

## UNL FACULTY SENATE MEETING MINUTES

March 3, 2020

City Campus Union, Presidents Kevin Hanrahan, Nicole Buan, and Sarah Purcell, Presiding

### 1.0 Call to Order

President Hanrahan called the meeting to order at 2:30 p.m.

### 2.0 Announcements

#### 2.1 Senate Elections

President Hanrahan reported that elections to the Senate Executive Committee would occur at the April 28<sup>th</sup> meeting. He noted that elections would be held for the President-Elect, Secretary, and five Executive Committee members. He pointed out that serving on the Executive Committee is a great opportunity to learn more about the University and the Administration, and meets monthly with the Chancellor and Vice Chancellors, and other administrators at various times during the academic year. He encouraged Senators to consider serving on the Committee, and anyone interested should contact either himself, or Coordinator Griffin.

#### 2.2 Update on Proposed Changes to Regents Bylaws and Revisions to ARRC Procedures

President Hanrahan reported that he had been told that the General Counsel's recommended changes to the revisions to the proposed Bylaws changes should be coming back to the Senate for review around spring break. He pointed out that the changes will need to be reviewed carefully with the intent of having the Senate vote on the changes at the April 7<sup>th</sup> Senate meeting.

### 3.0 Chancellor Green

Chancellor Green noted that the State Legislature is at the point where decisions will be made on various bills. He stated that there is good news with the state revenues continuing to be above previous projections, and noted that this bodes well for education. He pointed out that the discussion on a property tax relief bill is currently tying up other legislation, including the bill that would put additional funding into water research. He reported that the N2025 Strategic Plan released last month has been very well received in the state.

Chancellor Green stated that he has been in conversations with General Counsel about the proposed changes to the Regents Bylaws, and he hopes that the Senate will be able to vote on the Counsel's recommended changes on April 7<sup>th</sup>. He pointed out that recommended changes are not substantial, and he is still optimistic that the proposed revisions can be on the Board of Regents' June agenda with a second read in August and approved before the start of the academic year.

Chancellor Green noted that last year there was considerable discussion on campus regarding the student health insurance plans and the proposed significant increase in cost for the students. He pointed out that last year the University made an accommodation to help keep the cost down for the students. He reported that there is now a committee of faculty and students from across the university system working with NU Central Administration to look at student health insurance options with the goal to provide good insurance and to keep the rates as low as possible. He noted that the committee should be submitting a report in April. He reported that a similar study is being done on our retirement benefits.

Chancellor Green wanted to congratulate this year's winners of the University-wide system awards. He stated that the OTICA award went to UNL Professor Walter Stroup, who is here serving as Senator, and UNL Professor Jody Kellas. He noted that UNL Professor Ed Cahoon received the ORCA award.

Chancellor Green stated that he wanted to provide an update on COVID-19, which is on everyone's mind. He reported that there is a taskforce that is working daily to decide what actions we need to

take if there is an increase in rates of local infections. He stated that the taskforce is in close contact with UNMC, which is one of the health care leaders in dealing with the virus. He reported that there is also careful coordination with local health and government officials, including the Mayor's office, Lincoln Public Schools, Lincoln-Lancaster County Health Department, and the Department of Health and Human Services. He noted that on campus the taskforce has been talking with the service units such as Housing, Dining, Facilities, and others to develop a plan should we need to go into a high-level response. He pointed out that safety issues are not the primary concern of the local health authorities, but instead protecting the older population, and to stem the flow of transmission of the virus, so our health care facilities are not overwhelmed. He stated that the Administration and the taskforce are working around the clock to prepare the campus.

Chancellor Green stated that the Administration made the decision to pull back our campus population from those countries that are at a CDC level two or three. He noted that students have returned from Italy, South Korea, and China. Professor Brantner, Modern Languages and Literature, pointed out that students returning at either the beginning or middle of their study abroad program will incur extra costs, and she asked if there is a contingency fund to help these students. Chancellor Green reported that we had a study abroad group in southern Italy, and they have been relocated to the United Kingdom, but they have not been removed from the program. He noted that we covered the cost of relocating the students. He stated that the students who were removed from South Korea are being worked with individually to help them complete the work for the program. He noted that we may have to pull more students back should things get worse, and stated that we are carefully monitoring the situation. Professor Brantner asked if there would be potential financial support for the students. Chancellor Green stated that we are covering the costs thus far.

Professor Billesbach, Biological Systems Engineering, asked if the proposed changes to the Regents Bylaws are approved, if it will affect the AAUP's censure of UNL. Chancellor Green stated that this is a decision that the AAUP needs to make, but he does know there has been some discussion with the AAUP about the issue. President Hanrahan pointed out that making the Bylaw changes are the first step to addressing the censure. He stated that when the proposed changes have been approved by the Board of Regents, the AAUP will be informed of the approval. He stated that Committee A of the AAUP would decide on whether to remove us from the censure list. Professor Woodman, School of Biological Sciences, asked if the AAUP wants to see other things rectified before the censure would be removed. President Hanrahan stated that the AAUP would like to see restitution made to Courtney Lawton and want to see improvement in the general climate of academic freedom on campus. Chancellor Green pointed out that the University of Illinois and the University of Iowa were both removed from the censure list after making changes to their policies, and updating their Bylaws was the biggest step for the AAUP censure removal.

#### **4.0 Approval February 4, 2020 Minutes**

President Hanrahan asked if there were any revisions or discussions on the minutes. Hearing none he asked for approval of the minutes. The Faculty Senate approved the minutes.

#### **5.0 Committee Reports**

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

Dean Carr reported that the Graduate Council, and also the Academic Planning Committee, approved a new major at the masters and doctorate level in Plant Pathology. He stated that the department previously did not have enough faculty members to support a graduate program, and graduate students had to enroll in the graduate program in either Agronomy and Horticulture or the School of Biological Sciences.

Dean Carr stated that three new graduate certificates were approved this year, and noted that the interest in creating new graduate certificates is increasing. He pointed out that these certificates represent a way to generate revenue, especially when offered online. He stated that the graduate certificate programs are academically sound for students, and are similar to a minor, and can be earned by someone not seeking a full degree. He stated that Graduate Studies is urging departments to consider offering graduate certificates, which are an opportunity for existing majors to highlight faculty expertise in a specific concentration. For instance, the Management Department in the College of Business Administration might offer a specialization in Business Analytics or some other cluster of faculty expertise. Professor Woodman,

School of Biological Sciences, asked if providing these kinds of graduate certificates could impact programs like an MBA or other traditional masters-level programs. Dean Carr stated that this would not happen. Dean Carr stated that graduate certificate program requirements are usually 12 – 20 credit hours, while masters programs usually require 36 credit hours, and the graduate certificates are not meant to replace a masters program. He pointed out that departments could decide whether they would accept the course work from a graduate certificate program towards a masters degree program.

Professor Vakilzadian, Electrical and Computer Science, asked who decides the number of credit hours that a graduate certificate program requires. Dean Carr stated that the graduate faculty in the department makes the decision and includes it in the proposal.

Professor Nicholas, Textiles, Merchandising and Fashion Design, asked if a graduate certificate can be shared by departments. Dean Carr said yes, and in fact, there is already collaboration between Journalism and Business. He stated that each of the colleges teaches an equal number of courses in the graduate certificate program. He noted that the students could be enrolled in either college, and the faculty involved communicate and coordinate very well. Professor Nicholas asked if the colleges split the tuition revenue. Dean Carr stated that with the current budget model, the tuition goes to Central Administration, but with the new budget model the tuition will flow to the college where the student is enrolled. He pointed out that if enrollment is unbalanced, the Deans would need to agree on how to balance it.

Professor Xia, Child Youth & Family Studies, asked whether our enrolled students are eligible to earn a graduate certificate. Dean Carr stated that students enrolled in a degree program are eligible to earn a certificate, however, the department would need to decide whether the courses in the graduate certificate program could apply to the degree program. He stated that students could always do what is known as credential stacking by getting a masters degree and a graduate certificate, but the credentials from the graduate certificate could not be applied towards an additional degree.

Professor Vakilzadian asked if the credit hours from the graduate certificate could be transferred. Dean Carr noted that the supervisory committee would have to make this decision. He stated that if a student earns a masters degree, the credit hours could apply to an equivalent or lower credential.

Professor Xia asked if there is a particular market for specific graduate certificates. Dean Carr stated that graduate certificates can be designed for many disciplines, and there are staff members on campus who can help faculty develop the certificate programs, but the departments would be responsible for staffing them.

## **6.0 Two-Factor Authentication (Professor Krcmarik, AVP Tuttle, Director Bieber)**

Professor Krcmarik, Chair of Informational and Technology Services Committee (ITSC), stated that the University plans to require everyone to use the two-factor Duo authentication when accessing any university system. She noted that ITSC has discussed cybersecurity issues and OneIT and feels that requiring everyone to use the two-factor Duo authentication is going to help keep us safe from the ongoing cyber threats that the university faces. She stated that more information, including how to sign up for Duo, can be found at <https://its.nebraska.edu/two-factor>.

Professor Krcmarik noted that the ITSC selected the date of May 16<sup>th</sup> for requiring everyone to use two-factor authentication to avoid conflict with the end of the spring semester. She stated that ITS is partnering with University Communications to make sure no one is caught off guard with the requirement, and said that messages about the two-factor authentication requirement would occur for the rest of the semester. She pointed out that at first it may seem a little annoying to use, but it will keep our information more safe and secure, and it is really very simple to use.

