriffin2@unl.edu)).

#### 2.5 Candidates Needed for Executive Committee Elections

President Hanrahan reported that two Executive Committee seats will be open for election. He

noted that there is a candidate running for Secretary and one for the Executive Committee. He noted that the Executive Committee meets regularly with Chancellor Green, Executive Vice Chancellor Plowman, and Vice Chancellor Boehm and works more closely on issues pertaining to the faculty. He stated that anyone interested in running for election should contact him or Coordinator Griffin.

## **2.6 Non-Tenure Track Faculty Forum**

President-Elect Belli noted that the forum is going to be on Friday, April 5. He reported that Chancellor Green, Executive Vice Chancellor Plowman, Vice Chancellor Boehm, and Associate Vice Chancellor Walker are scheduled to attend the meeting as well as some directors and chairs who will introduce several items for discussion. He noted that topics such as reappointment issues, compensation, and university citizenship will be discussed and there will be an open mic discussion for people to share their experiences, observations, and suggestions for resolving some of the issues. He stated that the meeting will be provided through Zoom.

Professor Adams, Plant Pathology, asked if the administrators were asked to speak at the forum. President-Elect Belli pointed out that the administrators were asked to attend the forum.

## **2.7 RCM Budget Committee**

President Hanrahan noted that the RCM Budget Committee has been formed to work on changing the budget model and there are now an additional three faculty members on it bringing the total to four. He reported that the four faculty members are: Professor Bloom, Physics & Astronomy and APC representative; Professor Choobineh, Electrical & Computer Engineering; Professor Clarke, Food Science & Technology; and Professor Peterson, Agricultural Economics and Faculty Senate representative.

Professor Peterson reported that the RCM Committee has met and established a steering committee of 18 members which is directed by the Vice Chancellors. He noted that Huron Consulting Group, Inc. is assisting with the project management and implementation of the new budget model design. He stated that a website (<https://budget.unl.edu/responsibility-center-management>) has been created to provide information, such as the guiding principles which were determined by the Committee. He stated that the plan is to continue meeting this semester and to meet again over the summer with the goal to have some sense of a model by the end of the year. He pointed out that the idea is to have a budget that will decentralize decision making and provides incentives for colleges and departments to grow and become more productive.

Professor Bloom, Physics & Astronomy and Academic Planning Committee members, stated that the goal is to have a new test budget model up and running next summer. He noted that there is an emphasis to provide communication throughout the process of establishing a new model.

Professor Adenwalla, Physics & Astronomy, thanked President Hanrahan for getting more faculty members on the Committee, but she is concerned with who will decide what metrics will be used for the RCM. She also questioned whether the amount of funds taken by the Office of Research and Economic Development on research grants will be changed. Professor Peterson stated that the Committee has not yet worked on these issues, and it will be some time before any decisions are made. He stated that RCM budget models at other universities can be examined to get some idea of what we might want for our metrics.

President Hanrahan asked if the plan is to present the RCM budget plan to the Board of Regents. Professor Bloom stated that this is unclear at this point.

## **3.0 Assistant Vice Chancellor Currin, Human Resources**

Assistant VC Currin stated that he was asked to come and speak to the Senate regarding Human Resources' effort to assist with the natural disaster. He reported that the University is creating a special civil leave policy for employees directly impacted by the floods. He stated that these people

can have five days of civil leave. He noted that employees would go through ESS to request the leave. He stated that after the five days of leave are exhausted, employees can use earned vacation time. He announced that the University is also going to create a disaster leave sharing program whereby people can donate vacation time to those who need to take additional time to deal with the flooding. He noted that only those employees who were directly impacted, or had family members impacted, would be able to use the disaster leave sharing program. He reported that there is strict IRS regulations that have to be complied with so any unused time in the disaster leave sharing program that was not used would have to go back to the employees who donated the time. Professor Billesbach, asked if sick leave can be used or donated. Assistant VC Currin stated that only vacation time can be donated.

Assistant VC Currin stated that he wanted to publicly thank President Hanrahan for being a partner with Human Resources to address the concerns with the health insurance. He noted that Professor Hanrahan is the only Faculty Senate President who is making the effort to help the insurance program be something that the faculty/staff want to use. He stated that Human Resources is aware that there is a problem with coverage provided by some mental health providers, particularly in Lincoln and Omaha. He reported that other issues are in regards to the cost of medical devices and people forgetting that they need to meet their deductible. He pointed out that if Blue Cross/Blue Shield covered some things in the past, UMR needs to cover these expenses, and for the most part this has been done.

Professor Lee, Communication Studies, asked what the central issue is for concerns. Assistant VC Currin stated that the issue is the reimbursement rate for health care providers. Professor Lee asked if the rate is lower than what it was previously when Blue Cross/Blue Shield was managing our plan. Assistant VC Currin stated that it is now lower. Professor Brantner, Modern Languages & Literature, asked if this issue was raised before the University got into the contract. Assistant VC Currin noted that whenever there is a change with who manages our health insurance there is some disruption, but 98% of the health care providers are in the UMR network, but what was unknown was the geographical difference with some of the health professions. For instance, numerous mental health care providers in Lincoln and Omaha were not part of the network and some are not interested in being in the UMR network. He reported that some contracts with health care providers are being renegotiated and some of the health care providers have decided to join the network, although not as quickly as had been hoped for.

Professor Adams pointed out that the University's health plan for many years supported proactive health care by covering the cost of annual physical exams, but he recently went for his physical and immediately received a bill of \$125 for the exam which was previously covered. He noted that the University has a self-insured health plan which covers the cost of an annual exam up to \$250, but stated that most annual exams are much more expensive. He recommended that faculty members carefully review their costs and coverage for their annual exam.

Professor Weissling, Special Education & Communication Disorders, noted that UMR has been in the news lately for unsavory practices. She asked if the University has been working with UMR to make sure they are abiding to the correct and proper practices. She noted that UMR has a history of taking a long time to pay mental health care providers. Assistant VC Currin reported that there has been a recent court decision regarding behavioral health which the University is examining. He stated that it is not related to our health insurance plan and pointed out that UMR simply processes our claims. He stated that there were problems ten years ago for companies that had indemnity plans and it was in their favor to slow payments down.

#### **4.0 Approval of March 5, 2019 Minutes**

President Hanrahan asked if there was any discussion on the minutes. Hearing none, he asked for unanimous consent to approve the minutes. The Faculty Senate approved the minutes.

#### **5.0 Committee Reports**

### **5.1 Graduate Council (Dean Carr)**

Dean Carr reported that one new major in Interior Design was approved by the Graduate College this past year. He noted that four graduate certificates were proposed and all four were approved by the Graduate Council, but only one has received approval, at this time, from the Coordinating Commission for Postsecondary Education (CCPE) and is now available for students. He reported that the CCPE is scheduled to meet again in May and the other three proposals should be on the agenda.

Dean Carr stated that the Graduate Council approved five new specializations for existing majors in the past year. He stated that another action dealt with by the Graduate Council was the Ph.D. degree/major name change for “Biological Engineering” to “Biological Systems Engineering”. He stated that the proposal has gone to the Academic Planning Committee, but he is unsure of what the status is of the proposed change.

Dean Carr noted that the members of the Nebraska Coordinating Commission for Postsecondary Education are appointed by the Governor. President-Elect Belli asked if proposed courses can commence before the CCPE has given approval. He pointed out that the process appears to be very lengthy. Dean Carr stated that CCPE approval is needed before the proposed program can be made available to the students.

Dean Carr stated that the University has to provide the CCPE with a report on how many degrees have been awarded in graduate programs in a five year period. He noted that if the number of degrees awarded is below what is required the University has to justify the reason for retaining the program. President Hanrahan asked if the CCPE has the authority to eliminate programs. Dean Carr stated that it does, but he hopes that the campus would not allow that to happen and would implement multiple plans to increase enrollment in these programs.

Professor Adams asked if the CCPE is a functioning group or a partisan group. Dean Carr stated that it is his experience that the CCPE is sincere in its effort to maintain high quality education in the State of Nebraska. He stated that plans have been developed with the help of the graduate programs and have submitted these plans to the CCPE. He noted that he hopes that we will continue our positive relationship with the CCPE.

### **5.2 Information Technologies and Services Committee (Professor Krcmarik)**

Professor Krcmarik reported that the email migration for students to [huskers@unl.edu](mailto:huskers@unl.edu) will be occurring soon. She noted that this will allow students to receive University communications, but pointed out that the student contact information will only be available for use within the University or with affiliates or entities performing a University service or function.

