

UNL FACULTY SENATE MEETING MINUTES
East Campus Union, Arbor Suite
Presidents Woodman, Purcell, and Bender Presiding

1.0 Call to Order

President Woodman called the meeting to order at 2:35 p.m.

2.0 Announcements

2.1 AAUP State Conference

President Woodman reported that the AAUP State Conference will be held on Saturday, November 5 at the City Campus Union. He encouraged faculty members to attend.

3.0 Chancellor Green

Chancellor Green stated that it was a pleasure to speak to the Senate and apologized for not being able to attend the September meeting. He wanted to layout for the Senators how he hopes to work with the Senate. He noted that he and the SVCAA and VC of IANR meet regularly with the Executive Committee in a more relaxed manner to talk more specifically about issues and this will continue. He stated that he wants to have a very transparent and very open and collaborative relationship with the Senate so the faculty and administration can work together in a shared governance model.

Chancellor Green reported that on October 31 the first Town Hall meeting was held and the plan is to hold one each semester. This will be in addition to meeting regularly with the deans and directors. He noted that any one holding an administrative position, including chairs, directors, associate deans and others are asked to attend the town hall meetings. The meetings provide an opportunity to share information and to hold discussions on various issues. He reported that at the first Town Hall meeting he talked about the vision for the campus, but provided more information, such a metrics to the goals and how the campus needs to define the goals, than he spoke of in the State of the University address.

At the end of the Town Hall discussion Chancellor Green announced that four task forces were being formed to gather background information which will be needed for the campus to form its strategic plan. These task forces are: Achieving Distinction, led by Associate Director Melanie Simpson and Interim VC Steve Goddard. This task force will identify and leverage Nebraska's specific strengths and what it means to be a Big Ten university. The Budget Model task force, co-chaired by Dean Donde Plowman and VC Christine Jackson, will explore various budget systems used by higher education institutions. The Smart Enrollment Growth task force led by Associate Dean Tiffany Heng-Moss and Director Amber Williams, will be directly linked to identifying ways to assist with and direct the university's enrollment goals. The Student Matriculation Success, led by Associate VC Amy Goodburn and Dean Katherine Ankersen, will examine and identify programs that help with student retention and help students with degree completion. He noted that a task force on diversity and inclusion was not created because efforts are already occurring with the Diversity Council and the findings of the Council will be included when the strategic plan is developed.

Chancellor Green reported that the administration is carefully studying the budget forecasts to see what impacts the university could be facing. He noted that the agricultural economy is very soft right now and property tax relief could have substantial consequences for the university's budget. He pointed out that the impacts could effect this fiscal year and the next biennium. He reported that the university is already looking into how it can address budget cuts should we receive one. He pointed out that if we do have budget cuts, the Academic Planning Committee and the Senate will both be informed and the established procedures will be followed.

Chancellor Green noted that there is a lot of transition occurring with administration positions. He stated that an announcement has just been made about our new VC of IANR, Michael Boehm, who he is very excited to have join our team. He reported that the Executive Vice Chancellor (EVC) search is still open and a message about the position will be made later this week. He noted that, although the four candidates who came to campus were all very good people, he did not feel that any of them had the skills to address all of our needs. He stated that the search committee is still engaged and that it is important to have the right person with the necessary skills. He pointed out that the EVC will have to fill several positions, including Deans and Vice Chancellors.

Professor Rudy, Nutrition and Health Sciences, asked the Chancellor to share information regarding the Federal Fair Standards Labor Act. Chancellor Green stated that the Federal Fair Standards Labor Act heavily impacts post docs. He reported that the administration is working with the colleges to see if the salaries of post docs can be raised to meet the requirements of the act which is \$47,476 a year. He stated that any new grants being written include information that post doc salaries must be at least \$47,476. He stated that with staff personnel overtime hours can be provided, but the challenge is that the overtime has to be converted within the month and staff are paid two weeks in arrears. He noted that currently the administration is trying to minimize the impacts on our employees so they are not impacted negatively. He pointed out that initially it was thought that about 1300 employees would be impacted, but it is really about 500.

Professor Stewart, Art & Art History, stated that at the September Senate meeting a report was given on faculty salaries and she asked how the administration was planning on addressing the problem of salary inversion. Chancellor Green noted that salary compression is a challenge and when President Bounds was hired he started looking deeply into the budgets and asked questions about salary compression and creep. President Bounds wondered if any reserve funds could be used to address the issue and in discussions the administrators suggested possibly working the needed funds into the budget request to the Legislature.

Professor Weissling, Special Education and Communication Disorders, asked how the Chancellor sees UNL as standing out as the flagship campus. Chancellor Green stated that his belief is that we are the flagship campus, but we do need to be more distinctive and part of this will be done through increased research. He noted that we are only half of where we should be in terms of research dollars. He pointed out that in his State of the University address he suggested building more partnerships with UNMC in areas such as public health and health delivery, to name a few.

Professor Lee, Communication Studies, asked if we will now be called the University of Nebraska rather than the University of Nebraska-Lincoln. Chancellor Green stated that we will be messaging ourselves differently than in the past. Nationally when we portray ourselves we are referring to ourselves as “Nebraska”, but according to state statutes, within the state we still need to define ourselves as the University of Nebraska-Lincoln. Professor Lee asked for clarification on when we should use the University of Nebraska. Chancellor Green stated that one example is in publishing in national journals the faculty should address themselves as University of Nebraska with address listed as Lincoln where appropriate. He noted that it is confusing, but it is important for our national reputation to be associated with something people will recognize.

President Woodman asked if the full members of the task forces will be announced. Chancellor Green stated that they will be listed. President Woodman pointed out that the Senate was not asked to participate in any of the task forces and the Senate would like to have input. Chancellor Green stated that he will talk with President Woodman further about it when they meet.

4.0 Approval of September 6, 2016 Minutes

Professor Wysocki, Computing and Electronics Engineering, moved for approval of the minutes. Motion seconded by Professor Peterson, Agricultural Economics, and approved by the Senate.

5.0 Committee Reports

5.1 Grading & Examinations Committee Report (Professor Lee)

Professor Lee, chair of the Grading & Examinations Committee, reported that the Committee focuses on grading procedures on campus, but the primary, ongoing work is the service we provide to students with late withdrawals and appeals. He stated that as chair of the Committee he gathers the data from the colleges which is included in the report. He noted that the report also includes information from the University Registrar’s office on grade distribution.

Professor Lee stated that for the last two years the Grading & Examinations Committee has gathered data from the appeals officer in each college to get an idea of how the process is being handled. He noted that there is some concern regarding the consistency of how the colleges are handling the appeals and the question has been raised in the report.

President Woodman asked why some of the appeals are denied. Professor Lee stated that most of the denials are due to the fact that the appeals do not meet the criteria, usually because not enough evidence is presented. President Woodman asked if a class is offered for grade only or pass/no pass only can it be changed under certain circumstances. Professor Lee stated that he does not believe that a change can be made. He pointed out that some of the professional schools will treat this issue differently.

Professor Regassa, Agronomy and Horticulture, asked how the Grading & Examinations Committee deals with international students or students from out of town if their medical physician are not located in Lincoln. Professor Lee pointed out that there is no statute of limitation regarding appeals. He noted that appeals can be heard several years from now and as long as they fit the criteria for the appeal it will more than likely be awarded.

Professor Adams, Plant Pathology, pointed out that sometimes international students need to leave to help their families during times of natural disasters. He asked if a newspaper clipping regarding the disaster would be sufficient criteria. Professor Lee stated that there would need to be evidence that the student has actually left the country, for instance a copy of the plane ticket shortly after the disaster has occurred would need to be provided.

Professor Hanrahan, Glenn Korff School of Music, noted that in the comments section there was mention of splitting the health concerns for appeals into physical and mental health. He asked if the Grading & Examinations Committee discussed this issue. Professor Lee reported that the Committee did not discuss this, but it could if the Senate wants it looked into. He noted that there are more mental health issues coming up, but he thinks it could remain in the health issue category. Professor Hanrahan pointed out that if the Committee could delineate the mental health issues it could help administrators address issues that may be occurring on campus. Professor Lee stated that this could be done, although he is unsure just how robust the data would be because it only represents a small percentage of students.

Professor Rudy asked if students who have sustained an injury have to provide evidence from Services for Students with Disabilities. Professor Lee stated that some evidence from a personal physician or counselor just needs to be provided.

5.2 Research Council Report (Professor Olson)

Professor Olson, chair of the Research Council, reported that the Council advises the VC of Research on a variety of issues, hosts the Nebraska Lecture Series, and views and awards internal grants for research. Representatives from four different disciplines serve on the Council.

Professor Olson stated that funds for internal grants totaled \$326,675 in 2014-15; \$386,491 in 2015-16; and \$523,054 for 2016-17. She noted that the increase in funds over the past three years is due to a carryover of money not spent in the previous year. She stated that the Council will consider ways to improve providing grants and research at the University of Nebraska-Lincoln. She noted that last year 66 grant applications were received and 41 of these received funding. She pointed out that these are faculty seed grants and the goal is to attempt to get research projects up and running with the intent to get increased outside funding. She stated that roughly 50% of the applications are funded, and 50-60% of the funds that are requested are allocated. She reported that this year there are already 75 applications.

Professor Stoltenberg, Psychology, asked for clarification on the table providing information on applications received and awarded. Professor Olson stated that a researcher can only receive funding from one source provided by the Research Council, and those applicants who are awarded funding from more than one source will have to choose which grant to accept.

Professor Olson reported that the Nebraska Lecture Series hosts two speakers each year. This past spring Dr. Andrew Benson from the Department of Food Science and Technology spoke and in the fall Dr. Kwame Dawes, Department of English spoke.

Professor Olson stated that the Research Council also provides funding for guest lecturers. She noted that 16 applications were received and funding was provided for 10 of the guest speakers.

Professor Hanrahan pointed out that a significant amount of money is being banked from year to year. He asked if there is any plans to use more of the funding. Professor Olson noted that with all granting requests there are a set of review criteria that each subcommittee of the Council uses to evaluate the proposals. The subcommittee will then bring recommendations to the full Council. If the review criteria is not met, the application will not be funded. She stated that the Council will probably allocate more money this year, and if the requests should be more than what is available, the Council will attempt to fund as many of the proposals as possible. Professor Hanrahan asked what determines the total amount that will be awarded. Professor Olson stated that this depends on the amount of funds available. She reported that there is a funding deadline for all categories of research in the fall, and then in the second semester the Council

provides funding for distinguished scholarship. She pointed out that more funding is provided for seed grants than for guest speakers. She stated that the chair of the Council decides how much should be allocated for each category.

Professor Olson reported that last year only two interdisciplinary grants were received, but this year there are 14 applications.

Professor Belli, Psychology, asked why there is a variance in the amount in the trust funds per year. Professor Olson stated that these funds are from Foundation accounts and are interest bearing.

6.0 Unfinished Business

No unfinished business was discussed.

7.0 New Business

7.1 Honorary Degrees Ballot

President Woodman asked that the Senate vote on the Honorary Degree ballots. He asked the Senate to keep the information confidential as approval still needs to be given by the Chancellor and the Board of Regents. Names of individuals are then placed in a pool where they can remain for several years.

7.2 ASUN - Green Fund (Vivian Nguyen)

Graduate student Vivian Nguyen is a member of the UNL Student Green Fund which opened an office on campus to help support students who develop projects focusing on sustainability. She pointed out that the students of the campus voted to support a sustainability initiative and each student pays \$1 per semester to help support that fund. This year they have \$46,000 to distribute to student projects and students can apply by going to asun.unl.edu/green-fund. The projects must have a faculty sponsor, must have an educational component, and have measurable outcomes. She stated that an example is a recycling drive learning community where students would learn how much waste they produce and what can be recycled. She stated that a project being proposed is by an Engineering club called Eliminate which plans on melting down aluminum cans to make silverware that will then be donated to local homeless shelters. She stated that her purpose in speaking to the Senate is to let the faculty know that any students interested in sustainable projects, should be encouraged to apply.

Professor Nickerson, School of Biological Sciences, asked where the aluminum cans should be delivered for the Eliminate project. Ms. Nguyen stated that the club is still working on writing the application and the details have not been worked out yet.

7.3 Update on Ad Hoc Committee on Academic Honesty (Professor Rudy)

Professor Rudy noted that after Dean Hecker spoke to the Faculty Senate last year, the Executive Committee became concerned with the prevalence of academic dishonesty on campus. An ad hoc committee was formed to look into the issue. He pointed out that students do not seem to take academic honesty as seriously as faculty members do. He reported that the Ad Hoc Committee has met and wants to conduct a survey to determine the scope of the problem on campus and how to address it. He stated that the Committee plans on conducting a survey which will enable the Committee to develop best practices to address academic dishonesty.

Professor Adams stated that faculty members have been asking for a computerized program to check for plagiarism. He noted that there is software here, but it is not easy to use. He pointed out that tools are needed to assist faculty members. President Woodman reported that Safe Assignment is now on Blackboard and on Canvas there will be a new program that faculty members can use to determine if work has been plagiarized.

Professor Rudy reported that students can pay someone to take an online course for them and they can use their credit card to pay for the service. He questioned how the faculty can defend against these kinds of things.

Professor Peterson stated that the Ad Hoc Committee on Academic Honesty recently interviewed staff members of the Office of Academic Integrity at Kansas State University. He noted that this office specifically addresses issues of academic integrity, although he is not sure how effective it is. However, he pointed out that we can learn a lot by what our peers are already doing about academic dishonesty.

Professor Rudy reported that he is also chairing the Best Practices Committee for Non-Tenure Track Faculty Members. He noted that the Faculty Senate conducted surveys for two years of non-tenure track faculty

members. The surveys indicated that there is wide-spread differences among the departments and colleges in how these faculty members are treated with many of them feeling marginalized. He stated that the Committee wants to define what the practices are across the campus for non-tenure track faculty members, and to have a dialogue regarding which best practices should be suggested. He noted that one of the goals is to make all faculty feel that they are valued on campus.

Professor Weissling asked if attention was also being given to adjunct faculty members. Professor Rudy pointed out that adjunct professors can sometimes fall into the temporary faculty category, but some non-tenure track faculty members have been here for decades and still only receive one-year contracts that have to be renewed each year. He stated that the Committee wants to address these kinds of issues.

Professor Regassa noted that the Chancellor spoke about university-wide consistency. He asked if the Best Practices Committee could use the Chancellor's goal to establish procedures for how non-tenure track faculty members should be treated. Professor Rudy stated that in the survey some non-tenure track faculty members stated that they were not permitted to attend department meetings while others stated they could do all that a tenure-track faculty member can do, except serve on promotion and tenure committees. He pointed out that he does not think the Best Practices Committee will be able to dictate policies, but it can show the administration where there are inconsistencies.

Professor Hoyt, Sociology, stated that some of these issues are being dealt with by the administration. He noted that the College of Arts & Sciences identified inconsistencies with Professors of Practice and is working to develop policies to have more standardized policies. Professor Rudy noted that at the Faculty Senate's non-tenure track faculty forums that were held the past two springs, Chancellor Green was in attendance along with at least two Deans and two Vice Chancellors so the upper administration is aware of the concerns.

Professor Hanrahan asked if the Best Practices committee is just looking at reappointment and annual review issues for non-tenure track faculty members. Professor Rudy stated that the Committee is looking at various issues including reappointment, annual reviews, and faculty development leaves to name a few.

Professor Nickerson asked what type of leverage the administration would have to impose these kinds of uniformity in the College of Arts & Sciences. He noted that the Senate Executive Committee has been warned in the past that it would be ill advised to tell departments what they should do with non-tenure track faculty members. Professor Hoyt stated that it is his understanding that a committee in Arts & Sciences highlighted the inconsistencies and the Dean's office developed the policy, although he is not sure how they plan on establishing the procedures in the college. He stated that he thinks there should be some consistent policies for non-tenure track faculty members.

President Woodman noted that when most people speak they are referring to Professors of Practice, however, the real issue is with the lecturers and senior lecturers who sometimes are treated even worse than Professors of Practice. Professor Hoyt noted that the Fair Labor Standards Act will impact research professors, but not lecturers or Professors of Practice.

7.4 Update on Ad Hoc Committee on Diversity & Inclusiveness (Professor Lee)

Professor Lee reported that there are 14 members on the Ad Hoc Committee on Diversity and Inclusiveness from different groups on campus. He stated that the Committee is looking at what its mission is and needs to determine what we are doing with diversity and inclusiveness on campus. He noted that the diversity audit is being conducted, but it almost exclusively looks at programming and does not address the climate of the campus.

Professor Lee stated that the Ad Hoc Committee is trying to find out historically the climate for marginalized people on campus. He reported that some data has been gathered by LGBTQTA, but nothing has been collected in a central location such as in Institutional Research and Analytics Data Support. He stated that there is no data on the quality of experience for students on campus. He stated that the Committee wants to hold focus groups to talk to leaders of various organizations on campus to get some sense of the campus climate. He stated that the Gallup survey that was done in the past did not collect data on the students and some exit interviews are conducted with faculty that are leaving, but they are not systematic.

The meeting was adjourned at 4:03 p.m. The next meeting of the Faculty Senate will be held on Tuesday, December 6, 2016, at 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Allison Reisbig, Secretary.