

## MINUTES

May 2, 2018

### University of Nebraska – Lincoln Academic Planning Committee

**Members Present:** Bender, Bloom, Boehm, Clarke, Farrell, Franke-Schubert, Minter, Moberly, O'Connor, Plowman, Purdum, Reilly, Sollars, Trainin, Traynor, Tschetter, Woodman, Zeleny

**Members Absent:** Goddard

#### **Others Attending:**

**Note:** These are not verbatim minutes. They are a summary of the discussions at the Academic Planning Committee meeting as corrected by those participating.

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#### **1.0 Call**

Bloom called the meeting to order at 1:30 p.m.

#### **2.0 Public Hearings on Proposed Budget Cuts**

Bloom reported that the only feedback that was received in regards to the Chancellor's proposed budget cuts were four email messages from faculty members in Statistics who were supportive of the idea to have all faculty members in the department in CASNR rather than split between CASNR and Arts & Sciences. Woodman asked how many faculty members were in the department. VC Boehm stated that there are 13 faculty members including the chair.

Bloom reported that no one requested to appear before the APC to address the proposed budget cuts. In addition, no one chose to appear without prior notice which allowed for the prompt closure of the hearing.

#### **3.0 Chancellor Green - Annual Report**

Chancellor Green noted that the 2017-18 academic year started off with a great deal of optimism even while we recognized the constraints we were dealing with. He noted that there was record breaking enrollment, the campus was looking forward to engaging in the strategic planning process, we had several new academic leaders on campus, and new facilities were opened including the new College of Business. He pointed out that despite the challenges that the campus faced this year, a tremendous amount of good has occurred and the faculty and staff worked extremely hard to deliver our mission, and he is proud of what we have accomplished with our students. He reported that we are having the highest number of graduates this year and noted that we have a tremendous amount of things to be proud of.

Chancellor Green stated that one of our challenges has been the budget which the APC is still dealing with, and while we wish this problem would go away, the reality is that we will more than likely have to deal with more budget cuts in the future. However, the administrative leaders are going to quit focusing on the budget so much. He noted that the campus should hear a different tone in the fall and he hopes the campus has dealt with the worst of the budget

problems. He stated that in addition, he is going to quit using the term BRT. He pointed out that the university is absolutely trying to save funds and if we are successful at doing this we will have more efficient services.

Chancellor Green stated that the campus should be very proud that we have weathered this storm and still had growth, both in enrollment and in our research. EVC Plowman reported that Interim VC Goddard stated that we have returned that largest amount of F & A funds to the campus than ever before. Chancellor Green stated that this relates back to the very hard work of the faculty and the teams to generate the kind of research support in a competitive national environment.

Chancellor Green noted that the campus is still in a leadership transition, although three key positions have recently been filled with the hire of Dr. Bob Wilhelm for VC for Research and Economic Development, Deb Fiddelke as Chief Communication & Marketing Officer, and Dr. Kathy Farrell as Dean of the College of Business. He stated that the search for the Dean of Engineering is wrapping up and he is feeling confident with the team that is being built.

Chancellor Green reported that his experiences with guest lecturing in classes has left him impressed with our students and their wanting to be challenged in the classroom. He noted that we need to think about how we can improve our teaching to make the classroom experience more challenging for today's students.

Chancellor Green stated that diversity, equity, and inclusion is a topic both nationally and locally that is challenging universities, and noted that we have been slow in our process of dealing with this issue. However, last year we worked with consultants Halualani and Associates to compare our diversity programs and procedures to those of five peer institutions and to complete a review of the existing campus resources. He stated that steps are being taken to create the Office of Diversity and Inclusion and to hire a Vice Chancellor to oversee the Office and the campus' efforts in diversity and inclusion. He stated that he is very committed to these efforts and is optimistic about our ability to improve our campus climate. Tschetter suggested that the APC should be a part of the diversity and inclusion efforts.

Chancellor Green noted that there has been a significant level of conversation about academic freedom and freedom of speech, and while these conversations have been painful, he thinks healthy conversations are something we can learn and grow from. He stated that a part of the conversation next year is to address how we are educating students in the most challenging ways that will fit with academic freedom and freedom of speech. He pointed out that the UNL could be a national role model in how to address this complicated issue which universities around the country are dealing with.

Bloom noted that we will probably have to deal with more reductions in our direct appropriation from the State in the future, and the Regents remain focused on affordability. While we are working to grow enrollment, it may be hard to offset those other two factors. He stated that one of the challenges is how we plan for these circumstances in a manner that allows us to get the kinds of excellence that the Chancellor, and the campus, desire. Chancellor Green pointed out that the question is how the APC can focus on its academic planning role. He suggested that it

might be helpful if he were to meet with the Committee to provide information on where we fit nationally, to look at the data trends, and to see how we can plan accordingly. VC Boehm pointed out that getting the APC into a proactive role in planning would be helpful. Chancellor Green noted that in the past we tried to do everything for everybody in trying to achieve our goals, but there is some incompatibility in trying to continue this model because we are growing in certain directions and the landscape is such that we cannot get more money from the State. He stated that allocation of dollars needs to be considered if faculty want to grow some programs.

EVC Plowman stated that it would be great if APC could be actively engaged in academic programming. She noted that every department wants a Ph.D. program, but it is not possible to do this. She stated that she would be happy to bring data and analysis to the APC that she shares with the deans when programs are being considered. Chancellor Green stated that the APC should be proactive and look at needed curriculum changes. He pointed out that the campus also needs some vision statements and we need to take some bold stands that will allow the campus to move forward while grappling with a difficult budget situation.

Chancellor Green noted that the APC has dealt with some hard and difficult things this year and he probably has not thanked the members enough for their work. He pointed out that it is difficult to talk about cutting programs and to have these conversations about your colleagues, but he thanks the Committee members for their willingness to deal with these issues. Bloom stated that it has been a privilege and he appreciates the opportunity to serve in the role of Chair of the APC.

#### **4.0 APC Deliberations on Proposed Budget Cuts**

Bloom called the meeting into Executive Session. The APC reviewed and discussed the proposed budget cuts put forth by the Chancellor. Farrell moved that the APC recommend approval of the cuts to the Chancellor. Bender seconded the motion. The motion was unanimously approved. Bloom stated that he would draft the transmittal letter and share it with the Committee for feedback before sending the letter to the Chancellor.

#### **5.0 Approval of April 11, 2018 and April 18, 2018 Minutes**

Farrell moved for approval of the minutes. Motion seconded by Trainin and approved by the APC.

#### **6.0 APC Representative Report on Psychology APR (Professor Franke-Schubert)**

Franke-Schubert reported that the department of Psychology is one of the largest units in the College of Arts & Sciences with 29 tenured or tenure-track faculty members and 3 Professors of Practice, and the department serves more than 1500 students. She noted that the department has collaborations with programs in the natural and social sciences, neural and biomedical sciences, engineering, business, law and policy, and the humanities.

Franke-Schubert reported that the self-study document generated by the Psychology department was very well done. She noted that from the self-study report 10 questions were generated which were given to the External Review Team. She noted that the department tried to outline a direction for their future which was encouraged by the Review Team.

Franke-Schubert stated that recommendations from the department's last APR included reducing the teaching load from 2-2 to 2-1 courses per year for research active faculty, to obtain new lab space by sharing facilities, to improve student advising, and to support external grant proposal management. She stated that these goals were attained, but other recommendations such as getting a large lecture hall, increasing lab space, improving faculty salaries to be commensurate with peers, and improving TA and RA salaries could not be implemented due to financial constraints.

Franke-Schubert stated that the External Review Team was very well qualified and performed in a very professional manner. She stated that the Review Team was very dedicated to providing feedback to the department. She noted that the APR was conducted according to the APC Guidelines and the Review Team made recommendations to the department. She noted that the Team found the department to be a vibrant research community with a good record of diversity and inclusion.

Franke-Schubert stated that the External Review Team's report noted that challenges for the Psychology department included: space for expansion, especially for research; the slow response from the IRB to conduct research; and low indirect cost returns.

Franke-Schubert stated that the self-study report indicated that the Psychology department aims for a cluster hire of 5 Assistant Professors over the course of 2 to 3 years which will replace recent losses of faculty and will be crucial to maintain a high quality education in the department. She stated that a national search needs to be conducted to fill the Director of the Psychology and Law program, and Dean Francisco felt that the faculty in the department should seek to get published in more competitive publications. She stated that the department would like to develop a curriculum that would make undergraduate students eligible for a licensed alcohol and drug counselor license, and there are three major options for the undergraduate program: psychological science, clinical and human services, and neuroscience.

Purdum noted that there is a good structure in place to conduct APRs, but we do not have the ability to follow-up what improvements the programs have made since the reviews. She suggested that there should be consideration of the APC's role in following-up on APR recommendations. Bloom stated that the APC's primary role is procedural. Franke-Schubert pointed out that the APRs are more for the departments to review to see what improvements they have made and whether they have attained the vision of the department. VC Boehm stated that the APR has to be meaningful for the unit. He pointed out that we do not have a prescription for a strategic plan and he thinks there needs to be a shared vision document for the colleges and the campus. EVC Plowman stated that it is a joy to go to the APR exit interviews. She noted that currently 5 people serve on a Review Team, but the procedures are being looked at to see if changes are needed. She stated that the question is how to give the recommendations some clout so improvements can be made.

Purdum noted that recurring themes of the APRs is space limitations and quality labs. She questioned whether a message about these themes can be sent to Varner Hall. VC Boehm suggested that the APC look at the APRs of the last two years to see what the recurring themes

are because having some commonalities would be helpful in arguing for resources. Bloom suggested that this could be done by the APC on an annual basis.

#### **8.0 Reports from the Executive Vice Chancellor, Vice Chancellor for IANR, Interim Vice Chancellor for Research and Economic Development**

No reports were given.

#### **9.0 Acknowledgement and Appreciation of Outgoing APC Members**

Bloom noted that the APC members' terms are through July 31. He wanted to thank outgoing members Trainin, Franke-Schubert, and Farrell for their service on the APC. He noted that Clarke's term as the Graduate Council representative is expiring as she was appointed to fill the remainder of a term vacated by the previous representative, and Woodman was going off as the Faculty Senate President designee. Bloom also thanked Minter who filled in for APC member Hinchman who was on sabbatical. Farrell stated that serving on the APC was one of the highlights of his 46 year career at the university and he appreciated the opportunity to serve.

The meeting adjourned at 3:08 p.m. The next meeting of the APC will be on Wednesday, May 9, 2018 at 3:00 in the City Campus Union, Georgian Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator.