

## FACULTY SENATE EXECUTIVE COMMITTEE MEETING

**DATE:** Wednesday, September 11, 2013

**PRESENT:** Anaya, Bender, Guevara, Joeckel, Nickerson, Reisbig, Rinkevich, Ruchala, Sollars, Woodman, Wysocki

**ABSENT:** Schubert, Zoubek

**LOCATION:** Faculty Senate Office, 420 University Terrace

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### 1.0 CALL

Guevara called the meeting to order at 3:00 p.m.

### 2.0 SVCAA Weissinger

#### 2.1 Update on Deans' Searches

SVCAA Weissinger reported that the Journalism search committee is in place and job specifications and advertisements have been approved by the committee. She stated that the faculty members believe it will be a relatively refined search and feels confident of their ability to target and recruit candidates. She noted that faculty members have already encouraged people they know to pursue the position and on the whole the faculty seems optimistic.

SVCAA Weissinger reported that the Journalism search committee discussed the job specifications with significant conversations regarding the credentials needed for a dean. She noted that searches for applied colleges are more complex and includes discussion on career trajectories. She pointed out that a good dean's candidate might have a blended trajectory or might be purely academic. She stated that the key in the dean's search is to stay in the market and convince prospective candidates to apply and this needs to be done for as long as it takes in order to get the best person. She guessed that the finalists for the position might be on campus by January or February. She stated that it will be a very engaged search committee.

SVCAA Weissinger reported that the search for the Dean of Arts & Sciences will probably take longer because it is a larger and more complex college. She noted that the last Arts & Sciences dean's search was conducted about 7 years ago. We are using a search consultant to assist with the search. She reported that this consultant, Paul Chou of KornFerry sells UNL well and has a large network. She noted that the firm has placed numerous deans and provosts in other Big Ten schools and the consultant recently attended an open faculty forum in order to get a sense of what the college is looking for in terms of a dean. Nickerson pointed out that there

was a lot of discussion of what characteristics the faculty felt the dean should have, there was also discussion on the best way to sell the university and campus to prospective candidates.

SVCAA Weissinger reported that Dean Poser of the Law College is chairing the A & S search committee. She pointed out that this search will probably take longer in order to convince the best candidates to consider UNL. She stated that she is guessing that the search committee will probably need to initially narrow the candidates down to a preliminary list before they can recommend finalists for on campus interviews. She stated that she is guessing that candidates will not come to campus for interviews until February or March, but the search committee will need to set up the time frame for when this will occur.

SVCAA Weissinger stated that she feels optimistic for both searches. She noted that both the deans' positions for major journalism schools and arts and sciences schools in the Big Ten are seen as an attractive position so she anticipates that there will be very good candidates for each position.

Woodman noted that within Arts & Sciences there are a number of units that have commitments and work closely with IANR and Innovation Campus. He asked if she thinks the best candidates will have focus in these kinds of collaborations. SVCAA Weissinger stated that the best candidate will have talents and abilities that are connected to the trajectories of the college. She stated that we need someone who can understand how to connect the life sciences in Arts and Sciences with IANR and Innovation Campus. She stated that the administrative challenges of the college need to be considered, but the faculty has a sense of what the trajectory of the college looks like.

## **2.2 UCARE Changes**

The Pepsi Endowment Fund provides \$400,000 of funding for UCARE. Her office is always looking for better ways to manage the administrative part of the program. She pointed out that the program required the keeping of time cards which need to be checked, signed, and entered into the payroll system. She stated that from a systems perspective the process was unwieldy. She noted that the suggestion was made to handle the UCARE funds similar to the way teaching assistant stipends are handled. She stated that there was no accounting or other administrative barriers to doing it this way and other than a few people, she has not heard of any negative concerns.

SVCAA Weissinger stated that previously UCARE students were awarded \$2000 and some students successfully requests additional funds for things like travel or supplies. So this year her office in consultation with the UCARE advisory group decided to increase the stipend to \$2400 (the first increase in a long time).

