

UNL FACULTY SENATE MEETING MINUTES
City Campus Union, Auditorium
Presidents Woodman, Purcell, and Bender Presiding
April 4, 2017

1.0 Call to Order

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

2.0 Announcements

2.1 Chancellor's Installation

President Woodman reminded the Senate of the Chancellor's installation which will take place on April 6 at 11:00 in the Lied Center. He encouraged everyone to attend the ceremony.

2.2 Donation from the Nebraska Cooperative Extension Association

Professor Hancock, Panhandle Research & Extension Center, and Professor Fech, Metro District, presented a check for \$1100.00 to the Schwartzkopf Fund which helps support the work of the Faculty Senate in maintaining academic freedom. President Woodman thanked the Nebraska Cooperative Extension Association for their continued support of the Faculty Senate.

3.0 Chancellor Green

Chancellor Green wanted to reiterate the invitation for everyone to attend the Chancellor's installation. He noted that it is a strong academic tradition that has not been done in 17 years. He reported that preparing for the installation has made him do a lot of introspective thinking for the University and campus and he stated that the event will feature videos and performances that will focus on the campus.

Chancellor Green reported that at his Town Hall meeting this morning he had the opportunity to visit with the academic and business leaders of the campus to discuss the budget. He noted that we had a mid-year budget cut that was determined by the Legislature and finalized by the Governor. The amount of the cut to the University for this fiscal year is \$13.3 million and UNL's allocation is \$7.5 million. He stated that approximately \$2.5 million of UNL's deficit will be covered from savings realized through the 250 positions that have not been filled due to the hiring freeze. The rest of the deficit will come from central resources and from the operating budget. He noted that the majority of the positions that were not filled during the hiring freeze were staff.

Chancellor Green reported that the Appropriations Committee will soon release its recommended budget enabling the full Legislature to discuss the university's budget beginning at the end of April. He noted that the Legislature will go through three readings of the budget before it is passed on to the Governor in early May. He stated that at this time the recommendation is for the University to take a bigger cut in the first year of the biennium, but will receive some replacement funding for the budget in the second year. He stated that the University system could be facing in excess of \$50 million shortfall and even if enrollment rates hold and there is a substantial tuition increase, we could still be looking at substantial permanent cuts at UNL. He stated that the President's task forces still need to report their findings and there could be some savings through streamlining of services, but this is not expected to cover the full projected deficit.

Chancellor Green stated that the Vice Chancellors have already started working with the deans and have asked them to consider possible scenarios for making budget cuts. He stated that he hopes to be able to deal with the cuts so it doesn't damage the core of the academic mission. He noted that during the first part of the fall semester he will be coming to the faculty to present what cuts are being considered. He pointed out that he wants the process to be transparent. He stated that he believes there will be opportunities for the university to make some efficiencies that could be positive for the university which will not arrest our momentum, growth and development. He stated that we will get the budget process done, we will do it well, and it will be done in concert with the faculty.

Chancellor Green reported that Interim Dean Moberly has been made permanent dean of the Law College and his appointment was celebrated during the opening of the new Marvin and Virginia Schmid Clinic Building, which is a new clinic where law students can work with clients as part of their education. He pointed out that the clinic was a \$5 million facility that was paid by privately raised funds.

Chancellor Green stated that the Veterinary Diagnostic Center building is nearing completion and will be occupied this summer. He stated that the new College of Business building is on track for completion and occupation will take place this summer. He reported that plans to redo Memorial Mall are being finalized for submission to the Board of Regents for approval. He pointed out that work on the Mall will not take place until after the 2017 football season is completed.

President-Elect Purcell noted that last year the Senate approved a resolution on Extension Educators to extend their termination notice and to update the Board of Regents Bylaws on Extension Educators. She asked what has happened to this resolution. Chancellor Green stated that the resolution has been forwarded to Central Administration and it currently is being held until the university's budget process is completed.

