

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

**1.0 Call to Order**

President Bender called the meeting to order at 2:34 p.m.

**2.0 Announcements**

**2.1 Donation from the Nebraska Cooperative Extension Association**

Professor Stoner, Southeast Research & Extension Center, noted that the NCEA is a professional organization for Extension faculty and staff. She reported that the Association provides professional development to maintain the high standards for Extension work, builds cooperation amongst Extension personnel, promotes the Faculty Senate, promotes comradery, and the welfare of all its members. She presented a check for \$1100 to help support the Faculty Senate. President Bender thanked the NCEA for their continued support of the work of the Faculty Senate.

**3.0 Associate Vice Chancellor Amy Goodburn and Director Amber Williams – UNL Efforts and Plans for Student Recruitment and Retention**

Director Williams, Admissions, stated that she wanted to highlight some of the work being done in Academic Services and Enrollment Services. She noted that one of the challenges facing the campus is how to meet the enrollment goals set by Chancellor Perlman and where the additional students will come from. She reported that our enrollment management plan is currently in draft form, but she is meeting with Deans and department chairs to review and possibly revise the plan. An updated plan will be available soon.

Director Williams stated that a review of the enrollment growth on campus shows that there has been enrollment growth, mostly in undergraduate students. She reported that graduate enrollment has declined over the past few years, but this fall semester there was an increase of about 50 graduate students. She stated that 75% of our students come from Nebraska high schools and there has been an increase in the number of high school seniors graduating which is positive. She pointed out that the increased number of high school students is with minority students. She reported that the Coordinating Commission for Postsecondary Education estimated that in 2015, 26% of our student population will be minority; in 2012 it was 17%, and it is predicted by 2021 that 30% of our student population will be comprised of minority students.

Director Williams reported that approximately 65% of Nebraska high school seniors go on to some sort of post-secondary education and UNL's market share is about 21% which is a good percentage. Of the minority students, approximately 18% of them come to UNL. She pointed out that if we are going to see an increase in the number of minority students, we need to understand how many of these students will be college bound. She noted that our admissions requirements are very similar to the ACT College preparedness scores. The ACT Board is predicting that only 50% of the high school students of color in Nebraska will be college ready.

Director Williams pointed out that the number of students in community colleges in Nebraska is declining. She stated that Admissions has been working hard with the faculty across the campus to get students' credit hours transferred from the community colleges, but we are still seeing a decline in these students. In 2013 there were 42,000 students enrolled in community colleges, but out of these students only 4,800 were on an academic track to be able to transfer into a four-year college and only 943 of these students actually completed and went on to a four-year program. She noted that UNL's market share was 369 or approximately 40% and it is not clear that we can grow more with the community college students.

Director Williams stated that based on the models she presented there is the assumption that we will need to see significant growth in non-residential, minority, and international students. She stated that there may be some increase in professional and graduate enrollments, but the hope is that we can increase our non-residential student rate to 23% by 2020 which would be similar to other Big Ten schools.

Director Williams reported that first-time freshmen for fall of 2014 was comprised of 3,472 resident students, 988 non-resident students, and 192 international students. The enrollment projections for 2020 are 3,745 resident, 1,953 non-resident, and 470 international first-time freshmen. She stated that target areas for non-resident students are Chicago, the Twin Cities, Denver and Colorado, Milwaukee, Kansas City, Dallas/Ft.

Worth, and Sioux Falls.

Professor Hanrahan, School of Music, noted that normally class sizes shrink as students go through their college careers. He asked where the anticipated additional seniors will come from. Director Williams stated that the growth in transfer students, particularly from places like China where we have established programs. President Elect Woodman noted that China's economy is declining and asked what will happen with these students. Director Williams pointed out that UNL has been trying to diversify its international student population particularly for this reason. She stated that the campus is partnering with a company who has strengths in Southeast Asia, particularly Thailand, India, Nepal and with other countries.

Professor Schleck, English, noted that many professional organizations are suggesting that graduate programs be shrunk because there are not as many job opportunities available for students with advanced degrees. She asked if there are specific areas where there is anticipated growth in graduate students. Director Williams stated that Graduate Studies had met with Graduate Chairs to look for disciplines where there is room for growth. She reported that most of the growth would be in Masters' programs rather than Ph.D. programs.

President Bender asked if statistics were available for other state universities regarding the percent of college bound high school students that they admit. Director Williams pointed out that usually the flagship schools of a state receive the best percentage of in-state college bound students. The University of Iowa gets 20%, but Iowa State is getting 25% of the undergraduate students. She stated that typically the average is 15-20%. Professor Purcell, Southeast Research & Extension, asked what percent UNO and UNK get of Nebraska high school students. Director Williams stated that she does not have access to this data, although she has inquired about it. She noted that UNO is our largest competitor in the State.

Associate VC Goodburn reported that there are four overarching themes in governing our retention priorities: connect, plan, outreach, and engage. She noted that not only does Academic Affairs have retention initiatives, many colleges and departments also have initiatives. She stated that the first theme dealing with retention is how we connect with our first-year students. She stated that there are many opportunities to connect with these students but we need to do it in a personalized environment. She noted that the next step is to assist students with planning, both in the short-term and long-term. She stated that outreach deals with the different types of support for students with different needs. Finally, engagement is how we can make sure students can take advantage of the programs we have to offer and to be fully engaged in connecting curriculum and co-curricular opportunities.

Associate VC Goodburn stated that connecting with first-year students focuses on sending them messages and building our programs and services that connect the students to the campus. She said that an institutional message that we want to convey to all students is that they belong here and we are here to help them succeed. She pointed out that we are a campus that is designed to help students. She noted that Academic Affairs is looking at the orientation experiences for students and wants students to think beyond the Big Red Welcome the first weekend on campus. She stated that consideration is being given to providing events over a six week period that welcomes our students and provides them with information on the broad number of services that are available to them.

Associate VC Goodburn reported that there is an international student orientation with students being welcomed at the airport. A dinner is also held for them and activities such as bowling and campus tours are provided. She stated that Academic Affairs is trying to accommodate the needs of the international students.

Associate VC Goodburn reported that a new program called First Husker Program started this year and 64 first generation college students participated. She stated that these students came to campus before other students and there were academic and social activities and events to support their transition, such as dialogues regarding diversity and leadership. She noted that the effort was to give these students a head start and to help them with the transition to the University.

Associate VC Goodburn stated that another initiative is the Military and Veterans Success Center which opened in the lower level of the Nebraska Union. She reported that counselors are there to help with benefits certification, transferring credits, academic coaching, peer mentoring and other assistance. She stated that the goal is to provide one-stop service to help the over 500 military and veteran students that we have on campus.

Associate VC Goodburn noted that high school seniors get inundated with tons of email spams from universities and Academic Affairs is trying to consolidate the messages from UNL so the students do not become overwhelmed. She stated that the goal is to have clear point in time action-item messages.

Associate VC Goodburn noted that all academic units developed four-year plans for undergraduate majors a couple of years ago and an initiative is being worked on in Academic Affairs to use these plans through MyRed. She noted that the initiative will be shared with UNO and UNK. She stated that a student's degree progress program is being planned that will create an automated system that will assist students with their academic progress. Departments will be asked this spring to identify critical course requirements for their degree programs. If students do not fulfill the requirement, a hold will be placed on their account until they meet with an advisor to get back on track.

Associate VC Goodburn noted that the First Year Experience and Transition Program office was created in 2013 and regularly sees over 1,000 students for individual coaching. She stated that the FYETP also offers academic workshops for international students. She noted that other retention efforts include receiving referrals from instructors identifying a student who may be having difficulty. She stated that the First Year Experience office will follow up with the instructor and student to help the student get back on track.

Associate VC Goodburn reported that we will be posting students' new student enrollment inventory score based on a survey on the MyPlan overview page. The survey ranks the students in terms of difficulty with academic subjects, study skills, planned involvement, and whether they live on campus. Students who score low in certain categories receive an outreach notice. She stated that new in MyPlan is the ability to see students' study skills and difficult subject scores and to not overload the student with other courses during the semester.

Associate VC Goodburn said that the Explore Center has been working with UNMC on pre-health collaborations for students interested in medical careers. She noted that the students also have access to job shadowing by working with doctors and medical centers.

Associate VC Goodburn noted that last year's HLC Quality Initiative project for accreditation focused on career exploration and development and efforts have been made with departments on how to promote career development within their majors. She reported that last year the Career Fair, which forges connections with employers and students, was moved to the Pinnacle Bank Arena, and it was very successful. She encouraged faculty to attend the fair as well.

Associate VC Goodburn stated that there are many discussions taking place on campus regarding racial diversity and how we can integrate diversity programs into our existing academic programs. She stated that Academic Affairs is working with student groups to see how we can more intentionally address diversity with programming on campus. She noted that there is a diversity and leadership focus for the new emerging leaders scholarship program.

Professor Adams, Plant Pathology, pointed out that faculty who participate in the career job fair or do other work don't get credit for the work because there is nowhere on the Activity Insight report to record these kinds of additional activities. He stated that Academic Affairs needs to know this so faculty can get credit for being involved in service work to the campus. Associate VC Goodburn noted that Activity Insight is a way to track faculty contributions for annual merit processes. She stated that some of the categories in Activity Insight might not be robust enough. Professor Adams pointed out that a faculty member's classes are automatically loaded into Activity Insight but not additional activities that a professor undertakes. Associate VC Goodburn stated that this is an important issue, although she is not sure whether this a college decision or a university systems decision.

Professor Lee, Communications Studies, asked how we stand in retention rates compared to the other Big Ten schools. Associate VC Goodburn noted that we could do better. She stated that looking at the Big Ten universities that have similar admissions requirements, our retention rate dropped by about 1%. She noted that there are several factors that need to be taken into consideration, one is that we are recruiting more out-of-state students and these students' retention rates are usually lower. She reported that colleges are taking a more aggressive look at their retention figures and becoming more conscious of it. She pointed out that building our advising system will help with retention rates. She noted that our graduate rate in the past four years has increased by 10% to 38%.

Professor Weissling, Special Education & Communication Disorders, noted that we put a lot of energy to get students to graduate in four years, but some students do not want to be pushed and feel that advisors nag them. She pointed out that while the effort to get students to graduate in four years is good and helps a number of people, consideration needs to be given to allow students to find what their interests are rather than

just pushing them through to get a job. Associate VC Goodburn agreed and pointed out that our degrees need to be set up to allow students to explore. She noted that oftentimes students don't declare a major until they are a junior. She believes exploration is really important and pointed out that the five year graduation rate is 67%. She noted that the Explore Center is really trying to help students find a path of what they want to do and try to steer them in the right direction given their interests. She reported that students are asked to develop a career plan which is a highly individualized plan for students.

Professor Adams asked if the advisors are trained to write a plan for an independent major. Associate VC Goodburn reported that the advisors will help the student identify that they could do an independent program. She noted that the College of Arts & Sciences allows individualized programs, but is not sure that all the colleges allow it.

Past President Nickerson, School of Biological Sciences, asked for a progress report on the current status of tutoring programs on campus which is important for retention rates. Associate VC Goodburn reported that tutoring programs on campus are currently decentralized. She noted that there are writing centers, a math resource center, biology labs, and a chemistry resource center and in addition there are Study Stops with four locations on campus which have study hours from 7:00 – 10:00, Sunday through Thursday, and there are consultants who can assist students. She stated that the First Year Experience website <http://success.unl.edu/support/study-stop-schedule> shows what consultants will be available on particular days. She noted that there needs to be a conversation with the faculty on whether there should be decentralized tutoring programs for courses in particular departments versus centralized tutoring. She pointed out that with Love North coming on line, and the Writing Center currently located there, it might be an opportunity to build out a centralized tutoring area.

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

Professor Joeckel, School of Natural Resources, moved for approval of the minutes. Professor Leiter, Law, seconded the motion. The motion was approved.

#### **5.0 Committee Reports**

##### **5.1 Intercollegiate Athletics Committee (Professor Barber)**

Professor Barber reported that the state of intercollegiate athletics from an academic stand point is remarkably strong at UNL. She noted that there is a real eagerness from our colleagues in Athletics to do the best they can for the student athletes. She encouraged anyone that has the opportunity to visit the student success center on the west side of the stadium to do so because it is a real asset to our campus.

Professor Adams stated that an issue for many student athletes is their travel schedules to participate in the sports and he knows from having student athletes in class that they were not linking up to the course information that is online while they travel. He asked if there are designated times for the student athletes to do course work. Professor Barber pointed out that administrators and coaches have a different style and some are very direct and tell students when they have the time to do their coursework. She noted that the IAC looks at the academic progress and success rates for the different teams and all of them are doing well, particularly the volleyball team. She reported that all student athletes are instructed about the academic resources that are available in the west stadium. She noted that if a student athlete is struggling, there are people there who can help. She stated that she can recommend that the IAC look at coaches' policies regarding work time for student athletes. Professor Adams asked if there is wireless service available on the buses that are used to transport teams. Professor Barber stated that wireless service on buses is now very common, but sometimes it can get overloaded if everyone is trying to get online. She suspects that it will happen more frequently with student athletes being issued a laptop to work on while they travel.

Professor Rudy, Nutrition and Health Sciences, noted that the Big Ten wants to have basketball and volleyball games during the middle of the week. He asked how we can accommodate these games to our academic schedules. He pointed out that some teams compete over two semesters and asked if there is a policy on how many total absences a student athlete can miss in an academic year. Professor Barber stated that, as far as she knows, the student absence policy is just for the semester because the assumption is that a course is just for a semester, but this is a question that can be brought to the IAC.

