

UNL FACULTY SENATE MEETING MINUTES
East Campus Union, Arbor Suite
October 9, 2012
Presidents Guevara and LaCost, Presiding

1.0 Call to Order

President-Elect Guevara called the meeting to order at 2:33 p.m.

2.0 Announcements

2.1 Todd Jensen and Michael Ruhrdanz, Information Services

President-Elect Guevara reported that Todd Jensen and Michael Ruhrdanz from Information Services will be speaking to the Senate at the November 6 meeting. He encouraged Senators to be prepared to ask questions they may have on computing and technology services.

3.0 Chancellor Perlman

Chancellor Perlman noted that a new Athletic Director has just been hired to replace Dr. Osborne who is retiring in January. He reported that Shawn Eichorst, former Athletic Director at the University of Miami will replace Dr. Osborne and pointed out that Eichorst has a strong commitment to academic success of student athletes. He reported that Eichorst has a law degree from Marquette University and is a former law faculty member and has indicated an interest in continuing to do some teaching. He stated that he believes Eichorst has the values of a faculty member.

Chancellor Perlman reported that there has been one response to the RFP for the privatization of the university health care center. He noted that Bryan Health Services responded to the RFP. He stated that an evaluation committee comprised of students, faculty members, and others will need to review any proposal that is made in regards to the privatization.

Chancellor Perlman reported that he just came from a Board of Regents Business Affairs Committee meeting and was trying to convince them that the idea of putting housing on top of the proposed parking garage at 18th and R Street would be a good idea. He noted that there are some risks associated with this idea but he is hopeful that it will all work out. He stated that the Board will address this at the October 26 Board meeting.

Chancellor Perlman wanted to emphasize that faculty members who are interested in participating in the Campus Master Plan should go to the interactive website <http://newsroom.unl.edu/announce/todayatunl/1652/9325>. He noted that this website allows the user to show how he/she uses the campus by including traffic flow, parking information, where buildings could and should not be constructed. He pointed out that the more people who provide input the more helpful it will be to the consulting firm Sasaki. He reported that the Sasaki consultants will be coming back to campus soon with concepts for the master plan. He noted that this is a campus master plan for the next ten years and will indicate where new buildings can be constructed, but it will not show where specific buildings will be constructed. He pointed out that the physical environment where you work has an impact on your attitude and productivity and asked that people participate as much as they can with the interactive maps.

Chancellor Perlman reported that he has been asked by the Senate Executive Committee about how faculty members can be more involved with recruiting. He noted that faculty members play a significant role in recruiting students and appreciates the other roles that faculty members play in their work for the university. He reported that in reviewing the number of inquiries and contacts that Admissions has had, he is optimistic that the freshmen class next year is looking good. However, we do not know what the overall number of enrolled students will be because there will be a large graduating class this year. He pointed out that prospective students meeting with a faculty member is a big factor in the student's decision to come to UNL. He understands how busy faculty members are, but meeting with prospective students is worthwhile and helpful to the campus.

Chancellor Perlman stated that faculty members play an even stronger role in retention rates. He noted that early feedback on freshmen and sophomore students' performances is essential in retaining students. He pointed out institutions with good mechanisms in place for faculty to provide early warning signs of students in need of academic assistance have improved their retention rates. He stated that he knows this is a burden for faculty members, but he urged faculty to design classes with early and periodic exams so the administration

can be informed of students needing additional help.

Professor Rudy, Nutrition and Health Sciences, pointed out that the replacement of Dr. Osborne was done rapidly and asked the Chancellor if he could explain the process. Chancellor Perlman reported that the process wasn't really as rapid as it may have appeared. He stated that Dr. Osborne informed him in August that he was planning to retire on January 1. He noted that he and Dr. Osborne had an agreement that Dr. Osborne would give him a couple of months' notice when he planned to retire. He pointed out that the search for an Athletic Director is a very visible and complex search process and it is difficult to conduct this kind of search when everyone knows about and is interested in it.

Chancellor Perlman reported that he hired a search consultant after he was notified by Dr. Osborne of his decision to retire. He pointed out that Athletic Director positions are not the kind of positions that are advertised in the newspaper. He stated that he hired a consultant in late August to help in the search process and the consultant produced a list of people he thought would best fit the Nebraska environment. He stated that the process reduced the number of possible candidates down to five sitting Athletic Directors at schools that are comparable to UNL. He stated that the search consultant contacted the candidates, two declined but two committed to an interview although neither one of them originally applied for the job.

Chancellor Perlman reported that these kinds of searches are delicate and candidates can be skittish if they feel that there are vulnerable in their current job because they may be interviewing elsewhere. He stated that it is essential in these kinds of searches to keep the information as confidential as possible. He pointed out that the consultant spoke with approximately fifteen men and women from the community, including one of the coaches, former student athletes, and Professor Potuto about the search which was very helpful to the process.

Chancellor Perlman reported that he spent a long Sunday afternoon with Eichorst and afterwards he informed a couple of people who the leading candidate was for the position. He noted that at some point information started to get out and there was speculation of whether Eichorst was coming to Nebraska. He stated that the search process that was used was needed in order to get the right person for the position.

Professor Nickerson, School of Biological Sciences, asked how many other athletic directors have a law degree and whether the Chancellor thought this might be helpful given the difficulties that institutions like Penn State have recently gone through. Chancellor Perlman stated that he did not think this was a factor in the decision to hire Eichorst.

Chancellor Perlman pointed out that as messy as the search for a new Athletic Director may have appeared, this is the kind of process that is needed to get strong, experienced talent to UNL. He noted that the same kind of search process works for getting faculty members and targeted searches are increasingly being used. He stated that quietly designed searches to attract people who might otherwise not apply to UNL are a process that seems to work. He pointed out that our process allows targeted hires, but a letter must be written to Linda Crump, Assistant to the Chancellor, Equity, Access & Diversity Programs, explaining the reason for conducting a targeted search. He noted that he had to do this to conduct the search for a new Athletic Director. He reported that we probably would have not gotten several campus leaders if we had not done this kind of search. He noted that searches at the assistant professor level should be open and it is important to have diversity but sometimes we need to balance these kinds of searches to get experienced people.

Secretary Woodman noted that MyPlan has been instituted and the intent was that the software program would help in retention rates. He asked if there have been any updates on how MyPlan is working. Chancellor Perlman stated that Associate VC Goodburn is leading the charge on retention but he is hearing good things about retention plans and knows that a lot of energy is being devoted to it.

4.0 Approval of September 11, 2012 Minutes

Professor Peterson, Agricultural Economics, moved for approval of the minutes. The minutes were seconded by Professor Kranz, Northeast Research & Extension Center. The minutes were approved.

5.0 Committee Reports

5.1 Academic Standards Committee (Katie Kerr, Assistant Director, Exploratory & Pre-Professional Advising Center)

Assistant Director Kerr reported that Exploratory & Pre-Professional Advising Center, formerly the Office of General Studies, coordinates the Academic Standards Committee. She reported that the Committee had 23 meetings and reviewed 189 dismissal appeals cases. Of these, 117 were accepted and 72 were rejected. She stated that fifteen of the rejected appeals were taken by the students to Associate VC Goodburn who

overturned four of the Committee's decision. She noted that 666 students were dismissed last year.

Professor Eskridge, Statistics, asked what the general reason was for Associate VC Goodburn to overturn the Committee's decision. Assistant Director Kerr stated that usually a decision is overturned in cases of illness. She stated that if the Academic Standards Committee feels that the student's plan to get reinstated is sound, the appeal is more likely to be granted. Professor Eskridge asked if it is unusual to have an Associate VC overturn the Committee's decision. Assistant Director Kerr reported that this was not unusual.

5.2 Grading and Examinations Committee (Professor Woodward)

Professor Woodward reported that the Grading and Examinations Committee reviews appeals for late withdrawals and changes from pass/no pass grading after the deadline date has passed. He noted that each college has a faculty representative on the Committee and appeals are handled in the college by the faculty representative and an appeals officer. He reported that there are standard reasons for withdrawals and late changing of grading from pass/no pass. He pointed out that the typical reason for late withdrawal is health related. He stated that changes from pass/no pass grading are usually due to the student being unaware that their major or minor will not allow a pass/no pass grade but some are due to health problems.

Professor Woodward stated that the committee has also been charged with keeping track of the percentage of students at the various GPA levels. He noted that Earl Hawkey, Director of Registration and Records, provides this information. He reported that the average GPA is increasing slightly and was 3.11 this past year.

Professor Pitts, Mathematics, stated that he is surprised that MyRed is not catching the pass/no pass problems because of a grade requirement for the major or minor. Professor Woodward stated that in part this could be due to a programming issue with MyRed, but sometimes the students change their mind on their majors and/or minors after they are enrolled in a course.

5.3 Academic Rights and Responsibilities Committee (Professor Peterson)

Professor Peterson reported that it was a quiet year for the ARRC. He noted that the ARRC oversees procedures, as authorized by the Board of Regents, to handle disputes and complaints involving faculty, administrators, and staff. He reported that no formal written complaints were filed this year so no investigations were started and no investigations from the previous year had to finish their work.

Professor Peterson reported that as chair he was a little more active than the Committee because he did receive a number of calls and was contacted by individuals who wanted to talk about issues or were thinking about writing a complaint. He stated that some of these issues are on-going and might show up later. He pointed out that sometimes talking an issue over with a person involved in the complaint can oftentimes resolve the issue.

Professor Peterson reported that Professor Lu, University Libraries, is chair of the ARRC this year.

6.0 Unfinished Business

6.1 Vote on University Curriculum Committee (UCC) Proposal to Suspend Voting Procedures on Course Changes

President-Elect Guevara reported that the motion is basically seeking to suspend current voting procedures for course changes to a trial period of one year. This will hopefully allow the review process for these changes to operate more efficiently. He pointed out that changes to courses that do not have campus-wide impact would not need approval from the UCC. He noted that the motion does not need a second since it is being made by a Faculty Senate Committee.

Professor Pitts asked who decides what campus-wide impact means. Professor DeFusco, chair of the UCC, pointed out that there will still be a small subcommittee consisting of the chair of the UCC, Director Nancy Mitchell, Undergraduate Education, and the Academic Planning Committee representative, who will still look at all course changes to make sure that a course that impacts other programs does not slip through. He noted that the subcommittee will probably err on the side of saying courses will have impact on other programs.

Professor DeFusco reported that most of the course changes are mundane such as a change in the wording and title of the course. He noted that the current process of reviewing every one of these mundane course changes is very time consuming. He stated that the CREQ program will enable faculty members to search through all campus courses to see if changes to a course will impact other courses.

Professor Eccarius, Speech and Communication Disorders, asked if the process for getting a course change will be faster or slower once the college curriculum committee forwards the change to the UCC. Professor

DeFusco stated that if the change(s) are just mundane it will go through the college curriculum committee and will not need to go to the UCC, but any course changes that have campus-wide impact on other courses and programs will still need to go to the UCC for approval.

Professor Rudy asked how the UCC plans to measure the effectiveness of the trial period. Professor DeFusco stated that he hopes that the colleges will converse with each other so they are informed of possible changes early in the process to change a course. He stated that the new system that will be going in place will allow faculty members to scan the bulletin when a course is initially entered for a change. The system should be able to identify if a course change impacts other programs early in the process. He noted that currently the UCC is not made aware of these impacts until later in the process to change a course. He pointed out that human errors occur sometimes if a course is approved that could impact other programs, but hopefully the errors will be less due to the new system.

Professor Eccarius asked if the college curriculum committee will have access to the new software. Professor DeFusco stated that currently faculty members of any college can use CREQ, but searching the bulletin is currently more difficult, although the plan is to resolve this issue with the new software program. Director Mitchell stated that the program to search the bulletin is completed and is currently being tested. Secretary Woodman asked who has access to CREQ. Professor DeFusco stated that all faculty members have access and can initiate a course change through it. He pointed out that eventually, when a course change comes through, someone in your college needs to review it and the college curriculum committee needs to consider the change but any faculty member can initiate the change. He reported that CREQ is available through <http://creq.unl.edu/>.

Emeritus Professor McShane asked if part of the application process includes a report from the college or department to the UCC saying that they have checked to see if the change impacts other courses. Director Mitchell stated that this information will be available because the system shows where the course is a prerequisite and how it will impact other programs. She stated that faculty members will be asked if they have notified and spoken with the other departments. She pointed out that the process of approving course changes is different in each college, but the plan is to have members work with the colleges to help alleviate the differences. She stated that the bonus of the new system is that it will identify what courses might be affected by a change early in the process. Professor DeFusco stated that the UCC wants colleges to use the system.

Professor Joeckel, School of Natural Resources, said that he assumes that any decisions the UCC makes will be considered final and not subject to further review. Professor DeFusco stated that this is correct.

Professor Reisbig, Child, Youth, and Family Studies, asked if the software that will search the bulletin will be something the faculty can do on their own through a search function. Director Mitchell stated that the program will scan the bulletin and the bulletin gets its information from the CREQ system. Professor DeFusco pointed out that the bulletin is a snapshot while CREQ is in real time. Professor Reisbig asked if faculty members can still do a search until the new software is installed. Professor DeFusco stated that all of the courses are in CREQ and the search process will take place when the course change is first initiated.

Professor Kranz asked what will happen after a year. Professor DeFusco stated that if the new process works well the UCC will rewrite its syllabus, probably recommending that the colleges handle minor course changes that do not have campus-wide impact. Professor Kranz asked if the syllabus will then come back to the Senate for approval. Professor DeFusco stated that revisions to the committee syllabus must come back to the Senate since it is a Senate committee. He noted that the syllabus change also needs to spell out that the UCC deals with undergraduate curriculum changes because it does not deal with graduate courses.

The motion to suspend the voting process for the UCC was approved.

6.2 Executive committee Decision on Ballots for Election to Committees

President-Elect Guevara reported that the Executive Committee decided to give candidates running for election to a committee the choice of including a personal statement, which could be a link to their professional/personal web page, or no statement at all.

7.0 New Business

7.1 Wellness Programs (Kimberly Barrett, Wellness Services)

Ms. Barrett reported that she is Assistant Director of Wellness Services and she assists the Benefits Office to do an annual health risk assessment. She stated that every year an aggregate report is provided to UNL and the University as a whole to see what health issues employees are interested in and where our health risk factors

reside. She reported that the top five issues for employees this year are with nutrition and healthy cooking; physical activity programming; weight management; and receiving health screenings that is age and gender appropriate. She stated that this information was provided to the Chancellor's Wellness Committee and the Committee not only looked at the provided data but listened to antidotal evidence as well. She pointed out that one problem is that office personnel have a difficult time getting out of the office to engage in physical activity and then be able to have lunch. She reported that the Wellness Committee discussed having a wellness on wheels program and there will be wellness programs and resources available on campus.

Ms. Barrett stated that the big wellness event on city campus will be held on October 23 and on October 24 on east campus. She reported that from 7:00 – 9:00 a.m. flu shots will be available as well as wellness blood profiles which will show cholesterol levels and lipids information. She stated that the cost will be \$25 and if you bring a copy of your Blue Cross/Blue Shield card the cost will be submitted by the University Health Center to Blue Cross/Blue Shield. She stated that expanded services will also be available including balance assessment, personal nutrition assessment, and the Dental College will be there to provide free oral screenings.

Ms. Barrett stated that, this year, there will also be stroke detection available, plus four different assessments that will indicate your risk factor for a stroke. She reported that this only takes about ten minutes. She stated that she did the stroke assessment and although she did not have any risks for stroke, a mass was found on her thyroid that allowed her to be proactive and go to her doctor for further assessment. She pointed out that knowing your health risks allows you to make intelligent decisions about your health and this allows you to look at your own personal health. She stated that this service will be available to any faculty or staff member or their spouse or partners. She pointed out that only 50 appointments for stroke assessment will be available and faculty and staff members should make an appointment. Professor Foley, School of Music, asked if this information will be advertised. Ms. Barrett stated that it will be in UNL Today and she has provided handouts about the event that the Senators are welcome to take with them. Professor Falci, Sociology, asked if the information is available on the Campus Recreation Center website. Ms. Barrett stated that the information is on the Wellness Center website.

Professor Kranz pointed out that some faculty members are not located on either east or city campus. He asked if UNL is working with any of the hospitals around the state to help provide the screenings available later this month. He noted that stroke assessment is not part of an annual checkup and asked if Ms. Barrett has any recommendations on how the faculty members located in different parts of the state can access some of the screenings. He pointed out that some wellness issues may be gender related and asked if there are any guidelines available on wellness screenings for women and men. Ms. Barrett stated that there are no arrangements with hospitals around the state to provide the wellness services that will be provided on campus October 23 and 24. She pointed out that \$350 is allotted to employees with UNL health insurance for wellness. She suggested that employees can utilize the Blue Cross/Blue Shield checklist to see what kinds of tests are recommended for people.

Professor Pitts asked what will happen if the University Health Center is privatized. Ms. Barrett stated that she does not know the impacts if the Health Center is privatized. She noted that the Wellness Program is out of the Recreation Center but health education is part of the University Health Center.

7.2 Update on Survey of Non-tenure Track Faculty Members

Professor Eskridge asked what the status is of the report on the survey of non-tenured track faculty members. Past President LaCost stated that she had to check with IRB to see if the information from the survey can be shared with the Senators. She reported that IRB stated that the aggregate data can be shared. She pointed out that no information on department or college was collected in the survey. Professor Eskridge stated that he was going to ask the Chancellor about the findings of the survey but didn't think that it was ready to be discussed with the administrators. President-Elect Guevara stated that the Executive committee hopes to formulate conclusions on the survey soon.

The meeting was adjourned at 3:40 p.m. The next meeting of the Faculty Senate will be held on Tuesday, November 6, 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and David Woodman, Secretary.