

**UNL FACULTY SENATE MEETING MINUTES**  
**March 1, 2022**  
**Presidents Steve Kolbe and Deb Minter, 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 Nebraska Cooperative Extension Association Donation**

Professor Bearnes, Nebraska Extension Engagement Zone 5, noted that every year the Nebraska Cooperative Extension Association (NCEA) gives a donation to the Ed Schwartzkopf NU Foundation Account to help support the operations of the Faculty Senate, including the purchase of equipment. She stated that is happy to give a donation of \$2,200 to the Foundation and noted that the NCEA has been providing annual donations to the Senate for many years and she is very proud that the organization is still able to support the Senate. She noted that the NCEA is composed of many Nebraska Extension people. President Kolbe thanked Professor Bearnes and the NCEA for their continued support.

**2.2 Call for Nominations for Executive Committee Members**

President Kolbe noted that nominations are being sought for election to the President-Elect, Secretary, and two Executive Committee members, one of who needs to be a non-tenure track faculty member other than an Extension Educator. He stated that any Senator interested in serving on the Executive Committee should contact either himself or Coordinator of Faculty Governance Griffin.

**3.0 Chancellor Green**

Chancellor Green stated that it was hard to believe that we were approaching the mid-point of the semester and that last week was the two-year anniversary of when we first had to make major changes in operations in response to COVID-19. He noted that we are now moving closer towards the endemic phase and last week the campus positivity rate was below 2.0%. He stated that he is hopeful that by the week after spring break we will be at a point where our precautions and health plans will no longer be needed but the decision will be based on CDC and the local health department's guidance. He reported that random mitigation testing will continue through the week following spring break and afterwards we would probably move towards voluntary testing.

Chancellor Green reported that the formulation for the university's next biennium (FY 24-25) budget is now being started by the university system and fortunately, the state is in the best financial position we have experienced in over a decade. He stated that the State Revenue Forecasting Board met last week and created the newest state projections for the current year as well as the next year with nearly \$500 million in additional extra tax revenue plus \$1.7 billion in the State's cash reserve. He reported that the university system is in the early stages of discussing the state appropriation request for the next biennium, including what level of annual increase as well as tuition levels to balance the budget against expectations for enrollment during the time period.

Chancellor Green stated that he does not think we can avoid a tuition increase in the next biennium since we had no increase at all in the current biennium and only a very small increase in the previous biennium which has put us below the national average in terms of tuition. He noted that the demographics of students nationally who will be graduating high school will be decreasing across the country and we are looking at this very carefully as we plan the budget. He reported that staff compensation has lagged considerably over a long period of time and with the small salary increases over the past ten years, the staff haven't had a substantial increase in many years resulting in significant salary lag. He pointed out that staff salaries will be a primary issue in the next

biennium budget request.

Chancellor Green announced that the Legislature is wrapping up discussion on the American Rescue Plan Act (ARPA) funding appropriations and the university's hearing on February 17<sup>th</sup> went very well. He noted that \$25 million was being requested to help construct a companion building to the USDA facility that will be built on NIC and \$50 million was requested for the expansion of the Holland Computer Center which would also be housed at NIC.

Chancellor Green reported that implementation of the new budget model will start on July 1. He stated that the Budget Model Advisory Committee met yesterday and continues to review and tweak the model. He stated that he is aware of the concerns and questions people have about the model and there will be information sessions about it later this semester. He pointed out that the budget model is a tool to provide transparency on revenue and expenses.

Chancellor Green stated that Dean Moberly testified at a hearing on LB 1077 which would restrict both K-12 and higher education from teaching any curricula having to do with race, racial history, or race relations. He noted Dean Moberly presented the university's opposition to this bill.

Chancellor Green reported that the Gallup climate survey that was conducted in the fall has now been analyzed and summarized with plans to release the summary results at the end of March. He stated that the result will be communicated to everyone across the university system and each campus will also receive individual institution results. He noted that he has seen the summary results from the faculty, staff, and students and overall thought the results were quite positive although he acknowledged that there were some particular areas needing attention and consideration.