President Hanrahan reported that he has been using Duo authentication and agreed that it is easy to use. He asked how someone would know if the Duo authentication is covering them. Director Bieber stated that there are many early adopters who are using Duo authentication with no problems. He noted that if you aren't prompted by Duo when you sign into email through the web client, the ITS team can help you get signed up correctly.

Professor Minter, English, asked how it would work if you get your email on your phone. Director Bieber pointed out that users do not have to sign into Duo every time they go into email. He stated that when a new client is set up on Duo, you can arrange for it to be on your mobile device. Professor Krcmarik noted that she runs her email from Apple devices, and although she had to reinstall the program to get it to work, it has been functioning just fine.

Professor Billesbach stated that he does not use Outlook and gets his email through Mozilla. He asked what would happen when the deadline comes. Director Bieber stated that the official supported email is Outlook; however, he knows that Duo authentication will work with other third-party clients. He pointed out that Microsoft is disabling the IMAP and POP protocols and will start using their own exchange protocol. He stated that for iOS mobile clients, they could use the native mail application. He reported that another option would be to log in through the web browser email.

Professor Lee, Communication Studies, stated that some people have their university email accounts set up to send the messages to their personal email accounts. He asked if this would still be possible with the Duo authentication. Director Bieber stated that the change would not impact the transfer of email messages.

Professor Woldt, Biological Systems Engineering, asked if there is a contingency plan if you cannot use your phone to respond to the Duo authentication push. Director Bieber stated that for mobile devices, users should go into airplane mode. He pointed out that you could indicate other ways to enter Duo, either through hardware tokens or fobs, tablets, or a landline phone. He reported that the Help Center is available 24/7 for password help should anyone need assistance. Secretary Latta Konecky asked how many alternative devices could you use to get into Duo if you forget your phone. Director Bieber stated with a Mac Book you could use touch ID or a landline phone, and there are several other options, including a trusted friend option. He stated that ITS is working to add support for other devices as well because it is important that we have a supportive operating system to allow employees and students access. Secretary Latta Konecky asked if there is an online document that will list all of the different options. Director Bieber stated that there is not one yet that he knows of, but Duo should show the different options available when someone signs up for it. Professor Dussualt, Chemistry, asked if users could go through the same portal. Director Bieber stated not yet, but there is an opt-in page on the ITS Duo website.

Professor Schubert, Electrical and Computer Engineering, asked if our current infrastructure would be able to manage it if all of our courses have to go online. Director Bieber stated that wireless coverage is being worked on actively. He pointed out that the amount of data needed for Duo authentication is minimal. Professor Schubert asked if we have the system in place to be able to reach all of the students if we must teach from home. AVP Tuttle stated that the companies that provide online services are all ramping up to provide the needed services. President Hanrahan asked if Zoom would be accessible to everyone. AVP Tuttle stated that our Zoom licensing is available to everyone on campus. He pointed out that the concern is whether Zoom would be able to function properly since so many people will be using it simultaneously. President-Elect Buan pointed out that Zoom relies on cloud services, and heavy use in large metropolitan areas could impact our abilities to use it reliably.

President Hanrahan asked if it is possible to extend the sign-in period, or session duration, longer than the current eight hours, such as once every month or longer. Director Bieber stated that the daily log in period is a shared setting for everyone on our system. He noted that some institutions have a longer sign-in time, like Stanford, which has a 90-day length sign-in, but we are being asked by the state auditors how well we protect our system. He pointed out that Stanford has a strict policy, and he does not know what our risk profile is. He stated that the question is how long do we allow the window to be open that would allow a hacker to access the system. He noted that lengthening the sign-in time could be a conversation for the future.

Professor Glider, School of Biological Sciences, asked if people could get more than one token. Director Bieber stated that the first token is free and others are available at the computer shop. He pointed out that they could be used for use with other websites as well. Professor Glider asked what the cost is for the additional tokens. Director Bieber stated that they cost approximately \$50, but IT will pay for the first one, and it is still a lot cheaper than suffering a data breach. He stated that 14 of the 15 Big Ten universities are using Duo authentication.

AVP Tuttle wanted to thank the partnership between the ITSC and ITS. He noted that it allowed the issues and concerns to be discussed and to address any potential problems that could occur. He reminded the Senate that everyone would need to use Duo by May 16. President Hanrahan pointed out that 100% of UNK would be signed up for Duo by mid-March.

## **7.0 Unfinished Business**

### **7.1 Motion to Approve Ballot for Elections to the Academic Planning Committee, Academic**

### **Rights & Responsibilities Committee, and Academic Rights & Responsibilities Panel**

President Hanrahan reported that the ballot for elections to the committees would be done through Survey Monkey. He asked if there was any discussion on the ballots. Hearing none, he asked for approval of the ballots. The Faculty Senate approved the ballots. President Hanrahan stated that the ballots would be sent out to the faculty within the next week.

### **7.2 Election of Non-Tenure Track Faculty Member to Academic Planning Committee**

President Hanrahan noted that the Faculty Senate needed to vote on the election of a non-tenure track faculty member to the APC. The Senate voted, and Professor Tschetter, from History, was elected.

## **8.0 New Business**

### **8.1 Resolution to Revise the UNL Syllabus Policy**

President Hanrahan introduced a resolution to revise the Syllabus Policy by including language providing a link to resources on mental health. He stated that the revision was brought forward to the Senate Executive Committee by ASUN and would be voted on at the April 7<sup>th</sup> meeting.

Professors Sollars, School of Veterinary & Biomedical Sciences, pointed out that she met with the Executive Committee in the fall to discuss what is considered a traditional classroom as stated in the policy. She suggested that what is considered a traditional classroom needs to be defined, or perhaps the use of the word “traditional” should be removed.

President Hanrahan asked the Senate to be prepared to consider Professor Sollars’ suggestion and to vote on the resolution at the April 7<sup>th</sup> meeting.

## **9.0 Open Mic**

Professor Nicholas asked if there is a plan to make the data or formula public about how the recently announced equity raises were determined. Past President Purcell, who chairs the Faculty Compensation Advisory Committee, stated that Interim EVC Moberly has the specifics on how the salary increases were determined. She noted that the FCAC would be meeting on Friday, and she will ask Interim EVC Moberly again what criteria was used. Professor Nicholas asked whether there were comparisons with other universities and what the logic was behind who received raises. Past President Purcell noted that Interim EVC Moberly was asked this question at the previous FCAC meeting, but he told the Committee that this information would not be made available. She thinks it is because the Administration does not want to release information that could identify individuals. President Hanrahan stated that the Executive Committee would continue to ask for the information and pointed out that salaries of state employees are public information.

President Hanrahan reported that President Carter’s transition team is looking at compensation, not only by campuses but also by discipline areas as well. He noted that there are still some disciplines where there is a wide variance among faculty salaries, with some underpaid and some overpaid.

Professor Woodman stated that with the latest equity payments, deans made recommendations for who should receive increases based on criteria that were set by Interim EVC Moberly. He asked what a faculty member could do if they think that they should have been considered for an increase. Past President Purcell stated that the FCAC discussed this, and Craig Hoefer from the General Counsel Office proposed that there be guidelines on equity raises for deans and heads to consider and a mechanism that faculty can use to request a salary review. She reported that the FCAC is continuing to work on equity issues.

Professor Peterson, Agricultural Economics, noted that historically the FCAC used a salary model that determines whether we are on par with gender equity. He pointed out that the model could use different variables to determine salaries. He stated that theoretically, the model could be used to identify the outliers. Past President Purcell reported that the FCAC now has a program that was used to review the Extension Educators’ salaries, and it showed the outliers, those people whose salaries need to be addressed. Professor Woodman asked if faculty members should have access to the program so they can self evaluate their salary. Past President Purcell stated that General Counsel might be working on this, but she does not want to predict whether it will be made available.

Professor Kang, Agricultural Leadership, Education and Communications, asked if the salaries for underrepresented faculty members are also being evaluated. President Hanrahan stated that this is occurring, and noted that Interim EVC Moberly wanted to make sure we were making the adjustments correctly and legally. He noted that salary adjustments included other considerations besides gender, and

those that received salary adjustments were notified.

President Hanrahan pointed out that the Board of Regents sets the peer group that salaries were compared against. He stated that it is his understanding that the deans and Interim EVC Moberly looked at the faculty in their colleges considering similar degrees and ranks in departments to see if there were disparities. He noted that some of the departments did this, but not all.

Past President Purcell pointed out that this all began with former EVC Plowman when she asked the deans for a list of faculty members who needed a salary adjustment. She noted that 33 faculty members were identified. She stated that Interim EVC Moberly wanted to make sure that the investigation of the salaries was done correctly, and he asked for further documentation on the 33 faculty members. She stated that the information was due on October 1<sup>st</sup>, but faculty members who were to receive salary adjustments did not get them until February, although they are retroactive to October. She reported that the additional 0.4% of salaries that the Legislature provided to UNL for the current biennium was used to cover the increases.

Past President Purcell pointed out that the FCAC previously only met once or twice a year, but now meets at least four times a year, and the committee will continue to pursue salary equity.

The meeting was adjourned at 3:56 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 7, 2020, at 2:30 p.m. via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.