

**UNL FACULTY SENATE MEETING MINUTES**  
**January 14, 2020**  
**City Campus Union, Regency Suite**  
**Presidents Kevin Hanrahan, Nicole Buan, and Sarah Purcell, Presiding**

**1.0 Call to Order**

President Hanrahan called the meeting to order at 2:32 p.m.

**2.0 Announcements**

**2.1 Upcoming Executive Committee Elections**

President Hanrahan noted that elections to the Senate Executive Committee will be occurring at the April 28<sup>th</sup> meeting and he wanted to encourage Senators to consider running for election. He pointed out that serving on the Executive Committee provides a good opportunity to see what goes on behind the scenes at the University and the opportunity to meet directly with the Chancellor, Executive Vice Chancellor, the Vice Chancellor of IANR, and other administrators. He stated that anyone interested should contact Coordinator Griffin ([kgriffin2@unl.edu](mailto:kgriffin2@unl.edu)).

**2.2 Video on Academic Freedom**

President Hanrahan reported that one of the goals of the Senate Executive Committee is to educate the faculty about academic freedom. He stated that he would like to have a short video created on the subject which would be provided to Senators, who could then present it to their department. He asked that anyone interested in working on the video to contact him ([khanrahan2@unl.edu](mailto:khanrahan2@unl.edu)).

**2.3 Faculty Senate Resolution**

President Hanrahan noted that at the December meeting, a resolution was passed to develop governance of financial oversight committees in colleges if one has not already been established. He urged Senators who are in colleges that have not begun development of this committee to speak to the other departments in their college to encourage their dean to create this important committee.

**3.0 Chancellor Green**

Chancellor Green welcomed everyone back from the holiday break. He stated that before the holidays, and during the break, the four co-chairs of the N2025 Strategic Plan continued to work on preparing the final draft of the plan. This was after hosting 29 meetings and forums across campus during the fall semester and receiving widespread feedback and input across the University. In the past week, the full N2025 Strategy Development Team has reviewed the resulting plan as well as the Academic Planning Committee. He noted that the plan is decidedly and appropriately ambitious and he believes it is leading us in the right direction to meet the N150 Vision. He stated that he has now accepted the N2025 Plan as final and it is now being prepared to rollout to the campus with the State of Our University address on February 14, at 10:30 a.m. at Nebraska Innovation Campus. He noted that the State of Our University address will have a different format this year, where in addition to the traditional Chancellor's assessment of the state of our University, we will have the addition of each of the deans reporting on the state of the academic colleges. He encouraged all to attend and participate.

Chancellor Green stated that this semester the governing structure of the incentive-based budget model is being finalized in preparation for implementation on July 1, 2020. He reported that an overall University Budget committee is being formed as well as the formation of sub-committees to deal with space allocation, data quality, and support unit allocation. The Data Quality subcommittee initiated its work just before the holiday break. He noted that we are very much on track with where we need to be with finalizing the governance structure. He also was pleased to announce that Professor Ken Bloom, a member and former chair of the Academic Planning Committee, has been appointed in the role of Faculty Associate in the budget model governance process. He noted that Professor Bloom will serve part-time as the faculty representative, and he

appreciates his leadership in this process.

Chancellor Green reported that the State Legislature is now at work in its' short session, which is a non-budget setting year. He pointed out that next year the biennium budget planning process will occur for fiscal years 2022 and 2023. He stated that it is anticipated in this session that recent increased revenue above that forecasted for the State is being proposed to offset property taxes during this current biennium. He reported that there are a few bills surfacing in the Legislature which would positively impact the University. The first is the Governor's proposed Nebraska Career Scholarships Program which would invest \$16 million over the next four years, half of which would go to students across the NU system who are pursuing degrees in high-demand fields such as engineering, mathematics, healthcare and information technology. He stated that a second bill, being introduced by Senator Bolz, recommends funding for water research conducted by the University.

Chancellor Green reported that another bill proposed by Senator Hunt has to do with student athletes' being allowed to receive compensation for their name, image, and likeness. He noted that California has put into place a similar law scheduled to take effect in 2023, and many other states have followed with proposed legislation. He stated that the debate on this issue is just beginning and that there will likely be a federal solution to the issue. He noted that he has been asked to serve on a subcommittee of the Big Ten Board of Directors on this issue.

Chancellor Green reported that he met with Interim President Fritz, Interim Provost Jackson, and General Counsel Pottorff to discuss the proposed revisions to the Regents Bylaws forwarded by the Senate. He noted that there has been comprehensive legal review of the proposed revisions and while there are largely no substantive changes recommended, there was disagreement about using the term "immediate suspension" rather than "administrative leave." As a result, the Senate will be asked to reconsider the use of the phrase immediate suspension.

Chancellor Green stated that he is excited about the campus being in a position this summer where there will no longer be any interims in the University's senior leadership positions. He reported that Dr. Shari Veil has been hired as the new dean for the College of Journalism and Mass Communications and will assume her role on July 1. He stated that the searches for the Vice Chancellor for Student Affairs, the ASEM Director, and the Institutional and Equity Compliance Director are all underway with the expectations that these appointees will be named and assume their roles this spring. When these searches are completed, the entire UNL senior leadership team, with the exception of one college dean, will have been appointed since 2016. Dr. Green indicated that he is very proud of the leadership we have attracted and assembled and is excited about working with what he considers to be the best leadership team in higher education.

Past President Purcell asked whether the proposal to revise the Extension Educators section in the Regents Bylaws has gone forward to NU President Carter. Chancellor Green stated that the proposal was discussed with Interim President Fritz, but the resolution was not forwarded at that time to the Regents. He noted that he is meeting with President Carter very soon and is planning to discuss the proposed changes with him.

Professor Woodman, School of Biological Sciences, pointed out that there has been a proposal for a couple of years now to allow Professors of Practice to serve on the Academic Rights and Responsibilities Panel. He asked about the status of the proposal. Professor Peterson, Agricultural Economics, stated that all of the proposed changes to the Academic Rights and Responsibilities Panel have been combined in one packet, and they are waiting to go forward to the Board of Regents. Chancellor Green indicated that is correct and that the changes in the ARRC are a part of what is being prepared for evaluation for Board approval.

Professor Lindquist, Agronomy and Horticulture, noted that the VSIP applications are being reviewed and asked what the reason would be for rejecting the application. Chancellor Green

stated that there is a review period with the academic units to ensure that the applicant fits all of the requirement criteria and to see if the unit can afford the cost associated with the retirement of the faculty member. He said that he knows of no denials of any application. He pointed out that applicants have a period of time after they have obtained their contracts to submit them.

### **3.0 Ombudsman Office (Professor Rodrigo Franco Cruz and Professor Marjorie Kostelnik)**

President Hanrahan welcomed back having an Ombudsman Office for faculty. He noted that the Office opened on Monday, and there was an announcement in Nebraska Today. He stated that information on the office can be found on the web at <https://executivevc.unl.edu/faculty/life/ombuds> and asked Senators to share this information with their colleagues.

Professor Franco Cruz, Veterinary & Biomedical Sciences, stated that the service is to help faculty address concerns that may arise. He pointed out that the Ombudsman are completely neutral and advocate for fairness and will provide information to faculty members on how they can move forward to address an issue. He stated that both he and Professor Kostelnik can be reached at [ombuds@unl.edu](mailto:ombuds@unl.edu).

Professor Kostelnik, Child, Youth & Family Studies, stated that there are four principles at the heart of ombudsman: confidential, neutral, informal, and independent. She stated that she and Professor Franco Cruz are now both members of the International Ombudsman Association and have been in training since early fall, and will have yearly training. They have visited the University of Michigan and Oklahoma State University to look at their ombudsman services, and have examined numerous university websites. She noted that a yearly report will be given to the Chancellor, however it will not provide any information as to who they have spoken to or what type of concerns have been discussed. She pointed out that if she and Professor Cruz see that the same issue keeps arising, they may get the help of the Faculty Senate to address an issue.

Professor Kostelnik reported that all discussions will be kept confidential, and no formal records will be kept. She pointed out that people will be cautioned not to describe their issue in an email due to FOIA concerns. She stressed that they want to keep everything very confidential. She noted that permission will need to be given by the person filing a complaint if either she or Professor Franco Cruz need to talk to other people to try to resolve an issue. She stated that the Ombudsman's Office is not part of any executive group or formal process. She stated that if a complaint should move into a more formal process, such as filing with the Academic Rights and Responsibilities Committee, that governing process will take over.

Professor Franco Cruz noted that although he is located on East Campus and Marjorie is located on City Campus, anyone can go to either one of them. He noted that they are currently working out of their offices, and they will have open office hours. Professor Kostelnik stated that people should only provide their contact information when they first contact the Ombuds Office arrange an initial meeting, and then, either she or Professor Franco Cruz will respond to the person within 48 hours. She pointed out that they can recommend meeting in a different location if that would make the person feel more comfortable.

Professor Franco Cruz reported that they have met with the Academic Rights & Responsibilities Committee about collaborating. He noted that the ARRC often first tries resolving complaints informally, and the Ombudsman Office can help alleviate the pressure on the ARRC and perhaps prevent conflicts so they do not get elevated to a more formal process.

Professor Kostelnik stated that the ombudsman will not advocate for anyone, do not provide legal advice, are not considered Title IX responsible employees, and if a case is moved to the ARRC, they would not be a part of the process. She stated that any issues that involve Title IX issues must go to the Title IX office. She noted that most conflicts are peer related.

Professor Kostelnik recommends faculty members review their college bylaws to see if there are any policies or guidelines that would pertain to a complaint they may want to raise with the ombudsman. She noted that other universities they consulted with recommended having explicit policies in place, and in time, she believes the ombudsman will be able to detect policies that are ambiguous, need to be updated or are in conflict with other policies.

Professor Lee, Communication Studies, asked if TAs would be able to go to the ombudsman. Professor Kostelnik pointed out that only faculty members can use the ombudsman services. Professor Franco Cruz noted that the service is only for faculty members within the university.

Professor Glider, School of Biological Sciences, asked how the services of the ombudsman are different from the ARRC. Professor Kostelnik stated that the ARRC has an initial step that is informal where the Chair speaks to a complainant and tries to see if an issue can be resolved without having to resort to the formal process of filing a complaint and having an investigation. She noted that there is now an agreement with the ARRC that they could refer faculty members to the Ombudsman Office first for the informal process. Professor Peterson noted that in the revisions to the ARRC procedures, there were some changes made regarding the informal process.

Professor Woodman asked for clarification on why the ombudsman would not automatically report a Title IX issue. Professor Franco Cruz stated that this has not been discussed with the administration yet. Professor Kostelnik noted that she and Professor Franco Cruz will be going to a training session in March to discuss the informal process with the Title IX office.

President Hanrahan noted that when the ombudsman positions were created the description of the role implied that the ombudsman office would report directly to the Faculty Senate President and would be accountable to the Chancellor. Professor Franco Cruz noted that this question was raised at the IANR luncheon. He stated that the report from the Ombudsman Office will be discussed with the Senate President. Professor Kostelnik noted that while the ombudsman will meet with the Senate President every semester, their reporting line is to the Chancellor.

Professor Lindquist, Agronomy & Horticulture, asked them to define what they mean by fairness. Professor Franco Cruz stated that they are trying to make it clear that they are not advocating for one party against another party. He pointed out that their role is to provide information on how concerns can be addressed.

Professor Glider asked what the process would be for informally resolving issues, particularly if the other party involved in a complaint is not contacted. Professor Kostelnik stated that she and Professor Franco Cruz could provide suggested ideas on how to approach an issue, which could include contacting the chair of a department, provided that the person making the complaint gives permission for the ombudsman to do so. She noted that the process would be similar to what the ARRC has been doing, and the hope is to take some of the burden off the ARRC chair.

## **5.0 Approval of December 3, 2019 Minutes**

President Hanrahan asked for discussion or revisions to the minutes. Hearing none, he asked for approval of the minutes. The minutes were approved.

## **6.0 Committee Reports**

### **6.1 Academic Planning Committee (Professor Clarke)**

Professor Clarke reported that the APC met twelve times last year, including one time over the summer. She noted that the APC conducted a series of academic program reviews, worked on revising the Procedures to be Invoked for Significant Budget Reductions and Reallocations, met with the Chancellor and discussed: enrollment, changes to the budget model, and updates about campus construction projects. She noted that the Committee met with co-chairs of the draft N2025 plan, and heard periodic reports from the Vice Chancellors. She stated that they discussed regarding some discrepancies with how APRs are handled in IANR and noted that there have been

some minor revisions to the APR Guidelines. She reported that the APC also considered requests for new graduate certificates, new centers, and reviewed several project initiation requests. She stated that next calendar year the APC will watch for any governance issues with the new budget model, will continue to receive updates on the N2025 strategic plan, and will formalize changes for the APR guidelines.

Professor Glider asked if the APRs differ greatly in IANR. Professor Clarke stated that there is one set of guidelines used for both IANR and City Campus, but the length of time allocated for the APRs on City Campus has become shorter which has caused some scheduling problems. Professor Sollars, Veterinary & Biomedical Sciences, pointed out that in the recent past many units in IANR were covered by the USDA and their APRs had to meet USDA guidelines, but this is no longer the case.

### **6.2 University Undergraduate Curriculum Committee (Professor Dodd)**

Professor Dodd noted that the UUCC's responsibility is to provide a campus-wide perspective on curricular issues and to oversee the ACE program and its recertification; however the incentive-based budget model will be impacting the work of the Committee. He stated that the UUCC is being more vigilant about not having course duplication, and the Committee has enlisted the aid of advisors who are more knowledgeable about the courses being offered and whether there is possible duplication.

Professor Dodd reported that the UUCC has been discussing concern over departments attempting to weaponize ACE courses to increase enrollment. As a result, the UUCC is putting a moratorium on certifying existing courses as an ACE course, however ACE certification is still open to new courses.

Professor Dodd stated that the UUCC is considering decertifying ACE courses that are infrequently taught. He noted that it is difficult to assess these courses, and students use a degree design software program that looks for a specific course, but if the course is rarely taught it creates problems for the student. He stated that the UUCC is suggesting that an ACE course needs to be offered a minimum of every three years. He noted that departments have been asked to inactivate courses if they are not offered regularly. President Hanrahan asked if the UUCC is asking the Senate to consider a resolution on the moratorium and decertification. Professor Dodd stated that the Senate did not need to vote on the moratorium, but would on the decertification of ACE courses. Professor Sollars noted that in two years, the ACE 10 courses will be reviewed and the following year the entire ACE program will be reviewed. She stated that if the review indicates that there should be some modifications to the ACE program, there will need to be discussions with the Senate. President Hanrahan asked if there were any comments about the moratorium. Professor Dodd stated that the UUCC would be happy to receive feedback.

### **6.3 Intercollegiate Athletics Committee (Professor Wilkins)**

Professor Wilkins reported that the IAC has a subcommittee that assesses the academic support services for student athletes, and this year the subcommittee looked at the tutoring program. He stated that the completed review indicated that the tutoring oversight program is well run and tutors report general satisfaction with the program, but there were indications there was a high turnover rate with undergraduate tutors. In addition to the high turnover rate, there was concern from the subcommittee that undergraduate tutors pose a greater risk of violating NCAA regulations. The subcommittee suggested that Athletics hire more professional tutors from the local community and to include more tutors from graduate schools.

Professor Wilkins stated that another subcommittee of the IAC is the scheduling oversight committee, which is composed of the Past IAC Chair, the current Chair, and Associate Athletics Director for Academics. He reported that each team must submit a schedule to see how many classes the team would miss for travel and competition. He noted the subcommittee ensures that the teams comply with the Missed Class Policy. He pointed out that the subcommittee can and

does grant exceptions to the missed class policy provided that those exceptions are reported to the entire IAC. He noted that exception requests can arise due to Big Ten scheduling or NCAA competitions.

Professor Wilkins reported that there is also the IAC's transfer appeals committee, which convenes at the request of a student-athlete, but no cases were heard this year.

Professor Wilkins stated that the IAC selects the student-athletes of the year, and the winners for the 2018-19 academic year were Mikaela Foecke (Animal Science; Volleyball) and Anton Stephenson (Nutrition and Health Sciences, Men's Gymnastics).

Professor Wilkins noted that last year the Senate asked Past Chair Fuess to review the Athletics Department's policies and procedures when a student-athlete is contacted by law enforcement. He noted that there was no written policy, but the IAC has encouraged Athletics to draft a policy which he will forward to the Senate when it is received.

Professor Wilkins reported that Business had the highest number of student athletes (152) followed by Education and Human Sciences (135), and Arts and Sciences (116). He noted that at the last meeting of the IAC, the Assistant Registrar discussed student metrics and graduation rates and noted that the graduation rate for student-athletes was 69% which is the same for the overall student body. He noted that the graduation success rate (GSR) for student athletes increased for the fifth consecutive year to 93% which is above the NCAA Division I average of 89%. He pointed out that Nebraska's all sport GSR is third among the Big Ten universities. He reported that the 2019 GSR for male student-athletes climbed to 92%, which exceeds the NCAA Division I average of 85%, and for female student-athletes the GSR is 95% which exceeds the NCAA Division I average of 94%.

Professor Wilkins stated that the IAC has been discussing the payment for name likeness of student athletes and how this is progressing in the country. He noted that it is unclear what will happen, but the Committee will keep on top of the issue. He reported that the IAC has also briefly discussed sports betting, and pointed out that Iowa now has sports betting and a bill is scheduled to be introduced in Nebraska.

Professor Lee noted that last year wrestling was significantly behind in the GSR rating. He asked if there have been improvements. Professor Wilkins stated that the team has improved and is now in the median of GSR.

Professor Billesbach, Biological Systems Engineering, noted that 19 teams report GSRs and asked if any of the teams are so sparsely populated that it would skew the rating. Professor Wilkins stated that offhand, he does not know the specific numbers, but he believes no team has less than ten members.

Professor Woodman pointed out that there is a form that is sent to faculty members asking for tutors to help athletes. He inquired whether this allows tutors to help with graded activities of the student-athlete. Professor Wilkins stated that he is unaware of the form. Professor Woodman suggested the IAC examine the form and consider some options.

Professor Brown Kramer, Psychology, asked if Athletics can provide instructors a list of at least the estimated absences student-athletes will have prior to the instructor developing the course syllabus. She pointed out that if instructors know what days are more likely for student athletes to be absent, the syllabus could be adjusted accordingly. Professor Wilkins stated that this could be brought to Associate Athletic Director LeBlanc for consideration.

Professor Weissling, Special Education and Communication Disorders, asked if the surveys of tutors have been reviewed to see why there is a high turnover. Professor Wilkins stated that it is in

the subcommittee's report which he will forward to the Senate.