Chancellor Green stated that he wanted to clarify the recent news about married student family housing. He noted that UNL has operated three family housing complexes for a number of years and all three have significant needs for substantial renovation or rebuilding. However, the university would never be able to recoup the investment of rebuilding and the Board of Regents recently approved selling the Colonial Terrace apartments, but no authorization has been given to sell the other two complexes. He reported that residents in all three housing complexes said they were prematurely told they need to vacate their apartments by June 30<sup>th</sup> and that the university would no longer provide married housing. He stated that he has met with the residents and assured them that there will be a phased-out process and the current residents will have access to housing until their programs are completed. He stated that the university needs to evaluate whether we need to continue providing married student housing given other rental options that are available in Lincoln. He reported that EVC Ankerson is carefully analyzing this for our graduate student population.

Chancellor Green noted that last year was the first year of infusion of additional dollars (\$5 million) into tenure-track and tenured faculty salaries to enhance compensation competitiveness relative to national peers where we have lagged significantly at increasing rates for many years. He pointed out that the second round of infusion (an additional \$5 million) is coming this year and the regular evaluation process would be used to determine increases. He stated that he has been made aware that many faculty members did not have an advance understanding of how the process for these salary increases were made last year. He reported that he has spoken with EVC Ankerson to ensure that there is clear understanding about the process that will be used and pointed out that sophisticated analysis has been by discipline across all tenure-line faculty to determine salary enhancements.

Chancellor Green noted that the N2025 conversation video was released during Charter Week and was a recap on the plan. He stated that yesterday the academic deans and chancellors met for three hours and had a great conversation focusing on the aims of the N2025 plan and where we are with it. He stated that it is a great point of pride to hear all that is happening within the colleges to meet

the aims of N2025. An additional three hours of conversation will occur next week. These conversations will be produced into 20-minute videos for each of the six N2025 aims and will be shared with the entire UNL community beginning weekly after spring break for the remainder of the semester.

Chancellor Green reported that the May undergraduate commencement will be held in Memorial Stadium and there will only be one ceremony. He noted that a contingency has been developed should the ceremony need to be postponed due to inclement weather.

Chancellor Green reported that this year the next University of Nebraska Foundation Comprehensive Campaign will be publicly launched. He pointed out that this is a very large campaign with the goal for UNL to raise roughly double the amount raised in the last campaign that ended in 2014. He stated that the campaign began privately in 2018, and we have raised almost \$750 million to date. He noted that all of the colleges and units have been working very hard with these efforts which will focus on support for students, faculty, research and creative activity efforts.

Chancellor Green stated that prior to the pandemic, all of the campuses were on the same academic calendar and the University-wide Calendar Committee has been working on revising the schedule to make the calendars coincide again. This will take place beginning with the fall 2022 semester, which will be identical to this past fall semester, but there will be changes in the spring semester with the offering of a three-week intersession in January which will push the spring semester to a later start and end date. He noted that the May 2023 graduation ceremonies will also be a week later. He pointed out that the new calendar does sync with the LPS breaks. He reported that the semantics for the summer sessions are being worked on.

Professor Dunigan, Plant Pathology, asked if the university will be doing anything to help colleagues who will be displaced due to the conflict in the Ukraine. Chancellor Green reported that the university has signed a statement of support along with other APLU universities, but currently no other actions are being taken. He stated that the administration has looked carefully at our student body noting that we do have one Fulbright student from the Ukraine, and we are working to support the student. Professor Dunigan asked if we could create some fellowships to help students from the Ukraine. Chancellor Green stated that this could potentially occur. President Kolbe stated that foreign students in the Ukraine are being discriminated against in their attempt to get out of the country and he asked if there was a way the university could leverage to help these students. Chancellor Green stated that the APLU, which consists of 244 public universities could put a mechanism in place to possibly help these students.

Professor Woodman, School of Biological Sciences, pointed out that the funds from Central Administration to improve faculty salaries does not include non-tenure track faculty members but former EVC Spiller was going to look into salary improvements for this classification of faculty members. He asked if that is still being pursued. Chancellor Green acknowledged that EVC Spiller talked about what measures to put into place for leveraging lecturer salaries and stated that he would speak with EVC Ankerson about it after the Senate meeting.

Professor Wonch Hill, Centers-At-Large, stated that there was a lack of understanding about the salary adjustments and how they were determined. Chancellor Green reported that it was a detailed process which each college went through with Academic Affairs. He stated that the colleges had to look at each faculty member's salary and do a comparative analysis to see if the faculty member's salary was lagging and to determine what adjustments would need to be made to try to bring the faculty member's salary up to the mid-point of our peers. Professor Wonch Hill asked if the data was not available for non-tenure track faculty members and staff. Chancellor Green pointed out that it was Central Administration's decision to allocate the \$10 million for tenure track and tenured faculty salaries. Professor Wonch Hill stated that this does not change the fact that the non-tenure track faculty and staff salary increases have not kept pace with inflation and have suffered numerous times due to the frequent budget cuts the university has experienced and she hopes that

Central Administration would take this into consideration. Chancellor Green stated that the point is well taken and while the \$10 million has certainly helped us to move the tenure line faculty salaries to be more competitive, there still needs to be improvements, and Central Administration is well aware that salary increases across the board have not kept pace with inflation.

