

UNL FACULTY SENATE MEETING MINUTES

October 6, 2020

Presidents Nicole Buan, Steve Kolbe and Kevin Hanrahan, Presiding
Zoom Meeting

1.0 Call to Order

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

2.0 Announcements

2.1 Random Testing for COVID-19 Now Available on Campus

President Buan reported that randomized mitigation diagnostic testing for faculty, staff, and students is now available on campus at a site located in the East Stadium Loop parking lot outside of the Coliseum on City Campus. She encouraged faculty members to get tested as the results will help us develop a better understanding of the prevalence and spread of the virus in the campus community.

2.2 Academic Planning Committee's Public Hearing on Proposed Budget Cuts

President Buan stated that the APC's public hearing on the proposed budget cuts are as follows:

October 7, 2020 – Elimination of the undergraduate Dance Program in the Glenn Korff School of Music in the Hixson-Lied College of Fine and Performing Arts. Registration deadline noon, October 5.

October 14, 2020 – Elimination of the Department of Textiles, Merchandising, and Fashion Design in the College of Education and Human Sciences. Registration deadline noon, October 12.

October 21, 2020 – General hearing on Phase 2 budget reductions including the elimination of the Masters in Athletics Administration in the College of Business and the Hospitality, Restaurant, and Tourism Management Program in IANR. Registration deadline noon, October 19.

She stated that the hearings will be conducted by Zoom beginning at 3:00 and anyone wishing to speak must register by the deadline date.

3.0 Chancellor Green

Chancellor Green noted that this has been a hard and fast semester and he wanted to thank the faculty and staff for all of the tremendous work they have done to make it happen successfully. He pointed out that it has been 222 days since we went to remote classes on March 30th and we are now in the 8th week of fall classes.

Chancellor Green reported that last year our enrollment was down slightly in all categories and we initially thought we would see an 8-9% in tuition revenue loss for this year, particularly with concerns of the impact on international enrollment from the global pandemic and the political climate. However, he stated that he was very pleased to see that for the sixth year in a row we have more than 25,000 students enrolled, and he attributed this to our faculty. He stated that we are down slightly in student credit hour production, mostly due to the loss of international students, but we initially thought we would be down about 40% in international students however we are only down 18%. He noted that we have seen a 6.5% overall growth in underrepresented minority students this year. He stated that we are concerned with retention rates for the spring semester, particularly for first-time students due to the impacts of the pandemic.

Chancellor Green noted that there will be a new three-week interim session following the conclusion of the fall semester at Thanksgiving this year and approximately 1,000 students have registered so far. He pointed out that students can register up to Thanksgiving and many of the

courses are already full. He reported that there will be another intersession in January following the holiday break and the enrollment period will occur during the same time as enrollment for spring courses. He noted that the Board of Regents is being presented with a resolution calling for the spring semester to start on January 25th and be compressed like this fall semester.

Chancellor Green stated that we have learned significantly from this semester how best to deliver some of our courses under the constraints of social distancing. He pointed out that more than likely we will be in the same scenario in the spring semester as we currently are due to the pandemic. He reported that a large percentage of our courses are being delivered in the flex model due to meeting social distancing requirements. He noted that while this delivery method works well for some courses, it does not work well for others and the EVC office has been studying carefully the success of courses across the institution and moving forward with the spring semester. He stated that there is consideration for having courses with 75 or less students meet in person, optimized across our instructional spaces. Class sections over 75 students would be encouraged to meet remotely.

Chancellor Green stated that he was happy to announce that the proposed elimination of the Dance program in the Glenn Korff School of Music has been cancelled and a new proposal has come forward from the Hixson-Lied College of Fine and Performing Arts. He noted that the outpouring of support for the Dance program from people around the world, along with support from donors enabled the College to retain the program. He stated that the Hixson-Lied endowment fund has dedicated funding to support student scholarships which relieves the College of the remissions for student scholarships and noted that a Friends of Dance fund has also been created which will raise \$50,000 a year to help support the program. As a result, Dean O'Connor asked that the proposal for elimination of the program be removed and this was accepted by the APC.

Chancellor Green stated that the public hearing on the proposal to eliminate the Textiles, Merchandising, and Fashion Design department will be next Wednesday, October 14th and the public hearing for the rest of the proposed cuts will be on Wednesday, October 21st. He reported that the APC has been making good progress and have been doing hard work reviewing hundreds of pages of documentation provided by EVC Spiller and VC Boehm, and reviewing all of the letters of support for the programs proposed for elimination.

Chancellor Green said that he believes UNL has done remarkably well in dealing with the COVID-19 pandemic. He pointed out that there has been an increase in positive cases not only in Lincoln, but in the state and across the Midwest but we have been successful in mitigating outbreaks of the virus in our campus community. He pointed out that there have been no documented transmitted cases from the academic environment, but some Greek organization houses and the floor of one dormitory had been quarantined for protection from further spread. He reported that we have increased our testing ability by adding additional days and times when people can be tested, and we are now conducting randomized mitigation testing. He noted that emails are now going out to groups of faculty, staff, and students encouraging them to get tested, but in the first weeks response rates have been lower than desired to be able to assess population parameters (e.g. only 34% of the faculty and staff identified had responded to taking the test). He stated that the University is also encouraging people to get a flu shot.

Chancellor Green noted that additional work has been conducted on the proposed revisions to the Regents Bylaws and the language has now been finalized. He reported that the next step will be to seek agreement with the proposed changes from the other campuses and the goal is to have the first reading of the changes by the Board of Regents in December.

Chancellor Green stated that it was good to see the Lied Center for the Performing Arts having performances again and noted that great care went into how to be able to open the Center safely. He pointed out that having competitive sports again on campus is now underway and the football team is preparing for its first competition on October 24th. He noted that there is a home game scheduled for November 21 when finals begin, and he is working with the Big Ten to ensure that

the game doesn't happen at a time that interferes with finals.

Chancellor Green reported that he is expecting an announcement soon of a substantial donation to the College of Engineering that will support a significant number of student scholarships.

Professor Brown Kramer, Psychology, asked if there were plans to offer extended housing after the semester ends at Thanksgiving for those students who either do not want to go home or are unable to go home. Chancellor Green stated that we are doing everything to accommodate these students. He pointed out that we kept around 350 students on campus in the spring when the campus first went to remote learning and the plan is to have housing available for those students who for various reasons are unable to return home.

Past President Hanrahan stated that in previous budget cuts a line item spreadsheet was available online. He asked when this will be available. Chancellor Green reported that the plan is to get this out soon. He noted that the Phase 1 spreadsheet will be posted first and then followed shortly thereafter with the Phase 2 spreadsheet.

Chancellor Green pointed out that everyone is feeling the effects of dealing with this pandemic, whether from continually wearing a face covering to conducting courses and businesses differently and on an evolving basis to provide flexibility, it is hard work and he recognizes it is tiring for everyone. He thanked everyone for the work they are doing and for their commitment to the students, to our research programs, and outreach of the University. He reminded everyone to take very good care of themselves during these challenging times.

4.0 Implementation of Duo Authentication (CIO Tuttle, AVP Haugerud, Manager Black)

CIO Tuttle wanted to thank the Information Technologies and Services Committee for its work in helping to get the two-factor authentication process implemented. He pointed out that the university is requiring two-factor authentication which confirms a person's identity when logging into the University computing system. He reported that currently students and staff are in the process of implementing Duo Authentication and the deadline date for faculty members is December 15. He noted that staff will be available to help faculty members set up Duo Authentication. AVP Haugerud stated that the implementation by staff and students is going well. He pointed out that our peers that have implemented a two-factor authentication system have had zero compromises of their system and our environment will be more secure which also allows the IT support staff to focus on other work.

Manager Black reported that 81% of faculty at UNO are already enrolled in Duo Authentication while only 74% are enrolled at UNL. He stated that 93% of UNL staff and 89% of students are enrolled (as of October 22, 100% of staff and students have enrolled in Duo). He pointed out that it only takes a few minutes to enroll in Duo Authentication and the process is straight forward with links to a support room if help is needed. He stated that the central Help Center is available 24/7.

President Buan asked if Tuttle, Haugerud, and Black could discuss the email message that was sent out to some administrators regarding the Cortex security program. CIO Tuttle reported that an email was sent to chairs to work with their department IT people to install a security program called Cortex on devices owned or funded by the University. He noted that our license with Cortex also allows for protection on personal equipment. He stated that Cortex is an endpoint security system. AVP Haugerud reported that Cortex is replacing Symantec and it is a more robust security program. He noted that one of our peers recently went through a breach of security which resulted in a computer being infected. He noted that the University's General Counsel has now created a means for the University's campuses to share information should there be a security breach.

Past President Hanrahan stated that his students get timed out when loading a class project into VidGrid and asked if IT can get a more robust version of the program so this does not occur. CIO Tuttle stated that he can reach out to IT about this and to let him know if problems continue. He

stated that he would have IT Academic Technology Director Dave Johnson contact Past President Hanrahan to get more information so the problem can be corrected.

Professor Billesbach, Biological Systems Engineering, noted that he has automated data collection systems that daily sends raw data back to him and he questioned how Duo Authentication would work with these automated systems. AVP Haugerud stated that there are a couple of options available. He noted that with Office 365 Duo asks for identification one time unless something has been changed by the client. He stated that IT could see about getting this remotely loaded into the system for Professor Billesbach. He noted that that IT will work on a case-by-case basis to find the most secure way for these automated data collection systems to work.

Professor Vakilzadian, Electrical and Computer Engineering, noted that he had to authenticate himself to get access to Canvas and pointed out that there are so many passwords that are required. He asked if there are any recommendations to better remember the numerous passwords that many people have. AVP Haugerud noted that it is difficult to remember so many different passwords and what he usually does is to use phrases as passwords. He stated that another option is for people to get password manager. CIO Tuttle stated that IT is working on closing the gap with the need for different passwords and using Duo Authentication should help because you can log into it for a 24-hour period. Manager Black pointed out that a user can check the remember me for 24-hour button when the Duo sign-in screen appears.

Professor Gruverman, Physics & Astronomy, asked if users need to set up their computer for accepting cookies when using Duo Authentication. Manager Black stated that this would need to be done to allow for pop-ups.

5.0 Approval of September 1, 2020 Minutes

President Buan asked if there were any revisions to the minutes. Hearing none she called the question and asked the Senate to vote on approving the minutes. The minutes were approved.

6.0 Committees

6.1 Academic Standards Committee (Director Kerr)

Director Kerr stated that she provides coordination for the Academic Standards Committee which is tasked with reviewing undergraduate appeals for reinstatement when a student has been academically dismissed. She stated that three faculty members are selected from a pool of Committee members to review the written appeals and this occurs in January, May, June, July and August but due to COVID there were some policy changes and students were not dismissed after the spring semester and very few students were dismissed this summer. She noted that 42% of students this past year were reinstated, and students have one semester to improve their GPA.

Director Kerr stated that students do have the option of filing an appeal to the EVC Office or VC of IANR office but only five students filed an appeal with the EVC Office declining three and IANR approving two. Professor Woodman, School of Biological Sciences, asked if there is a cultural difference in how IANR approaches the appeals. Director Kerr reported that the numbers have been more consistent in previous years, but she is not sure the approaches both offices take when considering appeals.

6.2 Faculty Compensation Advisory Committee (Past President Hanrahan)

Past President Hanrahan noted that in the Senate packet was a copy of the annual letter with the FCAC's recommendations about salary increases that is sent to the Chancellor. He noted that the Committee's priority was making sure that promotion and tenure raises went through this year. He reported that benefits are still secure but there was no cost of living adjustment and there were no improvements in the mileage rate. He reported that UNL faculty salaries are still 9% below the average of our peers with the greatest disparity in full Professor positions.

Past President Hanrahan reported that the FCAC wants to focus on salary compression and getting

faculty salaries more in line with our peers. He stated that the Committee also wants to look deeply into equity issues within the colleges, and this includes looking at Lecturer salaries. He stated that under the leadership of VC Boehm IANR did this kind of analysis which resulted in the detection of equity disparities which have since been corrected. He stated that the FCAC is planning to conduct these types of examinations more frequently.

Professor Woodman asked if the FCAC has asked whether evaluations from the spring semester will be used for merit evaluations given that the semester abruptly had to go to remote learning. Past President Hanrahan stated that this subject will be on the FCAC's agenda for its September meeting.

Professor Brown Kramer thanked the FCAC for the work the Committee is doing especially for paying attention to the status of Lecturer salaries. She asked if the 9% lower rate for faculty salaries compared to our peers was for the overall faculty or specific ranks. Past President Hanrahan stated that he thought it covered the different types of faculty. Past President Purcell, and former chair of the FCAC, stated that the data may have been based only on tenure-track and tenured faculty members. Past President Hanrahan stated that he would review the report.

Professor Stevenson, English, appreciated the FCAC keeping the Lecturer salaries on its agenda. She noted that the College of Arts & Sciences' ad hoc committee on Lecturer status was hoping that Lecturers could be promoted to a Senior Lecturer after a period of time, but she understands that this suggestion has been paused at the EVC level. She asked if the FCAC could weigh in on this. Past President Hanrahan stated that the FCAC can inquire about it.

