

UNL FACULTY SENATE MEETING MINUTES

December 2, 2025

Presidents John Shrader, Rich Leiter, and Pete Eklund, Presiding

1.0 Call to Order

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

2.0 Announcements

President Shrader welcomed everyone to our final Senate meeting of the fall 2025 semester. He noted that we will soon hear from university President Dr. Jeffrey Gold who will offer some remarks and he has assured me that he is happy to take any and all questions from this body.

President Shrader stated “that as we prepare for meetings later this week and to hear from the president – I would remind those ‘tuning in’ -so to speak - that this is a beleaguered faculty (and I could include staff and students.) He pointed out that we have been working with fewer resources, depleted investments – not for months, but for years. We, students and staff are victims of budget plans and implementations gone awry, of inflation, of lack of state funding, of lack of system funding, and lack of innovative and strategic planning, sending signs to the world that this is an “okay” place to be. But we – the faculty, staff and students - remain committed to making this is a “great” place to be – despite the real and intrinsic hurdles placed before us.

President Shrader pointed out that the Board of Regents will make public its decisions regarding the budget recommendations it received from Chancellor Bennett. We are hopeful they are looking deeply into the recommendations and have found some alternatives.

President Shrader reported that the Board took another step toward making the HLC application for joint reporting and accreditation official – that we will be the University of Nebraska, with two campuses. Officially, no UNL or UNMC (though I suspect they will still be referred as such in common conversation.)

President Shrader stated that a bit later, he will share with you some observations he brought home with from the Big Ten Academic Alliance conference of faculty senate leaders in Madison, Wisconsin.

President Shrader stated, as you may know it is difficult for him to keep his lips zipped on matters of athletics. He noted that he found the decision to sign Matt Rhule to a two-year, 25-million-dollar contract extension curious and in his humble, and sports-reporting-career opinion, unwise. Coaches need to beat ranked teams, they need to get better as the season progresses, they need to win games in November. All he would say on those facts – look ‘em up. He stated that for some context: Andy Reid won three Super Bowls making ten million dollars a year. He got his massive pay raise ‘after’ he won three titles. He noted that he so badly wants to be proven wrong, because we could use a really, really good football team here. It might not solve all our ills, but it would help.”

President Shrader then welcomed President of the University of Nebraska, Dr. Jeffrey Gold.

3.0 President Gold

President Gold thanked the Faculty Senate for the opportunity to be here today noting that he wants to visit each of the campuses, which he tries to do several times a year so he can speak directly and answer questions that people have on each of the campuses. He noted that he wants to share information with those in attendance today and he is open to questions and comments.

President Gold stated that with the holiday break approaching he is very thankful for the

opportunity to serve the University and Nebraska and noted that he is working with the leaders through good and bad times and that he is here to be with the campus community during these difficult days.

President Gold stated that, in addition to speaking to the campuses and the Board, he is frequently asked to speak to various organizations and groups outside of the university and the one question he gets asked consistently by all groups is why the university always has to cut its budget so frequently. As a result, he had the Business and Finance Office pull data for a ten-year period which will help to explain why we are in this situation (see attached spreadsheet).

President Gold reported that in 2016 the University's state appropriations budget was \$563,885,541 and we are targeted to receive \$695,683,760 this year which is roughly about a \$132 million increase from 10 years ago. However, the consumer price index, which is a measurement of broad inflation, has increased by 36.15% over the ten-year period. He stated that had the Legislature been able to simply appropriate the CPI every year during the last decade, we would not be at \$695 million, we would have a budget of \$920,474,231. He noted that based on the simple math of inflation, that is equivalent to a \$251 million loss per year towards the university's budget. He pointed out that if we had received that \$251 million per year, more than 50% of it would have gone to UNL, and UNL would have received approximately \$125 million more this year in its budget.

President Gold stated that he then gets asked whether our tuition revenue makes up for the loss in our state-aided budget. He noted that our tuition base in 2016 was \$316,013,928 and in 2025 it was \$375,734,902. He stated that this represents a 13% tuition increase. He pointed out that had our tuition rates kept up with inflation rates over the 10-year period, our tuition revenue would be \$500,286,070. He noted that he fully understands the importance of affordability and access, and he appreciates the work of the Board of Regents to maintain affordability through controlling our tuition rates. He reported that if you look at our peer institutions, you will see that we are in the lowest tier as it relates to our tuition and fees. He stated that if you add it all together, we are \$353,712,337 million less than what the inflation-adjusted state appropriation and tuition would be. He pointed out that part of the loss of the funds has been offset by growth in research and sponsored programs, and part has been offset by philanthropy.