Professor Zhu, Supply Chain Management, asked if this year's salary analysis will focus on those tenure-line faculty members who did not receive an increase last year. Chancellor Green stated that the salary analysis will still look at all tenure-line faculty members noting that even with a salary increase last year, there were still some tenure-line faculty members that are still significantly lagging in salaries. He reported that the process will be more transparent this year. Professor Zhu asked if it is possible that some faculty members would receive two salary increases while some receive none. Chancellor Green stated that this is possible.

Professor Weissling, Special Education and Communication Disorders, asked if there were any concerns that the Gallup survey data would no longer be current and what would be done with the data. Chancellor Green noted that one of the shortcomings with surveys is that they are done in a point in time. He stated that he was pleased with the results and the response rate was very good but acknowledged that the survey was conducted in October 2021. He reported that system President Carter would like to conduct the climate survey on a regular basis and stated that the data would be very useful, particularly regarding diversity and inclusion. He stated that we absolutely use the results to make improvements for the university as we move forward.

Professor Weissling noted that last year there were comments regarding the inappropriateness of having humor in the sexual misconduct training and pointed out that there are still some humorous aspects to it this year. Chancellor Green stated that the training was tweaked, and it has less humor than last year's version. He pointed out that victims of sexual assault can opt out from the training. He reported that there is a plan is to have peer mentoring available for students this fall in addition to the online training. Professor Weissling asked if the students wanted changes to the online training. Chancellor Green pointed out that the students particularly wanted the peer mentoring.

Professor Willis, Nutrition and Health Sciences, noted that some gubernatorial candidates have advertisements against the university's plan for diversity and inclusion and she asked what the status is of the Journey for Anti-Racism and Racial Equity. Chancellor Green stated that the university has not altered its commitment to our plan, and we are moving forward with developing the needed implementation steps to the actions recommended in the commitment to action that was released to the University community last November.

President Kolbe asked if there is any hope that the one-tuition model will help with future enrollment. Chancellor Green stated that we still have an uphill climb on improving our international enrollment and the hope is that as we come out of the Covid pandemic that we can start working with our international partners again to improve enrollment. He pointed out that the recruiting landscape for students has become much more competitive and only a few years from now the number of high school graduates will decrease, but we are working hard to grow our enrollment.

#### **4.0 Approval of February 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. Professor Billesbach, Biological Systems Engineering, moved to approve the minutes. Motion seconded by Professor Woodman and then approved by the Faculty Senate.

#### **5.0 Committees**

##### **5.1 Parking Advisory Committee (Jana Wood and Dan Carpenter)**

Ms. Wood, chair of the PAC, reported that the bus service contract was still being negotiated with the City of Lincoln, and the Committee has discussed pedestrian safety issues on 14<sup>th</sup> Street and is recommending a crosswalk be installed. She stated that the Committee is looking into a License

Plate Recognition system which allows for greater flexibility and improved customer service. She reported that the only upcoming construction project at this time that would displace parking would be the construction of a new music building.

President Kolbe asked if there are any plans of replacing the motorcycle parking in the East Campus Loop across from the stadium. Director of Parking and Transportation Services Carpenter stated that there are currently no plans, but this was something that could be considered.

President Kolbe asked how often the PAC meets. Director Carpenter stated that it meets monthly during the academic year.

## **5.2 Graduate Council (Associate Vice Chancellor Hope)**

AVC Hope reported that the staff of Graduate Studies has been awesome in helping her to adjust to her new position. She stated that currently the Office is working on streamlining the process for dual degree programs, noting that students enrolled in these programs would be getting a master's degree first on their way to obtaining a Ph.D. She stated that she would be happy to talk to anyone who may be interested in the process.