Professor Krcmarik stated that the University is continuing to push for increased use of the Duo Authentication system which would help battle account compromises. She noted that Duo is required in NeSIS and will soon be required for SAP. She stated that Duo is an available option for Office 365 email, and any individual department applications that are authenticating with Single Sign On. She reported that IT is moving to a single-student response system and the ASUN rep on the committee reported that ASUN is leaning towards a program called Top Hat which is a device based system.

Professor Krcmarik noted that Concur is continuing to be a problem and the ITSC has requested that it have input on Concur and the problems the faculty are facing. She stated that a future item is STAR, Successful Teaching with Affordable Resources, a collaborative effort between Academic Affairs, University Libraries, and Information Technology Services to provide low-cost and free digital materials. She noted that this initiative will take advantage of systems and savings provided by UNL’s Unizin membership.

Professor Krcmarik reported that ITSC discussed open education resources and while students like

the reduced costs, there are some students who prefer physical textbooks and the idea is to have open-ended resource options. She stated that efforts are being made to have a new schedule for fall registration which should improve things for students. She noted that the Registrar's Office is moving to chat books to help students. She stated that ITSC will be reviewing the Safe Assignment policy because it needs to be updated. She noted that it is important for the faculty at UNL to continue to have input with the Vice President for Information Technology once the position is filled after CIO Askren leaves.

Professor Glider, School of Biological Sciences, pointed out that students are familiar with their own email addresses and asked why there is a need for the forced move to [huskers@unl.edu](mailto:huskers@unl.edu). Professor Krcmarik stated that students will need to migrate to the University's email address soon. Assistant Vice Chancellor for Information Technology Services Heath Tuttle pointed out that in order to onboard new students enrolling for the fall semester we have to start early with the migration of the student email addresses. He stated that the bulk of the issue for making this change revolves around having secure communication with the students. He noted that currently there is no way for the University to tell whether a person getting University email is an actual registered student. He pointed out that we are the only school in the Big Ten who does not require students to use in-house email. He stated that requiring students to have a UNL email address will enable us to send more personal information, such as Student Accounts could notify a student that they have an outstanding bill from the University that needs to be paid. Professor Glider asked if students will no longer be able to use their personal emails. Assistant VC Tuttle stated that they can use their own personal email outside of the university, but it will not be used in the University system.

Professor Kolbe, Johnny Carson School of Theatre & Film, pointed out that he will be able to more easily send emails to his advisees while using MyRed and MyPlan with this change. He noted that the University has a partnership with Adobe and having a University email address will allow those people to have access to the full Adobe Suite. Professor Casto, Textiles, Merchandising & Fashion Design, noted that it will also be easier to find student email addresses which can save considerable time for faculty members. Assistant VC Tuttle pointed out that calendar scheduling and the address book will be synced with the students' email addresses.

Professor Woodman, School of Biological Sciences, asked when the transition will occur. He pointed out that currently the address students entered into Canvas is what faculty members use to contact the student. Assistant VC Tuttle stated that the transition will start in May before the summer sessions start. He reported that currently there is a campaign underway to notify the students that they must transition to a [huskers@unl.edu](mailto:huskers@unl.edu) account.

President Hanrahan reported that he met with the IT people at Central Administration recently and learned that UNK is far ahead of the rest of the campuses in the use of the Duo Authentication system. He encouraged everyone to sign up for it because of the real security concerns that exist for the University's computing systems. He pointed out that every month at least 11 faculty/staff members have their computer access compromised and the university every hour faces huge amounts of security attacks.

Professor Minter, English, asked if the ITSC will look at the Adobe Suite. She pointed out that it is expensive and departments cannot afford for all of their instructors to be on it. She stated that she is aware the ASUN has discussed this issue as well. Professor Krcmarik noted that there are some free things on Adobe, but she will add the cost factor to the list of the things for the ITSC to work on. She stated that anyone with further issues for the committee to address should contact her.

## **6.0 Dean Hibberd, Nebraska Extension**

### **6.1 University of Nebraska Coordinated Flood Recovery Effort**

Dean Hibberd stated that the statewide flooding disaster combined with the blizzard in western Nebraska has created huge challenges for the state and he was asked by President Bounds to

coordinate the University's effort to assist the state with the recovery effort. He noted that 81 counties have been designated disaster areas and 99 cities have declared emergencies so far, along with 5 tribal areas. He reported that FEMA is working to assess the flood damage. He stated that the University has a website dedicated to flood assistance (<https://nebraska.edu/flood-assistance>). He noted that there is also a website on the State's website to help assist people affected by the flooding (<https://nema.nebraska.gov/>).

Dean Hibberd stated that there are three phases to disaster management. The first is for counties to develop an emergency plan, which all have done. The second phase is to implement the plan, and the third phase is the recovery process which we are now in. He reported that he met with FEMA people yesterday and they suggested that a flood of this size and scale will take about 9.3 years to recover from. He stated that it is essential that we have a coordinated effort to assist people as they begin to re-enter their homes and communities where they are facing compromised drinking water and sewage systems as well as numerous other difficulties.

Dean Hibberd reported that Extension Educators throughout the State have been involved in helping with the recovery effort. He pointed out that traditionally volunteer efforts will dwindle after a few weeks, but he believes this is when the University can really help. He stated that the first thing people can do is to let everyone know the websites that have been created to help people. He noted that in addition to helping over 700 volunteers register to help, the Extension Educators have been involved in conducting an agricultural flood recovery open house in Columbus, and managing the hay that is coming in from all of the country. He stated that anyone needing hay, feed, or fencing supplies can go to the Nebraska's Department of Agriculture website [http://www.nda.nebraska.gov/resources/?fbclid=IwAR2pRKzY-U-BEg0\\_Aam3CcICUITuSD8w8oTqGM5AhZYZpYKpsAAYpmYqNeE](http://www.nda.nebraska.gov/resources/?fbclid=IwAR2pRKzY-U-BEg0_Aam3CcICUITuSD8w8oTqGM5AhZYZpYKpsAAYpmYqNeE) which provides information on who to contact.

Dean Hibberd reported that the University is committed to helping students and their families who are directly impacted by the flooding. He noted that EVC Plowman has asked faculty members to accommodate these students whenever possible, and for those students who have been admitted to the University options are being provided to find a pathway for them to come to UNL to be a part of our student body. He noted that the Foundation has put together a fund to help students and faculty/staff can donate to the fund to help those affected by the flooding.

Dean Hibberd stated that University faculty and staff are being asked to assist in their areas of expertise. He noted that UNMC and the other campuses are focusing on mental health issues and we are reaching out across the state to provide mental health support. He stated that another collaboration is focusing on business vitality centers to help businesses get back on their feet. He noted the College of Engineering can provide guidance on how to build better roads that need to be replaced due to the flooding.

Professor Adams pointed out that most people will view the recovery efforts as state government work, how the University is coordinating with the state's efforts, and how it will prevent overlap and conflict. Dean Hibberd stated that each of the campuses has an emergency coordinating manager, for UNL it is Mark Robertson. He noted that we have a good linkage with the state government and we have a statewide network of Extension Educators that can help at the local level. He pointed out that good communication is needed in order to prevent conflicts.

## **7.0 Unfinished Business**

### **7.1 Motion to Approve Revisions to the Procedures to be invoked for Significant Budget Reallocation and Reductions**

Item postponed due to the lack of a quorum.

## **8.0 New Business**

No new business was discussed.

## 9.0 Open Mic

President Hanrahan noted that he is on the search committee to replace VP Askren and the CIO of UNL. He pointed out that there will be two separate searches to fill these positions.

Professor Adams questioned whether anyone has recently experienced difficulties with grant overheads. He stated that he recently wanted to hire an undergraduate student to work on the grant, but doing so would require so much supervision on his part that it would take away from his other responsibilities. Professor Wright, Entomology, pointed out that the requirements for the kind of federal grant that is being discussed is a requirement of the Forest Service. Professor Adams stated that the cost share for grants is increasing and this is something the University needs to address. President Hanrahan suggested that this is an issue that needs to be discussed with VC Wilhelm.

Professor Joeckel, School of Natural Resources, noted that his term on the Senate is completed, but he wanted to thank all of those he has interacted with, particularly those members of the Executive Committee. He stated that he enjoyed his time and it was a good experience. He wanted to challenge those faculty remaining on the Senate to look at the University in a higher sense and to consider where higher education is drifting and whether this is where we want this University to go. He thanked everyone for their service and stated that he will miss seeing everyone.

The meeting was adjourned at 4:05 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 23, 2019, 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.