

**UNL FACULTY SENATE MEETING MINUTES**  
**City Campus Union, Auditorium**  
**September 1, 2015**  
**Presidents Bender, Woodman, and Nickerson, Presiding**

**1.0 Call to Order**

President Bender called the meeting to order at 2:31 p.m.

**2.0 Announcements**

**2.1 ACE Five-year Review**

Professor Sollars, Veterinary & Biomedical Sciences, stated that when the ACE program was first established it was with the agreement that after each of the outcomes was individually assessed, the entire program would be assessed after five years. It is now time for the first five-year review of ACE, and she reported that as the Senate Executive Committee liaison she is working with Director Nancy Mitchell to manage the assessment.

Professor Sollars reported that initially there will be small faculty groups that will revisit the outcome statement for each of the ACE outcomes. These groups will identify the essence of the learning outcome and identify a rubric that can be used to assess how well the outcomes are being met. She noted that this phase of the assessment process will occur during the fall semester. She reported that during the spring semester there will be an entire review of the program.

Professor Sollars stated that she and Director Nancy Mitchell have met with Associate Deans to identify faculty members who might be willing to participate in the assessment groups, but she is also asking if anyone from the Faculty Senate, or any of their colleagues, would be interested in participating. She stated that anyone interested should contact her ([psollars1@unl.edu](mailto:psollars1@unl.edu)) by September 11. She reported that the kick-off meeting is scheduled for September 24.

**2.2 Pre-Senate Meeting Luncheon on City Campus**

President Bender reported that Senators on East Campus have been invited to a luncheon prior to a Senate meeting for quite a few years now to discuss issues that the Senate will be addressing and also to allow faculty members to discuss issues of concern. He stated that the Executive Committee suggested that a pre-Senate luncheon be held for City Campus faculty as well and broached the idea with Interim SVCAA/VC Green. President Bender reported that Interim SVCAA/VC Green is considering having a luncheon in November and March. He noted that the luncheon will give the City Campus Senators an opportunity to get together for lunch which will be paid by the SVCAA office.

**3.0 President Bounds**

President Bounds stated that he appreciated being able to spend some time with the Senators and stated that he felt it is important to walk through the Chancellor search process because it is clear that no decision is more important than hiring the leader of a campus. He noted that a public announcement has been made regarding the naming of the search firm, Isaacson, Miller, and the members of the search committee have been publicly identified.

President Bounds reported that 250 names were submitted for the search committee, out of which 25 members were selected. These members consist of faculty, staff, administrators, and outside constituents. He noted that the search committee is a little larger than is typical, but he wanted to ensure that we capture the full array of constituents.

President Bounds stated that the search process in Nebraska is a little more difficult because it is a public search process with the final four candidates being openly identified. He noted that this makes it difficult for sitting chancellors to apply for the position. He stated that he wants to make certain that we are honestly communicating with the possible candidates so they are aware that their name will be disclosed if they are one of the final four candidates. He pointed out that he has worked very hard with the General Counsel's office to make sure that the University is following the rules carefully for the search.

President Bounds reported that there will be a lot of opportunities for faculty, staff, and students to provide feedback on the search and a public forum and other constituent meetings will be held September 9 – 11 so he can get input from the campus community. He stated that the search committee will help to narrow down the

candidates with the final four candidates being invited to campus. He noted that the campus will be given the opportunity to visit with the candidates and he hopes to name a new Chancellor by next spring. He reported that a search site has been set up at <http://www.nebraska.edu/unlchancellorsearch> so people will be able to view up-to-date information on the search efforts. He emphasized that over the next few weeks the input gathered from the campus community will be critical to building a position description.

President Bounds noted that the Executive Committee provided a list of questions one of which is regarding his plans to centralize university services and what role the Coordinating Commission for Postsecondary Education will play in these efforts. He pointed out that the CCPE will not be engaged in the process because it is not in their jurisdiction. He reported that the one thing that is seriously being considered for consolidation is Information Technology. He noted that the University currently has five separate IT shops and while we need to have an IT shop that is responsive to users, it must have a state-of-the-art data center. He reported that there are many things that the University already consolidates, but there could be considerably more savings in the business sector. He stated that people need to think about collapsing some services, but with the goal of keeping the same level of effectiveness, or improving it, and to increase efficiency. He noted that we need to find ways to make the University better and we need to keep classrooms up-to-date because we need to make sure we have the kinds of laboratories and classrooms for today's students.

President Bounds reported that another question is in regards to clarification of differential tuition rates for the campuses. He stated that he has asked each Chancellor to inform him if they know of any program where there is a need to increase the tuition rates because the cost of delivery is extensive or the department is growing rapidly and needs more faculty members. He stated that he prefers to deal with tuition rates at one time, but we need to be careful raising any rates. He noted that we do not want to apply a rate on a specific degree program and then have qualified students be discouraged from it because they are on such a tight budget. He pointed out that if tuition rates are raised for a particular program the department must report back describing if the additional funds were used as originally listed.

President Bounds stated that the roles of the campuses are clear in their mission with UNL being the land grant institution. He noted that some of the courses here at UNL are very different from the other campuses and UNL has a larger graduate program and more undergraduate students. He pointed out that each of the campuses focuses on something different, but we need to determine how the campuses can collaborate.

President Bounds stated that another question asked by the Executive Committee is the interpretation of the University's new plurality tag line: one University, four campuses, one Nebraska. He reported that what drew him to Nebraska is that there are four different campuses with each one focusing on something different. He pointed out that we can have real power if we can determine a collaborative university that respects the abilities at each campus.

President Bounds reported that another question asked was about his strategies for increasing the overall university enrollment. He noted that enrollment figures are up slightly with some departments growing faster than others, while some departments have decreasing enrollment. He stated that in order to grow enrollment a solid enrollment management plan is needed on each campus. He pointed out that the University needs to grow enrollment because of the unemployment rate in the state. We have the lowest unemployment rate in the country, and while this is great news, it is a double-edged sword because there are not enough workers. He noted that when companies are looking to relocate they are looking at several different things: is it a good place to raise children, what is the quality of life like, are there good schools and utilities, and what is the workforce like. Currently, there are not enough workers from a corporate standpoint in Nebraska. As a result we have to think how we can produce more graduates. He noted that the University receives a lot of state money and in turn we need to help the state grow to increase the tax rate and to reinvest in the University. He pointed out that the demographics show that we have a flat growth rate in the state in that we are not producing many more Nebraskans. He stated that the question of whether we can capture a larger market share needs to be addressed.

President Bounds stated that we need to recognize the student population of the campuses and that 60-70% of first generation students receive financial assistance. He pointed out that we also need to increase our retention numbers. He pointed out that it is far less costly to retain students than it is to recruit new students. He stated that there are a significant number of students who have some credit hours, but we need to think how we can get these students back to campus. He noted that we have to recognize that we need to fill this gap because if we don't, someone else will. He stated that there are significant opportunities to do this through distance education. He also believes there are significant opportunities with veterans coming home

from active duty. These are typically older, more mature students with families and since we have such a close tie with STRATCOM we should take advantage of it.

President Bounds stated that any enrollment management plan has to have a robust plan for recruiting non-residential and international students. He noted that we cannot only grow with the Big Ten footprint, we need other strategies as well such as looking at Texas and at major cities outside of the Big Ten. Another consideration for recruiting is with international students. He noted that China is concerned with whether they will continue sending students for a western education, and if Chinese students coming to the U.S. for higher education were to end that could have a serious impact for us. He pointed out that there are many other countries that we need to consider recruiting students from. He stated that we need to recognize where our strengths are and recruit to those strengths.

Professor Schleck, English, asked if undocumented students play a factor in recruiting. President Bounds stated that if these students attended high school in Nebraska they are eligible to attend the university provided they meet the academic requirements, and he wants to recruit these students.

Professor Zlotnik, Earth and Atmospheric Sciences, asked if there are other universities that have been in a similar demographic situation like Nebraska but have demonstrated success in increasing students. President Bounds noted that although the University of Mississippi is not a land grant institution, it has more diversity. In the past five years the student population has grown by 1,000 a year and approximately 1,000 students had to be denied entrance. He thinks they have one of the strongest enrollment management plans he has observed.

Professor Weissling, Special Education and Communication Disorders, pointed out that while it is important to recruit international students, UNL needs to improve its infrastructure to help these students when they arrive here. She noted that oftentimes they arrive late in the evening and services such as dining facilities and sometimes housing are not open when they get to campus. President Bounds stated that a good enrollment plan would address these problems. He stated that he is really concerned with how we collaborate among the campuses because he has heard that students can have difficulty with UNL accepting a course they took at UNO or UNK. He stated that we need to figure out where we can correct these problems so we can give Nebraskans the best education and opportunities that we can. He stated that research efforts need to grow dramatically and we need to retain faculty members and improve facilities, but we also need to drive out things that are keeping us from being successful.

#### **4.0 Chancellor Perlman**

Chancellor Perlman welcomed the Senators back to campus and noted that this year the Senate, and the campus, will be more engaged because of the Chancellor's search and he wanted to thank the Senators for their service, both in the past and for the upcoming year. He stated that he has been encouraged to give a State of the University address and this will take place on September 30. He urged the Senators to attend, but noted that he will not be giving his farewell address until April 1, 2016.

Chancellor Perlman reported that all employees will be receiving a wide variety of materials regarding Title IX, the federal regulation requiring universities that receive federal funding to combat gender-based violence, harassment, and discrimination. He stated that the campus has to identify people who students, or other university employees, can speak to if they are victims of sexual assault, harassment, or discrimination and three categories of employees have been identified: Responsible Employee (they are obligated to file a report), Counselors (people who are obligated to keep information confidential), and Other Employees (they could make a report but are not required, but should suggest that the student/employee speak to someone). He stated that all administrators are considered Responsible Employees and must make a report if they become aware of any incident. He reported that the decision was made, in consultation with the Senate Executive Committee, for faculty members not be considered a Responsible Employee. However, they can provide the student/employee with information. He noted that faculty engage students in a way that the student should be able to talk to the faculty member without fear of having an incident reported. He stated that for students of color there may be some challenges if they want to speak to a faculty member of color because there are not many of them. He reported that a symbol has been developed that will indicate who a Responsible Employee is and this will be displayed.

Chancellor Perlman reported that a recent audit is necessitating how the University treats employees who leave the University. He noted that in the past they were able to retain their email for eight weeks, but this is a violation of the Regents' policy. He stated that now if an employee is terminated or leaves the University their email will automatically be taken off the system. He said that extenuating circumstances could allow a

former employee to retain their email, but this would need to be approved. He pointed out that the reason for enforcing this policy is for security reasons. He noted that graduate students may face the biggest challenge once they leave the University.

Chancellor Perlman reported that he is looking at a draft of proposed revisions to the UNL Bylaws. He stated that once the changes have been vetted with all of the appropriate campus organizations they will be sent to the Board of Regents for final approval.

Chancellor Perlman stated that although final enrollment figures are not available yet, he is pretty confident that we will not have to make any budget cuts this year.

President Bender asked if the policy to eliminate email addresses once an employee leaves the university pertains to emeriti professors. Chancellor Perlman responded that it does not apply to emeritus faculty members.

## **5.0 Approval of April 28, 2015 Minutes**

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

## **6.0 Committee Reports**

### **6.1 Commencement and Honors Convocations Committee (Professor Eccarius)**

Professor Eccarius reported that the CHCC works very hard during its three meetings to ensure that both graduate and undergraduate students have a good experience during the commencement ceremonies. She pointed out that even though many degrees are given out, each student receives their actual diploma at the time that they walk across the stage. She noted that every year more and more students are creating signs with their individual statements exclaiming how excited they are to be getting their degree. She reported that the Alumni Association has become very active in the last few years distributing pins to all of the graduates and hosting a party outside the Pinnacle Bank Arena. She noted that parents have been stating how wonderful it is to have the graduation ceremony at the Arena.

Professor Eccarius stated that the main point she wanted to make today was the lack of attendance by faculty members at the graduation ceremonies. She noted that there are three reserved rows for faculty members at the ceremonies but these rows are empty. She pointed out that this sends a message to the students and their parents and the CHCC's major recommendation to the Senate is to encourage your colleagues and the administration to find ways to get one, or possibly two, faculty members from each department to attend the ceremonies. She stated that those faculty members that do come to the ceremonies are appreciated.

Professor Eccarius reported that UNL instituted an online enrollment application process for those students graduating. She noted that the program went live in January 2015 and in the first few days of its use 49% of the students graduating in May applied. She stated that 98% of those students graduating in August applied online and the overwhelming response from students has been positive.

Professor Eccarius stated that Professor Berger has stepped down as Head Marshall and another newsworthy item is that shoulder braids have been instituted for veterans and students returning from military service.

President Bender reported that he has been a member of the Marshall Corps for 25 years and graduation is one of the few times where everyone is happy: students, parents, faculty members and he encouraged faculty members to participate. He noted that this May the ceremony was very large which caused it to run late and people became irritated. He asked if the CHCC has any thoughts on how to address this issue. Professor Eccarius stated that the CHCC has begun exploring ways to expedite graduation. She pointed out that this will become a real issue if our enrollment continues to grow. President Bender suggested that the CHCC be invited to speak to the Senate again in the spring to see what thoughts or plans the Committee has for expediting the ceremony.

Secretary Reisbig asked if it is strange that no one claps during the ceremony. Professor Eccarius pointed out that it would create an even lengthier ceremony and would be very noisy if there was clapping during the time that the students are receiving their diploma. She suggested that all of the students could be recognized at one time after all of the diplomas have been distributed.

### **6.2 Faculty Compensation Advisory Committee Report (Past President Nickerson)**

Past President Nickerson noted that the report was included in the Senate packet, but he wanted to provide

more information on the FCAC and the work it does. He reported that Institutional Research and Planning provided an important role for the FCAC by providing data on faculty salaries, including comparison of salaries according to gender, race, and by position. He stated that currently the FCAC only meets once or twice a year but he believes it could meet three or four times a year.

Past President Nickerson reported that the FCAC looked at the male/female and race salary comparisons and found no significant differences. He noted that most of the Committee's discussion concerned the benefits package and other forms of compensation. He pointed out that goal three in the Executive Committee Goals for this year relates to this issue. He stated that Central Administration sets the benefits at the University. He reported that he is pushing to get as much information as we can from the CIC on what the benefits packages are for other Big Ten schools.

Past President Nickerson stated that two things were not addressed by the Chancellor this year that the FCAC discussed. The first is the expense some faculty members personally incur to cover their computer costs (printer, paper, toner) but after investigating the issue further the Committee found out that the issue is really a department and/or college issue. He reported that the Chancellor said that the college budget is allotted to the deans and chairs and it is up to these administrators to cover costs.

Past President Nickerson reported that he was approached by the University of Maryland which is interested in learning more about the Faculty Compensation Advisory Committee and is considering implementing a similar committee. He noted that he was asked if the Committee has power, but it is just an advisory committee. In speaking with Maryland he learned that their Senate office is supported by four staff people and graduate student interns. However, he noted that their Senate is not specifically a faculty senate. It is more thoroughly integrated with the entire campus and includes faculty, staff, and students.

Professor Weissling, questioned the Chancellor's comments in his letter of response regarding not being able to compare lecturers' salaries because of the wide variety of positions. She pointed out that lecturers most often do not have an opportunity for promotion. Past President Nickerson noted that the FCAC expects to get salary information on non-tenure track faculty members, but needs to determine exactly what information they want in the data set. He stated that he would like to get this information before the non-tenure track faculty forum later this semester. Professor Weissling inquired about faculty salary compression. Past President Nickerson stated that the FCAC suggested that adjustments in salaries be made at the time of promotion, although the Chancellor did not think the argument was compelling because he felt that salary compression occurs later on in a faculty member's career.

Professor Schleck pointed out that the issue of departments being significantly below their peers in terms of salary could be a recruitment issue. She asked how the University plans to attract faculty members if this is not addressed. Past President Nickerson stated that even though the salary structure as a whole for UNL does not have inequities, there are still differences among the colleges and departments and some of those are more significant than others. He pointed out that if a department feels that salary compression needs to be addressed in their unit it should speak to the Dean. Professor Schleck noted that salary compression appears to be a local issue and departments need to work within their college. Past President Nickerson stated that salary compression is an issue that should be considered by the Executive Committee.

### **6.3 Executive Committee Summer Report (President Bender)**

President Bender reported that the Executive Committee had lengthy discussions with Director Susan Foster, Equity and Institutional Compliance, on Title IX and whether faculty members should be considered Responsible Employees. He noted that the Executive Committee provided considerable input to the Chancellor on this topic. He stated that the Executive Committee gave feedback to the Board of Regents regarding the proposal to provide protection to non-tenure track faculty members to ensure that they are not terminated until their contract has expired. He stated that the Committee noticed a discrepancy on whether a Practice Professor or Research Professor should be terminated by his/her peers on the grounds of incompetence, but the proposed bylaw only allowed tenured faculty members to serve as peers rather than including any non-tenure track faculty members. The Board considered the suggestion and as a result the proposed changes will not be voted on until the October meeting. He pointed out that the Executive Committee is exploring the idea of providing the same protection to Extension Educators and is in the process of discussing the issue with administrators.

President Bender reported that there will be some pending changes to the structure and operation of the Faculty Senate Office. He noted that there will be an expansion of the Senate Coordinator's position and the possibility of adding a part-time employee to assist the Coordinator. He stated that Griffin will take over the

task of coordinating the Academic Planning Committee and will serve as Coordinator of Faculty Governance. He pointed out that the change will move us more in the direction of other Big Ten schools by increasing support for the Faculty Senate Office and the Executive Committee feels that this will be a long-term beneficial change. He reported that there has been in depth discussions with Associate to the Chancellor Nunez regarding the changes. He noted that the changes will occur over the next several months.

## **7.0 Unfinished Business**

### **7.1 Motion to Add a Non-Tenure Track Faculty Position to the Academic Planning Committee**

President Bender stated that it is the recommendation of the Executive Committee to table the motion to add a non-tenure track faculty member to the Academic Planning Committee. He pointed out that the Chancellor has indicated there will be more comprehensive revisions to the UNL Bylaws, which formally states the responsibilities and composition of the APC, and review and approval of the Bylaws should be done at one time since the revisions to both the Bylaws and the APC syllabus will need to be approved by the Board of Regents.

Professor Grange, Theater and Film, asked if there will be new Bylaws for the campus or for the Senate. President Bender stated that changes will be made to the UNL Bylaws. He pointed out that some of the changes are merely housekeeping to address changes that have occurred on campus while other changes eliminate redundancies between the UNL Bylaws and the Regents Bylaws. Professor Grange asked if there will be any efforts to reconcile differences between the UNL Bylaws and College Bylaws. President Bender pointed out that there is a process for approving revisions to the UNL Bylaws which will take time. The revised Bylaws will come to the Senate for approval as well as to ASUN and the Chancellor before it goes to the Board of Regents. He suggested that colleges might want to change their bylaws as a result of the changes that will be made to the UNL Bylaws.

Professor Shea, School of Natural Resources, asked if the Senate will be able to suggest changes to the proposed revisions to the UNL Bylaws. President Bender stated that the Senate will have the opportunity. He noted that a subcommittee of the Executive Committee has been working on suggested revisions.

The motion to table the motion to add a non-tenure track faculty member to the APC was approved.

The meeting was adjourned at 4:10 p.m. The next meeting of the Faculty Senate will be held on Tuesday, October 6, 2015, at 2:30 p.m. in the East Campus Union, Arbor Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Allison Reisbig, Secretary.