AVC Hope stated that in her first few months in the position she has undertaken a number of priorities some of which are the onboarding process and the difficulty of getting graduate faculty status for highly qualified Professors of Practice. She noted that Graduate Studies has limited control over the ability to give Graduate Faculty Status because this is awarded at the Central Administration level since it involves all four campuses. She reported that the issue has been raised with Provost Gold and Vice Provost Jackson and recently the Graduate Council met with Associate Dean Griffin, College of Arts and Sciences, who represented the Professors of Practice to discuss the process to obtain Graduate Faculty Status and how it could be changed. She stated that the Graduate Council would have to vote on any changes and the vote must go out to the entire Graduate Faculty. She reported that the hope is to have changes approved in June but noted this may be an ambitious timeline. She stated that there are currently faculty members who currently have Graduate Faculty Status, but the status is scheduled to end in May 2022 and pointed out that there will be a process to have the timeline extended.

AVC Hope stated that the Graduate Studies office has been conducting diversity and inclusion training for the staff since they have contact with so many students from different parts of the world.

AVC Hope reported that some small changes have been made to smooth the admission process for graduate students and pointed out that we need to grow graduate enrollment. She noted that the changes being made should help us to process and notify graduate students more quickly about their admittance. She stated that there is also the Huskers Scholars program which will adjust tuition for qualifying graduate students. She stated that processes within the office are being tweaked to smooth the general process and to help programs achieve approval more quickly, particularly for graduate certificates which are a way to increase enrollment growth.

AVC Hope reported that there has been some turnover in the office with two people leaving although one person has recently been hired. She stated that the office is currently very short-staffed but the level of service for the office will increase once they are fully staffed.

Professor Ibrayeva, Management, wanted to support AVC Hope's notion that Professors of Practice are highly qualified and pointed out that they are current in their field and should be allowed to teach graduate courses. She noted that she has two Ph.D.s, has developed successful MBA courses, and has experience in teaching. She suggested that having them teach more graduate courses could also help increase enrollment. AVC Hope agreed and stated that Professors of Practice have a lot to contribute to graduate teaching. She stated that her office and AVC Walker have pushed very hard to more easily enable Professors of Practice to get Graduate Faculty status. Professor Weissling

stated that the sooner the problem can be resolved the better for the departments because some have a number of Professor of Practices whose Graduate Faculty status are set to expire. AVC Hope stated that the desire is to have their Graduate Faculty Status extended for six months to a year, but this conversation needs to first occur with Vice Provost Jackson.

Professor Stentz noted that the process to get a Professor of Practice designated with Graduate Faculty status is easy as long as the person is qualified. AVC Hope pointed out that recently there have been a fair number of people who were denied Graduate Faculty status. She stated that it depends on the discipline and the job description under which they were hired. Professor Ibrayeva noted that in the past there was discussion about reducing the ability for Professors of Practice to teach graduate courses, but the decision was made that it was completely appropriate to allow them to teach graduate courses because they are teaching in professional degrees. AVC Hope agreed that there are places in graduate programs where the skills and experience of the Professors of Practice are exactly what our graduate students need. She noted that the faculty will be hearing more about this issue, and she is happy to discuss it with anyone.

Professor Stevenson, English, asked if there are other considerations occurring for graduate student housing since it appears that the university would not be replacing the existing housing. AVC Hope stated that she has been somewhat involved in the conversations and noted that the situation is currently on hold. She noted that the graduate students are doing a good job of advocating for themselves.

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

Professor Dodd noted that the voting activity on new courses, removal of courses, changes to courses, ACE certification and removal of ACE are included in the Committee's report. He reported that the original deadline date for the ACE 10 assessment report was November 1, 2020, but due to the pandemic the deadline was moved to September 30, 2021. He stated that 151 ACE 10 assessment reports were submitted and an additional 37 ACE 10 courses were decertified at the unit's request and college-level committees are reviewing the assessment reports. He noted that a final report on ACE 10 will be prepared and presented to the University-Wide Assessment Committee and the UUCC by the end of this academic year.

Professor Dodd pointed out that earlier in the year a call was sent out asking for faculty participation for the entire review of the ACE program and from the group of volunteers, two subcommittees were formed: one to look at ACE outcomes 4-7 and the other to review the outcomes for ACE 8-9. He noted that a survey was sent out to all instructors of ACE courses to see how ACE can be made better for the students and what they thought the value is of ACE. He reported that 57 faculty members responded providing a variety of views and indicating areas that needed improvement. He stated that the two subcommittees used the responses from the survey and information gathered from conducting research in the general education programs of our Big Ten peers to develop an outline in which both the general and specific values of the ACE outcomes can be better articulated to students, instructors, and other stakeholders. He noted that a first draft of the outline on ACE 4-7 courses has been sent to all units that offer these courses along with a request to provide feedback and to participate in listening sessions to help improve the drafts but only 8-10 faculty members per outcome responded.

Professor Dodd reported that the UUCC has spent considerable time related to the new budget model to ensure that new course proposals are not duplicate courses being taught by another department. He stated that the plan has been to incorporate college advisors more by having them provide input in the approval process at the UUCC level. In addition, proposers of new courses will soon be used to verify that they have checked to ensure that their proposed course does not duplicate content already in existing courses. He noted that there was a moratorium on any new ACE courses, but this will be coming to an end after the current review of the ACE program has been completed. He stated that departments have been encouraged to deactivate ACE courses that are no longer being taught and pointed out that this can easily be done in CIM.

Professor Katz, Art, Art History & Design, asked if there is a sense of faculty dissatisfaction with the ACE program. Professor Dodd stated that the survey sought to gather suggestions on how to make the ACE program better. Professor Sollars, School of Veterinary and Biomedical Sciences, stated that the survey was to get a better overall sense of what people thought about ACE and wanted to see where faculty members were dissatisfied with the program. Professor Katz asked if the idea is to educate the faculty more about the goals of the ACE program rather than to address problems with the program. Professor Sollars noted that when ACE was first put into place there was not a lot of understanding by the students as to why they need to take courses in the different ACE outcomes, and faculty members teaching ACE courses needed to understand that there are other elements of an ACE course that need to be addressed. She pointed out that the goal is to try to articulate more clearly why ACE courses are needed.

Secretary Herstein noted that programs in the College of Engineering have a very tight curriculum and trying to fit all of the ACE outcomes into the curriculum is difficult. She asked what outcomes have the most significant challenges. Professors Sollars reported that ACE 9 has been problematic for a long time because it actually incorporates two outcomes which are not identical. She stated that every department could have a capstone course, but these courses do not need to be part of a general education program so the idea is to change ACE 10 to divide the two outcomes now in ACE 9. She noted that there are several programs that are already at 120 credit hours, but she believes there are a number of places where the capstone course could be recertified to fit into a different outcome. She stated that any proposed changes to the ACE program would go to the college curriculum committees for review, but she does not believe any changes to the program would begin until the fall of 2023. She stated that she would be happy to help departments that are pushed up against the 120-credit hour limit.

## **6.0 Unfinished Business**

### **6.1 Motion to Revise the Syllabus Policy**

President-Elect Minter noted that the motion to revise the syllabus policy was presented in February. Professor Sollars pointed out that the revisions clarified what links to resources must be provided in the syllabus for students. President-Elect Minter stated that the motion was coming from the Executive Committee and therefore did not need a second. She asked for the Senate to vote on the motion which was then approved by the Faculty Senate.

### **6.2 Motion to Approve the Ballot for Elections to the Academic Planning Committee, Academic Rights and Responsibilities Committee, and the Academic Rights and Responsibilities Panel**

President-Elect Minter reported that the ballot was presented to the Faculty Senate at the February meeting and there are now two candidates running for election for each position. Professor Peterson, Agricultural Economics, noted that the Board of Regents approved changes to the membership of the panel to now include 28 tenured faculty members, 4 Extension Educators equivalent to an Associate or above, and 4 non-tenure track faculty members equivalent to an Associate Professor of Practice or above. He stated that the terms for the new non-tenure track faculty members will be staggered. President-Elect Minter noted that the ballot was coming forward from the Committee on Committees and did not need a second. She then asked for the Senate to vote on the ballot which was then approved by the Faculty Senate.

## **7.0 New Business**

### **7.1 Open Mic**

Professor Singh, Marketing, noted that faculty members can get an extension on their tenure clock because of the hardships imposed by the pandemic, and he asked if there was a way to get extensions on stipends for graduate students for another year. President-Elect Minter stated that her department had to do fundraising to get additional funds and even then graduate students would not receive the stipend for a full year. She pointed out that in the College of Arts and Sciences graduate funding is set for the year and funding additional resources is difficult and needs to be done by

individual departments. She noted that funding does not come from the Graduate College and recognized that this is a difficult situation for graduate students.

The meeting was adjourned at 4:12 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 5, 2022, at 2:30 p.m. via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Kelli Herstein, Secretary.