

UNL FACULTY SENATE MEETING MINUTES
East Campus Union, Great Plains Room
Presidents Purcell, Rudy, and Woodman Presiding

1.0 Call to Order

President Purcell called the meeting to order at 2:33 p.m.

2.0 Announcements

2.1 Travel Budget Reduction Team to Include Faculty Members

President Purcell reported that Central Administration requested the four Faculty Senate Presidents to submit names of faculty members to serve on the travel BRT. She stated that she submitted the names of Timothy Gay, Physics & Astronomy; Jack Beard, College of Law; John Duplissis, School of Natural Resources; and Jay Jenkins, Panhandle Research & Extension Center. She thanked these professors for agreeing to serve on the BRT committee if they are selected.

2.2 NU Advocates

President Purcell stated that anyone interested in being an NU Advocate can register to become one at <https://nebraska.edu/offices-policies/university-affairs/state-government-relations/advocates/registration>. She pointed out that Advocates must use their own personal computer or letterhead when advocating for the University.

3.0 Chancellor Green

Chancellor Green noted that in November he put forward the first set of the proposed budget cuts to the Academic Planning Committee with plans to present a second round of proposed cuts later in the semester. He pointed out that in early December he was informed by President Bounds that the cost of covering health care was less than anticipated resulting in an elimination of some of the structural deficit to the university system. He noted that combined with a slight increase in tuition revenue and greater than anticipated savings from the budget reduction efficiencies it was believed at the time that we would not have to deal with further budget cuts for this fiscal year.

Chancellor Green reported that the Academic Planning Committee moved forward with the first round of proposed budget cuts, which did not impact academic programs. He pointed out that two of the initially proposed cuts were removed which left \$3.4 million in proposed cuts. He noted that Professor Bloom, Chair of the APC, sent him a letter stating that the APC held public hearings and the Committee concluded and agreed with the proposed cuts.

Chancellor Green stated that in January the Governor came to the Legislature to address the shortfall costs for this fiscal year and proposed a further cash reduction of 2%. The Governor also proposed an additional 4% reduction to the permanent budget in the fiscal year starting on July 1. Chancellor Green stated that the administration knew that there was a likelihood that the current fiscal year budget would be reopened, but they were surprised at the level of the proposal and the amount of the cut for the university. He stated that what this means for UNL is that for 2017-18 FY we would need to return \$5.2 million of our appropriation and if we have a 4% cut to the permanent budget it would amount to another \$11.5 million permanent cut for UNL. He pointed out that most of our state budget is used for salaries and benefits. He stated that President Bounds asked each of the Chancellors to come up with a proposed framework for additional budget cuts. He stated that proposals have been presented by EVC Plowman and VC IANR Boehm, and he is working with them to finalize the decision. He pointed out that further budget cuts will have to go to the Academic Planning Committee for consideration.

Chancellor Green noted that President Bounds will address the Appropriations Committee on February 14th and at that time he will need to report how the University will address these additional cuts. He stated that one of the questions that the Appropriations Committee will ask is how these cuts will impact the University and President Bounds will have to provide some specific information regarding proposed cuts. Chancellor Green pointed out that programmatic cuts will have to be made if the University receives additional budget cuts, but until the Legislature makes its final decision on the budget, we will not know exactly how much we will have to cut. He noted that President Bounds will identify some proposed cuts when he speaks to the Appropriations Committee, but the President is aware that UNL has a set of procedures involving the Academic Planning Committee that must be followed when programs are to be eliminated. Chancellor Green

reported that any program that is on the list of proposed cuts that President Bounds may identify to the Appropriations Committee will be notified prior to February 14.

Chancellor Green stated that one of our options to help deal with these new proposed budget cuts is to raise tuition. He noted that tentatively there was Board approval to increase tuition by 3.2% next year, but the Board of Regents does have the option of increasing the tuition rate higher if they feel it is necessary. He stated that this could happen to some degree, but program cuts will still be needed to address the additional proposed cuts.

Chancellor Green reported that the potential proposed programmatic cuts identified by the deans and the Executive Vice Chancellor and VC of IANR include programs in six colleges and over 50 faculty and staff would be impacted by these cuts. He noted that this is a difficult situation to be in and the hope is that the University would not receive the 4% reduction in the permanent budget beginning 2018-19. He stated that if the Forecasting Board's report at the end of February is favorable, this could help the University. He pointed out that he has been keeping the Academic Planning Committee and President Purcell apprised of the situation and he is trying to be as transparent as possible with the process. He noted that next year we will begin work to prepare for the budget for the next biennium and the hope is that the economic forecast for the state will show some improvement by then.

Professor Lee, Communication Studies, asked how the list of programmatic cuts will be published. Chancellor Green stated that President Bounds is expected to announce a portion of the potential proposed cuts at the Appropriations Committee hearing. He reiterated that he, and Executive Vice Chancellor Plowman and Vice Chancellor Boehm will speak to the proposed programs prior to the information becoming public. Professor Joeckel, School of Natural Resources, asked how people will be notified who are in the individual programs that are identified as proposed budget cuts. Chancellor Green stated that EVC Plowman and VC Boehm will meet personally with the people in the proposed programs. Professor Joeckel asked if some programs have already been made aware that they may be cut. Chancellor Green stated that some programs in the College of Education and Human Sciences were already informed that they could be cut.

President Purcell asked if President Bounds understands that UNL has a set procedure that must be followed when programs are to be eliminated. Chancellor Green stated that President Bounds does understand the process and the amount of time it requires. He noted that President Bounds will refer to the APC procedures if he identifies the proposed programs that could be cut at UNL when he addresses the Appropriations Committee. Professor Billesbach, Biological Systems Engineering, asked if there are any significant differences between our process and UNK's or UNO's in dealing with budget cuts. Chancellor Green stated that he does not think they have the same shared governance process that we do with our Procedures to be invoked for Significant Budget Reallocations and Reductions. He noted that Chancellor Gold of UNMC and UNO and Chancellor Christensen of UNK are holding town halls to discuss the proposed budget cuts.

President-Elect Rudy asked if other state agencies have gone through the budget efficiency process that the University has gone through. Chancellor Green noted that all the state agencies have received cuts, but how they handled the cuts he did not know. He reported that the Department of Agriculture went through significant reductions and handled these with elimination of positions.

Chancellor Green reported that the Board of Regents recently adopted a Freedom of Expression policy in their January meeting. He noted that faculty, staff, and students had opportunity to provide input through initial conversations that were held with the campuses in the fall semester. He reported that there has been robust conversation regarding the policy. He stated that EVC Plowman's office has developed training workshops regarding academic freedom/freedom of expression for this semester. The first was held on January 22 with senior administrators from across the campus and involved presentations and case study work on the definitions of first amendment rights from Professor Berger from the Law College, AAUP definition of academic freedom led by EVC Plowman, and legal interpretations of freedom of speech from NU legal counsel John Wiltse.

Chancellor Green stated that he wanted to address the recent incident regarding publicity surrounding a student who identifies himself as a white nationalist. He pointed out that UNL has some of the national leaders in campus security and they have been watching the situation carefully and have campus security very much in hand.

Professor Lee noted that a former USA gymnastics doctor who was associated with Michigan State University was recently sentenced for sexual assault of numerous female gymnasts. He asked if our Athletics

department is in compliance to ensure that something like this could not happen here. Chancellor Green recalled the incident that happened at Penn State and pointed out that these problems are an institutional control issue. He pointed out that we keep a very tight level of institutional control here at UNL and we study it constantly. He noted that our Faculty Athletics Representative, Professor Jo Potuto, is one of the top FARs in the country and she is often asked for advice from universities across the country. He reported that UNL is always carefully looking at compliance and whenever instances such as that which occurred at Michigan State University happens, universities around the country, including ourselves, take a serious look at their athletics programs.

Chancellor Green stated that he does not relish having to give negative reports to the Faculty Senate, but hopefully we will see the wheel turn positive soon and things will be improving. He pointed out that we have to remember that even if we are challenged in the state budget, or if there are disagreements with parties about free speech, the campus community needs to remember the important work that we do in meeting and exceeding our mission of being a national and internationally leading institution of higher education, and this is what matters every day. He noted that it is the effort that we as a faculty put forward that defines us -- and he is immensely proud of the University.

4.0 Approval of January 9, 2018 Minutes

Professor Leiter, Law, moved for approval of the minutes. Professor Joeckel seconded the motion. The motion was approved by the Senate.

5.0 Committee Reports

5.1 Chancellor's Commission on the Status of Women (Professor Theogersen)

Professor Theogersen noted that the Commission has three separate councils: faculty, staff, and student and each of these meet separately, but meet as a full group monthly during the academic year. She reported that there is a subcommittee that is looking at the family leave policy and developing a list of recommendations regarding the policy. She reported that the Commission has also met with Assistant to the Chancellor Tami Strickman, Office of Institutional Equity and Compliance, to discuss sexual assault policies and procedures, including training and awareness of the procedures for new employees and students.

