

UNL FACULTY SENATE MEETING MINUTES
April 7, 2020
Presidents Kevin Hanrahan, Nicole Buan, and Sarah Purcell, Presiding
Zoom Meeting

1.0 Call to Order

President Hanrahan called the meeting to order at 2:31 p.m.

2.0 Adoption of Special Rules for Conducting the Meeting via Zoom

President Hanrahan read the Special Rules for conducting the meeting by Zoom, and asked if there was a motion to adopt the rules. Professor Kolbe, Johnny Carson School of Theatre & Film, moved to adopt the rules. The motion was seconded by Past President Purcell. The motion was approved with 51 in favor.

3.0 Announcements

3.1 Outgoing Senators

President Hanrahan wanted to acknowledge and thank the following Senators whose terms are ending:

Zhenghong Tang, Architecture; Bill Glider, School of Biological Sciences; Gerry Harbison, Chemistry; Witawas Srisa-an, Computer Science & Engineering; Christina Brantner, Modern Languages & Literature; David Henderson, Philosophy; Robert Belli, Psychology; Marjorie Shelley, School of Accountancy; Yunxia Zhu, Supply Chain Management; Yan Xia, Child, Youth & Family Studies; Jeff Rudy, Nutrition & Health Sciences; Joel Cramer, Nutrition & Health Sciences; Stacie Ray, Special Education & Communication Disorders; Mary Alice Casto, Textiles, Merchandising & Fashion Design; Wayne Woltdt, Biological Systems Engineering; Junke Guo, Civil Engineering; Hamid Vakilzadian, Electrical and Computer Engineering; Mathias Schubert, Electrical and Computer Engineering; Pete Pinnell, Art, Art History & Design; Michelle Kang, Agricultural Leadership, Education and Communication; Paul Staswick, Agronomy & Horticulture; Tomas Helikar, Biochemistry; Robert Wright, Entomology; Dipak Santra, Panhandle Research & Extension Center; Brandon Nutting, College of Journalism and Mass Communications; Shireen Adenwalla, Physics and Astronomy; Sarah Purcell, Southeast Research & Extension Center.

3.2 Donation for Nebraska Extension Cooperative Association

Past President Purcell reported that the NCEA is a professional organization of Extension Educators, Specialists and Assistants which promotes professional improvement, provides scholarships, awards, and leadership opportunities, and cultivates relationships between extension colleagues necessary for optimum work on Extension teams. It annually provides a donation of \$1,100 to support the work of the Faculty Senate. President Hanrahan sincerely thanked the NCEA for its continued support of the Faculty Senate over the years.

4.0 Chancellor Green

Chancellor Green noted that since the last Senate meeting things have changed tremendously for the campus. He reported that in mid-February the University was carefully monitoring the COVID-19 situation in the country, and by late February a task force was formed which met daily to assess the situation.

Chancellor Green wanted to thank all of the faculty for how they have responded and adjusted to our new reality. He pointed out that originally he was not happy about the planning for such a late spring break, but it wound up being a blessing because, along with the cancellation of classes the week before spring break, it gave us a longer opportunity to work on changing our course delivery to remote access. He stated that it has been so impressive to watch our faculty and staff pivot as successfully as we have to making all of the necessary adjustments. He pointed out that other universities, who had earlier spring breaks, had to go to remote access teaching in the middle of classes. He thanked everyone for their individual efforts.

Chancellor Green reported that it was not a trivial decision to go to remote access teaching only, and he recognizes the difficulties of transferring to this form of teaching. He stated that our expectation still focuses on the students and their ability to make progress in their degree programs. He noted that we also want to keep all of our employees, including our student workers, employed and to keep them active, and believes our commitment will allow us to be successful.

Chancellor Green wanted to express his appreciation for all of the work of the EVC office and the task force subcommittee on academic planning as they addressed the issue of how the changes have affected the tenure and promotion clock, grading policies, course evaluations, and other academic matters. He noted that the Deans' Council has worked tirelessly to ensure that our people have not been impacted negatively.

Chancellor Green stated that the decisions about graduation were important, and he knows what a major event this is for our students and their families. He stated that there was significant input from students and the University Commencement and Recognition Committee to make the decision to have an online livestream ceremony with an address from John Cook, head coach of Nebraska volleyball. He pointed out that all May 2020 graduates will have the opportunity to participate in any future commencement ceremony, with special recognition.

Chancellor Green noted that EVC Spiller recently sent out a message regarding Summer Sessions courses being taught by remote access. He noted that we need to recognize that there are students whose internships and study abroad programs will be displaced due to the virus, so we want to give them the opportunity to advance their progress through summer courses. He pointed out that EVC Spiller recently challenged our Colleges to double our course offerings this summer and thinks this is achievable, even with the different delivery environment. He stated that the administration is hoping that we would be able to have some small on-campus courses later this summer.

Chancellor Green reported that an announcement will be made later today that, after consultation with UNMC, all of the University campuses will be moving to a Level 4 operation with further closures on campus. He noted that only essential, designated personnel will have access to University buildings after 5:00 p.m. on Friday when the UNL campuses will go into complete lockdown. He stated that the designated employees will be essential to keeping our assets in place, to care for animals on campus, and to continue some uninterruptable research work. He pointed out that most people are already working remotely. He reported that there are still 750 students living on campus, and these students have been located into one complex where they will continue to be supported. He stated that dining services will provide take out only food, and there will be further limitations to students' access to facilities on campus, including outdoor facilities. President Hanrahan asked if there will be designated employees who have access to labs. Chancellor Green said the units would need to identify who would have access to the labs.

Chancellor Green noted that everyone has been disrupted by the COVID-19 pandemic, and the administration is paying careful attention to the financial impacts. He reported that we are in better shape than many other institutions, but the financial impacts will be significant. He stated that we will receive some federal stimulus funding through the CARES Act, and there could be more in the future, but the bigger question is the long term impact as we look out to next year, and the disruption we could see to enrollment. He reported that there is talk amongst higher education leaders that students may be staying closer to home to take classes next year, with potentially significant effects on international enrollment.

Chancellor Green reported that we are in the middle of the current state budget biennium, and at this time, we are funded into the second year of the biennium (July 1, 2020-June 30, 2021). He pointed out that COVID-19 is the biggest disruption that we have seen in our lives, and while our state is in better shape than other states, we will most likely still see a significant disruption in state revenue and state budgets. He noted that the University would normally be moving into presenting

the first draft of our budget for the next biennium in September, and the University has been warned that we will probably be facing a budget cut.

President Hanrahan asked if there are any projected data regarding the fall enrollment. Chancellor Green stated that it is hard to predict, and our only hard data is based on what our enrollment deposits currently look like compared to the same time a year ago. He stated that the new student enrollment virtual event held this past Sunday was well attended (989 attendees compared to just over 500 a year ago), primarily by domestic students. He pointed out that we are only a few weeks into the COVID-19 disruption so it is hard to determine what will happen. He stated that our biggest concern is with our international student population because if they leave, they may not be able to come back in the fall. He stated that the out-of-state enrollment is hard to predict, and noted that every university across the country is grappling with these issues.

President Hanrahan asked if there are any indications that we will have budgetary impacts from the state. Chancellor Green stated that the University is anticipating there will be, but it is unknown to what extent. President Hanrahan asked how faculty can be involved in the budget planning. Chancellor Green stated that we need to get a better sense of what will happen with the State's budget. He reported that he told the Deans that he wants them to principally focus on our delivering our education, research, and engagement missions under these extraordinary circumstances.

President Hanrahan asked what the triggers would be for us getting out of Level 4 operations. Chancellor Green stated that the level of operations will be evaluated in two week intervals to determine whether we can exit Level 4. He noted that this will depend on the guidance based on science. He pointed out that currently the models are indicating that the virus will peak for Nebraska in late April.

Chancellor Green stated that another question is in regards to the leave component. He noted that previously there were two messages about it and there are now 160 hours of administrative leave available for employees to use. He stated that, at this time, it has been used sparingly across the University system. President Hanrahan asked about Extension staff paid by the county. Chancellor Green noted that the Med Center felt that going to Level 4 was the best thing for the University to do to protect our students and employees. He noted that we have been planning for the possibility of going to Level 4 for the past two weeks, and every unit has been developing their list of designated employees who would still have access to the University building(s). He stated that this includes all of IANR and Extension. He noted that there are some complexities in association with some of the staff in Extension offices, but Dean Hibberd is working on this issue.

President Hanrahan asked for clarification of the starting time for Level 4 operations. Chancellor Green stated that it is effective tomorrow, but employees will still have some access as there are instructors who are still using classrooms for the delivery of their courses. He pointed out that people can still have access to their office until Friday at 5:00 when buildings will be locked. After that time, key cards will not work, except for those employees designated to be on campus.

President Hanrahan asked if there will be guidance for changing classes in the fall to larger classes. Chancellor Green stated that there have been some discussions about the fall semester, but we are not at a point to write up any guidelines. He noted that there are many events that take place in the summer for preparation for the fall semester. He pointed out that we do not have enough information yet to know whether courses will be impacted in the fall. He stated that there might be some desire for academic programs to increase online offerings in the fall beyond what we normally have done.

President Hanrahan asked what would happen with federal research being conducted. Chancellor Green stated that the task force subcommittee on research has been heavily involved in discussions about this issue. He noted that some federal contracts may lose the ability to deliver their

obligations due to the Level 4 operations, while others could be done later. He stated that the Associate Deans for Research have been engaged in these conversations.

President Hanrahan asked if there is an option to have those faculty members who have taken the VSIP offer to continue to work at a reduced FTE to help out with teaching responsibilities. Chancellor Green pointed out that the VSIP is well advanced in the process and there is no intention for the campus to pull back from it. He stated that the intention of the administration is to honor the VSIP contracts.

President Hanrahan asked what is being done for the students remaining on campus. Chancellor Green stated that they continue to have their life here and they are supported by the campus with food delivery. He noted that they will be sheltering in place and they have access to the Student Health Center. He stated that they are encouraged to go outside and exercise, but they cannot use recreational facilities, whether they are indoors or outdoors.

President Hanrahan reported that he has been asked about faculty/staff getting a refund on parking. Chancellor Green pointed out that we have auxiliary units that have to pay their employees. He stated that the choice was made to keep all of our employees in place, and the auxiliary units, such as Parking & Transit Services, are dependent on the revenue they collect. He noted that if parking fees are refunded, employees would be getting laid off.

Professor Bouma questioned how the shelter in place will impact international students and their visas. She asked if the international students will be allowed to take classes during the summer. Chancellor Green pointed out that there are some complexities with international students, and our international team is working with these students, and at times with their embassies, to try to meet the needs of the students.

President Hanrahan asked if standard test requirements will be removed for admissions. Chancellor Green stated that this has not been discussed, although the deadline for admission has been extended.

President Hanrahan asked if there was an alternative plan to using Zoom given the privacy concerns. Chancellor Green noted that there are a variety of ways to deliver courses, but he has heard that Zoom is working well, and the platform does have password capability which helps with security. He stated that content sharing is a concern, but we are trying to be vigilant with our faculty and students and we have not detected any problems yet. He stated that there has been a task force subcommittee that has worked daily on remote access and Associate to the Chancellor Zeleny has been overseeing the subcommittee. He noted that we need to be celebrating the people on this subcommittee for all of the extraordinary work they have been doing on behalf of the University. Associate to the Chancellor Zeleny stated that Zoom monitoring can be done for classes of 50 or greater to help facilitate any problems that might arise during the class. He stated that the idea is to help faculty facilitate the course.

President-Elect Buan noted that many people are recording meetings and courses and there is the issue of data privacy, and the use of the recordings later on. She asked what the expectations are of accessibility for students and people outside the UNL community with these recordings. She asked if there are privacy requirements when using Zoom. Chancellor Green noted that there has been some cascading information available on privacy and ways to protect privacy in Zoom, and he hopes that the faculty have seen this information.

President Hanrahan asked if there are any steps to push back the mandatory date of using Duo authentication. Chancellor Green stated that the date has been pushed back. President-Elect Buan reported that the consensus of the Information Technologies and Services Committee is that the date will be pushed back, and then the sign up for Duo would occur slowly by each unit, rather than there being a hard line date when everyone is required to use it.

President Hanrahan asked when searches will resume. Chancellor Green stated that we need to see how things play out. He stated that the Chancellors have been asked to place a hold on new or refilling positions if the search is not active. He stated that there has been a slowing of authorizing new positions, and some searches have been suspended.

President Hanrahan asked if NCAA cancels athletics events in the fall if there will be refunds on tickets. Chancellor Green pointed out that he hopes this doesn't happen because the impact would be devastating. He noted that Athletics contributes \$28 million to our budget through profits that they generate, and the \$28 million is used to support student scholarships. He reported that there has been discussion about rethinking the season for when some sports may be played, if the virus continues further into the summer.

Chancellor Green wanted to thank everyone for how much they are doing, and reminded everyone to take care of themselves and their colleagues because the University needs them.

5.0 Approval of March 3, 2020 Minutes

President Hanrahan asked if there was any discussion or revisions on the minutes.

Professor Woodman, School of Biological Sciences, asked whether Past President Purcell inquired how the recent salary equity raises were determined. Past President Purcell reported that Interim EVC Moberly was asked this question at the March 5 Faculty Compensation Advisory Committee meeting, and he explained that the colleges used their own benchmarks to determine who should receive the equity raise.

Hearing no further discussion, President Hanrahan asked for approval of the minutes. The minutes were approved by the Faculty Senate.

6.0 Committees

6.1 Parking Advisory Committee Report (Chair Jenny Schnase)

Ms. Schnase noted that the report was shared with the Senators, but she wanted to highlight several issues. She reported that there were seven construction projects currently displacing parking on both City and East campus.

Ms. Schnase stated that the five-year contract with StarTran to provide service to Innovation Campus ends this academic year, but negotiations are currently taking place to continue the service. She noted that StarTran's proposed inflationary service rates are a cause of concern for Parking & Transit Services' budget. She pointed out that the campus funding to support the bus systems ends this year, but at this time there is no plan to change the student transit fee.

Ms. Schnase reported that there would be no increase in parking fees for the upcoming year.

6.2 Chancellor's Commission on the Status of Women (President-Elect Buan)

President-Elect Buan reported that over the past year the Commission has been working closely with many people in administration to improve our family friendly policies. She stated that the Commission met with VC Currin to update and expand HR information on the university webpages. The Commission also worked with the Chancellor's Office, VC Boehm, VC Nunez and many Deans, departments, and staff to improve support for lactation spaces. She reported that an audit of lactation spaces was conducted, and funding was obtained to update infrastructure and create additional appropriate spaces. She stated that an illustrated web map showing the 30 lactation spaces across the campus was created, and a lactation support group was successfully piloted. She pointed out that the Commission continues to work on increasing awareness and continues to have conversations about the need for additional lactation spaces. She noted that for a campus with our population we should have 50-100 lactation spaces, rather than just the 30 spaces we have now.

President-Elect Buan stated that the Commission is working with AVC Walker to improve the parental and family leave issues. She noted that the Commission is also engaging faculty across the NU system to identify policy recommendations which would help recruit and retain talented employees.

President-Elect Buan wanted to thank the administration for working closely with the Commission. She encouraged faculty members to consider serving on the CCSW, and noted that membership applications would be sent out soon.

7.0 Unfinished Business

7.1 Resolution to Revise the UNL Syllabus Policy

President Hanrahan reported that the request to revise the UNL Syllabus policy came from ASUN to the Executive Committee. He noted that the Executive Committee approved the revisions and is presenting it to the Senate for consideration.

Professor Woodman suggested replacing “Canvas” with learning management system in the document. President Hanrahan asked if there is a motion to make this amendment. Professor Weissling, Special Education & Communication Disorders, moved to amend the language. Motion seconded by Professor Billesbach, Biological Systems Engineering.

Professor Sollars, School of Veterinary & Biomedical Sciences, pointed out that there needs to be clarification about disseminating the course documentation on paper, or whatever system is being used. President Hanrahan asked if the amendment is to disseminate the course document, on paper, or via the current management learning system. Professor Sollars made the motion to change the language. Professor Billesbach seconded the motion. President Hanrahan called for a vote on the amendment. The amendment was approved, 57 in favor, 5 against.

Professor Sollars suggested another amendment to the policy which is to eliminate “traditional classroom setting.” She noted that the University Undergraduate Curriculum Committee questioned the use of the current language and wondered what courses would be excluded from adhering to the policy. She moved to remove the language. Motion seconded by Professor Lindquist, Agronomy & Horticulture.

Professor Bouma, English as a Second Language, pointed out that the syllabus policy should apply to graduate courses as well. She stated that it is important that the graduate students also know about the services that are available on campus. President Hanrahan pointed out that we want to provide the same kind of information the syllabus policy requires, even if the students are not taking a traditional course. Professor Woodman questioned whether the policy would require an instructor to establish a contract with each of the students they teach in a non-traditional classroom setting, or if there are multiple sections of courses. President Hanrahan stated that he did not think a separate contract would be needed for each student. He noted that a syllabus could be reproduced as needed. Professor Dussault, Chemistry, suggested that for 999 types of courses there could be a shell syllabus. Professor Sollars pointed out that the syllabus would just provide information on the basic course work that will be required, and it does not have to be a subcontract for a course like an independent study.

President Hanrahan asked for a vote on the amendment to remove “traditional classroom setting.” The motion was approved.

President Hanrahan then asked for a vote on revising the policy. The motion to revise the policy was approved 55 in favor, 1 against.

8.0 New Business

8.1 Motion to Create the Faculty Senate Diversity and Inclusion Committee

President Hanrahan reported that the idea to create a Diversity and Inclusion Committee came from conversations with VC Barker and the ways in which the Senate might be more engaged. He noted that the motion is coming from the Executive Committee and there will be discussion and a vote at the April 28th meeting.

8.2 Open Mic

The comment was made that it would be helpful if we could receive more updates from the academic leadership about the University's response in dealing with COVID-19. President Hanrahan noted that the Chancellor does meet with the Faculty Senate and also the Executive Committee once a month.

Professor Sollars reported that the University is reviewing what our peers are doing with AP credits which are changing for the B.A. She stated that we are being very proactive and reaching out to students so we are not getting behind in recruiting.

The meeting was adjourned at 4:33 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 28, 2020, at 2:30 p.m. via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.