

# MINUTES

**November 28, 2018  
University of Nebraska – Lincoln  
Academic Planning Committee**

**Members Present:** Bender, Boehm, Clarke, Gay, Hibberd, Hinchman, Plowman, Purdum, Reilly, Smith, Sollars, Traynor, Tschetter, Wilhelm, Zeleny

**Members Absent:** Bloom, O'Connor, Purcell

**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**

Bender called the meeting to order at 3:03 p.m.

## **2.0 Approval of October 10, 2018 Minutes**

Gay called for approval of the minutes. Motion seconded by Reilly and approved by the APC.

## **3.0 Proposal for Graduate Certificate in Human Resource Management**

Bender noted that two people are needed to review the proposal for the Graduate Certificate in Human Resource Management. Gay and Sollars volunteered to review and then report on the proposal.

## **4.0 Update on Revisions to Procedures to be invoked for Significant Budget Reallocations and Reductions**

Boehm reported that he, Bloom, and Purcell met to work on proposed revisions to the Procedures. He noted that the initial meeting was to determine whether revisions simplifying the language would be sufficient or whether the Procedures need a major rewrite. He stated that initially the preamble needs to be revised because it should clarify the purpose of the process and how the process should be invoked. He noted that the subcommittee felt that there was a considerable amount of redundancy within the existing document and that the flow chart could be simplified. He reported that the goal is to have the subcommittee's suggested revisions completed before the holiday break and then bring it to the APC for consideration in January. He noted that the Procedures will need to go through the normal approval process during the spring semester.

## **5.0 Reports from the Executive Vice Chancellor, Vice Chancellor for IANR, Vice Chancellor for Research & Economic Development**

Wilhelm reported that the Research Fair recently held was very successful and good feedback was gathered on the event. He noted that new this year was a slam event for research and creativity which was attended by over 60 faculty members. He stated that central administration had a research collaboration event after the fair that had more than 300 attendees. He noted that

there are a number of faculty research groups involving faculty members from the different sister campuses and headed by UNL faculty members. He stated that the University wants to support these groups as much as possible.

Wilhelm reported that while the amount of research awards is the same as last year, the number of proposals is actually down slightly. He stated that his office is working to help faculty members be as productive as possible.

Wilhelm stated that legislative staff from across the state will be coming to campus to get an intensive, behind-the-scenes look at research and learning centers. He noted that the University is working with the lobbying group Cassidy and Associates in Washington, D.C. to try to position the different kinds of work that university faculty are doing with funding agencies, and to help position our faculty for advisory boards and other positions.

Boehm noted that in last year's budget cuts the Rural Futures Initiative had funds reallocated and the Haskell Laboratories was targeted for closure. He reported that since that time he has been busy working with colleagues to see how we can make improvements with the Labs and to address the concerns of the citizens of the state in northeast Nebraska. He noted that the citizens identified a need for higher education in the area to work in a more coordinated fashion with the community and tribal colleges, and the university is now in the midst of having some great conversations with the colleges, and also with public K-12 schools, about how we can leverage programming so students can stay in the area and complete their education. He pointed out that the Haskell Labs could be used as an engagement zone that could help teach children where their food comes from, and to help them understand food production, environmental factors, and sustainability.

Boehm stated that another need in northeast Nebraska is for more technical agricultural training. He pointed out that while UNL does not provide this kind of training, Nebraska College of Technical Agriculture does. He noted that there is a high interest in cattle and cattle feed lots and pointed out that that the Haskell Laboratories could re-energize efforts in these areas.

Boehm stated that IANR is working with Costco and thinking how we can align with the company to build facilities that would help with training and teaching. He reported that northeast Nebraska, Mead, and the Haskell Labs are being considered for poultry barns. He noted that Costco harvests a huge number of chickens per week, and having more poultry facilities in Nebraska would have a big net impact on the state's economy. However, regulatory policies and environmental impacts would need to be considered.

Boehm reported that the Rural Futures Initiative is expanding the Nebraska Thriving Index to bring an analysis to all regions of Nebraska which will provide economic developers, local elected officials and community leaders with economic and quality of life indicators to identify thriving and lagging regions so that strategic, future-focused investments can be made. He noted that the effort will involve research teams from UNL, UNK, and the Nebraska Extension Community Vitality Initiative.

Boehm reported that the East Campus Union is currently being renovated, although it is remaining open during the process. He stated that the dairy store is being moved from the front of the food processing center to the old dairy processing plant which overlooks the East Campus green space. He noted that changes will be made to the green space to make it more of a commons area that will overlook the meadow area.

Boehm stated that there have been discussions in IANR regarding the creation of a promotion and tenure committee. He noted that currently promotion and tenure files go to the lead dean and then to a group of deans before going to the Vice Chancellor for final consideration. He pointed out that this process is not faculty centric and he is working with promotion and tenure chairs and Senate representatives about replacing the current process with a faculty promotion and tenure committee, similar to a college P & T committee.