President Woodman noted that President Bounds is still considering giving a 1.75% increase to UNL and UNMC faculty and staff. He asked what the projected value is in providing the salary increases given the budget cuts. Chancellor Green stated that the UNK and UNO, the two unionized campuses, are receiving 1.75% increases and President Bounds feels that faculty salaries at UNL and UNMC cannot fall further behind our peers. Chancellor Green pointed out that the salary increases represent just under half of our projected budget deficit.

4.0 Vice Chancellor Boehm

Vice Chancellor Boehm stated that he began his position as Vice Chancellor of IANR and Vice President for Agriculture and Natural Resources of the University of Nebraska system in January, but is also a Professor of Plant Pathology. He stated that he has visited with the IANR deans and traveled as far west as Oglala in the state to meet people which he found to be a very humbling experience. He stated that he wants to address his commitment to excellence to the university and the state.

Vice Chancellor Boehm reported that he has spent the last 34 years in higher education, both at liberal arts colleges and at land grant universities, 21 of those years at Ohio State University. He stated that he is a value driven leader that believes in honor, courage, commitment, trust, teamwork, and transparency. He stated that it was the value driven leadership of Chancellor Green and President Bounds that drew him to UNL and he feels that the people, partnerships, and potentials are great here and the faculty are an amazing group of people who share the same values. He stated that he has visited 41 of the 93 counties and plans to visit the rest of the counties in the state.

Vice Chancellor Boehm stated that he believes UNL is well positioned to be the leader of the land grant universities in the country, but he does not believe the STEM fields alone can solve all of the world's problems and the arts and humanities, and social sciences have to be involved as well. He reported that he has met with chairs from various departments on campus and he is exploring about opening a Sheldon East art gallery on East Campus. He stated that IANR is blessed to have a solid foundation that was forged when Chancellor Green first came to UNL as Vice Chancellor of IANR. He stated that IANR will begin the strategic planning process along with the rest of the campus and the Institute needs to consider how they got to where they are now and where they need to go in the future. He stated that the new faculty hires have augmented an amazing base of faculty and staff members and he is excited and humbled to be here. He pointed out that he is first and foremost a faculty member and plans on being involved with shared governance.

5.0 Executive Vice Chancellor Plowman

EVC Plowman reported that she has been in the position for exactly three months and during that time she has had 127 different meetings with people across the campus, but she is still meeting people because the EVC's responsibilities have grown since it now oversees the Office of Research and Economic Development and the Office of Student Affairs. She noted that she traveled around the state with the Chancellor and VC Boehm and everywhere they went the most moving thing people said was how much they love the university, even if they didn't attend the university.

EVC Plowman reported that she will be conducting two internal searches for positions in her office. One of the positions is for the Associate Vice Chancellor of Faculty and Academic Affairs and an announcement about the opening will be made soon. She stated that anyone interested in the position should contact her. She stated that the Graduate Dean's position will be redesigned and consideration is being given to upgrading the position to an Associate Vice Chancellor. She pointed out that there are good people here on campus that should be in leadership positions. EVC Plowman stated that another position that needs to be filled is the Assistant Vice Chancellor of Budget and Planning.

EVC Plowman stated that as we approach the upcoming budget Vice Chancellors and Deans have developed a set of principles and beliefs that we all want to remember as we begin thinking about this process. She stated that she has been working very hard, along with Vice Chancellor Jackson, on the Chancellor's budget model task force to explore different ways to allocate the budget. She noted that she will be making a presentation to the Academic Planning Committee tomorrow on the task force's findings.

EVC Plowman reported that the search for the Dean of the College of Business will begin this summer and the search for a Vice Chancellor of Research will probably begin in the fall. She noted that she wants to consider the right timing to start the search for a new Vice Chancellor of Student Affairs.

EVC Plowman stated that the campus needs to develop a clear set of academic priorities which will be addressed in the strategic planning process. She pointed out that we need to be more strategic about everything we do at the university because of our limited resources. She stated that we need to approach and address our instructional needs smartly and she has heard from faculty members that we need more doctoral students in order to meet undergraduate enrollment needs. She pointed out that we have to address how we meet our instructional needs through other options than having more Ph.D. students, and do it in an efficient, but high quality manner. She emphasized that we also need to develop a strategy for how we grow our graduate programs.

EVC Plowman stated that something that needs to be considered is how to reschedule the final exams. She pointed out that with the current system students can have two finals scheduled at the same time. She stated that we also need to challenge the status quo because some established practices are really not based on policies. She stated that she wants to get out and meet every department and college. She noted that the Office of Student Affairs is a major initiative that she will be working on.

President-Elect Purcell asked if the administrative positions mentioned will be national searches or internal searches and how the decision is made to do either one. EVC Plowman reported that in terms of the staff in her office the practice has not been to do a national search. She pointed out that conducting a national search is expensive and doesn't necessarily get the best person. She stated that for deans, a national search is conducted. She stated that for Dean Moberly of the Law College, who served as Interim Dean for a year, the faculty of the College overwhelmingly said they wanted to scale down the search and hire Moberly. She reported that for a dean's position she would need to have overwhelming evidence that the faculty agree to conduct an internal search and she does not anticipate this happening very often.

Professor Adenwalla, Physics & Astronomy, asked specifically what EVC Plowman means by strategic resources. EVC Plowman stated that she means that we need to think through what the best use of our resources is and whether deploying these resources will help us achieve our goals. She stated that she wants each dean to look at their college as a whole and see where faculty members are most needed. She pointed out that we need the right mix of faculty members in order to meet our enrollment needs and we need tenure track faculty members for increasing our research.

Chancellor Green stated that he wanted to mention that he and the other administrators are carefully watching the national debate around funding for higher education and research at the federal level and UNL is very engaged in this national discussion. He reported that he will be in Washington DC on Friday and chairing a conference for NAS where a topic will be funding for science in the future. He pointed out that there is also the ongoing discussion regarding immigration.

Chancellor Green stated that at the last Senate meeting he wants to share the strategic planning process which he hopes the campus can launch by July 2018 which will be the 150th anniversary of the university.

6.0 Approval of March 7, 2017 Minutes

Professor Hoyt, Sociology, moved for approval of the minutes. The motion was seconded by Professor Ladunga, Statistics, and approved by the Senate.

7.0 Recognition of Outgoing Senators

President Woodman recognized and thanked the following Senators for their service and contribution to faculty governance: Rumiko Handa, College Of Architecture; Ken Nickerson, School Of Biological Sciences; Julia Schleck, English; Scott Stoltenberg, Psychology; Kelly Wacker, Special Education & Communication Disorders; Shubha Bennur, Textiles, Merchandising & Fashion Design; Scott Seavey, School Of Accountancy; Wayne Woldt, Biological Systems Engineering; Xu Li, Civil Engineering; Tad Wysocki,

Electrical & Computer Engineering; Alison Stewart, Art, Art History, & Design; Jeyam Subbiah, Food Science & Technology; Shripat Kamble, Entomology; Michael Farrell, Agricultural Leadership, Education & Communication; Madhavan Soundararajan, Biochemistry; David Steffen, Veterinary & Biomedical Sciences; Dipak Santra, Panhandle Research & Extension Center; Greg Kruger, West Central Research & Extension Center.

President Woodman noted the following Senators who have been re-elected to another term: John Brunero, Philosophy; Jeff Rudy, Nutrition & Health Sciences; Hamid Vakilzadian, Electrical & Computer Engineering; John Fech, Metro Extension District; Joan Konecky, University Libraries.

8.0 Committee Reports

8.1 Committee on Committees

Professor Peterson, Agricultural Economics, reported that he was filling in for the Committee Chair Professor John Bailey because he had a class conflict. He noted that the Committee on Committees is charged with recruiting and recommending faculty members to serve on various campus committees. He pointed out that the number of people who volunteered has gone down since the 1990's, but this year 82 people did volunteer.

