

MINUTES

September 26, 2018 University of Nebraska – Lincoln Academic Planning Committee

Members Present: Bender, Bloom, Clarke, Gay, Hinchman, Purcell, Purdum, Reilly, Smith, Sollars, Traynor, Tschetter, Wilhelm, Zeleny

Members Absent: Boehm, Hibberd, O'Connor, Plowman

Others Attending: Associate Vice Chancellor Goodburn, Professor Woodman

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

1.0 Call

Bender called the meeting to order at 3:01 p.m.

2.0 Approval of September 12, 2018 Minutes

Smith moved for approval of the minutes. Motion seconded by Gay and approved by the APC.

3.0 APC Representative Report on Nutrition and Health Sciences APR (Professor Woodman)

Woodman noted that the Nutrition and Health Sciences (NHS) department was created by combining the department of Nutritional Science and Dietetics with the department of Health and Human Performance in 2003 when the newly created College of Education and Human Sciences was formed. He reported that there are a total of 33 faculty members with individual apportionments in teaching, research, extension, administration, and service.

Woodman stated that the undergraduate major includes four main programs. He noted that enrollment increased from 1,250 to 1,327 students from 2012-2014, but there has been a decline and enrollment in 2017 was 1,088. He reported that NHS has a doctoral program and a master's program. He noted that the doctoral program has three areas of study and there is a fourth area, Biochemical & Molecular Nutrition that is administered through the Interdepartmental Nutrition Program (INP) that is run jointly with the Food Science & Technology and Animal Sciences departments. He reported that the enrollment in the INP doctoral program increased from 19 to 37 departments from 2013-2017. He stated the enrollment in the master's program increased from 57 to 82 students from 2013-2016, but declined to 71 students in 2017.

Woodman stated that the last APR took place in 2015 through the Coordinating Commission for Post-Secondary Education. He noted that in the last review the department established four overarching goals, and the NHS 2012 strategic plan was used to guide the department in decision-making, used as a guide for making strategic hires to build strengths in the department, to take advantage of funding opportunities, and to build partnerships and collaborations.

Woodman reported that a self-study document was generated by NHS for the APR and additional material was provided which the External Review Team felt were acceptable and helpful. He stated that the Team met separately with tenure-leading faculty, and there were separate group meetings with members from the different disciplines in the department. He noted that no individual meetings were requested and the meetings went according to APR guidelines.

Woodman stated that strengths of the department were the educational experience and training at both the undergraduate and graduate level, mutual respect among the faculty of all ranks, a clear framework for tenure and promotion, college-level efforts for collaboration and interdisciplinary interactions, and college-wide coordinated strategic hiring. He reported that some weaknesses for NHS were: the apportionment structure was out of line with Big Ten peers, particularly in the area of service; problems in understanding how apportionment relates to the promotion and tenure; faculty did not seem to know what was expected of them; no formal mentoring beyond one annual review and tenure reviews; limited external review letters for tenure decisions; significant heterogeneity in nature and amount of start-up packages; and an incomplete understanding of college resource levels. He noted that there was significant concern for the lecturers because many of them have been there a long time but are only given one-year contracts.

Woodman reported that space is a big issue for the department and the faculty are housed in four different locations. There is also a lack of wet lab space for current and potential new hires and a lack of lab space for hands-on training.

Woodman stated that the External Review Team recommended the co-localization of faculty with similar interests in and outside the department; the acquisition of clinical space to evaluate human subjects; and the identification of common space for meetings and to develop collaborations at the departmental level. He noted that the External Review Team felt that the department is on an upward trajectory since its last review and there has been significant new hires which predicts a sustained growth. Bloom pointed out that UNL's goal is to increase enrollment, but he questioned whether there will be institutional effort to support this goal. He noted that there is no real plan in place to increase the infrastructure which will be needed to support more students.

Woodman reported that the APR was conducted according to the APR guidelines and there was no need for a formal hearing.

4.0 APC Representative Report on Animal Science APR (Professor Sollars)

Sollars reported that the Animal Science APR was conducted in May, and the External Review Team for the APR was large with eight external faculty, two internal faculty, two student liaisons, and one industry representative. She noted that the Team felt that although there was exceptionally high levels of expertise with the members, it was unnecessarily large. The Team felt it would have been more productive if they would have been able to take advantage of the high quality of the self-study document, and used it to springboard further conversation with the members of the unit, rather than the Team having to spend significant time with live

presentations. She reported that the meetings focused too much on presentations of information that was already in the self-study, and did not leave enough time for more in depth conversations.

Sollars reported that Animal Science is a very strong department with strong programs and has the largest number of undergraduate majors in CASNR. She noted that there are 36 tenure-track faculty members. Other faculty members include a lecturer, three Extension Educators, 7 active emeriti faculty, and 30 adjunct faculty. There are also three faculty members at outlying Research & Extension Centers. She reported that 29 office and service staff support these faculty members.