Professor Theogersen noted that the Council of Staff is working on updating the University's policy on lactation spaces and looking to improve these spaces. She reported that the Student Council met with the Graduate Student Assembly and is discussing the possibility of adding a parental leave policy to their next bill.

Professor Theogersen stated that the CCSW met with Executive Vice Chancellor Plowman to talk about dual hires, retention, and recruitment of women. She noted that Associate Vice Chancellor Walker is now a permanent member of the Commission and will act as a resource and conduit to the Office of the Executive Vice Chancellor.

Professor Banerjee, Agricultural Economics, asked if any members of the subcommittee working on family leave policies are international students. She pointed out that faculty members on campus are not usually aware of the University's policy regarding family leave and this can have an impact on international students, particularly in regards to issues around visas and what could happen to their family if they have to go on family leave for a period of time. Professor Theogersen stated that she will bring this issue up to the CCSW at its next meeting to make sure these considerations are being given attention.

President-Elect Rudy asked if student health policies cover dependent children. Professor Theogersen stated that this has not been discussed. She pointed out that there is a lot of uncertainty about the student health policies.

Professor Weissling, Special Education and Communication Disorders, pointed out that very little progress has been made in regards to the lactation spaces. She asked what the CCSW can do to move this issue forward, and if Professor Theogersen can report back on the findings. Professor Theogersen stated that the Staff Council has been working on the issue and worked with former Associate to the Chancellor Bill Nunez in the past. She noted that a taskforce will be working specifically on the issue, but asked that anyone with concerns relating to the lactation spaces to please contact any member of the Commission. Professor Weissling pointed out that the lactation spaces are often moved and are not very sanitary. Professor Hoyt, Sociology, noted that some departments have provided dedicated space for lactation rooms and his department was able to obtain matching funds to help provide the needed room. He suggested that faculty members should actively be promoting the idea in their departments. Professor Theogersen reported that

support for lactation space varies across departments.

Professor Adams, Plant Pathology, reported that an issue for some international post docs is whether they can receive maternity leave. He noted that he does not think any research funds could be used to cover this kind of medical care. Professor Theogersen stated that she will bring this concern to the Commission.

5.2 Convocations Committee (Professor Davidson)

Professor Davidson reported that the Convocations Committee oversees a speakers program where faculty apply for funding to cover expenses for guest speakers. She noted that twice a year the Committee reviews the applications and determines funding. She stated that the applications are scored on a rubric. She reported that nine applications were received and funded for guest speakers coming during the fall semester, and eleven applications were received, eight of which received funding for the spring semester. She noted that the Committee has increased the allowable funding up to \$1,000 per speaker.

6.0 Louise Pound-George Howard Distinguished Career Award

President Purcell stated that the Faculty Senate needed to vote on the candidate being put forward by the Honorary Degrees Committee for the Pound-Howard Award. She stated that if the Senate approves the candidate, a formal presentation will be made to the recipient at an upcoming Senate meeting as well as at The Laurels faculty recognition ceremony in the fall.

7.0 Senate Representation for Faculty in Centers - Motion to Add Districts

President Purcell stated that the Executive Committee was presenting a motion to add districts to the Faculty Senate for faculty members in Centers. She reported that after considerable research into the Centers and the faculty associated with them it was determined that three centers had enough faculty members to qualify for having their own Senate districts. These were: Center for Children, Families and the Law; Nebraska Center on Research for Children, Youth, Families and School; and English as a Second Language. She stated that in addition, the Executive Committee is recommending an at-large district for those faculty members in Centers that are not affiliated with a department.

Professor Hoyt, Sociology, thanked President Purcell and Coordinator Griffin for all of the work they did to identify the faculty in the various centers. He noted that the faculty in the centers are very concerned with the process of shared governance. President Purcell stated that it is important that all the faculty members have representation in the Senate. She stated that the motion will be voted on at the March 6 meeting.

8.0 New Business

8.1 Ballot for Elections to the Academic Planning Committee, Academic Rights and Responsibilities Committee, and Academic Rights and Responsibilities Panel

President Purcell reported that the Committee on Committees is forwarding the ballot for elections of faculty members for the Academic Planning Committee, Academic Rights & Responsibilities Committee, and Academic Rights & Responsibilities Panel. She noted that the Senate will vote on the ballot at the March meeting.

9.0 Open Mic

There was no discussion at the open mic session.

The meeting was adjourned at 3:29 p.m. The next meeting of the Faculty Senate will be held on Tuesday, March 6, 2018, at 2:30 p.m. in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.