Professor Barber stated that the more challenging question is in regards to the Big Ten and the pressure to schedule more competitions at unusual times because they are trying to provide more television coverage for more sports, but getting to this point will not be easy. She noted that scheduling games close to finals week creates problems. One suggestion would be to make the games at the end of the

semester closer to the campus location so not as much time for travel is needed. President-Elect Woodman asked if Thursday night football games is being discussed. He pointed out that UNL holds classes and labs on Thursday nights. Professor Barber stated that it is being discussed and is a real concern. She pointed out that Thursday night football games would have no competition from other games being televised which could bring in a lot of money. However, the Big Ten conference does not think this is a good idea and is reluctant to move forward on it, but it is happening at other universities. She stated that Athletics Director Shawn Eichorst is watching the situation carefully.

## **6.0 Unfinished Business**

### **6.1 Proposed Revisions to Professional Ethics Statement**

Professor Lee reported that some changes were made to the previous version presented to the Senate at the November 3 meeting. Changes were made to the footnotes, the definition of who is considered a faculty member, and the addition that some research is proprietary and confidential. He noted that language on Extension Educators was included. The biggest changes were made to the section on health and welfare.

Professor Belli, Psychology, stated that he has some concerns regarding the cooperative interaction section. He noted that it has been his observation over the past 30 years that he has been in academia that some people will display strong negative emotions and suggested that there should be some ethical statement included on how one should consider people displaying these emotions. He noted that sometimes people have made decisions by purposely withholding information and if we are to have an open faculty body, information should not be withheld. He believes that there should be a statement in the document that reflects this. Professor Lee pointed out that the Professional Ethics Statement is the Senate's way to articulate a set of aspirational virtues of how we hope faculty members will act, but we know in everyday interaction that things will happen. He stated that the Statement is not a set of rules or bylaws, but an aspirational set of values. He pointed out that if a person deliberately withholds information this is being unfair and there are numerous statements in the document about being fair and how to evaluate people.

Professor Shea, School of Natural Resources, stated that at some point the document needs to be accepted by the Senate and endorsed. He asked what will happen if the Senate approves the document. Will it be shown to all new faculty members and will faculty members be held to the Statement?

Professor Leiter asked why the document is being considered. President Bender stated that the document resurfaced after the Chancellor asked the Executive Committee to draft a policy similar to the one that Harvard University has regarding faculty/student relationships. In looking back at the Senate history the old version was found, but it was antiquated and needed to be revised. He stated that the document will be put on the Senate website <http://www.unl.edu/facultysenate/Ethics%20Statement%20%281-5-2016%29%20Final%20Version.pdf>. He said it would be wonderful to find a way to inform all new faculty members of the Faculty Senate, the Professional Ethics Statement, the Academic Rights & Responsibilities Committee and provide other information on faculty governance. He pointed out that the Senate President only gets five minutes to speak to new faculty members at the new faculty orientation.

Professor Lee stated that the document reinforces that faculty members have academic rights, but the document also indicates the ethical responsibilities of the faculty and provides a good presentation to the public about the role of faculty members and their obligations. Professor Zlotnik, Earth & Atmospheric Sciences asked how specific the statement is to an individual's unit. Professor Lee stated that the Harvard policy stated that it was ethically unacceptable to have any relationship with an undergraduate student, but the Executive Committee felt that was not realistic here because someone could be dating a person from a completely different unit and college. What the Ethics Statement says is that anyone with power over another person should not be involved in a relationship.

President Elect Woodman asked what happens if someone is a serial abuser of the values. Professor Lee stated that the person would probably be disciplined under some university policies. President Bender stated that if someone were to abuse these guidelines on a consistent basis it could generate a professional misconduct complaint to the Academic Rights & Responsibilities Committee. Professor Steffen, School of Veterinary & Biomedical Sciences, pointed out that a lot of what is incorporated into the document exists in the Bylaws. He noted that Director Susan Foster, Institutional Compliance and Equity, is aware of the document as well.

Professor Stevenson, English, asked if we want faculty members to aspire to control disapproval by students within a class. Professor Lee pointed out that just because a student disagrees with you does not mean that a faculty member should disapprove of the student.

Professor Hanrahan called the question. The motion was approved with one abstention, and one opposed.

The meeting was adjourned at 4:13 p.m. The next meeting of the Faculty Senate will be held on Tuesday, February 2, 2016, 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.