

UNL FACULTY SENATE MEETING MINUTES
December 6, 2016
City Campus Union, Auditorium
Presidents Woodman, Purcell, and Bender, Presiding

1.0 Call to Order

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

2.0 Announcements

2.1 President's Newsletter

President Woodman stated that he didn't think that supporting the volleyball team and its accomplishments would pose any problems in his President's newsletter, but he received an email pointing out that the winningest team at the University is the bowling team which has won five NCAA championships and captured seven national titles since becoming a varsity sport.

2.2 Faculty Members Needed for Committees

President Woodman reported that faculty members are needed for the Chancellor's Committee on Wellness and for the Smoke Free Campus Committee. He noted that anyone interested in serving on either of these committees should contact Coordinator Griffin in the Faculty Senate Office.

3.0 Chancellor Green

Chancellor Green stated that he wanted to provide information on the current budget situation. He reminded the Senate that the University operates on a biennial budget and we are currently in the second year of the current biennium. He reported that \$266 million of the University of Nebraska-Lincoln's budget is from the State. He pointed out that this does not include tuition revenue. He stated that for the last several years the budget has grown by only a small percentage which is fortunate given that many universities across the nation have not fared as well.

Chancellor Green stated that recently the State Forecasting Board predicted that the State's economy is \$160 million below where it should be for the current fiscal year. He reported that this is partly due to the agricultural economy being at a low point right now. He noted that the agricultural economy typically is cyclical, but what is unusual about this cycle is that both the crop economy and the animal economy are low right now. He said that usually one is up and the other is down. He stated that the current outlook is that improvements in the agricultural economy are not predicted to occur for three or four years, although this is speculative.

Chancellor Green reported that another factor affecting the state economy is the property tax relief that is now being implemented. As a result the Governor is implementing a mid-year budget cut resulting in a \$13 million cut to the University of Nebraska system of which \$6 million will be cut from the UNL budget. He stated that 2% (the Governor kept 1% in July and 1% in September) of the appropriations that the Legislature had designated for the University for this biennium has already been withheld in the previous cycle. The first challenge is how we will cash flow the \$6 million budget cut. The hiring freeze, limited travel funds, and limited purchases are all efforts to deal with the \$6 million cut, and he has started a process with the Deans to discuss how we will manage the cash flow this year.

Chancellor Green stated that the bigger concern for the University is the upcoming biennium budget. He noted that the State Legislature will have a longer session this year and there are a number of new Senators. He reported that the University has been told by the Governor that we should plan for a 4% cut to our state appropriations because that is what he is going to propose to the Legislature. He noted that discussions about how to manage that kind of budget cut have already begun with the leaders of the campus. He stated that preserving the academic core of the University is vital, but in preparing for a worst case scenario, he will provide a list of possible vertical cuts.

Chancellor Green stated that not knowing what the exact budget will be is complicating matters. He noted that if enrollment numbers and tuition rates stay the same, along with no salary increases, we would be looking at a possible \$12 million shortfall for the next biennium. He pointed out that UNO and UNK, both unionized campuses, have begun the collective bargaining process and the budget shortfall could be larger depending on their salary increases.

Chancellor Green reported that his concern over the budget situation has definitely increased in the past month and a half. He pointed out that we do have a well-defined and carefully drawn process in how we move forward with significant budget cuts. He stated that he would go through the budget cutting process with the Faculty Senate and the Academic Planning Committee. He noted that the spring semester will be the time to move forward with the budget framework and next fall will be when the budget framework is implemented.

Chancellor Green pointed out that there is still opportunity for us to grow and for us to develop our strategic plan. He acknowledged that we have to deal with the budget cuts, but he will not let it slow down what we need to do at the University. He noted that we are fortunate to be in a state that requires a balanced budget. He stated that the State economy is facing a cyclical bump, but we will manage it as a campus and a community.

Chancellor Green noted that President Bounds has already implemented a hiring freeze on all open positions, but positions where offers have already been made will be exempted, amounting to 30 positions at UNL. He reported that 38 additional positions have been forwarded to President Bounds for consideration for exemption. These positions have been identified as mission critical and were already in the interviewing stage. He noted that most of these were faculty positions. He stated that there are about 140 additional open lines in academic and business units that have not been actively recruited. He reported that these positions will be considered in phase two of the hiring freeze, but more than likely these positions will be harder to get exempted.

Chancellor Green stated that the travel freeze has unfortunately been portrayed in multiple ways. He pointed out that the decision to restrict traveling has been left up to the units to decide and only involves trips funded by state dollars. He noted that the units are more knowledgeable in determining how the travel funds should be used and he does not want the administration to make these decisions. He reported that he has already cancelled three of his own trips and the Associate to the Chancellor just cancelled his previously scheduled trip to China. He stated that he is asking the campus to make travel funding decisions based on how mission critical the trip is for the unit.

Professor Belli, Psychology, asked when clarity will be provided on the state budget. Chancellor Green stated that the first thing the Legislature will need to do in January is to amend this year's budget since the Governor has already withheld appropriated funds from the University. It is unknown how long it will take to amend the budget. He pointed out that the Governor is proposing \$10 million from the State's cash reserve to help offset the University's budget cut, but the Legislature will have to go through their deliberative process, and typically final numbers are not known until late spring.

Professor Weissling, Special Education and Communication Disorders, asked how the 38 mission critical positions were determined. Chancellor Green reported that he asked each of the colleges to take their open positions that were already at the search completed stage, but no offer extended yet, and evaluate each of these positions to see how critically important they were. President-Elect Purcell asked if these were just faculty positions or did they include administrative positions as well. Chancellor Green reported that the majority of the positions were faculty, but about ¼ of them were staff positions with a few administrative positions.

Professor Purdum, Animal Science, noted that in the past the budget cut priorities caused a lot of stress, and she asked when faculty will be allowed to have input into the budget cutting process. Chancellor Green noted that he was not here during the 2003 budget cuts, but he plans on engaging in a process during the spring that would gather input from the academic units. He stated that the administrative team would not solely be looking around the campus to determine what could be cut. He stated that the campus will be engaged to help identify where the most obvious and best optimized cuts could be made. He stated that he wants the process to help identify what could be cut, and if there are opportunities where dollars could be recovered. Professor Purdum pointed out that in the past some guidelines were put forward regarding what constitutes an academic program and suggested that this information should be provided. Chancellor Green agreed and said that the information will be provided. Professor Purdum asked if administrative units will also be challenged with budget cuts. Chancellor Green stated that they will and President Bounds is challenging the Chancellors to look across the system in terms of business services to see if there are opportunities to have more efficiencies system-wide.

Chancellor Green noted that the budget situation is serious, but the University will deal with the cuts in a way

that allows the University to deliver our promise to the State and he asks everyone for their support and engagement as we deal with the situation.

Professor Farrell, Agricultural Leadership, Education, and Communication, asked if the Chancellor will be testifying to the Legislature's Appropriation Committee when the budget cuts are being considered. Chancellor Green reported that the University administrators have been asked to come to the hearing for the University and he anticipates that there will be several meetings that he will need to attend. Professor Farrell asked the Chancellor how he is positioning the university to make the Legislature aware of what these potential cuts will do to our critical mission. Chancellor Green reported that there have already been some discussions with the Governor and some legislators about the potential impacts of the budget cuts on the University. He pointed out that we do not even know yet who will be chairing the Appropriations Committee. He noted that we are certainly positioning the budget relative to the impact the University makes on the State's economy. He reported that system-wide the University's influence on the State's economy is \$3 billion. He stated that another consideration is the increased momentum of the University and what will happen if there are significant budget cuts. He stated that the University's mission, what the State's appropriations go towards, and the University's return to the State economy will all be highlighted.

Chancellor Green wanted to congratulate the volleyball team for making it into the regional finals. There is concern from universities that the NCAA is disregarding student-athletes' responsibilities as students with the scheduling of games during class days. He noted that there is some interest in the Big Ten in having football games on Friday nights which is a change in policy. This change is being carefully reviewed and Big Ten Presidents recently met and had considerable discussion on whether Friday night games are in the best interest of the campus. He noted that concerns have been raised by faculty and the public. Discussions are on-going and we need to look at what is right for the students, and the campus. He stated that the first home Friday night game here would not occur until 2018.

President Woodman pointed out that Penn State, Ohio State, and Michigan, have refused to have Friday night football games. Chancellor Perlman stated that Michigan has claimed that they do not have the equipment necessary to participate in Friday night games. Penn State has said that they will not host Friday night games, but they will play Friday night games out of state. He noted that the geography of Penn State would make it difficult to host evening games. Ohio State has said that they would only play a Friday night game on the Labor Day weekend.

Chancellor Green noted that the change in the political climate has already caused some changes at the federal level with the federal judge's order of stay on the Fair Standards Labor Act (FSLA) which would have required employers to pay designated employees overtime pay. He pointed out that the campus has already gone through a lot of detailed planning to put things in order to be in compliance with the FSLA, including notifying some employees that they will receive a pay raise in order for the University to comply with FSLA. However, we have to follow the State's guidance and have to withhold making any changes. He stated that those individuals who were notified that they were to receive a pay increase are being addressed individually.

President Woodman noted that he received an inquiry from a faculty member asking if the University plans to support the Deferred Action for Childhood Arrivals (DACA) program. Chancellor Green stated that President Bounds signed a national petition supporting DACA students. He reported that over 400 universities have already signed the petition which will be sent to President-Elect Trump. He pointed out that this could be a challenge that we are facing because as a public university we are required to follow federal law. He noted that at this time we don't know whether the federal or state law will change, but we want to have a supportive and open environment for student education. He stated that as of now we will continue to support these students, but if there are changes at the federal level we will have to adhere to the law. President-Elect Purcell reported that the University California has stated that it has a plan to protect DACA students. Chancellor Green pointed out that legally we are not in a place that we can go against the federal law. He stated that there has been a lot of talk about universities being considered sanctuaries and this is a nice sentiment, but public universities are beholden to federal laws.

Professor Lee asked the Chancellor to comment on the editorial that was printed in the Lincoln Journal Star (LJS) last week which stated that Dr. Plowman's appointment only needed Board of Regents approval. Chancellor Green stated that the editorial was a misrepresentation and the error was brought to his attention and he asked the LJS to correct the information which it did. He reported that he did not hire one of the four finalists brought to campus because he did not feel that we had the ideal candidate, and he went back to the search committee to ask if the members would consider Dr. Plowman for the position using the same process that was used for the other candidates. He noted that there was some discussion about whether there was the

opportunity to get more outside candidates, but the advice from the search consultants was that this would not be lucrative. He reported that the search committee was then told that it could recommend people internally and the Senate Executive Committee and other groups were invited to make recommendations of internal candidates, but we ended up with one recommended finalist. He pointed out that Dr. Plowman is being vetted the same as the other candidates.

Professor Weissling asked if the original search committee recommended any additional external candidates. Chancellor Green stated that the search committee thought that two of the original four candidates were good candidates for the position, but he did not feel we had the ideal candidate so he choose not to hire anyone. He pointed out that both of the candidates were well accomplished, but he did not think either of them were a good fit.

Professor Lee asked if there is something about the position that makes it difficult to hire outside candidates. Chancellor Green stated that he did not think so because there was a very robust pool of more than 40 candidates who applied, but he is looking for the right fit in this key position. He noted that former SVCAA Couture was an outside person and former SVCAA Edwards was an internal person. He pointed out that Dr. Plowman has been here for six years, but came here from Tennessee and Texas. He stated that the talent management issue is finding the right talent regardless of whether it is an internal or external candidate.

Professor Stewart, Art, Art History, and Design, asked if the stipend for developing online courses is part of the freeze and if any consideration has been given of the impact this will have. She noted that creating online courses is an opportunity to increase tuition revenue. Chancellor Green stated that he is not sure about this information and will need to check on it.

Chancellor Green stated that, in closing, he wanted to let the Senate know that there will be a Town Hall meeting on Thursday, December 15, for all administrators from the chair on up to discuss the budget. President Woodman pointed out that both he and President-Elect Purcell will be attending the Town Hall meeting. Chancellor Green reported that for the current fiscal year rescission, we are currently in collaboration with Central Administration to generate possible solutions to deal with the current cuts. For the next biennium (fiscal year 2018-2019) we need to closely monitor the upcoming legislative session and we will not have a clear picture of the budget until late spring of 2017. Once the situation is known, the Academic Planning Committee and the entire campus will be engaged in the budget reduction process.

4.0 Approval of November 1, 2016 Minutes

Professor Peterson, Agricultural Economics, moved for approval of the minutes. Motion seconded by Professor Hanrahan, Glenn Korff School of Music and approved by the Senate.

5.0 Committee Reports

5.1 Academic Rights & Responsibilities Committee (Professor Bernthal)

Professor Bernthal noted that the report was previously sent to the Senators. She stated that the one recommendation the Committee would have for the Senate is to investigate the possibility of adding an ombudsperson to deal with issues that are not under the purview of the ARRC, but yet are troubling and need to be dealt with.

Professor Bernthal reported that in August two special hearing committees were actively working on cases. One of them is now completed and the other is possibly going through mediation. She reported that there is the possibility of another case. She pointed out that there has been difficulty in finding Academic Rights & Responsibilities Panel members for a special hearing committee that do not have a conflict of interest. She reported that she also spoke with several faculty members who had concerns on an informal basis. She noted that she also served on a conflict of interest committee.

Professor Bernthal recommended that the ARRC should work on clarifying language in the procedures relating to time lines and whether incidents would be too old to be reviewed. The ARRC should also consider developing a checklist of things to do for the chairs of special hearing committees.

5.2 Academic Standards Committee (Director Kerr)

Director Kerr noted that there are 23 faculty members on the Academic Standards Committee. She coordinates and attends meetings, but she is not a voting member. She stated that the Committee reviews dismissal appeals and noted that 127 students appealed their dismissal, 48.8% of these were approved by the Committee, but 51.2% were denied. She stated that 12 students were not pleased with the Committee's decision and made a second appeal which was reviewed by Associate Vice Chancellor Goodburn. Most of

the second appeals were denied, but four were approved due to additional evidence becoming available to support the student's appeal.

Professor Adenwalla, Physics & Astronomy, asked if the dismissal appeals process and the committee's decision were pretty straight forward. Director Kerr reported that in some dismissal appeal cases the student may have had an injury, illness, or death in the family and these students need to provide documentation to support their claim. Other times the student is dismissed due to a poor GPA and they are asking to be reinstated in order to retake some classes. She noted that each case is pretty unique. Professor Adenwalla asked if there are any repeat offenders. Director Kerr stated that there are some students who repeatedly need to be reinstated.

President Woodman asked if the dismissal appeals are more prevalent in a particular year of a student's college career. Director Kerr stated that there is no uniformity and appeals can range from freshmen to seniors.

5.3 Student Conduct Board (Dean Hecker)

Report rescheduled to January.

6.0 Unfinished Business

No unfinished business was discussed.

7.0 New Business

7.1 Chief Owen Yardley, Campus Safety

Chief Yardley noted that some questions have been raised about safety on campus after the recent Ohio State incident. Professor Weissling, reported that she has had a number of people in her office asking what they should do if an active shooter is on campus. She asked how do we get a more unified plan for the campus that is cohesive no matter what classroom people are located. She pointed out that there was recently an incident of a dangerous person on East Campus, and yet buses were dropping students off in the area.

Chief Yardley stated that when an incident occurs information is sent out via the UNL Alert system. He noted that with the particular situation that was mentioned University Communications sent out a message after the incident and the UNL Police have since worked with them to ensure that information on incidents like that all are communicated from one source.

Chief Yardley reported that the university has a website to deal with emergencies (<https://emergency.unl.edu>) or they can call the Campus Police. The website also provides videos on how to respond if there is an active shooter. He stated that at the beginning of the year the annual safety report is available on the Police website (<https://police.unl.edu>). The Police are also very active on social media and the emergency management group has the highest social media following in the State except for FEMA.

Chief Yardley stated that there is a video on the website for faculty members which contains information that can be used in classes. He encouraged faculty members to use the syllabus provided in the website as a guide. He stated that it is set up so anyone reading will know how to respond, regardless of where they are located. He pointed out that the information can also be applied to natural events such as a gas leak.

Professor Weissling pointed out that a lot of people do not seem to be getting the information and asked if there is something the Faculty Senate can do to help. He suggested a targeted message from the Chancellor that would encourage faculty members to look at the site. Chief Yardley noted that there is approximately 30,000 people in the campus community and the Police attempt to get at least 60-70% of the people to read the information on the emergency planning and preparedness website (<https://emergency.unl.edu/>), but they cannot force people to look at the information. However, if you get a majority of the people who understand what to do it will help. He said that in cases of active shooters people should remember: RUN, HIDE, FIGHT, as developed by the Department of Homeland Security. He appreciates the concerns and stated that the Police have the same concerns.

Professor Lee asked what kind of alert is given if there is an active shooter and what would it say. Chief Yardley reported that a text message would be sent out to phones that are registered with the UNL Alert and 35,000 emails are sent out through the notification system. The message would say active shooter on campus and it would give the location. It would also inform people to get out of the area, if it is possible to do safely, hide if you can, and the last resort would be to fight. Professor Lee asked if the message would say that the campus is in lockdown mode. Chief Yardley stated that the amount of information that can be provided

through the system is limited.

President Woodman noted that Ohio State had a pop up message system. Chief Yardley reported that we have Alertus, which is a system that will provide a pop up message to your computer letting you know of the emergency. He said that the program is currently being piloted and will be deployed in certain areas soon.

President-Elect Purcell asked if the University has any coordination with StarTran to notify them of an emergency on campus. Chief Yardley pointed out that currently this is difficult to do. He noted that there are some departments in the City of Lincoln that are registered with the alert systems. He reported that he will check to see if StarTran can be notified. He noted that social media is helpful in notifying people, although not everyone has access to it. Professor Weissling asked if road blocks would be put up in needed cases of emergency. Chief Yardley stated that the Lincoln Police would be responsible for putting up road blocks. He noted that an effort was made to see how many law enforcement agencies could deploy people if there was an active shooter on campus, but no one was able to show up for the meeting due to inclement weather which created many accidents.

Professor Weissling asked what should be done if buildings go into lock down but students are trying to seek shelter in the building. Chief Yardley pointed out that this is difficult to address because the active shooter may actually be a student who can get access to some buildings.

Professor Stevenson, English, noted that the Police website indicates that 5,000 people have been trained for emergency preparedness and asked who are these people. Chief Yardley reported that it is a mixture of faculty, staff, and students. He noted that the training is open to the campus and the Police will go to departments to train people on how to deal with an active shooter situation. He stated that departments just need to make a request to the Police to set up the training. He noted that CASNR has been extremely engaged with the training and emergency preparedness. Every building on East Campus has an emergency plan posted. People who work in the buildings have been identified and know how to secure the building should an incident occur.

President Woodman stated that run, hide, fight is an individual response. He asked what the role is of faculty members and should they provide leadership during emergencies. Chief Yardley pointed out that by default faculty members are recognized as a leader in a class. He stated that putting emergency information in the course syllabus will help. He pointed out that from a larger perspective, the more people in a setting, the greater the chances of survival. He stated that the videos available on the emergency preparedness website are concise and to the point and only take a few minutes to view.

Professor Wacker, Special Education & Communication Disorders, noted that with Title IX responsible employees were identified and received training. She suggested having emergency preparedness employees who would be required to have training. Chief Yardley stated that if the administration would say that this is mandatory the Police would do this. Professor Wacker suggested having guidelines created for each and every department. Chief Yardley stated that information is already available that addresses what to do and reminded the Senate that the Police would be happy to come and address departments. Professor Konecky, University Libraries, reported that the Libraries had the Police come and it was very helpful. She pointed out that employees in a building are most familiar with the building and the Police can teach you to be more aware of potential situations.

Professor Weissling asked how campus safety can be made a priority at the University so it becomes part of the culture. Chief Yardley stated that if information can be spread down through the faculty it would be a great conduit. Professor Adams, Plant Pathology, noted that there are TV screens around campus that display messages and suggested having some of the Police videos play on the screens. Chief Yardley pointed out that most of these TV screens are primarily controlled by departments. He noted that the Police can take over the screens in an emergency, but day by day they are unable to control the content.

Professor Stevenson asked Chief Yardley what area of the website he would recommend to the faculty. Chief Yardley stated that the faculty and staff resource page <http://police.unl.edu/facultystaff> provides information directed towards faculty and staff.

The meeting was adjourned at 4:12 p.m. The next meeting of the Faculty Senate will be held on Tuesday, January 10, 2017, 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.