President Gold reported that remissions have significant impacts on our budget as well. He stated that the Regents Scholar is not a scholarship, they are tuition write-offs for the university. He noted that in 2016 we wrote off about \$19,315,000, but this year we will write off \$43,420,000 of tuition. He pointed out that the ability to attract the best and brightest students to get them to remain in Nebraska is highly laudable, but it is impacting the university budget. In addition, the Legislature has mandated that we give free tuition to dependents of veterans. However, he noted that this is an unfunded mandate from the Legislature and the University will be writing off approximately \$8.184 million for this mandate. He pointed out that the mandate to cover tuition for first responders will cost us another \$3.2 million. He reported that the state-mandated remissions in 2016 cost us \$1.611 million, but this year it is projected to be \$11.68 million. He stated that for the university to be able to keep the lights on and to try to continue to grow, the overall state's investment in public higher education, particularly the University of Nebraska, needs to be addressed.

President Gold noted, that as everyone is aware, there have been some major changes with funding from federal agencies that additionally are impacting the university's budget. He reported that since January we've had \$69.8 million of extramural federal research funding cancelled and another \$2 million that is on hold. He stated that the tariffs have increased our spending by \$13 million for needed supplies noting that the purchase of an electron microscope alone cost an additional \$62,000 due to the tariffs. He pointed out that there is \$86 million of federal research awards that are being delayed. He noted that these numbers do not even include what is going on with the indirect cost recovery rates, and the F&A rates. He reported that this year alone the impacts of the loss of

federal funding that we are facing could be \$226 million.

President Gold noted that the upcoming legislative session will be a short one and when he last spoke to the Appropriations Committee he talked about the unfunded mandates and the impacts they have on the university's budget. He pointed out that it is unclear whether the legislature can set the tuition for the university because it is the providence of the Board of Regents. He stated that the Forecasting Board's outlook for next year is not good and it will take the effort of everyone who has contacts with legislators to advocate for the university.

President Gold commented on the budget reduction process for all the campuses pointing out that it is handled very differently at each of the campuses. He noted that neither the Board of Regents nor the President's office intervened in the process and stated that campus leaders must respond to their targeted deficit number. He reported that UNMC had a 4% budget reduction which they took across the board in order to support the research mission of the campus. UNO absorbed some of its deficit through differential tuition for the MBA degree and several other degree programs. UNK is going through academic reductions, and the proposed reductions will go to the Board in January for Board action in February. He stated that when he was hired as President, he was told by the Board that UNL had to fix its structural deficit, and he conveyed this to Chancellor Bennett. He stated that UNL cut \$5 million last year and has gone through an additional budget reduction process this fall and the proposed budget reduction will go to the Board on Friday, December 5. He pointed out that he understands that people's lives will be impacted by these decisions, but we have been put in a place where our state funding has not kept up with inflation for a number of years now.

President Gold reported that there have been discussions in the Big Ten about a Big Ten enterprise but at this time it is completely on hold as there are a couple of schools who have not agreed to the enterprise. He noted that some of the larger universities want a bigger share of the profits and some schools object to this. He reported that if the enterprise was created it would have given us a ten-year membership extension in the Big Ten and the estimated profits are valued at \$24 billion, which at our share of 10% would have provided \$2.4 billion to our Athletics budget. He stated that unfortunately, he does not see this moving forward in the foreseeable future.

Professor Houston, Earth and Atmospheric Sciences, asked to what extent have the proposed UNL budget reductions been designed to send a message to the state legislature. President Gold stated that he has little doubt that it will send a message to the legislature but pointed out that it was not the intent of the proposed reductions. He stated that with the university only receiving .0625% increase in our budget, it became very clear that we needed to address the structural deficit.