President-Elect Buan asked if the IAC looks at the number of concussions and physical injuries student-athletes sustain. Professor Wilkins stated that the IAC has not done this, although it is in the purview of the Committee. He noted that there are protocols that must be followed when a student-athlete sustains a concussion. He asked what aspects of the injuries should be considered. President-Elect Buan suggested that the number of injuries, how they relate to other teams, and how it impacts academic performance could all be tracked. Professor Wilkins stated that injuries are tracked based on the sport, but not down to the individual athletes.

#### **6.4 Teaching Council (Professor Kautz)**

Professor Kautz reported that the Council met three times last year and reviewed and recommended candidates for the following teaching awards: Annis Chaikin Sorensen Award, the OTICA, and the UDTA. He stated that the Council spent time discussing the Century Club and its monthly meetings of the Club for faculty that are teaching large lecture sessions. He stated that the Council decided to discontinue the Club in its current format and instead work with the Transformative Teaching Center to create more workshops for these instructors.

#### **7.0 Unfinished Business**

No unfinished business was discussed.

#### **8.0 New Business**

##### **8.1 New UNL Recycling Program (Office of Sustainability - Prabs Shrestha and Verdis Group - Belyna Bentlage)**

Mr. Shrestha stated that the Office of Sustainability is doing something new this semester by working with the Verdis Group. He stated that there will be some changes made to UNL's recycling program as a result.

Ms. Bentlage stated that the Verdis Group has been in existence for ten years, and helps institutions achieve improvements in their recycling efforts. She noted that over the past ten years the Office of Sustainability and the Verdis Group have saved 1.8 billion kBtu of energy, 62 million pounds of waste diverted, 620 million gallons of water saved, 195,000 metric tons CO<sub>2</sub> prevented, and 17 master plans have been completed. She noted that UNL has received a Silver standing with its recycling efforts and she believes the campus can reach gold status.

Ms. Bentlage reported that a survey was conducted and the results showed that recycling and landfill processes vary widely across the campus. She pointed out that there are different custodial crews for different buildings and the materials being discarded can vary. She noted that a wide variety of containers leads to higher contamination rates. She stated that the survey indicated that there needs to be a standardization of bins and signage on campus to help improve recycling efforts and recycling needs to be made easier, not just for people with offices in the building, but for the custodial staff as well. She stated that one consideration is to put all materials in one bin, and the plan is to assess the costs associated with doing this.

President Hanrahan stated that one way to make it easier for faculty and staff to recycle is to have someone pick up the recycling in the offices. Professor Franco Cruz questioned how much plastic the labs produce and whether these plastics can be recycled. President-Elect Buan noted that at an IANR luncheon today each lunch container had three layers of plastic. She suggested that the Office of Sustainability should talk with the vendors to explore whether some of these layers of plastic could be eliminated. Ms. Bentlage stated that currently this is outside of their current scope, but suggested that this could be something to look into in the future.

##### **8.2 Resolution on Academic Freedom Statements**

President Hanrahan stated that the proposed Academic Freedom Statements comes from Academic Affairs and the Office is asking the Senate to vote on the proposed statements. He pointed out that

these are statements of values, not policy and will be voted on at next month's meeting.

### **8.3 Resolution on Housekeeping Revisions to Senate Documents/Policies**

President Hanrahan stated that the resolution is to allow the Executive Committee to make simple grammatical corrections to existing Senate policies or documents. He pointed out that any substantive changes would have to come back to the Senate for consideration.

Professor Schubert, Electrical and Computer Engineering, stated that he did not think this resolution was a good idea and he encouraged the Executive Committee to withdraw it. He pointed out that even taking out a comma could have implications that someone on the Executive Committee may not have considered and the Senate carefully reviews resolutions. President Hanrahan stated that the intent is that if a correction should change the policy in some meaningful way it would come back to the Senate for approval. He noted that there will be discussion at the next meeting on the resolution.

The meeting was adjourned at 4:19 p.m. The next meeting of the Faculty Senate will be held on Tuesday, February 4, 2020, at 2:30 p.m. in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.