1.0 Call to Order
President Guevara called the meeting to order at 2:33 p.m.

2.0 Announcements
2.1 Senate Executive Committee Meeting with CIO Askren
President Guevara announced that the Executive Committee will be meeting with CIO Askren tomorrow to discuss issues with technology on campus. He asked that anyone with issues that you would like the Executive Committee to address with CIO Askren to contact either himself or the Senate Office.

3.0 Dean Busch, University Libraries
3.1 Changes to the Libraries
Dean Busch thanked the Senate for the opportunity to talk about the visions for the Libraries and to share some specific plans for enriching the space in Love North. She pointed out that she and the senior administrators are interested in hearing the issues and thoughts of the faculty on these changes.

Dean Busch stated that those people involved with updating the campus master plan saw the Libraries as being an ideal location for investment because it is in the heart of the campus and an ideal location to create a learning commons area, particularly in Love North. She stated that the Libraries are excited about this plan Love North was built in the 1970’s and is in dire need of renovation and the creation of technology rich collaborative spaces for students fits well into the strategic plans for the campus. She pointed out that the glass in Love North first floor needs to be replaced as it is not energy efficient and there are other structural issues in that facility that needs to be addressed.

Dean Busch reported that the area of Love North scheduled to be renovated houses some 400,000 items that will need to be relocated within the Libraries. She stated that relocating these materials will enable Love North to host a 200 seat digital learning center and a commons area that could seat 500, in a variety of configurations. She noted that the current digital center facility in Burnett can only seat 60.

Professor Neal, Art & Art History, asked if the Love North renovation plans are currently underway or something that is scheduled for the future. Dean Busch stated that plans to renovate Love North first floor began after the campus master plan was completed. She reported that Sasaki Associates, the consultants on the master plan, have worked with the Libraries to see what could be done with the space in Love North and throughout the spring and summer plans were developed. She reported that in late summer Sasaki Associates went to the Chancellor and SVCAA Weissinger, after gathering a lot of input from different elements of the campus, with a preliminary drawing of what could be revised in the building. She pointed out that the plan is scheduled to be on the Board of Regents agenda in January.

Dean Busch stated that the proposed changes include a shared service desk (reference desk/circulation point/information center/IT help) in the interior of the building along with a combination of different sized spaces that would support multiple forms of learning. She stated that there are also plans to have a coffee/snack bar which is something that has been requested by students, faculty, and staff members. She noted that another desirable aspect from the students’ perspective is to have the learning commons open 24 hours a day, 7 days a week.

Professor Weissling, Special Education and Communication Disorders, asked what kind of services would be available through the digital learning center. Dean Busch stated that electronic testing could be done and increase the availability of computers for students. Professor Weissling asked how students with disabilities will be fused into the area so they are not segregated into a different location. Dean Busch stated that she believes that this has been addressed in the preliminary design and will continue to be integrated into the project design process.

Professor Zlotnik, Earth & Atmospheric Sciences, asked if it is possible to differentiate between the different types of students who would be using the learning commons. He noted that it seems that some disciplines,
such as Journalism and English might use the learning commons more. Dean Busch reported that the goal is to provide more space for students to work collaboratively on both city and east campus. She noted the process of determining this space in Love North and with CYT library is a similar process. She noted that although some disciplines, such as Engineering, have their own library, it is not available 24 hours. The plans to renovate Love North first would provide a much larger space for students to work. Professor Zlotnik asked if a plan for this kind of space has been presented to the different colleges. Dean Busch stated that the Engineering Library was recently renovated to include academic advising offices and more open study spaces for students.

Professor Dance, Sociology, asked if the students will be limited as to how many hours they can stay in the space that is designated as being open 24 hours. Dean Busch pointed out that the students can be there all night. She noted that many universities are now having libraries open 24 hours a day, 7 days a week, but security is something that will need to be considered, although Love North has a lot of open space with windows which will help with security. She pointed out that the entire library would not be accessible 24 x 7, only the learning commons.