Professor McElravy, Agricultural Leadership, Education and Communication, reported that there have been reports from other faculty that the metrics used to make the budget reductions were flawed, and in addition, the Academic Planning Committee (APC) was given limited time to address the budget reductions this fall. He asked who is accountable, that the process that is followed and the decisions that are being made are based on accurate information. President Gold noted that the Academic Planning Committee is very unique and it is part of the campus-based process of considering budget reductions to academic programs. He pointed out that it is up to the campus to adhere to the process, and he has never second guessed the campus process. He understood that the process needs to be engaged in a full and thoughtful way and the right stakeholders would be brought together. He stated that he hoped that the structural deficit would have been handled last year but Chancellor Bennett wanted more time to speak to people on campus. He reported that the Board of Regents would make the final decision on budget reductions and noted that every day that a decision is not made about eliminating the structural deficit, the amount of the deficit increases. He stated that the President and the Board need to know that the processes reflect shared governance on campus and pointed out that public comments play an important part in conveying that the process has been done properly. He reported that many people have reached out to the Board, the Provost's office, and his office to convey their concerns.

Professor McElravy stated that there is some contradiction from what the President just said and what the Chancellor has said to the Faculty Senate. He reported that Chancellor Bennett stated several times that the timeline for addressing the structural budget deficit was not of his choice and that if it wasn't for him, the APC's process would have been shortchanged. President Gold stated that when he became aware of the structural budget deficit, he was clear that the budget had to be addressed over a year-long process and stated that in the spring \$5 million was reduced from the deficit. He noted that the timing and use of the Academic Planning Committee process was completely controlled by the campus, and he informed the Chancellor that the process that needed to be followed was the process that was defined by the campus. He pointed out that when he was Chancellor of UNMC and had to deal with budget reductions each year, it was never a top-down process.

President Shrader asked if the legislature is likely to erase the 0.625% increase in the next year of the biennium. President Gold stated that he would not say that and in fact, he will actually be asking for more support, but he does not know where the Governor is going to find \$500 million to cover the state's budget shortfall. He noted that even if we are fortunate to get an increase in our state-aided budget we are still going to have to deal with issues around the merit pool for salary increases. He stated that we have to figure out a way to go forward and our only solution is growth, that we need to grow in everything that we do such as grow programs, look at private-public partnerships, and we are even looking at land that the university owns to see if it can be monetized.

Professor VanderPlas, Statistics, pointed out that UNL is actively hurting itself by eliminating programs like Statistics which is a vital discipline without which the university does not function. She noted that an explanation given for eliminating the Statistics department is that UNO and UNMC have Biostatistics, but she noted that this is not the same. She stated that there is incredible demand for Statistics in Data Analytics, Data Science, AI, and Statistics is expected to grow for the next twenty years. She noted that students in Nebraska wishing to major in Statistics will need to go to universities outside of Nebraska because UNL has the only degree granting program in Statistics in the state. She pointed out that the loss of the program will contribute to the brain drain in the state. She questioned why the President wouldn't intervene in the budget reduction process when he ultimately oversees the university system and when there have been so many complaints about the process at all levels. She noted that Statistics is in the 75th percentile of Statistic departments in the country and she received an NSF career award, but she will now have to find another university where she can work on the grant she received.

President Gold reported that he asked a lot of hard questions about the budget reduction decisions with the Board and the Chancellor. He noted that he deeply appreciates the gifted statisticians he has worked with over the years, and he has asked repetitively how we are going to maintain the service component that Statistics provides. He pointed out that he has personally been reassured that the service components can and will be met by others on campus. He stated that Data Science can be met in other colleges where research components are already occurring. Professor VanderPlas stated that in the Data Science program there will be five credit hours that will not be covered if the Statistics department is eliminated. She stated that she does not think President Gold or the Board have heard the full story of what will happen if Statistics is cut because they are getting their information only from the people that have created the budget reduction proposal.

Professor Marya, English, asked how the Foundation plays a role in this time of austerity and asked if there is a creative way to increase funding. President Gold reported that the university raised over \$416 million last year, but most of the funding raised is around targeted gifts for specific programs or buildings. He stated that the plan is to put some of the money that has been raised into scholarships. He pointed out that a question that is frequently asked by donors is whether the state has skin in the game since the university is a state university. He stated that we could spend considerable time on how to use the donated funds, but at the end of the day it is the donors' choice how the money will be spent. He stated that we are laser focused on converting as much foundation

money that has been raised as possible for operations.

Professor Rumann, Educational Administration, pointed out that for those, like himself, whose departments are slated for elimination it is a very hard time and many believe that the Regents have not already made up their minds. He asked if the Board of Regents have seen the APC's report which recommended that there be a pause with the proposed budget reductions in order to try to identify alternative plans. He noted that there is confusion about how it was determined that UNL needs to reduce its budget by \$27.5 million. He asked what President Gold would do differently in the future with respect to future budget reductions. President Gold reported that everything he received, whether it was the APC report or letters supporting the various programs, received a personal response from him and any information for the Board gets forwarded to the Corporation Secretary who then forwards it to each of the Regents. He stated that he has had a lot of thoughts about how things could be done differently and noted that having a standard process across the campuses would enable us to predict the budget better. He stated that the budget is a tool for us to accomplish our mission and that he plans to work on the next budget cycle in February and he will put this in the hands of the campuses. He noted that at UNMC there was a constructed process which would give the campus plenty of time to work on identifying ways to reduce its budget. He stated that his heart goes out to Professor Rumann and his family during this difficult time.

Professor Kellas, Communication Studies, stated that faculty have the sense that UNL is not as valued as the other campuses, and she asked President Gold what a flagship campus means to him and what will UNL's role be with the joint accreditation merger. President Gold stated that UNL carries a historic legacy beginning with its founding in 1869 and it carries the brand name of Husker athletics. He noted that UNL deserves and receives more than 50% of the state budget and is prominent in every aspect – teaching, research, and engagement. He pointed out that the HLC merger should not have any impact on the culture and shared governance of the campus and will allow our ranking to increase from 120th place to 50-55th place, and it will allow for some standardization across the campuses that will make it easier for research collaboration between UNL and UNMC. He reported that students pursuing a nursing degree who first started at UNL will no longer be considered a dropout for UNL when they become a new student in the nursing program thereby improving our enrollment and retention numbers. He stated that the merger will allow for programs to be developed between the two campuses but noted that we will need a shared governance process that allows both campuses to provide input and approval on a new program.

Professor Menon, Teaching, Learning and Teacher Education, stated that given that flagship institutions are expected to expand their academic offerings and grow, how do you intend to respond to concerns that program eliminations and a reduction-oriented culture may negatively affect our ability to attract students overall, from other states, and internationally. President Gold stated that the key to our future is to invest in our growth and into our research and sometimes that may mean that we do not invest in programs that are not performing well. He pointed out that it would be good to have a single set of metrics to use across the system. He noted that the Board was specific in requiring that strategic budget reductions be made. Professor VanderPlas pointed out that the data science program only began in 2022 and the digital science program began in 2023 which means that they don't have data for a five-year period yet. She stated that the reductions only take into account salaries and does not consider the fact that the tuition generated by Statistics courses is greater than the cost of salaries. President Gold noted that the credit hours generated by Statistics is low. Professor VanderPlas stated that the intent was to keep the enrollment lower to begin with knowing that it would be growing exponentially and that this point was raised to UNL administrators. President Gold asked what their response was and Professor VanderPlas reported that most of them did not respond to which President Gold stated that this was disappointing to hear.

Professor Kellas asked what kind of shared governance input from faculty was being engaged to create the single set of metrics that President Gold referred to. President Gold stated that the draft common metrics were given to the Chancellors office several months ago and he thought that they

were shared with the campuses and asked if anyone has seen them. President Shrader stated that he does not think any of the faculty have seen them. President Gold stated that he has a meeting with the Chancellors next week and he will pursue whether the common metrics were shared.

Professor Houston asked what President Gold would need to hear at the Board meeting that might sway him to think about whether a particular program should not be eliminated. President Gold pointed out that he does not have a vote on the Board, it is the Regents who are voting members, but he would say that a cogent civil argument as to why the process or the outcomes does not reflect the best decision-making for the university at this time might sway votes in favor of not eliminating a program.

President Shrader asked if we could stipulate here that the structural budget deficit is not the fault of any of the faculty members on the UNL campus, particularly those about to lose their job. President Gold stated that he is certainly nowhere near knowledgeable enough to make that stipulation, but it would be very hard for him to believe that any individual faculty members could be responsible for any significant portion of the structural budget deficit. However, the campus leadership, faculty, and staff share governance processes, and the structural deficit has been known for some time. President Gold asked if it was understood that the \$5 million budget reduction made last year was taken out of UNL's approximately \$20 million budget deficit and that the residual amount would be moved forward into the next year to be dealt with. President Shrader stated that he is not certain that the \$5 million reduction was presented in that manner but there was an understanding that the structural deficit would continue.

Professor Peterson, Agricultural Economics, reported that he served as interim chair of his department from 2023-2024 and he had to cut \$175,000 from the department budget but this was from a horizontal budget reduction for the campus. He noted that IANR administration hinted that there could be future budget reductions but no specific information as to when and how much was ever provided.

Professor Miekkeljohn, School of Biological Sciences, reported that the Faculty Senate voted and approved a vote of no confidence in Chancellor Bennett on November 18, but he was surprised with the lack of response about the vote from the system office. He asked if President Gold still has confidence in Chancellor Bennett. President Gold stated that he has acknowledged that he received the information and has received comments from faculty, staff, and students. He pointed out that Chancellor Bennett's contract expires at the end of June, but he cannot comment on what will happen due to Human Resources policies. He noted that the comments have not fallen on deaf ears.

Professor McElravy stated that he appreciated President Gold meeting with the Faculty Senate noting that it is very insightful and helpful to have the opportunity to have direct communication with the President. He noted that the FAQ page about the HLC joint accreditation has some language changes made after the approval of the joint accreditation. Previously it stated that there would be no structural changes but now it states that it would be prudent or advisable to explore what the structural changes might be, given the changing landscape in higher education. He asked if exploring structural changes could be used to address the budget deficit. President Gold stated that the joint accreditation is not going to be an impetus for structural changes at either UNL or UNMC, but it does give an opportunity, given all of head waves that higher education is facing including state funding and budgetary concerns, to look at the administrative structures of all of our campuses. He stated that we owe it to ourselves, and most importantly, to the people of Nebraska, to do a thorough evaluation and to be willing to make some really hard decisions. He reported that administrative dollars could be put into frontline education and research, but we still need to get final notification from the HLC which should occur sometime between early May and mid-June. He stated that he looks forward to working with people together on restructuring the administrative structures. President Shrader asked if a task force would be formed that includes faculty, staff, students and stakeholders that would be invested in the reimagining of the university and pointed

out that we need to be innovative and creative and we need to be adaptative. President Gold noted that there will need to be engagement from all groups.

Professor Harris, School of Veterinary and Biomedical Sciences, stated that the idea of growth seems more like a fantasy than reality due to the demographics of the state and the difficulty of recruiting students from out of state. He pointed out that he has repeatedly seen that his department does not receive good applicants when there is an opening. Point in case, there is an opening for the Director of the School, who should have a DVM, a Ph.D., and have some sort of board certification, but the applicants the search team receive are not qualified for the position. He asked how you deal with growth without lowering your standards and asked what the way forward is. President Gold stated that if we are going to depend on enrollment from Nebraska, the university is not going to make it. He noted that the long-term prognosis for the state is always going to take precedent over higher education. He stated that one solution is to have more online programs. He noted that Arizona State University has 180,000 students, but 100,000 are online students. He reported that it is what the faculty do every day in their classroom and research labs that create an exciting environment that helps attract students. He stated that he would question how the position for director of the school was marketed, what was the price point and what search firm was used. He stated that he would never dictate to you or your search committee what to do but he strongly recommends against compromising your school's standards. Professor Harris stated that he has voiced these concerns, but there is a very top-down approach and no one at the upper level seems to listen to those in a lower ranking. President Gold stated that he would follow-up on this situation.

Professor Gay, Physics and Astronomy, pointed out that the faculty are very unhappy. He stated that several years ago the Business and Finance office stated that we had budget problems that need to be solved and as a result, very expensive consultants were hired to help solve the budget problems, but the faculty had to train the consultants so they could understand the details of our financial operations. He reported that many faculty and administrative hours were spent developing an incentive-based budget model which wound up never being fully implemented. He pointed out that there is a new Vice President of Business and Finance who is making a huge amount of money, but he worries that we will get the same value for our money that we have had with our financial people in the past. President Gold stated that he appreciated the comments and noted that consultants, when used wisely can be extremely helpful, but when not used wisely they are wasting our time and money. He stated that our Chief Financial Officer, Ms. Barnes, not only serves as the Vice President and Chief Financial Officer of the system, but she is also the CFO of UNMC and now UNL.

