

**UNL FACULTY SENATE MEETING MINUTES**  
**East Campus Union, Arbor Suite**  
**Presidents Woodman, Purcell, and Bender Presiding**  
**January 10, 2017**

**1.0 Call to Order**

President Woodman called the meeting to order at 2:36 p.m.

**2.0 Announcements**

**2.1 Faculty Senate Secretary**

President Woodman reported that Senator Sheila Purdum, Animal Science, will replace former Senator Allison Reisbig as Secretary for the remainder of this semester. He noted that Secretary Purdum is a Past President of the Faculty Senate and has served on numerous campus committees.

**2.2 Faculty Senate Redistricting**

President Woodman noted that Coordinator Griffin recently sent out email messages to each Senator asking for their assistance with verifying faculty members in their department. He stated that this is being done to ensure that departments are accurately represented in the Senate.

**3.0 Chancellor Green**

Chancellor Green welcomed back the faculty and hoped that the semester was off to a good start. He noted that proposed revisions to the UNL Bylaws will be presented and voted on at the next meeting. He reported that the changes mostly deal with housekeeping to reflect changes that have occurred on campus including changes made in leadership positions. One of which is the change to the Senior Vice Chancellor for Academic Affairs which is now the Executive Vice Chancellor and Chief Academic Officer. He noted that with this change there is some restructuring of reporting lines. Previously the Vice Chancellor of Research and Economic Development and the Vice Chancellor of Student Affairs have been free-standing positions which reported directly to the Chancellor. Now the Office of Research and Economic Development is planning to be split with the Vice Chancellor of Research to report to the Executive Vice Chancellor, and the Vice Chancellor for Student Affairs now reports to the Executive Vice Chancellor. He noted that the Executive Vice Chancellor position is now more similar to a Provost position at other peer universities.

Chancellor Green reported that President Bounds is creating task forces that will look into how the University can become more efficient across a number of service and business function areas, particularly in lieu of the budget cuts. He noted that Faculty Senate President David Woodman will be a member of President Bounds' steering committee for the task forces. He stated that President Bounds will provide further explanations on the task forces at meetings with the faculty and staff later this month.

Chancellor Green stated that there are no further updates yet on the budget since the Legislature has just convened. He noted that the Governor has made announcements in the press about proposals he is making to adjust the budget to deal with the shortfall in the FY 17 state budget. He stated that there is no real update at this time on the next biennial budget, but that should come soon.

Chancellor Green stated that he wanted to address the strategic planning process. He noted that the university leadership team met with deans and other upper administration leaders to discuss how the strategic plan can move forward. He noted that the working groups he has created are doing background work that will help with strategic plan development. These groups are looking at achieving distinction, smart enrollment growth, student matriculation success, and the budget model. He noted that the working groups are on schedule and will provide reports in mid-March. He pointed out that the information being gathered by the working groups will be used to determine how we will move forward into the strategic planning process in the fall.

Chancellor Green stated that even with the uncertainty of the budget, the senior leadership has resolved to not stop the strategic planning process. He pointed out that we need to plan on how we can move the campus forward, and while the budget cuts may factor into the ultimate plan it will not slow us down or block us from moving forward. He stated that having a strategic plan is highly important now because we need to think about and plan our growth.

Chancellor Green reported that the campus is progressing through approval of the exemptions from the

current NU-wide hiring freeze. He stated that approximately 57 positions have been previously approved to move forward. He stated that Phase 2 of the hiring freeze is beginning and he is evaluating about 70 positions. These would then need to go to President Bounds for final approval. Professor Wacker, Special Education and Communications Disorders, asked what the deadline is for the Phase 2 positions. Chancellor Green stated that he is trying to get these done quickly because many of these are faculty positions and recruiting needs to be completed in the spring. Professor Belli, Psychology, asked what the average number of hires are per year. Chancellor Green stated that if 130 positions are removed from the hiring freeze it will be less than half of the normal positions that are hired in a given year. He pointed out that these positions include faculty, staff, and managerial positions.