Professor Neal stated that some faculty members and students are not happy with the proposed plans. She asked if the digital learning center will be open 24 hours a day and whether the Libraries will be getting a 3D printer and 3D scanner. Dean Busch reported that the Libraries are getting a 3D scanner which will be housed temporarily in Media Services in Love South but would eventually be moved to the learning commons Love North.

Dean Busch reported that the idea is to open Love North for the first time up to the mall area on the north and to add doors on the east and west side of the mall area to allow traffic flow through the learning commons. She stated that the idea is also to enhance the terrace area adjacent to the entrance to Love North to allow people to sit outside. She noted that a long term vision is to enhance the second floor of Love North so the Archives and Special Collections and the Center for Digital Research in the Humanities could be housed in that area. She pointed out that this would create a large Special Collections reading room that could be utilized. She stated that other long term plans include capturing the area underneath the link which could allow an addition of having an exhibit gallery/reception area on the second floor. She noted that although this is a much longer term vision it is exciting and could provide a lovely multipurpose space in the heart of the campus.

Dean Busch stated that she is aware that there are issues surrounding the relocation of the collections now housed in Love North first floor. She noted that the collections for the social sciences, political science, education, geography, and art and art history would need to be relocated and the Libraries is working with the faculty in these disciplines to identify collections that need to stay in the Love complex. She pointed out that the Libraries will establish a satellite branch which could allow some browsing or faculty and students can have the books delivered from the satellite to a department. She noted that this facility should be located close to city campus or east campus. She reported that the materials in Love South are federal documents and science monographs which are not used as frequently as those in Love North. She suggested that these materials currently located in Love South could be moved to a satellite facility allowing room to relocate collections on Love North first floor to Love South.

Professor Kauffman, Educational Psychology, asked what the benefits would be to the students if the social science books are moved to a satellite facility. Dean Busch stated that the social science texts would be moved to Love South and the federal documents and science materials would be moved to the satellite branch.

Professor Crews, Textiles, Clothing, and Design, asked how it is determined what materials will be removed from the Libraries. Dean Busch noted that the process of determining where collections are located and retained is ongoing based on the needs of faculty and students. She noted that a similar process was developed to identify titles for location in the high-density storage facility on east campus. She pointed out that consideration will be given to having some of the print journals for which we have electronic access permanently stored in the CIC Shared Print Repository in Indiana.

Dean Busch stated that the benefit of having a satellite facility is that it would be an open browsable space and it would allow time for the campus to think about what materials need to remain in Love Library or the other library branches and which materials could go into a high density storage facility (LDRF). She noted that the high density storage facility on east campus is now 2/3 full and is not open for browsing. Professor Neal asked if the satellite branch would be available to students for browsing. Dean Busch stated that it would be open to students, faculty, staff, and the public. She pointed out that if the federal documents are moved to the facility they need to be accessible to the public, although this facility would not be open as late as the campus libraries.
She stated that increasingly federal documents are available electronically and there are numerous efforts to digitize previous federal documents which will eventually be made available through Google.

Professor Zlotnik asked how it is derived that students are using some of the texts more than others. Dean Busch stated that circulation statistics were reviewed for the last eight years. In FY 2005/06, 418,779 items circulated from the Libraries, whereas in FY 2012/13 only 203,414 items circulated. The numbers have been steadily decreasing over the years due in part to the availability of larger amounts of digital material. She noted that there is also a lower percentage of in house usage of the texts. She pointed out that there are some 500,000 e-books, and the staff of the Libraries knows that in some disciplines e-books are not available.

President Guevara asked if a satellite branch location is being considered and whether there is a list of the items that would be relocated. Dean Busch reported that if the Board of Regents votes favorably in January to make these changes the earliest the facility would be operational would be next fall. The Libraries would need to know by spring what items they want retained in Love Library because it will take three to four months to move the federal documents and science materials from Love South to the satellite facility and move the texts from Love North to Love South. She stated that the Libraries would make sure that the materials being moved would still be accessible. She pointed out that generally, texts can be obtained quickly through interlibrary loans. President Elect Nickerson stated that he has found that he gets books within 24 hours from the high density storage facility when requested.

Professor Neal reported that there are several faculty members in her department and a number of students who are incensed that the reference books are being removed from the Libraries because they want the ability to browse the texts in the art and art history area. She noted that people like to be able to discover books serendipitously. Dean Busch reported that UNL has about 2.6 million unique titles in our collection, but if people browse the CIC library the number of volumes available increase greatly. She stated that one of the tasks of the Libraries is to help people understand that they have this capability. She pointed out that Library faculty members have been working with faculty members in the Art and Art History department about the move and a review of the titles of texts in this discipline that were circulated was conducted. The result of the review showed that about half of the texts circulated once or less over the last couple of decades. She noted that there are materials for some programs that are not even offered anymore. She stated that some of the materials are quite large and there is currently not the space for faculty or students to spread the materials out for review. She understands that there are many issues that need to be considered and the Libraries is trying, with the help of faculty members to identify collections that need to remain in Love Library and to have a good environment for their use.

Professor Curry, History, asked if there is a committee that will decide on what books will stay in the Libraries. Dean Busch stated that the Libraries faculty members are working with the faculty in the various departments to discuss and decide what texts should be retained.

Professor Sarroub, Teaching, Learning and Teacher Education, stated that she is concerned that the changes assume that members of the public have access to computers and can easily print information, but the economic disparities in the state indicate that not everyone can have electronic access. She stated that universities around the country are still amassing books, not getting rid of them. Dean Busch pointed out that she has worked many years in the State Library system and she knows that public libraries across the state provide computers and access. She noted that she was just recently in DC at a conference of Academic Research Libraries and academic libraries of all sizes are dealing with needing to realign collections in order to create spaces for student collaboration. She pointed out that collaboration among libraries provides access to information by sharing collections through interlibrary loan. She noted that many of our researchers use interlibrary loans to supplement their research needs. She pointed out that the Libraries cares very much about this issue and wants to make sure that the materials are accessible. She noted that some of our students taking online courses may never step foot on campus but they need access to the Libraries. Professor Kauffman asked what percentage of students is not coming to campus. He noted that he is concerned that this might be part of the argument to change the Libraries but he does not think this makes a strong case for the changes. He asked why the Student Union could not be used more for some of the gathering space. Dean Busch pointed out that the Student Union is a space for students to gather socially and does not have the assistance available to help students and faculty members with their research needs.

President Guevara stated that he is concerned that there will not be quiet spaces in the Libraries for studying. Dean Busch pointed out that the Libraries currently provide different spaces, some of which are quiet reading rooms, and others are used for more collaborative, active space. She stated that the idea of the learning commons is to provide technology, collaborative spaces and staff to help students use library resources more
effectively and she sees this as an important part of the Libraries’ role. She noted that a learning commons will help recruit students because they are looking for these kinds of places to work.

Professor Ruchala, School of Accountancy, asked if there will be a policy regarding quiet hours or study hours that will be enforced. Dean Busch stated that there will be specific areas designated for studying and she has found that students actively enforce their quiet spaces.

Professor Woodman, School of Biological Sciences, noted that at some universities the argument is being made that the changes to the Libraries is also changing the faculty status of librarians and that this may be a thing of the past as they become more of a technologist. He asked if the Libraries’ faculty members have been discussing this issue. Dean Busch pointed out that in this new environment faculty status is even more important. She noted that the Libraries faculty is actively involved with faculty and students to help them navigate the explosion of digital information. She pointed out that UNL librarians have had faculty status since 1947.

Professor Neal asked what benefits the campus, particularly the Libraries, has gained by being a member of the CIC. Dean Busch stated that there are many benefits to being in the CIC. She noted that through the consortium we are able to purchase items at reduced costs for its members, and electronic information has been purchased through the consortium. She stated that we are only two years into being a member of the CIC and we are participating in several projects that will benefit our campus. She reiterated that being a member of the CIC has tremendous benefits.

Dean Busch stated that she and the Libraries liaison faculty members would be very happy to meet with departments to discuss their concerns. She stated that she is finding these conversations to be very beneficial to see how the faculty is thinking about the Libraries.