Professor McElravy stated that he was trying to do some research on how public the announcement was about this looming budget reduction. He noted that in conversations faculty were told it was about a \$20 million budget deficit, but he could never find any public announcement about it and the faculty seemed not to have had any real involvement in discussions about the budget deficit. He stated that when talking about being proactive and creative with budgets at the department level, it is hard to understand the full budget for a unit because there is no operationalization of the unit budget. He pointed out that it is difficult to know what kinds of investments need to be made in order to see growth in three or five years and if you request a new program, it has to be done with zero additional resources which makes it hard to grow a department. President Gold stated that he appreciated Professor McElravy's update about the lack of information about the carry-forward, structural deficit. He pointed out that if you have a program or project that could help us grow, he stated that it should be brought forward, although he acknowledged that this month may not be a good time to do it given all of the hard decisions that have been made about the budget reductions. However, at some point we need to discuss whether we grow using private philanthropy, or whether through state funding or federal grants and contracts. He noted that it is his job to find these opportunities to make programs grow.

President Shrader thanked President Gold for this time. President Gold stated that he is deeply

grateful for all that the faculty and staff do and for the opportunity to meet with the Senate today. He said not to hesitate to invite him back at any time and he hopes that the Senators feel that he has been 100% transparent, and he wants people to know that his door is always open.

4.0 Approval of November 4, 2025 Minutes

President Shrader asked if there were any revisions to the November 4th minutes. Hearing none, he asked for a motion to approve the minutes. Professor Peterson moved to approve, motion seconded by Professor VanderPlas and then approved by the Faculty Senate.

5.0 Unfinished Business

5.1 Motion to Approve Changes to Membership in the University Commencement and Recognitions Committee

President Shrader noted that the motion to change the membership of the University Commencement and Recognitions Committee was presented at last month's meeting. Professor Gorman noted that the revision gives all faculty members serving on the committee the right to vote. He pointed out that there is an error in the committee syllabus in that the Registrar's Office was listed twice in the membership list and he moved to correct this error. Professor McElrvay seconded the motion to correct the error. The motion to make the correction was approved. The Faculty Senate then voted to approve the proposed changes to the committee membership.

6.0 New Business

6.1 Report on the Big Ten Academic Alliance Faculty Leadership Conference

President Shrader reported that he attended the Big Ten Academic Alliance conference held at the University of Wisconsin in November. He noted that it was a valuable conference and there were discussions about AI in higher education, communicating and fostering collaboration and consultation with administrators, influencing academic planning and budgeting. He stated there was also discussion about navigating the tension between academic freedom and free speech on campus and Professor Howard Schwerber offered a compelling presentation on the subject during which he pointed out that academic freedom is institutional, not individual, which he said is opposite of free speech. He stated that Professor Schwerber offered three responses to the assault on professors and higher education, and on our freedom and free speech, whether it is academic or otherwise. He noted that Professor Schwerber pointed out that we basically have three choices, we could do asymmetric warfare where you just get down and fight which is wildly destructive, or you can hunker down and adapt, and the third response is do what we do well which is to educate the public.

President Shrader stated that the faculty need to tell our story and we can do this by speaking at high schools, school boards, nursing homes, we just need to show them who we really are. He stated that the Executive Committee has discussed the need to change the narrative about higher education.

6.2 Open Mic

Professor Rumann encouraged people to pack the Board of Regents meeting on Friday which begins at 9:00 a.m. to oppose the proposed budget reductions. He pointed out that what we do now will have an impact on the future.

Professor McElrvay stated that he asked for the motion to censure the Chancellor, President, and Board of Regents be removed from the agenda because some of his colleagues pointed out that the motion could be seen as an ambush of President Gold since he was speaking to the Faculty Senate today. He stated that he is open to having a conversation with people if they are interested in speaking to him about the motion.

Professor Perez Gimenez, Mathematics, stated that some people in his department are concerned that the Microsoft migration for students over the winter break will have a significant, negative impact on graduate students. He questioned whether there are any plans to alleviate any problems

noting that some graduate students cannot be without email during the winter break. President Shrader stated that he would convey this message to CIO Haugerud.

The meeting was adjourned at 4:26 p.m. The next meeting of the Faculty Senate will be held on Tuesday, January 13, 2026 at 2:30 p.m. in the East Campus Union, Great Plains Room A. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Ann Tschetter, Secretary.