7.0 Unfinished Business

7.1 Additional Proposed Revisions to Regents Bylaws

President Buan stated that the additional proposed revisions to the Regents Bylaws are being presented to the Faculty Senate and they will be voted on at the November 3 Senate meeting.

Past President Hanrahan reported that most of the proposed changes that were originally proposed by the Ad Hoc Committee to Remove the AAUP Censure are back in the revisions, but General Counsel wanted to use the language "administrative leave of absence" rather than suspension. He stated that the administrative leave of absence can apply to anyone who has an academic appointment with instructional or research duties. He noted that there is new language regarding leave based on mental health concerns but there needs to be clear and effective identification regarding the concerns and a mental health provider must be consulted. He pointed out that if the mental health leave is over 90 days there needs to be an additional review by a faculty committee, and if necessary, a threat assessment committee. He reported that should an expiration of the faculty member's appointment occur within the leave period requires the President of the Board of Regents to file a complaint with the Academic Freedom and Tenure Committee as stated in section 4.15.2(b) of the Bylaws. An individual can waive their right to a termination hearing then they may do so in writing the Chancellor and the faculty committee. If the individual does not respond within 20 days, they will be understood to have waived their right to a termination hearing.

Professor Billesbach questioned the 20-day notice for responding and suggested there should be remediating language included in this section should the individual be unable to respond due to unforeseen circumstances such as hospitalization. President Buan pointed out that some faculty members would not respond at all and asked if the Academic Rights & Responsibilities Committee should be convened if no one shows up. Professor Falci, former chair of the ARRC, thought there could be some additional language added to allow an extension beyond the 20 days and suggested the request would need to be made in writing. There was further discussion about the 20-day language and the ability to request an extension.

Professor Billesbach moved that a person, or their proxy, be allowed to request an extension which would be sent to the faculty committee. The request must be made within the 20-day time period.

Professor Dam, Metro Extension, seconded the motion. After further discussion, the Senate approved the motion.

7.2 Proposed Revisions to UNL Bylaws

President Buan reported that in accordance with the proposed revisions to the Regents Bylaws, the UNL Bylaws need to be amended to be consistent with the Regents Bylaws. She stated that the proposed changes are being presented and would be voted on at the November 3 meeting.

7.3 Further Proposed Revisions to the Academic Rights and Responsibilities Procedures

Professor Falci stated that the proposed changes to all five of the Academic Rights and Responsibilities Procedures are to make the language consistent with the proposed changes to the Regents Bylaws and have been recommended by the Academic Rights and Responsibilities Committee.

8.0 New Business

8.1 Open Mic

Professor Nicholas, Textiles, Merchandising and Fashion Design, urged the Senate members to attend the APC's public hearing on October 14th about the proposed elimination of her department. She stated that there are concerns with the information sharing and consultation process with the proposed cut and she does not believe the process has been fulfilled to the standards defined in the Procedures to be Invoked for Significant Budget Reallocations and Reductions. She reported that there was no consultation between the Dean and the faculty in TMFD, and the faculty were briefed on the proposed elimination shortly before the proposals were made public.

Professor Nicholas pointed out that there are eight faculty members in TMFD: 1 full professor, 1 tenured associate professor, and 6 tenure track faculty members, 4 of whom are going up for tenure in 2021. She noted that there was a large turnover of senior faculty with the VSIP. She stated that three faculty members have research appointments with the Agricultural Research division of IANR and the program offers unique programs to the State as well as the region. She noted that there are 4 graduate degree specializations and there is a quilt study certificate program. She reported that the department also serves the diversity and inclusion mission of the university with 85% of the students identifying as females. She pointed out that eliminating TMFD raises the questions for smaller units with the new budget model ignoring the uniqueness and value of the program. She stated the department welcomes support of the faculty.

Professor Gailey, English, reported that the UNL AAUP Chapter sent an email to Chancellor Green and EVC Spiller asking for more transparency in the budget decision process and the Chancellor's response was "As far as I am aware, the UNL Chapter of AAUP is an independent organization, wholly outside of UNL institutionally, who has no formal standing in UNL governance and does not represent the general faculty and staff of UNL in these or other matters. There seems to be some confusion about the UNL AAUP's role, or lack thereof, as this is the second time in the past month that the UNL AAUP Chapter has indicated its desire to direct the University with their actions, surveying of faculty beyond AAUP members, and communications to the general public." She stated that she does not believe the Chancellor's response is supportive of shared governance.

The meeting was adjourned at 4:59 p.m. The next meeting of the Faculty Senate will be held on Tuesday, November 3, 2020, at 2:30 p.m. via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.