4.0 Approval of October 1, 2013 Minutes

Professor Wysocki, Computers Electronics and Electrical Engineering, moved for approval of the minutes. The motion was seconded by Professor Rinkevich, Classics and Religious Studies.

5.0 Committee Reports

5.1 Research Council (Professor Sarroub)
Professor Sarroub noted that the full report was included in the Senate packet. She reported that the Research Council modified the internal competition for research funding this past year. She noted that serving on the Council members learn a lot about research projects on campus and the various ideas that faculty members have across the campus. She stated that it was a very educating experience and encouraged faculty members to serve on the Council. She noted that members learn how to review other people’s work and read proposals outside of your own discipline. She stated that the Council has been discussing how better to mentor faculty members and the Council hopes to have ideas by the end of this year.

Professor Sarroub reported that last year was a good year for Foundation funding but this year there is a 6% decrease. She noted that last year the Council received 93 proposals but this year only 57 have been received. She stated that she does not know the reason for the downswing but suggested that people may be receiving more external funding. She encouraged the Senators to let their colleagues know of the Research Council funding.

Professor Sarroub reported that Professor Swearer will be giving the first Nebraska Lecture this year.

Professor Neal noted that there is no faculty member from the Fine Arts on the Research Council. Professor Sarroub pointed out that faculty members represent disciplines, not individual departments or colleges. She noted that there are two faculty members representing the Arts and Humanities on the Council. She suggested nominating people to serve on the Council. Coordinator Griffin pointed out that all academic faculty members will be receiving an email message asking for volunteers to serve on various campus committees, including the Research Council, and she encouraged those that are interested in serving to submit their interest.

5.2 Chancellor’s Commission on the Status of Women (Professor Simpson)
Professor Simpson reported that she is the CCSW Faculty Council chair. She noted that the CCSW advises the Chancellor about the climate for all women on campus and the CCSW has a separate Council for each group: faculty, staff, and students. She stated that each Council meets separately, but all three Councils meet at least once a month.
Professor Simpson reported that the 2013 CCSW Chancellor’s Award for Outstanding Contributions to the Status of Women was presented to Dr. Mary Anne Holmes and Dr. Julia McQuillan, co-principal investigators of the NSF ADVANCE grant and to the student organization Psychology of Gender. She stated that the CCSW also made a formal presentation to the Chancellor regarding increases to the UNL Child Care Center and how the 8.5% increase in fees is particularly difficult for students and staff members. She reported that a task force has been created to look into the issue further.

Professor Simpson stated that the CCSW developed and presented a project entitled “In Someone Else’s Shoes” which illustrated how current issues on campus, such as increasing costs for child care, parking, and health care, can compound each other’s impacts particularly for students and staff members. She reported that the CCSW continues to work with Associate to the Chancellor Nunez to maintain compliance with federal guidelines on the lactation policy and the availability of lactation rooms.

Professor Simpson noted that the Student Council is focusing on safety issues and in particular is looking at the functioning of the blue light emergency phones and the removal of some of them because of the increase in cell phones. She stated that the Student Council also raised concerns about the climate for women in regard to non-official social media such as “UNL confessions.” She noted that the Student Council is also working to raise awareness of the services that are available for women on campus.

Professor Simpson reported that the CCSW Faculty Council has been working on UNL wide faculty development practices and wants to ensure that the work of the ADVANCE grant that has made achievements in the STEM fields can be brought to other disciplines on campus.

Professor Weissling asked if the CCSW has paid any attention to issues of non-tenure track faculty members and looked at the ratios of female non-tenure track faculty members to male non-tenure track faculty members. She wondered whether there is evidence to show that a higher percentage of these positions are being filled by females. Professor Simpson noted that there is no non-tenure track faculty member representative on the Faculty Council so this issue has not been raised. She stated that the Faculty Council will be happy to look at this issue if Professor Weissling can make a recommendation on how to address it. Professor Weissling stated that there seems to be a trend for hiring women in these positions. Professor Peterson, Agricultural Economics, stated that Associate to the Chancellor Nunez should be able to provide the statistical data on these positions. He noted that the Faculty Compensation Advisory Committee receives information from Institutional Research and Planning Office each year on salary and gender discrimination, although he does not know if the CCSW sees this information. Professor Simpson stated that the CCSW did meet with Past President LaCost about this information last year. Professor Weissling pointed out that the CCSW should look at salary compression issues as well as suppression issues for non-tenure track faculty members.