8.2 Information Technologies and Services Committee

Professor Leiter, Law, reported that the ITSC met each month throughout the year. He stated that the Committee is charged with advising VC Askren on issues dealing with technology at the University. He stated that there were no significant changes to report. He stated that the ITSC did provide feedback to Information Technologies and Services about the Proofpoint spam filter which works pretty well. He reported that ongoing work is to continue advising VC Askren as he works on crafting a new university-wide centralized IT department, OneIT. He pointed out that the Committee strongly recommends protecting the computing needs of the faculty at all costs and has created a general statement on the minimal requirements for faculty computing. He stated that if anyone is interested in obtaining a copy of the statement they should contact him at rleiter1@unl.edu. Professor Leiter reported that the ITSC continues to monitor the shift from Blackboard to Canvas. He noted that there have been some glitches, but overall it is going fairly smoothly.

Professor Hanarahan, Glenn Korff School of Music, asked if the centralizing of Information Technologies is recommending the elimination of college IT people. Professor Leiter stated that it is not clear yet what is happening, but VC Askren is very sympathetic to the needs of the faculty and staff at the local level. President Woodman pointed out that he is on the President's Task Force Steering Committee and there is no indication at that this is being considered, but the Steering Committee is just beginning to receive reports from the various task forces.

Professor Shen, Durham School of Architectural Engineering and Construction, stated that he has been at the University for ten years and the course registration system still does not screen for prerequisites that are required for a course. He pointed out that it is time consuming for faculty members to have to spend time to review student files to see if they have the necessary prerequisites and this needs to be fixed. President Woodman stated that the system does do some checking, but professors need to verify the accuracy. Professor Sollars, Veterinary & Biomedical Sciences, reported that a program is soon to be launched that will be a pre requisite clean up. She noted that some prerequisites were entered into CREQ but were not put into PeopleSoft. She stated that Associate Deans of all of the colleges will be reviewing the program and the required pre requisites to ensure that it is accurate. She noted that there will be a transition with the new system, but improvements should be seen within a year. Professor Leiter stated that he will add this issue to the ITSC agenda so the committee can keep track of the situation.

Professor Leiter stated that the ITSC will continue to work on behalf of the faculty and if anyone has technology concerns, they should let the Committee know.

8.3 Executive Committee Report

President Woodman noted that the Senate packet included in the report is a summary of the work the Executive Committee did over the past year and he would be happy to answer any questions.

9.0 Unfinished Business

No unfinished business was discussed.

10.0 New Business

10.1 Resolution on March for Science Event

President Woodman stated that he is declaring that the resolution to support the March for Science-Lincoln

event be considered as an emergency motion because the date of the march is April 22, before the next Senate meeting. Motion seconded by Professor Hanrahan. Professor Nickerson, School of Biological Sciences, asked who wrote the motion. President Woodman stated that he believes it was written by the Graduate Student Assembly (GSA). This was confirmed by GSA President Ignacio Correas and he pointed out that the GSA adopted the motion. The motion to approve the resolution as an emergency motion was approved. Professor Nickerson moved to approve the resolution on the March for Science Event. Motion seconded by Professor Billesbach, Biological Systems Engineering. GSA President Correas stated that it is important to include faculty, staff, and students to show there is strong support in the Lincoln community. He stated that the intent of the resolution is to keep legislators accountable to science-based policies. The motion was approved.

10.2 Resolution to Support LB 327 State Budget for University Funding

President Woodman noted that he just received the request to support a similar resolution geared towards UNL, but the resolution is not ready for the Senate's discussion because it needs to be refined. He stated that the Executive Committee will work on the resolution.

10.3 Ad Hoc Committee on Academic Honesty Report

Professor Rudy, Nutrition and Health Sciences, Chair of the Ad Hoc Committee on Academic Honesty, reported that the Committee was formulated last year by the Senate Executive Committee to investigate issues surrounding academic honesty on campus. He stated that the Committee developed six recommendations:

- 1) Create a permanent Academic Honesty Committee. There needs to be a Committee to address the broad scope of the problem and the work will be on-going.
- 2) Conduct a survey to determine the attitudes and knowledge of the faculty regarding academic honesty.
- 3) Education is needed for the faculty on the numerous ways academic dishonesty occurs.
- 4) Survey the students to see if they think that academic honesty is a serious issue.
- 5) Incorporate a stronger academic honesty policy in the Student of Conduct, possibly have the university adopt an honor code.
- 6) Have a person in the office of Student Affairs that would be in charge of making sure academic honesty policies and procedures are implemented and that cases are adjudicated fairly.

(The full report can be viewed on the Faculty Senate web page at <http://www.unl.edu/facultysenate/Academic%20Integrity%20at%20UNL%20Report%204-4-2017.pdf>)

Professor Rudy reported that the Ad Hoc Committee spoke with Kansas State University which had a huge cheating incident. He noted they were very reactive when it occurred and put a system in place to deal with cases of academic honesty. He reported that the number of cases of academic honesty increased substantially once the system was in place and the issue appeared larger than people thought. He stated that we need to have strong leaders to advocate for academic honesty policies and procedures.

Professor Dussault, Chemistry, asked if it is a requirement for a faculty member to report to the Dean of Students when a student's final grade is reduced. Professor Rudy stated that he did not know if this is a requirement. He stated that these kinds of issues do not typically arise unless the student appeals a grade to the department chair or the dean. Professor Dussault urged that this be looked into. He applauds the idea of having best practices on academic honesty because clear communication by the faculty is needed. He suggested that there be a communication channel to the Dean of Students so faculty members can report incidences in an informal manner, rather than going through the lengthy formal process.

Professor Rudy noted that the Ad Hoc Committee primarily focused on undergraduate students, but there are issues with graduate students as well. One problem is the difference in cultures. He pointed out that in some countries it is acceptable to have someone else do your work for a course.

Professor Adenwalla stated that many students do not see academic dishonesty as cheating. She questioned how we educate students when they come to campus as to what is considered academic dishonesty. Should a warning be included in the syllabus? Professor Rudy suggested that before students even start their classes

they should do an exercise to make them see the importance of academic honesty. He noted that students are educated on how they are to act in dorms and they should be educated about academic honesty. Professor Stewart, Art, Art History, & Design, asked if there were UNL documents on line that could be referenced on a syllabus. Professor Rudy stated that there is only a one page section of the Student Code of Conduct that addresses academic honesty. Professor Billesbach pointed out that mechanisms are needed to make students recognize cases of academic dishonesty and we need to make the issue of academic honesty a part of the campus culture.

Professor Shen stated that he cannot agree more with making this a permanent committee. He is not sure if faculty members are clear on what the policies are and how violations should be reported or handled. He stated that having a zero tolerance policy will change the culture quickly and instructors should make it clear to the students what the consequences will be if they are caught cheating. Professor Rudy pointed out that there are no consistent guidelines that can be applied regarding appropriate behavior or what appropriate punishment should be.

Professor Hoyt, Sociology, suggested that another piece of the problem is the process for reporting cases of academic dishonesty. He noted that faculty members might often think of the amount of time that is required to go through a formal process. He suggested that the Ad Hoc Committee should consider streamlining the process which would make faculty members more motivated to report incidences.

Professor Dussault suggested including someone from the Graduate Council or the Graduate College on the Ad Hoc Committee. He stated that there should be a zero tolerance policy for any occurrence of academic dishonesty at the graduate level.

The meeting was adjourned at 4:06 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 25, 2017, at 2:30 p.m. in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Sheila Purdum, Secretary.