

UNL FACULTY SENATE MEETING MINUTES
March 5, 2019
City Campus Union, Regency Suite
Presidents Kevin Hanrahan, Robert Belli, and Sarah Purcell, Presiding

1.0 Call to Order

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

2.0 Announcements

2.1 Appropriations Committee Hearing

President Hanrahan reported that he attended the University's hearing before the Appropriations Committee and thought that President Bounds did a good job responding to questions and presenting information to the Committee.

2.2 RCM Committee

President Hanrahan stated that a committee is being formed to work on the proposed RCM budget model. He noted that he is having discussion with the administrators about having more faculty representation on the committee since there only one faculty members has been appointed to the committee.

2.3 Non-Tenure Track Faculty Forum

President Hanrahan reported that the non-tenure track faculty forum will be held on April 5th from 3:00-5:00 p.m. in Love Library 102. He encouraged all to come even if you are not a non-tenure track faculty member because the forum will be informative.

President Hanrahan stated that a non-tenure track faculty interest group is being organized and on Thursday, March 14th there will be an informal meeting in the Gaughan Multicultural Center.

2.4 Update on Ombudsperson Positions

President Hanrahan reported that interviews for the two ombudspersons are in the final process and an announcement will be made soon regarding who has been hired for these positions.

2.5 Health Insurance Concerns

President Hanrahan reported that he is still receiving emails and encouraged anyone with issues should contact Human Resources. He noted that some physicians may not be aware that the University has its own health plan which is just managed by UMR. He suggested that anyone having difficulty with their physician should check to make sure the physician is aware of this. He noted that many mental health care providers are now in the University's health coverage network.

3.0 Chancellor Green

Chancellor Green stated that the N150 Charter Week celebrations received a lot of positive attention and was well attended in spite of the weather. He noted that there has been considerable interest about the history and heritage of the University over the past 150 years. He wanted to thank all of those who put the effort into making the event as successful as it was, and stated that he was looking forward to the celebrations that will continue throughout the year.

Chancellor Green reported that the N150 strategy team is being launched. He stated that there will be 31 people broadly representing the campus and it will be co-chaired by four faculty members. He noted that President Kevin Hanrahan and Executive Committee member Professor Nicole Buan are both members of the team. He stated that the team will work on developing the core aspirations identified by the N150 Commission. He pointed out that concurrent with the N150 Strategic Team is the development of strategic plans for the colleges. He reported that the Colleges of Architecture, Business, Engineering, and Law are either working on their strategic plan or have

completed it, and the Office of Research and Economic Development is working on its plan.

Chancellor Green stated that the University's hearing to the Appropriations Committee lasted about five hours, but the response from the Appropriations Committee was the most positive that we have heard for a few years. He noted that the University requested a 3% increase in its budget for the first year of the biennium and 3.7% in the second year of the biennium. However, the Governor proposed a 2.6% increase in the first year and 3.4% for the second year, and the Committee seems to be upholding this recommendation. He stated that the conversation with the Appropriations Committee focused on moving the University forward rather than considering budget cuts. He noted that the Appropriations Committee even asked what the University's priorities would be if it had more funds to work with. He stated that he expects the Appropriations Committee to conclude its work by the end of the month and the budget to be on the floor of the State Legislature in early April.

Chancellor Green stated that in June the Board of Regents will meet to set the University's budget and discussions have already begun about what level of tuition increase might be needed and how to keep the tuition rate affordable. He pointed out that the University's budget request was not fully funded in the Governor's budget proposal, and while salary increases would be covered, funds for increased operational costs (utilities, health care, inflation) would not.

Chancellor Green reported that the administration is carefully studying what the fall 2019 enrollment may look like. He noted that a slight shift in enrollment either way can have significant impact on our revenue. He stated that last year's enrollment was down by 1%, which resulted in almost a \$6 million decrease in our revenue. He reported that our deposit data is up from this time last year, but this does not necessarily indicate our enrollment numbers for the fall. He stated that at conservatively we are predicting to have a stable enrollment, but hopefully we will see an increase.

Chancellor Green stated that UNL has done very well in University-wide awards this year. He wanted to congratulate Professor Kwame Dawes, English and Professor Evgeny Tsybal, Physics and Astronomy on being awarded the Outstanding Research and Creativity Award. He reported that Professor Lloyd Bell, ALEC is receiving the Outstanding Teaching and Instructional Creativity Award, and Professor Mario Scalora is receiving the IDEA award. He stated that the Department of Biochemistry is receiving the University-wide Departmental Teaching Award and the Office of the Executive Vice Chancellor and the Office of Student Affairs is receiving the Inclusive Excellence Collaboration Award. He wanted to congratulate all of the recipients of the awards and commend them on their exceptional work.

Chancellor Green noted that for the first time in a few years we are getting to the end of the interim positions. He stated that two new dean appointments, Dean of the College of Arts & Sciences and the Dean of the College of Education and Human Sciences were recently named and the search for the Dean of Libraries is about to announce the finalists for that position. He stated that he is very pleased with the leadership that is joining our campus.

Chancellor Green reported that Vice Chancellor for IT and CIO Mark Askren will be stepping down from his position on July 1, and a search process to find a new CIO will begin. He noted that information technology and security made great progress with VC Askren at the helm and suggested that people thank him if they get the opportunity to do so. He pointed out that VC Askren's challenges, in part, are due to the thousands of cyberattacks that occur each day against the University's computer system.

President Hanrahan reported that he is hearing of complaints from faculty, staff, and students about how cold their offices, classrooms, and buildings have been. Chancellor Green noted that there is a new policy from Central Administration in place in terms of energy savings and the modification in temperatures is probably what people are feeling. He stated that the recommended temperatures for

rooms were suggested by Cynergistics, a firm that the University hired to find utilities savings. He encouraged employees to contact utilities if the temperatures are a real issue in the building. Professor Renaud, Journalism, stated that his colleagues have made Facilities aware of the issue, but the problem has been ignored. He pointed out that faculty and students cannot work on the weekend because the temperatures are so cold. Coordinator Griffin noted that the temperature in her office yesterday morning was 63 degrees and when the representative from Cynergistics measured the temperature under her desk it was 55 degrees. Professor Renaud stated that the situation needs to be rectified because it is affecting productivity for all. Associate to the Chancellor Zeleny stated that there is an exception policy that could be invoked for some areas.

Professor Dussault, Chemistry, noted that he understands the campus is considering centralizing support staff into business centers and asked what stage this process is in. Chancellor Green reported that there is a process underway to look at how we deliver some of our business services. He stated that the campus is working with Huron Consultants to see if efficiencies can be found if some services were centralized. He noted that there has been participation from all of the colleges in looking at the structure. He pointed out that there was a shift towards the development of business centers years ago and East Campus established business centers. Professor Dussault asked if there was faculty involvement in the process. Chancellor Green stated that it is certainly being reviewed at the college level, but he is unsure as to the level of faculty involvement.

President-Elect Belli asked what the status is on the proposed changes to the Regents Bylaws on Extension Educators. Chancellor Green stated that this has not been moved forward at this time.

4.0 Vice Chancellor Wilhelm

VC Wilhelm reported that the Office of Research and Economic Development is going through the process of developing its strategic plan in coordination with N150. He recounted the four cores of the N150 document: Nebraska Students Co-create Their Experience, Our Research Transforms Lives and Learning, Every Person and Every Interaction Matters, and Engagement Builds Communities. He observed that all four cores are integrated and influenced by our research efforts. He reported that during the last six weeks the ORED team has been engaging faculty, center directors, chairs, deans, and staff to gather input about our research efforts. He noted that there has been considerable input which he and his staff will spend time on to digest. He pointed out that it is not too late to provide feedback and anyone can go to <https://research.unl.edu/events/event2.php?eventID=3796> to provide feedback. He stated that he hopes the plan will be completed by the end of the summer.

5.0 Executive Vice Chancellor Plowman

EVC Plowman thanked the Senate for the opportunity to speak about the work her office has been focusing on this year. She noted that the thrust of the efforts have been to promote leadership, which she defined as “the willingness to *act*”. She reported that one major responsibility was to select new leaders, three of which have been completed: the Vice Chancellor for Diversity & Inclusion, the Dean of the College of Arts & Sciences, and the Dean of the College of Education and Human Resources. She noted that the search for the Dean of the Libraries will hopefully be announcing finalists by the end of the month.

EVC Plowman stated that she wants to develop leaders on campus and to accomplish this her Office has developed the Staff Leadership Academy. She noted that this Academy is for UNL staff who are pursuing careers in university administration. She reported that there is also FLAIR, which stands for Faculty Leadership in Academic: From Inspiration to Reality. This is a new leadership development program for faculty who may want to consider a leadership role or who are in their first leadership position and are considering continuing on a leadership path. She stated that approximately 30 faculty members are participating. She stated that both programs are great opportunities for networking and there are training sessions on a number of subjects.

EVC Plowman stated that another focus of her Office is to build an effective infrastructure. She

pointed out that we need more academic efficiency and we also need to make diversity a priority. She stated that every dean is working on developing two major diversity initiatives for their college.

EVC Plowman reported that her Office is also focusing on the educational experience of students with the idea of students co-creating their learning experience. She stated that we need to enhance student success, develop student leaders, and to connect them and the University with the world.

President Hanrahan suggested that faculty governance should be included in one of the priorities. EVC Plowman noted that the university does many things and the list she provided in the handout are things that she and her Office are responsible for, but she could include faculty relationships in the priorities.

President Hanrahan asked for an update on the idea of creating business centers. EVC Plowman reported that she just came from a meeting with the Deans and discussed this issue. She noted that business leaders in IANR and Academic Services are working closely with people in Business and Finance to try to figure out how we can provide some routine business and finance services better. She pointed out that there are over 800 people on campus who deal with human resources, budgeting, and research contracts, but very few of these people do this work all of the time so that anyone becomes a “specialist” and the administration is trying to figure out how to develop a shared service model. AS one example, she noted that in larger colleges there may be a few people who specifically work on SAP forms, while in the smaller colleges these tasks are only done occasionally. She stated that the idea is to create a center where people can specialize in some of these functions and become experts, thereby freeing up other staff members to work on activities that are core to the unit’s mission, such as websites, student newsletters, and general support for faculty members in a department. She pointed out that the efforts are just beginning and there will be a lot of opportunities to provide feedback.

Professor Ibrayeva, Management, stated that in her class of applied organizational behavior she teaches students to use their own best people to train others within the organization. She suggested we consider a “Husker to Husker” program where one Husker trains another. She said for example we have the Century Club for those who teach classes with over 100 students. She pointed out that we have talented people who have expertise that should be utilized rather than relying solely on outside consultants. EVC Plowman stated that this is a great idea. She pointed out that one thing we don’t have is a good inventory of people who have expertise in particular areas and who could share their best practices.

President-Elect Belli stated that he has concern with the business center concept because when you have more locally placed people there tends to be greater discussion and cooperation on issues such as grants and other business interactions. He asked if the business interactions with faculty would still continue because it is a benefit for the faculty. EVC Plowman stated that the idea is not to take away the contact for the faculty and the idea is not to have one big center. Rather the idea is to perhaps have six or eight pods of business centers. She noted that at the University of Kansas every single college and department would have a person the faculty could contact and work with within a business center. She stated that there is no one-way as to how it might be organizationally structured. She noted that a person could be staying in their same location as they are now, but organizationally would be considered part of another unit.

Professor Gay, Physics and Astronomy, reported that the faculty in his department are very upset about the plans to create business centers. He pointed out that there are a number of efficiencies for faculty members to be able to walk down the hall and talk to someone in person who handles business transactions, particularly for those units that bring in a large number of grants. He stated that when a centralized accounting system is created it does not work well. He pointed out that the faculty should be the majority of the people on these committees because they are the end consumers, and we do not want another fiasco like the BRT for travel. EVC Plowman stated that the idea is to free up some resources within our own system which in turn could go back to the

departments. Professor Gay urged the administration to look at mid-level administrative positions to free up resources because they are not central to the role of the University.

Professor Brantner, Modern Languages and Literature, noted that the people working in the business centers would be doing the same work repeatedly. She pointed out that this would not be an attractive job and questioned whether there would be a high turnover rate. EVC Plowman stated that these positions could provide more career mobility for these employees. She stated that currently some support staff who handle the business of a department do not really have a clear path for promotion because they are generalists. She stated that putting specialists together would create a path to higher level opportunities, and they have seen from other universities that this organizational structure creates career opportunities. Professor Billesbach, Biological Systems Engineering, asked if the creation of these business centers would create a revolving door situation. He pointed out that he has observed this with the IANR business centers. Professor Buan, Biochemistry, reported that they have a business center in the Beadle Center which she believes works very well, but each department still has a staff person that serves as a concierge between the department and the business center.

6.0 Approval of February 5, 2019 Minutes

President Hanrahan asked if there were any changes to the minutes. Hearing none he asked for unanimous consent to approve the minutes. Motion approved by the Senate.

7.0 Committee Reports

7.1 Parking Advisory Committee (John Jensen, Dan Carpenter)

John Jensen, Chair of the Parking Advisory Committee, noted that while serving on the Committee he has learned quite a bit about our parking and commended Dan Carpenter, Director of Parking and Transit Services, for his managing parking on campus. Mr. Jensen reported that the Committee is responsible for reviewing the operational budget, acts as an advisory committee to Interim VC Nunez, Business & Finance, and informs the university on all parking matters.

Mr. Jensen stated that the Committee reviewed the operational budget and is not recommending any parking fee increases for the next year. He noted that there will be some displacement of parking on campus when construction begins on the Willa Cather dining hall and the Mabel Lee Hall project.

Professor Lee, Communication Studies, pointed out that some of the parking lots are still snow and ice-packed and are treacherous, particularly for walking. He asked if the lots could be made safer. Director Carpenter stated that snow removal is still occurring and efforts are being made to make the lots as safe as possible. He asked people to contact the Parking Office and report particularly bad areas so they can be spot treated. He noted that an entrance lane at the 17th and R Street lot had to be closed due to the snow and ice that was being tracked in by the vehicles.

Professor Schubert, Electrical and Computer Engineering, noted that when he first came to campus the parking fee was only \$88 a year and it is now up to \$576 a year for an A lot. He asked if parking costs will ever decrease. Director Carpenter noted that some of the bonds on the parking garages will be retired, and unless another parking garage is built he can foresee the Parking Advisory Committee recommending reducing the cost of a parking permit. He reported that East Campus does not have the pressure for parking that City Campus has and he does not think that a parking garage will be needed at this time for East Campus.

Professor Shen, Durham School of Architectural Engineering, stated that his office is on the Omaha campus and he asked where he is allowed to park on campus. Director Carpenter stated that a UNO regular/reserved faculty staff permit can park in any A lot on campus.

8.0 Unfinished Business

8.1 Motion to Approve the Ballot for Elections to the Academic Planning Committee, Academic Rights & Responsibilities Committee, and Academic Rights & Responsibilities Panel

President Hanrahan noted that the ballot was presented at the February 5th meeting and is coming to the Senate from the Committee on Committees, and therefore does not need a second. The Senate approved the ballot. He stated that the ballot will be sent out electronically through Survey Monkey and all voting would be anonymous as no IP addresses or email addresses would be recorded.

9.0 New Business

9.1 Motion to Revise the Procedures to be invoked for Significant Budget Reallocation or Reductions

President Hanrahan stated that the Academic Planning Committee (APC) has proposed making changes to the Procedures. He noted that the Executive Committee reviewed the proposed revisions and made a suggestion which the APC has agreed to. He stated that the motion would be voted on at the April 2 meeting.

President-Elect Belli stated that he is bothered that the Procedures are only invoked in the case of significant budget reallocations and reductions. He believes that the Procedures should be invoked when there are shortfalls in the budget, particularly if programs would be eliminated. Past President Purcell asked the Chancellor what happens when there is a budget shortfall. Chancellor Green stated that the APC Procedures are a response when there is a significant reduction to the state allocated funds which permanently reduce the University's budget such as the ones the campus experienced last year. Past President Purcell asked what would happen if the buildings on East Campus were destroyed by a tornado and insurance did not cover the cost. Chancellor Green stated that situation would be a cash flow situation, not a permanent reduction to the campus budget.

Professor Billesbach, Biological Systems Engineering, asked what qualifies as a significant budget cut and who would make this decision. Professor Lee pointed out that a future Chancellor could reallocate funds from one college to another which could force the elimination of programs. Professor Minter, English, stated that there seems to be some confusion in the document in the language that needs to be clarified.

President Hanrahan encouraged the Senators to review the document and if they have any proposed amendments they should be prepared to provide a written copy of the amendment.

9.2 Faculty Survey Results

President Hanrahan reported that the faculty survey has been closed and he will be providing a report to the Senate at the April 23rd meeting. He noted that 741 people responded to the survey and there was good distribution of the respondents from across the campus.

9.3 Problems with Procurement of Software Programs

Professor Kolbe, Theatre Arts, reported that his department has experienced problems procuring a renewal on some software licenses resulting in some cancellation of classes which require the use of the software. He stated that he has heard that there was a legal aspect to the problem and wondered if inquiries could be made regarding the problem.

10.0 Open Mic

President Hanrahan stated that he would like to begin the Open Mic session by asking what the role is of graduate assistants in the future of UNL? Professor Dussault stated that Chemistry is intensely interested in maintaining graduate students on campus. He noted that Chemistry has about 140 lab sections in the fall and it would not be able to staff all of these labs without GTAs. He pointed out that graduate students are tied to our identity.

Professor Lee stated that most of the graduate students in his department are doctoral students who go onto to teach. He pointed out that if you want quality professors they need to get teaching experience.

President Hanrahan stated that in the School of Music the stipends for graduate students are increasing, but the School is having to face the decision of whether to use some endowment funds to fund the stipends or it eliminate some of the graduate assistantships. Professor Schubert pointed out that we need a healthy good ratio between professors and graduate students in order for us to get grants. He stated that the problem is not attracting graduate students, the problem is being able to fund them.

The meeting was adjourned at 3:51 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 2, 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.