Boehm reported that there has been significant conversations about Extension and how it is organized in the state. He stated that consideration is being given as to how to organize Extension so Extension Educators are located in their areas of expertise, rather than expecting the Educators to travel hundreds of miles. Bender asked how people of the state feel about Extension. Boehm reported that the people in the Panhandle feel fortunate to have a strong presence with the Panhandle Research and Extension Center and we do a good job along the I-80 corridor, but if you go to the northeast or far southeast our presence is not as great. He pointed out that there are seven distinct agro ecosystems in the state and we need to pay attention to the complexity of the soils and geology in Nebraska, particularly in the northeast. He noted that this is where Wayne State College could help out and the President of Wayne State is going to open up the residence hall, library, and other resources for our students to use when they are conducting research in the area. He noted that this agreement could open up the possibility of having some 2+2 programs with Wayne State.

Bender asked if the reorientation of the dairy store will require some changes in the parking in that sector of East Campus. Boehm stated that it will, and noted that two of Professor Todd's classes have helped to think about the green space, how it could look, and what to do with parking. One consideration is to have an area of hard turf that could double as parking if needed. He pointed out that eight additional metered spaces have been added and the plan is not to disrupt any of the oak trees in the area.

Purdum asked when was the last time that a survey was done on the utilization of lab spaces because she has observed lab spaces that are not being used. Boehm stated that every two years a federal level survey is conducted, but a campus-wide survey is done less frequently. Boehm stated that Morrison lab has been an open space and there have been dialogues on how this space can be activated again. He stated that he thinks we will need to wrestle with the expectation for space utilization and if we hit our research expenditure we will have to think about how we are using our space to determine if we are using it efficiently and how it can be maximized.

Plowman reported that a large focus of her office is on leadership. She noted since becoming the EVC she has been responsible for nine leadership searches. She reported that Dr. Marco Barker has just been hired as the Vice Chancellor for Diversity and Inclusion and she noted that he will work with the colleges to think about more strategic approaches to diversity. She reported that

the dean of Arts & Sciences is currently in the airport interviewing stage and on-campus interviews should take place early next semester. She stated that the dean of Education & Human Sciences search is on track but slightly behind the Arts & Sciences search. She reported that the search for the dean of University Libraries will occur during the spring semester.

Plowman stated that her office is also working on leadership development and working more with the deans, associate deans, and staff for leadership programs. She noted that there are plans to have a department chair training session and pointed out that good faculty leadership is essential.

Plowman reported that the Office of Student Affairs has made great progress in its restructuring and recently mental health resources have been added. She noted that a focus of the Office is to make improvements with the student judiciary process, and policies and procedures are being reviewed to make them clear and consistent.

Plowman stated that two faculty ombudspersons will be hired, one for each campus, but faculty members can speak to either one. She noted that the positions will be filled by people from our own faculty and the hope is to have them ready by the fall semester.

Plowman reported that the Faculty Senate has created an Ad Hoc Committee Addressing the AAUP Censure and members of the Committee include five faculty members, two administrators, and two AAUP representatives. She stated that the Committee will review procedures and processes to see what improvements can be made, including looking at the definition of suspension. She noted that AAUP's definition of suspension and the University's, are not the same.

Plowman stated that her office is also looking at rules, processes, and procedures to see if we can get more consistency across the campus. She noted that there are so many different ways that things such as teaching evaluations, faculty evaluations, and other processes are handled and the goal is to have some consistent templates which could be slightly modified when needed.

Plowman reported that the N150 Commission has submitted a draft of its report to the Chancellor. She stated that the report has been organized into four major themes which the Chancellor will roll out on January 15. She noted that there are some great, bold ideas in the report and she stated that the Commission is appreciative of all of the input that has been provided. Hinchman stated that in the Chancellor's meeting with his college the Chancellor mentioned the idea of having a one-tuition rate and asked who would be the constituents that would support the idea and who would oppose it. Plowman stated that the idea is to have one-tuition for everyone who came, regardless of where they live. She stated that the idea is bold and we would be the first public institution to offer this, but no financial data has been run on how this could be accomplished. She pointed out that the tuition rate could not be more than the in-state tuition being offered. She stated that we could attract some really good students, but it has to be financially achievable. She reported that another idea is for every student to have a common learning experience in their first semester on campus.

Gay asked for clarification on the RCM. Plowman stated that it is a responsibility-centered management budget model that would be used to allocate resources, although we would probably have a hybrid system. She noted that currently we have a centralized budget, but it does not give departments and colleges' incentives for improving. Smith asked what the timeline is for the introduction of the RCM. Plowman stated that at best it is at least three years away. She stated that the goal is to have a shadow budget run in 2021 with the possibility of the RCM going into effect in 2022-23FY. Smith pointed out that there are some units that are making strategic decisions, such as with their curriculum, in the belief that things will change with the RCM. Plowman stated that making decisions now is premature. She noted that the criteria used in the RCM needs to be determined and growth can be measured in different ways, not just by credit hour production. She stated that she knows there is a lot of concern about what will happen with the RCM model, but we are not at a point where we know what it will look like. Boehm pointed out that whatever model is used, it has to work for the campus.

Meeting adjourned at 4:03 p.m. The next meeting of the APC is scheduled for Wednesday, December 12, 2018 at 3:00 in the City Campus Union, Georgian Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator.