

**UNL FACULTY SENATE MEETING MINUTES**  
**East Campus Union, Arbor Suite**  
**October 6, 2015**  
**Presidents Bender, Woodman, and Nickerson, Presiding**

**1.0 Call to Order**

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

**2.0 Announcements**

**2.1 Non-Tenure Track Faculty Forum**

President Bender reported that the non-tenure track faculty forum has been moved to November 20<sup>th</sup> because this date has less conflicts for many Professors of Practice and Extension Educators. He stated that the following people are on the agenda to speak at the forum: VC/Interim SVCAA Green, Dean Hibberd, Dean Francisco, Associate Vice Chancellor Perez, and Associate Dean Theiss-Morse. He noted that while the forum is primarily for non-tenure track faculty members he hopes that tenured faculty members would be interested in attending. He pointed out that the more we understand each other and the problems that we face as faculty members, the better we can get along.

**2.2 Pre-Senate Luncheon for Senators on City Campus**

President Bender reported that the pre-Senate luncheon for City Campus Senators has now been moved to December 1 and March 1. He stated that more information about the luncheons will be provided closer to the actual dates.

**2.3 Pilot Study of Canvas System**

President-Elect Woodman announced that a full pilot study of the Canvas learning management system will be conducted during the spring semester. He noted that Canvas is an alternate system to Blackboard and while some people have been notified about the study, the Information Technologies Services Committee wants to encourage participation from faculty members. He stated that faculty can go to <http://go.unl.edu/canvaspilot> to sign up to participate in the pilot.

**2.4 AAUP Chapter Meeting**

Professor Schleck, English, announced that the UNL chapter meeting of the AAUP will take place on October 23 at 3:00 p.m. in the City Campus Union, Georgian Room A. She noted that all faculty members, whether member or non-members, are welcome to attend the meeting.

**3.0 Chancellor Perlman**

Chancellor Perlman stated that he just wanted to point out a few things he discussed in his State of the University address. He noted that last year a major diversity initiative began and some administrative structures have been built to address diversity across campus. People were added to Student Affairs and Professor Joy Castro conducted a study on other institutions' diversity programs. He noted that the report was thoughtful and had many recommendations that he agrees with, some of which have been implemented and some that need further discussion. He stated that an outside consulting firm is coming to campus to give us an objective view on what we can do better to improve diversity on campus.

Chancellor Perlman reported that the Food Processing Center on Nebraska Innovation Campus (NIC) is one of a kind in the world in terms of infrastructure and facilities. He noted that the Center positions us to be a center for support, research, and many other activities related to the food industries. After speaking with some food companies, including ConAgra, about the problems they face, it is clear that a lot of disciplines could participate in addressing some of the problems and researchers involved in the humanities and social sciences as well as the physical sciences would need to be involved. He stated that a faculty task force will be created to determine how to broaden participation in NIC and the University in the field of food sciences. He stated that the task force will be in collaboration with the deans.

Chancellor Perlman reported that an innovation curriculum is in the very early stages. The innovation curriculum was suggested by a faculty advisory committee which felt that having this curriculum could help differentiate the university. He noted that the curriculum would apply to all disciplines and could have some core courses about innovation, how it occurs, and how it specifically relates to a specific discipline. He stated that the ideas have been intriguing and the deans are interested and he is sure they will discuss it with their

faculty. He reported that there could be some courses next semester on the subject of innovation. Chancellor Perlman stated that international engagement is very important to the university and we need to not only increase the number of our international students, we also need to increase our international collaborative research. He noted that we want to support any faculty member who already has an existing international relationship, and in fact we want to support these efforts better. He pointed out that we need to leverage the existing relationships, whether they are institutional or individual, and is asking faculty members to consider recruiting international students. He reported that Associate Vice Chancellor Wilson, who serves as the campus Senior International Officer, is stepping down from administration, but Tom Farrell, Senior Advisor to the Chancellor on International Affairs, will serve as the interim. He noted that Interim Senior Advisor Farrell will not be a candidate for the position.

Chancellor Perlman stated that he is working with President Bounds about making some consolidations with Information Technology between UNL and Central Administration. He noted that the idea is to avoid some unnecessary duplication of administration within our units. He stated that already three positions that were open have been consolidated and he suspects there will be more.

Chancellor Perlman reported that the grand opening of the Nebraska Innovation Campus (NIC) will be occurring on October 8 and 9<sup>th</sup>. He said that we have had more success with NIC than we thought we would have at this time.

Past President Nickerson noted that at the Chancellor's State of the University Address the Chancellor spoke of a goal to try and get other parts of the campus to participate in a research program combining food, water, and climate change. He asked if there is already an existing program. Chancellor Perlman stated we do not have a program yet. He pointed out that for the first time the National Science Foundation is going to have a grant competition in food, water, and energy. He reported that up until now all food and water research funding came out of a small USDA budget, but now the NSF has realized the importance of research in the areas of food, water, and energy. He noted that the grant proposal must include two of the three areas and has to show implications of how it would interact with the world today. He reported that the Department of Agriculture is creating an Agricultural Foundation which will make research awards to competitive research proposals. Past President Nickerson asked what faculty members can do to help obtain some of these research funds, such as creating research teams to apply for the grants. Chancellor Perlman stated that this is the right idea, and the sooner these teams can be created and develop a grant proposal, the better. He noted that Vice Chancellor Paul is working on this and there is potential for great opportunities. Professor Wysocki, Electrical and Computer Engineering, asked how in the present landscape research in these areas can be conducted. Chancellor Perlman responded that President Bounds is very enthusiastic about the collaboration and that Professor Wysocki is right in the sense that you can't address the big issues without having large research teams. He stated that President Bounds is making it one of the priorities of his administration and this could potentially be an additional resource for funding that could help advance the university.

Professor Kamble, Entomology, asked how health and education can play a part with the Food Processing Center and research initiatives on food, water, and energy. Chancellor Perlman pointed out that he does not know of anything more fundamental to health than food and the humanities and educational sciences are needed to help with publicity. For instance, Europeans can be very resistant to the idea of genetically modified crops so we need to understand their cultures to figure out how to address their concerns. He noted that more food needs to be produced in order to feed all of the people in the world. He stated that we will be seeing increasing involvement from the humanities and social sciences in science grants.

Chancellor Perlman stated that he just wanted to make a comment about the proposed Senate resolution on the University of Iowa's Board's recent hiring of a new University President. He stated that we need to be sensitive as to how much information we have and personally he wouldn't make a major announcement unless he knew he had enough information. He pointed out that we are engaged in a Chancellor's search and what is addressed to the Board of Trustees of the University of Iowa will probably be read by our Board of Regents.

#### **4.0 Approval of September 1, 2015 Minutes**

Professor Wysocki, Electrical & Computer Engineering, moved for approval of the minutes. The motion was seconded by Professor Vakilzadian, Electrical & Computer Engineering and approved by the Senate.

#### **5.0 Unfinished Business**

No unfinished business was discussed.

## **6.0 New Business**

### **6.1 Director Jan Deeds, Women's Resource Center**

President Bender noted that Susan Foster, Director of Institutional Equity and Compliance, was unable to attend the meeting today due to Title IX complaints that came to the attention of her office, but Jan Deeds, Director of the Women's Resource Center and Associate Director of Gender Programs, will still be speaking. He reported that Susan Foster is scheduled to speak at the November 3 meeting.

Director Deeds reported that the Women's Center can provide resources to faculty, staff, and students on a variety of issues, including Title IX. She pointed out that it is important for faculty and staff to have resources regarding confidentiality of issues reported to them by students or a colleague. She noted that oftentimes victims of sexual assault or harassment are frightened and not sure what they should do and feel a real loss of power. She reported that the University has a victim advocate program and is in contract with Voices of Hope (<http://involved.unl.edu/womens-center>) which also has a 24-hour hot line (402) 475-7273 which operates 24 hours a day, seven days a week. She stated that victims of sexual assault or discrimination can go to the Women's Center on Tuesdays from 2:00 – 6:00 p.m. to speak confidentially to a victim advocate. They could also call the hotline, or speak to a Responsible Employee. She reported that posters, magnets, and other information have been hung in every residence hall, sorority and fraternity on campus and they are trying to get information spread throughout the campus.

Director Deeds stated that online training on Title IX is available and first year students are strongly encouraged to take the training. She noted that the online training is in addition to the basic information they receive when they come to campus. She stated that the campus wants to make sure students know what they can do and who they can go to for help. Professor Lee, Communication Studies, asked if Director Deeds feels confident that students know the difference between a Responsible Employee who must make a report on an incident, and a faculty member they can talk to who will keep the information confidential. Director Deeds stated that she is not completely confident that everyone knows who is considered a Responsible Employee, although the Office of Institutional Equity and Compliance is trying to make this information widely known. Professor Lee asked if some kind of signage will be posted on the doors of Responsible Employees for easy identification. Director Deeds reported that a symbol has been developed to place on doors. She stated that she wants everyone to know about the confidentiality issues and pointed out that information on Title IX can be found on the web <http://www.unl.edu/equity/title-ix> and the Women's Center has information as well.

Professor Purcell, Southeast Research & Extension Center, noted that first year students were supposed to watch the online training video on Title IX. She asked if there was any incentive for the students to do this and whether the administration was assured that they did watch it. Director Deeds reported that there has been a 92% participation rate and new students are being told they should do it. Professor Lee stated that he heard anecdotally that the students turn on the video, click on the answers but go do something else. Director Deeds stated that she is involved with conducting prevention and peer education for students and tries to address this kind of problem.

Director Deeds stated that administration has talked a great deal about Title IX on campus and she has spoken to all new sorority and fraternity members about it. She noted that one group that may not be receiving the information as well is commuter students and the campus is struggling to find ways to make sure that everyone is educated. She stated that she and others can come into classrooms and speak about it. She noted that next week is "Week without Violence" on campus and all students are being encouraged to participate. She asked that faculty members inform their students of the event and let them know that information is available for anyone who might be a victim of sexual abuse or harassment.

### **6.2 Motion to Support Faculty Senate of University of Iowa**

President Bender stated that the Executive Committee is putting forth a motion for the Senate to make a statement supporting the University of Iowa's Faculty Senate vote of no confidence in its Board of Trustees for the recent appointment of Bruce Harreld as President of the University, against the overwhelming opposition from the faculty. He asked that the motion be declared an emergency motion. Professor Peterson, Agricultural Economics, moved for the motion to be declared as an emergency, seconded by Professor Shirer, Modern Languages & Literature. Professor Stoltenberg, Psychology, asked why the motion is an emergency. President Bender reported that the motion is coming from the faculty leadership of the CIC and the idea is to act on the matter quickly while the issue is still prominent. He noted that the issue is timely and there has been a lot of publicity in the last few days and it is very much on the minds of people at universities. Professor Rudy, Nutrition & Health Sciences, pointed out that the new President of the University of Iowa is supposed to start on November 2. President Elect Woodman stated that another reason for acting on the motion as an

emergency is that the CIC faculty leadership wants to act as a collective group to voice its opinion and many of the other universities have already supported the motion. The emergency motion passed with 35 in favor, 1 opposed, and 4 abstaining.

President Bender stated that the Chancellor made a good point about voting on motions when it is uncertain whether you have all of the information. He reported that because the University of Iowa is in turmoil because of the selection of the new President, they did not have representatives at the CIC Faculty Governance Leadership Conference who could have provided more information on the issue. He stated that his knowledge of the subject comes from numerous news stories. He reported that Harreld was hired over three other candidates, all of whom had more academic qualifications, advanced degrees, and academic experience. He noted that recently it has come to light that some of the claims he made on his vita are not true. President Bender stated that the search process was not typical, and some faculty members believe that the search was a sham.

Professor Vakilzadian asked how the faculty of Iowa voted on the motion. President Bender stated that a large majority of the faculty at Iowa voted against the hiring of Harreld. Professor Vakilzadian asked if the matter was before the UNL Senate because we are neighbors to Iowa or because we are a member of the Big Ten. President Bender stated that it is because we are a member of the Big Ten. Past President Nickerson asked who wrote the motion. President Bender stated that it was written by the University of Michigan Faculty Senate President.

Professor Lee stated that it is worthwhile to note that the Board of Trustees in Iowa is different than our Board of Regents. In Iowa the Trustees are all appointed by the Governor while here the Board of Regents are elected. Professor Cerny, Chemistry, stated that there were reports that Harreld only had 3% support of the faculty.

Professor Stoltenberg, stated that he liked the first two small paragraphs in the motion because they express support and a strong opinion, but feels that revisions need to be made to the remaining parts of the motion. Professor Schleck pointed out that the other paragraphs in the motion express why the UNL Faculty Senate might support the motion and points out that the vote of the faculty at the University of Iowa was not considered. She noted that the motion is to show support for shared governance.

Professor Stoltenberg proposed editing the motion to make it more concise. Various members of the Senate suggested different revisions to the proposed motion. Professor Leiter, Law, suggested that the third paragraph could be edited to remove factual information and yet indicate support of the faculty of the University of Iowa.

Professor Dahab asked how Harreld misrepresented himself on his resume. President Bender stated that the Chronicle of Higher Education said that his vita included inaccuracies, which Harreld acknowledged. Some of the inaccuracies were that he was associated with companies that no longer exist and he claimed to be a co-author on 12 papers which was not accurate.

Professor Schleck stated that she wanted to speak against the revisions but agreed that the reference to Harreld's resume was not necessary. She stressed that the heart of the matter is that the majority of the faculty at Iowa were opposed to the individual and the University of Iowa Trustees still hired the individual, contrary to shared governance.

Professor Swidler, Teaching, Learning & Teacher Education, asked if the CIC will accept a revised statement. President Bender stated that we can say whatever we want in our motion and the CIC will gather the motions from the other Big Ten schools and will create a finalized motion.

Professor Leiter made a motion to strike the two middle sentences in paragraph three. The first of these two sentences dealt with the Board of Trustees ignoring the overwhelming opposition of the faculty at the University of Iowa while the second dealt with the vita inaccuracies. Professor Lee requested that the sentences be voted on separately and Past President Nickerson requested that they be considered in reverse order. Professor Leiter accepted both as friendly amendments. Motion to accept the friendly amendment passes. Professor Lee stated that he does not think it makes sense to remove the sentences because it points out the reason why we are opposed to the appointment of Harreld. He noted that even the search firm did not endorse him and he did not perform well on campus. Past President Nickerson pointed out that an article stated that 97% of the faculty disapproved of Harreld's hiring. Professor Konecky, University Libraries, noted that it is not clear how reliable the information is in the article. Professor Swidler pointed out that we could get clarification on the number from the Senate President at the University of Iowa. Professor Lee stated

that the Faculty Senate at the University of Iowa would not have voted no confidence in the Board if it did not take the information seriously. Professor Shea, School of Natural Resources, stated that he agreed that the sentence should be retained because without it the motion is just a general statement without specific meaning. Professor Purcell called the question. The motion to retain the first sentence as written was approved with one vote in opposition. Professor Hanrahan, School of Music, called the question for voting on the remaining paragraphs. Motion passed with one opposition.

### **6.3 Report on CIC Faculty Governance Leadership Conference**

President Bender reported that he and President Elect Woodman attended the CIC Faculty Governance Leadership Conference recently. He noted that this was the second such conference he attended and reported that the sessions discussed were very interesting. He hopes that others who are interested in faculty governance will run for President of the UNL Faculty Senate. He stated that the only drawback is that the Conference is held only once a year and attendees are usually the current President or Vice President so it is not a continuing body that can take positions or make policies or statements. He reported that the sense of the faculty leaders at the Conference is that we need to be moving more towards the direction of having a continuing body, and this issue will be discussed in March at the University of Michigan at the conference on academic freedom and tenure issues. He noted that it is unclear how creating a continuing body will affect the relationship with CIC. He reported that the Executive Director of the CIC was at the Conference and she seemed uncomfortable with the idea, but many of those in attendance think the idea of having a faculty governance organization and actively working over a period of time would be beneficial.

President Bender noted that he summarized some of the more important discussions that occurred at the CIC Faculty Governance Leadership Conference in his recent newsletter to the faculty, but he will write a summary report of the issues discussed and will send that out to everyone. He stated that one thing of some interest and worth mentioning is the discussion on academic freedom and tenure which was led by Professor David Sanders, the President of the Purdue University Faculty Senate. Three propositions were presented: 1) there is an assault on academic freedom and tenure; 2) that it is the faculty's fault; and 3) possible solutions. He noted that increasingly universities are being pressured into the Walmart model, i.e., to make higher education as cheaply as possible, and as fast as possible even though in doing so the value of education becomes diminished. He stated that it is the faculty's fault that this has happened because we haven't been effective in communicating to the public what tenure is about and we have allowed critics to devalue education in terms of dollars. We need to recognize that we are all in this together and that we should support academic freedom and tenure at any institution of higher education. He noted that Sanders pointed out that there is a division at some schools between tenured and non-tenure track faculty members and we need to recognize that non-tenure track faculty members are in need of academic freedom as much as tenured faculty and combining forces and working together will help guarantee academic freedom for everyone. Bender stated that there was a lively discussion on faculty governance and many felt that the role of a Faculty Senator is not seen as very important and that the faculty serve only in an advisory role. He stated that there needs to be some clear delineation of the responsibilities of the faculty, administrators, and the Board.

President Elect Woodman reported that there was additional discussion on retirement benefits and compensation. He noted that at some universities non-tenure track faculty members are respected more than at other universities. He noted that at the University of Illinois the Faculty Senate appoints the search committee to find a new Chancellor.

Professor Lee asked if there was any discussion about the attack on tenure at the University of Wisconsin. President Bender stated that there was only one representative from Wisconsin at the Conference and the discussion on tenure did not focus on any one specific institution, although the situation in Wisconsin is troubling.

Professor Shea noted that there are not many opportunities for the faculty to address the issue of shared governance and when the opportunity arises, such as the upcoming revision of the UNL Bylaws, we need to seize the moment to bring the issue to the attention of the university as a whole. He pointed out that with the revision of the Bylaws we should reconsider the various roles of the campus. He noted that we are in the process of searching for a new Chancellor and pointed out that an administrative change at that level can provide a golden opportunity to bring these matters to the table and we may not get the opportunity again for a long time. He stated that the Senate needs to think about this issue carefully. Professor Schleck seconded these comments and noted that another tool is to get the UNL Chapter of AAUP fully functioning again. She pointed out that there are some things the Senate can do, but the AAUP can do some things that some internal bodies cannot. She stated that the faculty need to use both internal and external tools to get the administrators to consider the faculty voice.

The meeting was adjourned at 4:03 p.m. The next meeting of the Faculty Senate will be held on Tuesday, November 3, 2015, at 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Allison Reisbig, Secretary.