Nickerson stated that one of the concerns raised was that many faculty members felt that the UCARE program worked beautifully and is the crown jewel to attract undergraduate students. The question was why fix something that wasn't broken. He wondered how many undergraduate students are working on campus and get paid through time cards and whether the UCARE students created a large additional burden. He noted that one of the concerns is that the faculty member will have less control over a UCARE student if they do not have to sign time cards. SVCAA Weissinger stated that she thinks twice a semester the faculty member will be sent an email asking if the student is doing the work outlined in the UCARE application. She stated that if the response is yes the system defaults to continue giving payment to the student. However, if the answer is no Graduate Studies is triggered to look into the situation and payment may be halted. Nickerson stated that twice per semester sounded appropriate. He had mistakenly had the impression it was going to be more often.

Nickerson stated that another concern is with the idea that students are initiating group projects without much input from a faculty member. SVCAA Weissinger pointed out that she is not aware of this change and only administrative changes, not policy changes have been made. She pointed out that the campus already has the Nebraska Summer Research Program which is a consortium of NSF funded Research Experiences for Undergraduates and other summer research opportunities and the idea was to also provide UCARE opportunities during the summer.

Nickerson pointed out that in a message from Jane Schneider, Graduate Studies, it stated that the changes included a perspective shift in that the student would not be working on a faculty member's research project and essentially there was no employer-employee relationship. He stated that in an email message from Associate VC Goodburn she said that "we wanted to support larger labs with teams of undergraduate students to work with graduate students and postdoctoral students" and some faculty members are worried about the idea of students working in groups and initiating the projects without much input from the faculty member. SVCAA Weissinger stated that she does not know of these changes and she was told that just administrative changes were made. She pointed out that the only changes that were made were in the amount the student received and how they

were to get paid. Guevara noted that an additional report from Associate VC Goodburn raised more questions and the Executive Committee would like to meet with her and Assistant Dean Bellows to clarify things. SVCAA Weissinger pointed out that there was recently a UCARE opening event and she did not hear of any discontent either from the students or faculty.

Sollars noted that the Executive Committee was told that one of the primary difficulties is finding more money to get more student participants in UCARE. She asked if the additional \$400 per student is limiting the number of students who can be funded. SVCAA Weissinger reported that the same number of students is being funded, but we would like to expand the program to include even more students. Sollars suggested that taking the additional \$400 given to each student could allow for more students to get involved in the program. SVCAA Weissinger pointed out that the key is to get students who are serious about doing research.

Nickerson noted that the UCARE students in his department are treated like graduate students. SVCAA Weissinger stated that she thinks they are treated this way in many other departments. She noted that even though some UCARE students may not go on to graduate school, they have a greater understanding of the scholarship that is involved in research. Nickerson pointed out that some of them can get a publication out of the research as well. SVCAA Weissinger noted that the UCARE program is linked to retention and graduation and as enrollment grows the program will need to grow.

Reisbig stated that another concern some faculty members had was that students would have to purchase supplies for their research project. SVCAA Weissinger stated that she believes the intention with giving the additional \$400 this year was to provide money for travel or other needs rather than the students having to ask for it. She pointed out that in most cases faculty members probably didn't want or need students purchasing supplies and she thinks that this would be relatively rare.

Ruchala asked if the \$400 for travel was a set limit or whether they could get a supplemental grant to offset the cost of travel. She noted that some students may not use the \$400 while others might need more. SVCAA Weissinger stated that she would need to check on whether they could apply for additional funding. She pointed out that the changes were made to get rid of some unnecessary administrative tasks and the UCARE advisory board, department chairs, and the accounting department were consulted to see if these changes were feasible.

SVCAA Weissinger noted that there has not been an increase in the amount of money that UCARE students receive since the program was first started. Ruchala asked if there is a problem with the stipends being too low. SVCAA Weissinger stated that the change to provide \$400 was thought to be an advantage to students and faculty members, but if it does not work well there is always the option of changing it back to the original amount.

Sollars stated that another question that arose was why the program was moved to Graduate Studies since it is an undergraduate program. SVCAA Weissinger clarified that the program was still administered by the Associate Vice Chancellor for Undergraduate Education in the SVCAA office. SVCAA Weissinger pointed out that Graduate Studies already has a large and well run web-based enterprise that already looks at summer research applications from students from around the world. She stated that the logistical infrastructure was already in place that could easily support the UCARE application process.

Guevara stated that he believes some of the questions that arose have been due to limited communications that some faculty members received on the changes. Nickerson noted that SVCAA Weissinger's responses have addressed all of his concerns.

### **2.3 MOOC Taskforce Update and Coursera**

SVCAA Weissinger reported that the Executive Committee saw the original MOOC taskforce report. She stated at this time the administration is still trying to fully understand the Coursera agreement.

Woodman asked if the Coursera agreement would prevent a faculty member from using Google and edX which recently joined forces to allow anyone to join high profile MOOC consortiums or to create a MOOC course. SVCAA Weissinger stated that as she understands it, the Coursera agreement does not limit campuses from engaging in other agreements. She reported that she will form another taskforce to look further into MOOC issues and because she and other administrators are watching the market to see what will happen with MOOCs at research universities. She pointed out that in examining these kinds of courses academic questions also need to be considered and addressed.

### **2.4 Enrollment Figures: Summer and Fall**

SVCAA Weissinger reported that the total enrollment this year is 24,445 students, an increase of 1% which is really good news. She pointed out that the overall numbers represent a matrix of components: undergraduate numbers, graduate

student numbers, non-resident, resident students. She stated that what is really exciting is that this is among the largest freshmen class that UNL has ever had and there has been more than a 12% increase in new students this year over last year, which was the previously the largest freshmen class. She pointed out that Dean Cerveny reported that it is also the best academically prepared and diverse class and we were able to accomplish this during a time when the national trend shows these numbers decreasing. She stated that this is great validation of how good we are and how attractive we are to students and parents. She said that from a fiscal perspective tuition money is the one aspect of our revenue stream that is under UNL's control. She noted that it is more than likely the Legislature will not increase our budget much, but increased enrollment will help offset the state funds.

Griffin asked about the non-resident student enrollment. SVCAA Weissinger reported that there is a significant increase in non-resident students, both nationally and internationally, although she would still like to see more students from Nebraska. She stated that UNL should be the destination of choice for Nebraska students. She reported that the non-resident students are mainly coming from the areas that we targeted heavily in our recruiting efforts which included targeting high quality students. She pointed out that the 1% increase does not tell the whole story it is the composition of the incoming class really shows what is occurring.

SVCAA Weissinger stated that the other good success is our graduation rate. She noted that our rate has improved, but the downside to this is that we now have to replace those large classes that just recently graduated with new students.

SVCAA Weissinger reported that there has been some decline in graduate enrollment but she has not had the opportunity to check out why this has happened. She stated that it is unclear whether graduate student rates might be less due to downsizing in funding. Wysocki noted that it could also be due to the improvement in the country's economy because traditionally students head to graduate school if they have difficulty finding employment.

Woodman asked if she thinks we will still be able to reach the 30,000 enrollment goal by 2017. SVCAA Weissinger stated that she thinks we will. Woodman pointed out that this increase will impact the infrastructure of the campus. SVCAA Weissinger agreed and stated that this will need to be addressed as we grow.

SVCAA Weissinger reported that summer enrollment is up a bit. She noted that there has been a 20 year downward trend nationally in summer courses. She stated that some people think students are not interested in taking summer courses

anymore or want to take online courses instead while others say the curriculum isn't right. She stated that departments are taking some different approaches with summer courses. Nickerson pointed out that most faculty members he knows do not want to teach in the summer because that is when they can focus on research. SVCAA Weissinger stated that she understands and respects that and summer assignments differ across departments and colleges. She stated as the campus grows we will need to figure out how to offer the curriculum to a larger number of students.

## **2.5 Renovation Plans to for Love North**

SVCAA Weissinger reported that the renovation of Love Library North is part of the campus master plan and the vision is to create the first floor of the library as a social, vibrant learning place where students and faculty will want to meet. She noted that if you open the blinds on the north side of the building you will see a beautiful view and more importantly, it is in the center of the academic part of campus. She stated that Dean Busch would like to use part of the second floor of Love North to display some of the amazing special collections that UNL owns. She reported that the project is now at the point that it has concepts and an architectural engineering firm will be needed next. She stated that constructing the Business school will be the next step in the campus master plan.

## **2.6 Notification of Senate Plan to Include A Non-tenure Track Faculty Member to the Senate Executive Committee and the Faculty Compensation Advisory Committee**

SVCAA Weissinger stated that it is good to hear of the Senate's plan and she appreciates being informed of this plan.

## **2.7 Upcoming Issues in Academic Affairs**

SVCAA Weissinger pointed out that everyone has been notified that the office Career Services is now under the Academic Affairs Office. She noted that universities are increasingly going to be judged on what they are teaching and doing to help students get jobs. She stated that she has no intention at this time of inviting more non-academic units into Academic Affairs.

Nickerson asked if Career Services will be working to help create internships. SVCAA Weissinger reported that Career Services is already involved in developing internships. She pointed out that the move will allow her office to learn more about the functions of Career Services and she hopes to have good influential conversations with them.

Nickerson stated that the School of Biological Sciences wants to see more internships but is not sure how to get these set up. He pointed out that there is an advising component and also an employer relations component to creating internships and wondered if Academic Affairs will have Career Services make this a priority. SVCAA Weissinger stated that her office needs to learn more about Career Services before it can determine what the priorities will be.

### **3.0 Announcements**

#### **3.1 State AAUP Convention in Lincoln**

Bender reported that the State AAUP convention will once again be held in Lincoln on November 9. He stated that he will provide more details when they are available.

#### **3.2 Meeting with APC to Discuss Non-Tenure Track Faculty Members' Rights**

Rinkevich reported that Professor Lahey, chair of the Academic Planning Committee is interested in meeting with the Executive Committee to discuss rights for non-tenure track faculty members and will be contacting the Executive Committee to discuss this further.

### **4.0 Approval of September 4, 2013 Minutes**

Joeckel moved for approval of the minutes as revised. Reisbig seconded the motion. The motion was approved.

### **5.0 Unfinished Business**

#### **5.1 Update on Student Code of Conduct**

Guevara reported that he received an email message from VC Franco saying that he is working on getting a Law faculty member to serve on the committee that will make proposed changes to the Student Code of Conduct.

#### **5.2 Update on ACE Ad Hoc Committee**

Guevara reported that the ad hoc committee has not met yet due to his health problems and Nickerson will now be chairing the Ace Ad Hoc Committee.

### **6.0 New Business**

#### **6.1 Review of Senate Meeting**

Nickerson reported that Schubert conducted the meeting and he thought that the meeting went well. He noted that the Chancellor discussed the campus master plan, how he will be working on revisions for the UNL Bylaws, gave enrollment information, and discussed the Time magazine article about the NCAA.

Guevara stated that he understands a Senator will be making a friendly amendment to the motion to add a non-tenure track faculty member to the Executive Committee. Reisbig stated that she still supports the motion as it currently is stated. She stated that she thinks a specific seat for a non-tenure track faculty member is needed and if that is not possible then the seat should remain empty. She pointed out that this would coincide with the Executive Committee's goal to increase support and increase awareness of non-tenure track faculty members.