Sollars pointed out that the self-study document was 79 pages and very professional providing a thorough overview of the department. She noted that the faculty CVs were stored separately from the document. Sollars noted that Animal Science asked the External Review Team to consider eight questions while conducting the APR.

Sollars reported that there were some procedural missteps with the APR. She noted that private meetings were held in the unit area rather than outside the unit, and the chair was in attendance at some of the meetings. She pointed out that another misstep was that the staff were not invited to attend the Team's report to the department.

Sollars noted that the External Review Team report was broken down into numerous different sections and under each section a bulleted list of strengths and challenges was listed. She pointed out that Animal Science could look at the responses, but she is unsure how generally applicable the responses were. She reported that some of the recommendations were: to improve international and domestic diversity; better communications with the staff; improvement of some facilities, although overall the facilities are exceptional; the need to pay attention to upcoming retirements so decisions can be made on how that person will be replaced; and to formalize research ethics training.

Sollars stated that the department was very agreeable with the recommendations and wants to put plans into place to address them. However, she noted that rather than creating a separate document responding to the recommendations, the department just added its comments to the External Review Team report, but there was little delineation identifying the department's response and the responses need to be clearly identified.

Sollars reported that a recommendation for a hearing following the APR was not required.

Gay asked how the Animal Science program of instruction for undergraduates compares with our peer institutions in terms of getting admitted into vet programs. Sollars responded that she is not sure if this data exists. Gay asked how a program can be assessed without this information. He noted that you have to qualify the utility of the APR exercise if this kind of comparison is not included. Purdum stated that she believes the department has a metric of applications and that the information could be requested and she will ask the head of the unit about it. Sollars agreed that this kind of information would be useful.

Bloom pointed out that this is not the first APR review team that has been lulled by a PowerPoint presentation. Sollars stated that her experience with the numerous APRs she has served on, is that this happens more frequently in the IANR units. She stated that she believes a more conversational style of APR is much better and makes for a more effective review. Purdum pointed out that the administration needs to say that it wants more discussions to occur between the department and an External Review Team and that the unit should not just regurgitate the self-study report. Sollars agreed and said that there needs to be increased communication from the administration. Purdum pointed out that the units can take a more active role too and should not focus so heavily on the details of the report which she felt kept the Animal Science department from working on developing a more strategic plan.

Bloom noted that the cost of this review had to be large because of the number of people on the review team, so we should make sure that we get good value out of the report. Sollars agreed and stated that it had to be an expensive review.

5.0 Subcommittee Report on Financial Communications Graduate Certificate Proposal

Clarke reported that she and Bloom reviewed the proposal which has been reviewed and approved by Graduate Studies. She noted that the certificate would be administered through the College of Journalism & Mass Communications and the College of Business. She stated that there is a large market demand for expertise in reporting financial issues and current graduate students were polled and indicated that they would be very interested in obtaining this certificate. She pointed out that a consultant was brought in who confirmed that people with this kind of certificate are in high demand.

Clarke noted that there are existing online courses already in place and students can take the needed courses completely online, and students do not have to pursue another graduate degree in either college. As a result, no resources are being requested.

Clarke stated that in reviewing the proposal, two questions came up. One was the lack of clarity on the admissions requirement in regards to the requirement that an international visa is required when the course is online. She noted that almost all graduate programs require a visa for international students and this does not qualify a student for an international visa. She pointed out that she and Bloom suggested that this be made clear with the certificate.

Clarke reported that the other question was in regards for evaluation of the program. She noted that while the program would have rolling evaluations and students would be surveyed after completing the certificate, there are no plans for following up with students to see if they are able to get jobs. She stated that the Business College is already doing this and Professor Weber has been contacted about this suggestion.

Clarke moved to approve the graduate certificate. Motion seconded by Bloom and approved by the APC.

6.0 Subcommittee Report on Engineering Management Graduate Certificate Proposal

Sollars reported that she and Gay reviewed the proposal for the certificate which is intended to complement the existing program in Engineering Management, and it is anticipated that the program will be of interest to people to have been in the workforce or to those people who already have a master's degree. She noted that the proposers believe that there will be high demand.

Sollars stated that standard procedures for graduate school are required as well as some additional qualifications of engineering courses. She noted that no additional resources are required and the courses would be entirely online. She stated that the proposal seems completely non-problematic and that the certificate would be a great opportunity for people to take advantage of.

Sollars pointed out that there might be a typo in the learning outcomes section because it states that the students who graduate from the Master of Engineering Management program rather than the Engineering Management Graduate Certificate. She suggested that clarification could be obtained. Bloom suggested that this be fixed before the proposal goes to the Board of Regents for approval. Gay reported that he and Sollars determined that the proposal was worthwhile.

Gay questioned why the APC was reviewing the proposal when the graduate certificate form does not indicate that approval by the APC is required. Clarke pointed out that the form is a University form and Zeleny noted that only UNL has an APC and the UNL Bylaws calls for the APC to consider program proposals and deletions.