Professor Shea, School of Natural Resources, noted that his understanding of what is being said on campus is that in this round of budget reductions, administration is looking at vertical rather than horizontal cuts and that decisions will be made at the President's level rather than at the campus level. Chancellor Green stated that this is incorrect information. He pointed out that the hiring freeze is in place for this academic year to help us deal with the cash flow for this current year's budget. He stated that the hiring freeze is not a cut, but a delay of filling some positions. He stated that whatever our final budget becomes for the next biennium, once we know what the budget situation will be we can start to evaluate the budget cuts. Professor Shea asked what will happen in the long term if budget cuts need to be made. Chancellor Green pointed out that we do not know what the state appropriations will be, but any budget cuts will have to be conducted under the approved Academic Planning Committee process.

Professor Leiter, Law, noted that the University has had a relatively flat budget for some time and has made cuts to be more efficient in the past. He stated that reviewing the past history makes one question whether the State wants a smaller, more efficient university and is not interested in growth. Chancellor Green stated that this kind of thinking is not the path to success. He reported that the administration has been studying universities that have been successfully growing even though they had experienced substantial state budget cuts. He pointed out that the message that might be coming from the state is how the University can do more with less state money. He noted that we are relatively well supported by our state in comparison to many other universities. He stated that he would argue that getting smaller is not a solution to our budget problem. Professor Leiter asked if raising tuition or fees is the only source of income to increase our budget. Chancellor Green stated that overall funding for the University has increased, but state appropriations has gone down. He pointed out that this is one of the reasons we need to look at our budget model.

President Woodman noted that most of the hiring freeze savings would only be beneficial for this year and asked how it would help for 2017-18. Chancellor Green stated that taking care of this year's budget shortfall will mean that there will be less budget deficit to carry forward into next year. He pointed out that staff positions are more real time positions which results in more immediate savings for this budget year. He reported that President Bounds is suggesting that we need to use some of these salary savings in order to deal with the cash flow problem for this year.

Secretary Purdum asked how we maintain the morale of the existing faculty on campus who are aware that there might be some budget cuts which could involve eliminating programs while new faculty members are being hired. Chancellor Green stated that he thinks one way to boost morale is to build a plan to move the University forward to higher levels of excellence. He pointed out that we cannot let budget cuts slow us down. Secretary Purdum noted that if we get hit with a 4% budget cuts some faculty members will need to be cut. Chancellor Green stated that this is correct should we get hit that hard with budget cuts. Secretary Purdum pointed out that it will be difficult to tell one department that it is going to be cut while other departments are hiring. She suggested that a strategic plan needs to be in place before any new hires are made, and pointed out that some units might want to hold off on hiring if they may need to turn around and get cut in the fall. Chancellor Green stated that any time there is talk about tightening the budget there will be stressful discussions, but the budget situation is not dampening his enthusiasm for where the University is heading.

#### **4.0 Approval of December 6, 2016 Minutes**

Professor Guevara, Modern Languages and Literature, moved for approval of the minutes. Motion was seconded by Professor Vakilzadian, Computer and Electronics Engineering, and approved by the Senate.

#### **5.0 Committee Reports**

##### **5.1 Student Conduct Board (Dean Hecker)**

Dean Hecker stated that a copy of the report was included in the Senate packet. He pointed out that the report lists only those cases of alleged violations of the Student Code of Conduct that have been presented to the

Student Conduct Board and does not reflect the total number of cases that have occurred on campus. He pointed out that many academic dishonesty cases do not go to the Board. Only cases that may suspend or dismiss students typically get heard by the Board.

Dean Hecker reported that while the number of cases have grown somewhat from last year, there has not been a major spike in the number of violations. He stated that there has not been any serious scandals on campus, although a fraternity was shut down last semester.

Dean Hecker stated that he is grateful for the Senate's Ad Hoc Committee on Academic Honesty and pleased to be a part of it. He noted that the Committee should have a report coming to the Senate later in the semester. He also wanted to thank faculty members who have volunteered to serve on the Student Conduct Board. He pointed out that there is now a Title IX Hearing Board and Title IX Appeals Board to hear cases of violations of Title IX. He noted that the people on these Boards receive special training and he is grateful to those that serve. He stated that sexual misconduct cases can be the most difficult and complicated cases to work on. He pointed out that the University is not trying to hide these cases and is addressing any concerns that are being raised.

Dean Hecker reported that the campus needs to address some concerns that were raised by a program review team. Specifically, the Student Code of Conduct and Appendix A do not fit well together and the Student Code of Conduct needs to be revised with Senate input.

## **5.2 Academic Planning Committee (Professor Wagner)**

Professor Wagner, Chair of the APC, reported that the Committee consists of 18 members comprised of faculty members, students, and administrators. Responsibilities of the APC include overseeing academic program reviews (APR), looking at proposed new academic programs and degrees, and being involved in budget cuts and reallocations. He reported that the APC met nine times over the past year. He stated that the APC approved several graduate certificate programs, reviewed one departmental name change and one college name change. He noted that the fall semester was light in terms of activity due in part to the change in campus leadership.

Professor Wagner stated that APC members served on five academic program reviews. He pointed out that some issues were raised with respect to administrators attending meetings with the faculty and external review team. He stated that the APC revised the APR Guidelines by stating that, unless invited to attend the meeting of the faculty and the external review team, administrators are not permitted to attend the meeting. He reported that an administrator might be invited to attend the meeting if a department is very small and the presence of the administrator is necessary. He stated that another change to the APR Guidelines was to state that the APC representative would not contribute to the writing of the external review team report, but could be asked to review the report. He reported that another change to the APR Guidelines states that the APC representative is to be invited to all meetings with the external review team. A clear process was defined for individual faculty members to meet with the review team.

Professor Wagner stated that the APC worked on revising the UNL Bylaws section on the Committee. Proposed changes included adding a designated non-tenure track faculty member to the Committee. He noted that the Committee felt that it is important to have the perspective of the non-tenure track faculty members. He stated that another change was to add that the Graduate Council representative can serve as chair of the APC.

Professor Wagner stated that the APC will be involved from the beginning to the end with the budget reduction process. He noted that the APC will be busy with the budget cuts, particularly in the fall semester. Professor Adenwalla, Physics and Astronomy, asked if the guidelines for budget reductions are actually followed. Professor Wagner stated that the Procedures to be invoked for Significant Budget Reductions and Reallocations must be followed when budget cuts are made. He pointed out that President Woodman wrote about the procedures and provided a link to them in the recent President's newsletter.

President-Elect Purcell stated that IANR has formed a new Extension district, the Metro district, and asked if this is something that the APC should have reviewed. Professor Wagner pointed out that it is not always clear if the APC needs to review and approve a new district or center. He noted that this issue was recently discussed at an APC meeting and needs to be clarified.

## **5.3 Intercollegiate Athletics Committee Report (Professor Woody)**

Professor Woody, Chair of the Intercollegiate Athletics Committee (IAC), stated that the consensus of the

members of the Committee is that the Athletics Support Services for student-athletes was operating very well and is a model for other universities because of the academic success of our student-athletes.

Professor Lee reported that he has a former student-athlete who has returned to the University to finish his degree. He asked if Athletics supports these students when they return to the campus. Professor Woody stated that he believes that Athletics does provide some incentives to get student-athletes back to campus to complete their degrees, but he does not know to what extent and he does not know if any financial support is given.

President Woodman noted that the Athletics Academic Services was recently in the news due to a student-athlete being unable to compete due to academic ineligibility. He asked when Academic Services becomes involved to ensure that the student-athletes are getting their academic work done. Professor Woody stated that he cannot address any specific student's situation, but a student-athlete would have to make a concerted effort to hide their true status in a class from the many counselors and staff members that support students in the Athletics Academic Services. He stated that normally the Services checks on student-athletes throughout the semester. President Woodman asked if the student-athletes have an obligation to communicate with their athletic advisor. Professor Woody stated that each student-athlete has an academic advisor and the advisors are to communicate with the students they advise. He noted that students are made aware of all of the support that is available to them. President-Elect Purcell asked what the definition is of being academically eligible. Does this involve informing the advisor of the number of credit hours they are taking, their grades, etc.? Professor Woody stated that he would need to get further information from the Athletics Support Services before he could provide any specific information.

Professor Billesbach, Biological Systems Engineering, asked when is eligibility established for student-athletes. Professor Woody pointed out that this determination is not under the purview of the IAC. He suggested that Professor Billesbach send him an email about this so he can request the information from Athletics. Professor Regassa, Agronomy & Horticulture, asked when a student is accepted into the University, are they accepted as a student or an athlete. Professor Woody stated that the student-athlete is a student in the system. He pointed out that MyRed does not identify whether a student is a student-athlete. He stated that he believes student-athletes identify themselves for scheduling purposes and to make instructors aware of an athletic team's schedule. He noted that all athletic team schedules are examined by an IAC subcommittee to make sure the schedule does not interfere with students taking finals or creating too many absences for the student-athletes.

Professor Adenwalla pointed out that travel schedules for student-athletes can definitely impact a student's academic success. Professor Woody stated that one of the IAC's responsibilities is to ensure that teams follow the established class attendance policy. He noted that coaches are doing better at looking in advance at schedules and checking with the IAC to get approval if a competition is going to require travel for a team outside the approved policy. He reported that the IAC subcommittee looked at a request from the track team for an event occurring in 2018 because the event could require the student-athletes to travel on the Sunday before final exams. President-Elect Purcell asked what the vote of the subcommittee was for this request. Professor Woody stated that it was approved because the travel only fell two hours outside of the acceptable time period and the event was a specialized meet that would be televised and would provide the student-athletes with a unique opportunity in their field.

Professor Joeckel, School of Natural Resources, suggested that a future agenda item for the Senate might be to have someone from the Athletics Student Success center come to speak to the Senate. Professor Woody stated that he believes Executive Associate Athletic Director Dennis Leblanc would welcome the opportunity and could address some of the issues raised today.

Professor Woldt, Biological Systems Engineering, stated that there is talk at the national collegiate sports level about athletes questioning playing while injured and how it impacts their ability to go professional. He asked if the IAC would deal with these kinds of issues. Professor Woody stated that the work of the IAC is more related to making sure that the academic mission for student-athletes is being fulfilled, but the IAC could be asked to discuss the issue raised by Professor Woldt. He noted that the Academic Support Services provides the student-athletes many opportunities, including life skills support. He stated that UNL is doing very well to ensure the success of the student-athletes and this is evident in academic progress reports.

President Woodman asked if the scheduled Friday night football game was discussed with the IAC. Professor Woody stated that it was not discussed with the IAC. He pointed out that the NCAA is pushing the Friday night game and the NCAA does not do much in terms of checking with universities about their academic

calendars and the impacts on the students. He stated that some Big Ten universities have identified problems with having Friday night football games including conflicts with finals. He stated that he believes the Big Ten made the decision without much consideration of academic schedules.

Professor Woody stated that he would welcome any further questions by email.

## **7.0 New Business**

### **7.1 Proposed Revisions to UNL Bylaws**

President Woodman reported that the Senate Executive Committee, the Chancellor's Office, and the Academic Planning Committee have been working on making proposed revisions to the UNL Bylaws. He noted that most of the changes are housekeeping and editorial changes that seek to reflect the current organization of UNL such as the replacement of the Senior Vice Chancellor for Academic Affairs with the Executive Vice Chancellor and Chief Academic Officer position. He stated that he is presenting the motion and asked if there was a second. Professor Nickerson, School of Biological Sciences, seconded the motion.

Professor Adenwalla asked if the duties of the new positions are defined in the proposed changes. Associate to the Chancellor Bill Nunez stated that the proposed revisions provides a detailed synopsis of the positions in the Bylaws.

Professor Rudy, Nutrition and Health Sciences, asked if there are any contradictions or problems between the proposed UNL Bylaws and the Regents Bylaws. Associate to the Chancellor Nunez stated that he did not find any.

President Woodman pointed out that the proposed changes will be voted on at the February 7 meeting.

The meeting was adjourned at 3:46 p.m. The next meeting of the Faculty Senate will be held on Tuesday, February 7, 2017, at 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Sheila Purdum, Secretary.