Griffin suggested adding language that efforts will be made to fill one of the seats with a non-tenure track faculty member. She agreed with Professor Bradford of the Law College who stated that he would propose a friendly amendment at the Senate meeting that it should not be mandated that the seat must remain empty if it is not possible to get a non-tenure track faculty member. She stated that her sixteen years of experience as being coordinator of the Faculty Senate leads her to believe that having an intentional empty seat on the Executive Committee could weaken the Committee and she did not think this would be in the best interest of the faculty.

Woodman pointed out that while he wants to see a non-tenure track faculty member as a member of the Executive Committee, at some point you have to give the responsibility to the non-tenure track faculty members to run for election. He said that if they do not fill the designated seat it should be filled by a candidate who receives the next highest votes in the election. He stated that he likes the idea of having comments in the syllabus that specific efforts will be made to fill a seat with a non-tenure track faculty member.

Bender noted that Professor Archer, Senator from the School of Natural Resources, suggested having a separate district for non-tenure track faculty members from which a Senator will be elected. Griffin stated that the main problem with this idea is that a large college like Arts & Sciences has many non-tenure track faculty members who are housed in different departments, and they more than likely would not know the other non-tenure track faculty members in their district. She pointed out that non-tenure track faculty members who qualify to serve on the Senate (.50 FTE or greater with at least three years of successive employment) are sent an email message just like the tenure-track faculty members calling for nominations for them to serve on the Senate.

Guevara pointed out that as the Executive Committee currently stands non-tenure track faculty members of the Senate have the opportunity to run for election to the Executive Committee. He stated that he thinks it is important that the syllabus does

not mandate that the non-tenure track faculty seat on the Executive must be filled or left open. He noted that serving on the Executive Committee is a big commitment and some non-tenure track faculty members may find it very difficult to do. Joeckel noted that trying to have a non-tenure track faculty member on the Executive Committee is a good first step in the process of giving these faculty members more recognition.

Reisbig stated that if a clause is put in about the non-tenure track faculty member's seat then a similar clause should be added relating to the Extension Educator's position. It was pointed out that the Research and Extension Centers have their own separate districts with all of them having two or three representatives on the Senate so there is a number of Extension Educators available for election. Griffin stated that she does not recall the Extension Educators' position never being filled on the Executive Committee.

Nickerson noted that the Executive Committee also discussed having a forum for non-tenure track faculty members to make them aware of their rights and they could also be encouraged to become members of the Faculty Senate.

## **6.2 Report on Information Technologies and Services Committee Meeting**

Woodman noted that he previously reported at the Faculty Senate meeting that Information Technologies (IT) is looking at a different program other than KACE. He stated that Microsoft Tools, a less intrusive program, is being considered to replace KACE. He noted that it has more controls governing who can view what programs are on faculty computers.

Woodman reported that the Brace Laboratory building is being changed and IT services will eventually be moved there.

Woodman stated that the Adobe licensing system for the full suite of Adobe products is going to be changed to a rental program. He noted that faculty members will have to pay \$10 per month for a full year to have the full Adobe suite. He stated that the university will subsidize the cost for the faculty. Students will have to pay \$20 a month but can rent the suite on a month to month basis. He noted that these changes will probably take place in a few months.

Woodman reported that the testing center in the College of Arts & Sciences is changing and that it will include more than Maple TA.

Woodman stated that the password security systems are now at bronze status but CIC and other agencies will require silver status in order to access their computer systems. He noted that this will mean more security but it will be user dependent meaning that only those who need silver status will have to obtain it.

The meeting was adjourned at 5:00 p.m. The next meeting of the Faculty Senate Executive Committee will be held on Wednesday, September 18, 2013 at 3:00 in the Faculty Senate Office, 420 University Terrace. The meetings are respectfully submitted by Karen Griffin, Coordinator, Faculty Senate and Toni Anaya, Faculty Senate Secretary.