Sollars moved to approve the proposal. Motion seconded by Gay and approved by the APC.

7.0 Reports from the Executive Vice Chancellor, Vice Chancellor for IANR, Vice Chancellor for Research & Economic Development

Office of Executive Vice Chancellor

Goodburn, reporting for EVC Plowman, provided an update on the search for a Vice Chancellor for Diversity and Inclusion. She noted that the search committee met with 11 candidates for airport interviews, the committee is now checking references, and will recommend four candidates come to campus for interviews.

Goodburn stated that the three diversity workgroups have presented their recommendations and these have now been shared with the Deans Council and will be shared with department chairs along with plans for further implementations.

Goodburn stated that the campus listening sessions for the N150 will be coming up and the APC will meet with the consultants to hear the first draft of the strategic plan.

Goodburn stated that plans are moving forward to develop a center for teaching and learning. She noted that an advisory board has been created and the Deans Council and Faculty Senate Executive Committee has reviewed the proposal. She stated that the hope is that a search can be conducted for a director of the center, once the position has been released by President Bounds. Hinchman asked how the center relates to the former Teaching & Learning Center that was eliminated during budget cuts. Goodburn stated that in 2002 the Teaching & Learning Center

was eliminated and many of the staff were redistributed across the colleges. She reported that the new center will pull in instructional design staff from the colleges, and noted that these people will report to the new director and will leverage with other resources on campus to provide instructional design assistance to faculty across the campus.

Office of Research and Economic Development

Wilhelm reported that he is happy to be at UNL and is getting to know the campus and community. He stated that he is focusing on accelerating research on campus and he and his team are working to become more integrative with the colleges.

Wilhelm stated that Innovation Campus provides opportunity for growth and partnerships with private industries. He noted that he has many years of experience working with private industries and hopes to increase these kinds of partnerships.

Wilhelm reported that he plans on working on some structural and organizational aspects and he has plans for a survey to be conducted regarding F & A apportionment at UNL. He noted that he wants to bring the faculty and deans together to work on this issue. He stated that it is important for him to learn and understand the talents that we have here and also the connections and resources that are available throughout the state, nationally, and internationally.

Wilhelm stated that he wants to hire some more people for ORED in the next five years to make sure that there is enough help available for faculty to grow our scholarly activity. He reported that he recently hired Professor Deb Hamernik as Associate Vice Chancellor and the fractional assignment of Professor Dan Hoyt will continue.

Wilhelm reported that this summer proposals were made to fund four interdisciplinary teams across the campus. He stated that the topics were fairly broad and the research has been successful and will continue to develop. He noted that the research fair is coming up and there will be more emphasis on foundation funding. He stated that his office will try to help faculty members across the campus in how we can diversify scholarly funding. He stated that he wants to emphasize trying to increase the number of women in research roles at the university, particularly in the STEM fields.

Purcell asked if there are plans to collaborate with the Rural Futures Institute. Wilhelm stated that there are plans and faculty members, mostly from IANR, have spent time in Redmond, WA talking with the team from Microsoft regarding research. He noted the Connie Reimers-Hild, Director of the Institute has been actively engaged in the Rural Futures Institute conversations.

Bloom pointed out that due to budget cuts last year 18 faculty positions were lost and asked how Wilhelm can justify hiring new people for ORED. Wilhelm stated that some of the positions in ORED have been empty through attrition and he believes most of the positions will be filled through reallocations.

Dombrowski noted that last spring some initiatives tied to fundraising were coming out of Varner Hall and the Foundation and asked if UNL is coordinating with this initiative. Wilhelm stated that his team is working on two different approaches. He stated that coordination is

occurring with the Foundation and the plan is to have a collaborative event that will focus on having discussion about the Big Ideas Initiative. He wants to encourage faculty to step forward with ideas. He believes that one of the recommendations from this effort will have to do with focusing on areas or large scale themes that the campus might coalesce on. He noted that the Foundation's efforts wants to have amount of themes that expand all the activities of the University.

8.0 Other Business

Bender reported that he received a message from Associate VC Judy Walker about the scheduling of the APR for the Anthropology department. He stated that the College of Arts & Sciences did an internal review of the department in 2016 that was fairly comprehensive and similar to an APR, but it did not involve the Office of the Executive Vice Chancellor or the APC. He noted that normally the Anthropology APR would be scheduled for 2019, but it might make more sense to postpone it for a couple of years since they just did an extensive review. He asked if this was acceptable to the APC. Bloom pointed out that he did not believe the APC has input on the schedule. Goodburn noted that Anthropology is being looked at vigorously to see how it could be adjusted. Dombrowski reported that the real concern is the Geography department and the idea is to possibly create a School of Anthropology, Geography, and Global Studies, but this is very much a work in progress although the College seems to be favoring the idea.

Meeting adjourned at 4:25 p.m. The next meeting of the APC will be on Wednesday, October 10, 2018 at 3:00 in the City Campus Union, Georgian Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator.