

UNL FACULTY SENATE MEETING MINUTES
April 5, 2022
Presidents Steve Kolbe, Deb Minter and Nicole Buan, Presiding
Zoom Meeting

1.0 Call to Order

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

2.0 Announcements

2.1 Senators Whose Terms are Ending

President Kolbe wanted to thank the following Senators whose terms are ending on April 25th and to sincerely thank them for their service: Jason Griffiths, College of Architecture; David Woodman, School of Biological Sciences; Chris Mann, Economics; Gustavo Larsen, Chemical and Biomolecular Engineering; Terry Stentz, The Durham School of Architectural Engineering and Construction; Nicole Buan, Biochemistry; Dave Dunigan, Plant Pathology; Patty Sollars, School of Veterinary Medicine and Biomedical Sciences.

President Kolbe stated that the following Senators terms are ending but they have been re-elected to the Senate: Pascha Stevenson, English; Elizabeth Theiss-Morse, Political Science; Phil Schwadel, Sociology; Elina Ibrayeva, Management; Sunil Singh, Marketing; Justin Olmanson, Teaching, Learning and Teacher Education; Joseph Dauer, School of Natural Resources; Tsegaye Tadesse, School of Natural Resources; Rich Leiter, College of Law.

2.2 Nominations Needed for Executive Committee

President Kolbe reported that there is one person running for election for each of the positions on the Executive Committee but noted that nominations can still be accepted. He stated that nominations should be sent to either himself or Coordinator Griffin.

3.0 Executive Vice Chancellor Ankerson

EVC Ankerson thanked the Faculty Senate for giving her the opportunity to speak and she wanted to extend her appreciation for everyone at the University who has worked so hard to provide the educational opportunities to our students, particularly over the last couple of years. She wanted to thank those leaving the Senate for their leadership and service to the Senate and pointed out the faculty service is such an important part of the University.

EVC Ankerson reported that the new Dean of the Hixson-Lied College of Fine and Performing Arts, Andy Belser, will start July 11, and he will also hold a faculty position in the Johnny Carson School of Film and Theater Arts. She thanked the search committee for their very hard work. She stated that the next search will be for the Dean of the College of Architecture and recruitment for the position will begin this spring. She noted that Dean Kathy Farrell of the College of Business will chair the search and noted that the University has once again hired Isaacson & Miller consultants for the search.

EVC Ankerson pointed out that March 26th was our first in-person Admittance Day for new students and over 1,000 prospective students attended. She noted that there was a good increase in undergraduate deposits after the event and pointed out that there are three components to recruiting: applications, acceptance, and deposits. She reported that in comparison to this point in time in previous years, we are slightly up in enrollment from 2021 but still lower than 2020 and 2019 which was the last “normal” year before the pandemic. She stated that the number of resident students is down from 2019 but non-resident students are up over 13% from last year although still less in comparison to 2019 and 2020.

EVC Ankerson reported that international enrollment is about the same as last year which is down

almost 50% from what it was in 2019. She pointed out that we have received more applications than we did in 2020 and 2021 but our admittance rate is down slightly. She noted that there are approximately 1,000 graduate and professional applications being reviewed by the departments for admission and stated that hopefully these decisions will be made soon and that we see an increase in our graduate enrollment number.

EVC Ankerson stated that we may have another record-breaking number of graduates this year, which is great for our graduation rates, but it does impact our enrollment. She noted that retention numbers are critical, and we are working on many levels to help students succeed.

EVC Ankerson reported that the Board of Regents will be voting on an academic calendar modification this Friday. She stated that the change is for the spring semester to start later to have a 3-week winter interim session. She noted that the change would put each of the system campuses on the same calendar and it will also align our spring break with LPS. She stated that an ad hoc committee is being appointed at the Central Administration level to look at long term academic calendars, including consideration of semester lengths.

EVC Ankerson stated that efforts are being made to provide a service apportionment to Lecturers. She noted that previously a Lecturer's contract was for 100% teaching, but these positions have now been changed to allow up to 5% for service for campus-wide and university service. She stated that new letters of offer will include the service apportionment when requested.

EVC Ankerson reported that there will be an appreciation luncheon for academic advisors noting that they have been key players in helping us to meet some of the N2025 aims and in their engagement with students. She noted that the Deans are in support of a proposal to raise the salaries for new academic advisors, and this will also necessitate an adjustment to the salaries of existing academic advisors.

EVC Ankerson stated that she is chairing the Future of Work Taskforce created by the Chancellor and noted that it is looking at a variety of flexibility and benefits that might be considered as recommendations for work conditions for staff at UNL. She stated that the Taskforce has developed a voluntary survey that will be available through Nebraska Today so we can directly gain thoughts about what is effective and desirable moving forward.

EVC Ankerson reported that she is looking into married and family housing for graduate students, and she will be appointing a small workgroup that will be composed of some graduate faculty members, graduate and undergraduate students, and staff from Graduate Studies, Student Affairs and Housing. She stated that the workgroup will be looking at the housing needs, for graduate, married and family housing, how they are currently being met, and other aspects of housing in Lincoln.

EVC Ankerson stated that there will be an in-person promotion and tenure event this year on May 3rd and 74 faculty members will be celebrated as they receive tenure and promotion, or promotion. She also noted that several UNL faculty members have won the 2022 President's Excellence Awards for the Outstanding Teaching and Instructional Creativity Award (OTICA), the Outstanding Research Creative Activity Award (ORCA), the Innovation, Development and Engagement Award (IDEA) and the inaugural Faculty Intellectual Property Innovation and Commercialization Award. She reported that awards from her office will be forthcoming, and recipients will be recognized at The Laurels ceremony which is typically held in early September.

Professor Eklund, Glenn Korff School of Music, thanked EVC Ankerson for the information she provided. He pointed out that he started here 24 years ago and if scholarships were commensurate with the raise in tuition, he would be able to offer \$70,000 scholarships to students. However, this year he is only able to provide \$18,000 scholarships and pointed out that if our scholarships were higher, we would not have some of the enrollment issues that we are currently facing. He noted

that faculty members are not hired to raise scholarship funding, but the issue needs to be addressed.

Professor Eklund stated that the changes in the academic calendar effect more than just class schedules. He noted that in the School of Music scheduling of performances and events needs to occur a year in advance and with the proposed change in the academic calendar he will no longer be able to hold an event in January which typically filled the Lied Center with prospective students.

Professor Eklund asked why UNO can offer students in neighboring states in-state-tuition rates while UNL cannot. He pointed out that UNL loses students because we can't make this same offer and noted that many of the universities in neighboring states are offering in-state-tuition to Nebraska students. EVC Ankerson thanked Professor Eklund for his comments and stated that she wrote down his concerns and would review them.

Professor Ibrayeva, Management, stated that Athletics is requesting instructors to provide a report on the performance of student-athletes, three or four times a semester which puts a strain on faculty members, particularly if they teach large classes. She suggested that the information requested could be simplified by only requesting information about class attendance and what the risk of failure is for the student. She noted that instructors are not comfortable in calculating what the student-athletes grade could be. EVC Ankerson stated that she would consult with Professor Scott Fuess, Faculty Athletics Representative, and would report back to the Faculty Senate Executive Committee.

Professor Samal, School of Computing, stated that a proposal for an accelerated Computer Science master's degree was submitted in 2020 and approved by Graduate Studies but it has stalled in the EVC's office and asked if there is a timeline for when it will be approved for further processing. EVC Ankerson stated that she will need to check on this and would let him know what the status is of the proposal.

Professor Stevenson, English, stated that she appreciates the efforts to provide Lecturers with a 5% service apportionment but pointed out that many of them participate in department or college service work already. EVC Ankerson questioned whether the department service work is related to teaching or curricular development because this might be considered part of the teaching apportionment. She noted that the 5% service apportionment is meant for true service activities at the university level, such as serving on a major campus committee. She stated that this kind of service work needs to be recognized and included in the apportionments and reported that apportionment guidelines can be found on the EVC office website https://executivevc.unl.edu/documents/apportionment_categories.pdf.

Professor Xia, Child, Youth, and Family Studies, stated that she appreciated the update on enrollment and noted that some universities are opening up recruitment offices in Beijing and suggested that we should consider doing something similar. EVC Ankerson reported that Associate Vice Chancellor Davis and Associate Vice Chancellor Winter are working together to improve our international recruiting and our current strategy is to develop additional relationships with partners in other countries.

Professor Xia noted that at the IANR luncheon there was discussion on the recent service apportionment change of 2% for IANR faculty. She stated that this does not reflect the service work, especially at the local, state, and international level, that many faculty members are already doing. EVC Ankerson pointed out that this concern has been raised by the Senate Executive Committee and stated that she looks forward to having more discussion on the issue. She noted that there is not a clear picture of what the service apportionments are across the university, but she thinks this needs to be developed.

EVC Ankerson reported that UNL will begin using the new budget model on July 1. She pointed out that the budget model is a tool that will provide insight as we strategically invest our resources.

She noted that the college budgets will look very similar to what we currently have because so much of our budget is wrapped up in personnel costs. She stated that there are three sources of funding that can help us grow our resources: net tuition, where we gain more tuition revenue with more student credit hours; grants and contracts and through F & A funds; and philanthropy through donations and contributions. She stated that recruitment and retention of our students is crucial to our budget. She reported that changes with the new budget model will be gradual, and the Budget Model Advisory Committee is working on developing guidelines to help guide the evolution of the budget.

EVC Ankerson reported that the most recent random mitigation testing resulted in zero positivity rates and voluntary testing resulted in a positive rate of less than 3%. She stated that the Lincoln/Lancaster County Health Department's guidance has stated that the University no longer needs to conduct random mitigation testing, and she reported that out of the Big Ten universities, eight are no longer requiring face coverings, one will remove requirements on April 11, and five will continue requiring them until the end of the semester.

President Kolbe noted that there is a pilot program offering a one-tuition rate for students from California, Colorado, New Jersey, and Texas and he urged that this program be expanded to our neighboring states which could certainly help with recruitment. EVC Ankerson stated that it is important that we effectively communicate the stories about UNL and the experiences here to perspective students and why it is important. She noted that we have excellent faculty and programs here and we need to relate this information to students and their families.

EVC Ankerson thanked the Senators for their service and for listening and asking questions. She wished everyone a successful end to their semester.

4.0 Approval of March 1, 2022 Minutes

President Kolbe asked if there were any revisions to the minutes. Hearing none he asked for a motion to approve the minutes. President-Elect Minter moved for approval and the motion was seconded by Professor Billesbach, Biological Systems Engineering, and then approved by the Senate.

5.0 Committees

5.1 University Conduct Board (Associate Vice Chancellor King and Director Barefield)

Associate Vice Chancellor King introduced Director Barefield who has now been in the director's position for 13 months. Director Barefield stated that she created a report listing the kinds of hearings that the Conduct Board has dealt with from August 2019 through February 2022. She noted that the Board does hear Title IX cases which involve students.

Director Barefield reported that in August 2020 UNL implemented a new Student Code of Conduct which changed how the Board functioned. She pointed out that the new Code of Conduct is now used by each university campus. She stated that previously there was a Student Conduct Board and an Appeals Board at UNL but when the new Code of Conduct was approved the decision was made to move the responsibilities of the Appeals Board to the Conduct Board. She pointed out that if a person serves on the original hearing, that person could not be part of the hearing of an appeal. She reported that another change deals with hearings on academic integrity. Previously faculty members were initially present at the hearing and then they could leave but faculty members are now being asked to stay during the hearing so they could respond if questions arise when the student is sharing information. She stated that faculty members can now request that they receive additional information on the outcome of an academic integrity case which would be provided by the Office of Conduct and Community Standards.

Director Barefield stated that currently there are seven faculty members serving on the Board, but they would like to expand the number of faculty members on the Board to keep the number of hours faculty members are needed to hear cases to eight hours a month. Associate Vice Chancellor

King pointed out that faculty members are very much needed to serve on the Conduct Board.

Director Barefield reported that her office wants to work more with the Faculty Senate's Academic Integrity Committee but have not had the opportunity this semester.

5.2 Committee on Committees (Professor Hanrahan)

Professor Hanrahan reported that the Committee on Committees seeks faculty to serve on the various Senate and campus committees and makes recommendations, based on faculty who have indicated their willingness to serve, to the Faculty Senate President for appointment. He pointed out that over recent years there have been declining numbers of faculty members volunteering to serve on committees making it difficult to have full membership on the committees. He stated that the Committee wants to support the work the Senate Executive Committee is doing to pressure the administration to change the culture of valuing service to the university. He stated that committees, especially faculty shared governance committees, will not function if there are not enough faculty members willing to serve and the result will be that the administration will take over the functions of some of these committees.

6.0 Unfinished Business

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No unfinished business was discussed.

7.0 New Business

7.1 Open Mic

Professor Stevenson wanted to thank the Executive Committee for taking up the issue for faculty and campus safety these past two years and noted that this has been incredibly important. She wanted to remind the Faculty Senate that the risk factor at this point is not the same for everyone and that there are people who are immune compromised, may have young children at home, or a family member with serious health issues. She stated that she hopes that the university would move forward to enable anyone to request that everyone in their space, whether it be in an office or classroom, be required to wear a mask. She pointed out that this could potentially help keep people alive and suggested that we might need post-Covid policies for those who are most vulnerable.

The meeting was adjourned at 3:42 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 26, 2022, at 2:30 p.m., East Campus Union, Great Plains Room A. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Kelli Herstein, Secretary.