6.0 Honorary Degrees Ballot
President Guevara asked the Senate to vote on the ballot provided for the nomination of an individual for an honorary degree. He reminded the Senate that this nomination is confidential and requires further approval from the Chancellor and the Board of Regents before the name is submitted to a pool of possible honorary degrees recipients.

7.0 Unfinished Business
No unfinished business was discussed.

8.0 New Business
8.1 Director Greg Clayton, Benefits
Director Clayton noted that employees should have received the NU Benefits enrollment card in the mail. He stated that employees can sign up or make changes beginning November 18 – December 6. He stated that employees are encouraged to complete the health risk assessment as this qualifies people to get free generic drugs through the Caremark mail system and coverage for a colonoscopy once every ten years. He reported that employees must also fill out the tobacco/nicotine form each year. He reported that there are no changes to the flexible spending accounts. He noted that many people enjoy the Visa card associated with the flexible spending accounts and the card is good for three years. He pointed out that the card will get reloaded if members sign up for the card.

Director Clayton reported that the medical and dental plans are not increasing. He stated that new identification cards will be issued and members should look for them in January.

Director Clayton stated that the Caremark plan now has a step program that may require users to try the
generic version of certain drugs. He noted that this should only affect about 120 people university-wide. He reported that the Caremark web card can be downloaded from the Benefits website.

Director Clayton stated that the cost of the Vision plan is increasing and if people want to increase their life insurance they will have to fill out eligibility paperwork which can be done on line.

Director Clayton stated that an email reminder message will be sent to everyone about the enrollment period.

Professor Ruchala stated that the federal government recently made a change to the flexible spending accounts in that $500 can now be carried over into the next year. She asked if the university will be allowing the carryover. Director Clayton reported that at this time the university is not allowing the carryover. He pointed out that there is only 1% in forfeitures, but the money not used in the flexible spending accounts helps to pay for the forfeitures. He noted that if someone has a flexible spending account and they spend all of it before August and then leave the university early it creates a loss. Professor Ruchala stated that the university needs to bill these people and not expect others who participate in the flexible spending account to cover the costs. Director Clayton stated that the university is planning to study the situation and a charge may need to be put on those who participate in the flexible spending account and then leave early.

President Elect Nickerson pointed out that the on-line Wage Works is not user friendly at all and difficult to use. He asked if there is a point person who can be contacted for assistance with the program. Director Clayton stated that people having difficulty should contact the Benefits Office. President Elect Nickerson asked if he now has to begin taking money out from his fidelity account since he is now 70. Director Clayton stated that as long as a person is working they do not have to take money out of their fidelity account, but they would have to take money out of their IRA’s. He pointed out that when President Elect Nickerson retires he does have to take the minimum distribution.

Professor Rudy, Nutrition & Health Sciences, stated that Wage Works is frustrating. He pointed out that if you get an over the counter drug you have to get a prescription to get reimbursed for it. Director Clayton noted that a couple of years ago the program was changed in that it can only be used for prescriptions. Professor Weissling agreed that Wage Works is difficult and can take hours to fill out the forms. Director Clayton suggested that people continue doing it the way they did before it was put on line. He noted that the claim form can be found on the Benefits website. Professor Rudy pointed out that the completed form can be scanned and submitted.

Professor Woodman asked if people can only get their insurance changed if there is a change in their status. Director Clayton noted that the NU Flex enrollment program begins on November 18 and runs through December 6 and employees can change their status during this period. He noted that there are some forms that need to be filled out annually and an email message will be sent reminding employees to do this during the open enrollment period.

The meeting was adjourned at 3:47 p.m. The next meeting of the Faculty Senate will be held on Tuesday, December 3, 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Toni Anaya, Secretary.