

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

**1.0 Call to Order**

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

**2.0 Announcements**

**2.1 Senate Elections**

President Woodman reported that elections to the Senate Executive Committee were coming up at the end of April. He noted that the President-Elect, Secretary, and four Executive Committee members would be needed, one of whom needs to be an Extension Educator and another a non-tenure track faculty member. He stated that the nominees can be from any college and those interested should contact the Senate Office.

**2.2 Announcement on OneIT System**

President Woodman noted that Chancellor Green sent an announcement regarding the formation of the OneIT system which will combine information technology services at the University. He reported that CIO Askren from UNL will be in charge.

**2.3 Smoke Free Campus Survey**

President Woodman reported that a survey was being conducted to gauge whether faculty and staff favor a smoke free campus or a modified version of a smoking ban. He noted that an email will be sent tomorrow asking employees to fill out the survey.

**3.0 Approval of February 7, 2017 Minutes**

Professor Wysocki, Electrical and Computer Engineering, moved for approval of the minutes. Motion seconded by Professor Peterson, Agricultural Economics and approved.

**4.0 Associate Vice Chancellor Goodburn**

**4.1 Student Retention and Success**

Associate VC Goodburn stated that she was asked by President Woodman to speak about UNL's retention rate and what is being done to try and improve it. She noted that retention rates refer to the number of students that start in a fall semester and return the following year. She reported that the 2016 retention rate for freshman returning as sophomores was 82.21%, but for sophomores returning as juniors the rate declined to 74.09%, and for juniors returning as seniors, the retention rate was 71.45%. In terms of four and six-year graduation rates, our 2016 four-year graduation rate was only 40.05%, but the six year graduation rate increased to 66.65%. She pointed out that there are different rates of success for different students. She noted that international students have the highest graduation rate with 70%, out-of-state students have a 64% rate, and in-state students have a 67% rate.

Associate VC Goodburn pointed out that the demographics of students is changing and there could be drops in the retention rate if we don't start doing some things differently. She noted that useful information for each of the colleges can be found by digging down into the available data. For instance, in the College of Business women are out-performing men by 12%. She stated that undeclared students and those who do not have a high enough GPA to get into the college of their choice are at a high risk of dropping out. She noted that her team has been considering many types of analysis to see how things can be improved to help these students.

Associate VC Goodburn reported that the groups at most risk are men, African American and Hispanic/Latino students, undeclared students, first generation students, Pell eligible, students not living on campus, and non-residents. She stated that there can be many reasons these students are not successful, but the national literature on the topic matches what we see with our own students. The key retention factors are academic readiness, institutional belonging, navigational knowledge, financial ability and perception of costs. Additional risk factors are withdrawing from courses, changing their grades to pass/no pass, not scheduling during priority registration, and low grades in critical courses such as math, life sciences, and chemistry. She stated that another factor relates to persistence. She noted that 82% of students came back as sophomores, but this doesn't mean that they are making academic progress because they are not taking a full load of classes. She reported that the Chancellor's goal is to have an 80%, four-year graduation rate. Currently we are only at approximately 40%.

Associate VC Goodburn stated that the 2016 National Survey of Student Engagement (NSSE), which assesses students' perceptions of how they allocate time towards their education and asks students their opinions of the resources provided by the university, indicated that we went down in every category from three years ago. She reported that only 56% of the students said that they received feedback from their instructors. She pointed out that consideration needs to be given as to what has changed for the results to be different. She noted that it is very helpful for students to receive some kind of feedback on how they are doing in a class early in the semester. She reported that the overall snapshot of data from NSSE compared to our Big Ten peers is that our students perceive that they are not doing as well as our peers, but they score higher on engagement indicators. She stated that students feel that UNL is a nice, friendly place that supports them.

Associate VC Goodburn stated that many universities are struggling to address mental health concerns of students and how these concerns reflect retention. She reported that there has been an increase in the number of students who have used the Counseling & Psychological Services (CAPS). She noted that in 2010, 1300 students used CAPS, but in 2016 the number has increased to 2100. She pointed out that the campus needs to determine what can be done to better help the students and how to train faculty members to identify students that may be having mental health issues.

Associate VC Goodburn reported that MyPlan inventory scores is one of the university initiatives that is being put forward to help retain students. The MyPlan allows academic advisors and faculty members to provide scores on how students are doing which will help identify those students who might be struggling. Another initiative is the three-year integrative planning. In this program the students will identify the courses they plan on taking during their college career and they will be notified if they veer off track from these courses. She pointed out that this initiative will help departments with enrollment management of their courses because they will be able to identify which courses will be in heavy demand during particular times.

Associate VC Goodburn noted that she recently co-chaired the Student Matriculation Success task force with Dean Ankerson. A comprehensive audit of academic policies was reviewed to see how they might be impacting students. She reported that it was found that 6,000 courses have prerequisites attached, but in CREQ only 3,000 are identified as requiring prerequisites, and 300 of these have different prerequisites than what was originally attached to the course. She stated that this issue is already being addressed and Associate Deans are working to rectify the situation.

Associate VC Goodburn reported that the campus is really focusing on developing pro-active retention programs. One program is emerging leaders which is for students who attend a diversity leadership course in which there are 14 mentors working with them during the course. She stated that there are also college and department initiatives which are looking at smart modules, curriculum reform, and advising programs. She noted that the new Compass program through the Explore Advising Center requires undeclared students past their first year to develop a plan for identifying a major or career path. This program improved students' major declaration by 50% and their retention rates improved by 4%. She stated that a math program starting this semester is a course readiness assessment and if students fail an exam they are referred to their instructor for help.

Associate VC Goodburn stated that faculty can help with retaining students by looking at how they are doing in their classes and identify first-year experience students if they are having difficulty. She pointed out that there are now dashboards that provide information on course success rates. This information can be drilled down by sections which allows instructors to see where they are succeeding and where they are having difficulties. She said it would be great for the Senate to review the task force report to see where they can contribute to students' success. She also encouraged faculty members to take the NSSE survey to see what their perception is compared to the students.

Professor Lee, Communication Studies, asked if the other Big Ten schools are more successful because they have a very highly selective admissions policy. Associate VC Goodburn noted that we are close to the University of Iowa, although they are out performing us. She pointed out that we out-perform our peers in required writing assignments. Professor Shea, School of Natural Resources, pointed out that the amount of writing assignments may have to do with the size of the class. He noted that instructors cannot handle a lot of writing assignments in larger classes and the goal to increase our enrollment will likely decrease the amount of required writing.

Professor Nickerson, School of Biological Sciences, asked if there is a point person or office that students can

contact regarding tutoring. Associate VC Goodburn stated that the Sarah Murphy, Director of the First-Year Experience and Transition Program, should be able to provide information.

Professor Fech, Metro Extension District, pointed out that the data suggests that we have a problem in retaining students between the third and fourth year of their college career and that our 4-year graduation rate is low. Professor Shea pointed out that many of our students are not taking enough credit hours and there could be numerous reasons for this, including students having to work to help pay for their tuition. He noted that we tend to attract students who are engaged in other ways. Associate VC Goodburn reported that the NSSE results showed that some of our students work less than our peers. She stated that between the sophomore and junior years is when students tend to take on jobs. They often start with a 14.9 credit hour semester, but wind up dropping a course.

Professor Shea asked why the 4-year graduation rate is considered so important. Associate VC Goodburn stated that there is national discourse about degree completion and legislators around the country have tied state funding for universities based on the performance of the students. Also, parents are very concerned about costs and an additional year can add significantly to that cost.

Professor Hanrahan, Glenn Korff School of Music, asked if there has been any discussion about the impacts of having a flat tuition model. Associate VC Goodburn reported that there has been some discussion, but doing this would mean the loss of a lot of tuition dollars. She noted that the issue could be reconsidered, but suspects that the tuition would have to be raised to make up for the lost income. She stated that summer sessions courses are being reviewed to let students take more courses during this time period.

Professor Rudy, Nutrition and Health Sciences, asked about the Husker Dialogue Program. Associate VC Goodburn stated that this is a diversity and inclusion program started last year for first time freshmen. The program introduces first-year students to tools they can use to engage in meaningful conversations to help create an inclusive Husker community. She noted that this year it will be held at the Devaney Center and faculty are needed to participate. She stated that training for the event will take place at the end of March.

## **5.0 Committee Reports**

### **5.1 Convocations Committee Report (Professor Cruz)**

Professor Cruz noted that the Convocations Committee helps to financially support guest speakers. He stated that five Committee members review applications for two funding periods, the fall and spring semesters. He noted that four applications were received in the fall and all were funded. Ten applications were received for the spring semester and all were funded, although there was one cancellation due to travel restrictions. He noted that there is a considerable amount of money available. President Woodman asked where the funding comes from. Professor Cruz stated that some funds are available through campus funds and some money is available from the interest earned on a foundation account.

### **5.2 Graduate Council (Acting Dean Bellows)**

Acting Dean Bellows reported that the Graduate Council serves as an advisory board to the Dean of Graduate Studies. She stated that the Council met twice during the spring and the fall. She reported that the Council reviewed and approved new majors, minors, specializations, and graduate certificates. President Woodman asked what is considered a graduate certificate program. Acting Dean Bellows stated that it is a program composed of new courses, but usually they are existing courses in other majors that are packaged to provide students with an extra credential.

### **5.3 Parking Advisory Committee (Professor Leiter)**

Professor Leiter noted that Parking & Transportation Director Dan Carpenter was unable to attend the meeting, but he wanted to report that the Committee did not approve any parking fee increases except for some hourly fees as indicated in the report. Professor Rudy noted that last year the Committee reported that parking appeals would not be waived as easily as in the past. He asked if the enforcement on the appeals has increased. Professor Leiter stated that Dan Carpenter would have that information.

Professor Rudy asked if there are any plans to change the surface of the loop parking lot in front of the coliseum. Professor Leiter stated that it is under consideration, but there is a lot of debate whether to replace it with new brick or to pave it. He pointed out that it is incredibly expensive to replace the brick, but alums want the brick. He stated that the general plan is to remove the center parking and make it into a green space, but alums are pushing back on this idea because they want to keep the area for tailgating. Associate to the Chancellor Nunez said that phase one being considered is to replace the existing brick due to its poor condition.

Professor Weissling, Special Education and Communication Disorders, noted that students are already concerned with not being able to find parking and asked what the plans are if student enrollments increase. Professor Leiter reported that Parking & Transportation Services would say that there are actually enough parking spaces available, but students do not want to park in the outer lots. He stated that he will raise this issue at the next meeting of the Parking Advisory Committee. Professor Buan, Biochemistry, asked how many of the spaces are oversold over a period of time and what the average use is across the full day. Professor Leiter stated that the number of permits sold are based on how many people are here during certain times of the day. Professor Lee pointed out that consultants have taken aerial photographs of the lots and showed that we have significant capacity, but the location is the issue.

Professor Subbiah, Food Science & Technology, said that compared to our peer institutions, our parking is much better. He stated that he would like to have a system that would inform employees and students of what lots have available spaces, however this kind of system would be extremely expensive. Professor Leiter pointed out that we have not gone to having lots with gates and assigned parking spaces which would help in identifying which lots have space. He noted that many universities have smart buses and apps that help them push cars to the perimeter of campus, but we have not gone this route yet.

Professor Dussault, Chemistry, asked if there is a plan to make up the loss of parking spaces south of the Beadle Center where the new Health Center is being built. Professor Leiter stated that the newer parking garages that have been built should be able to handle the loss of parking. He pointed out that Parking & Transportation Services carefully watches the potential loss of parking spaces because losing spaces impacts the department's revenue.

## **6.0 Unfinished Business**

### **6.1 Motion to Approve Ballot for Elections to the Academic Planning Committee, Academic Rights and Responsibilities Committee, and Academic Rights and Responsibilities Panel**

President Woodman noted that the motion was presented at the February meeting. Professor Peterson moved to approve the ballot. Motion seconded by Professor Shea and approved by the Senate.

### **6.2 Redistricting Report**

President Woodman noted that there has been a correction made to the Redistricting Report that was presented in February. The College of Architecture should have two Senate representatives, not one because it is not divided into academic departments and the Senate Bylaws state that such colleges will automatically have at least two representatives. He pointed out that the number of Senators will increase to 94 from 82. Professor Wysocki moved to approve the report. Motion seconded by Professor Konecky, University Libraries and approved by the Senate.

### **6.3 Motion to Revise the UNL Syllabus Policy**

President Woodman reported that the accreditation team last year pointed out that the Syllabus Policy should include a link to information on the University's academic honesty policy and also provide a link for students with disabilities. He noted that both have been added to the policy. Professor Lee moved for approval of the motion to revise the UNL Syllabus Policy. Motion seconded by Professor Konecky and approved by the Senate.

### **6.4 Motion to Approve Proposed Revisions to UNL Bylaws**

President Woodman stated that the Executive Committee put forward the motion in January to accepted the proposed UNL Bylaws revisions. Some further amendments were proposed at the February meeting, but the motion was tabled until the March meeting. He stated that the proposed amendments to the revised Bylaws need to be dealt with first since this was a motion tabled from the February meeting. He stated that he would entertain a motion to allow basic housekeeping corrections pertaining to grammar, gender, case, spelling, and errors. Professor Peterson moved to accept these kinds of changes throughout the document. Motion seconded by Professor Hanrahan and approved by the Senate.

President Woodman asked if there was a motion to accept the amendment in section 2.3.2.1. Cumulative Performance Review to include "The information solicited towards this end will be collected anonymously" and to include "This information will also be collected anonymously." Motion to accept the amendment made by Professor Konecky and seconded by Professor Subbiah. Professor Wysocki suggested that the word "must" be inserted instead of "will" in the proposed sentences. Professor Konecky denied accepting the revision. Professor Hanrahan pointed out that Professor Wysocki can make a motion to amend the language. Professor Wysocki withdrew his suggestion. Motion to accept the proposed revision to section 2.3.2.1

approved by the Senate.

President Woodman stated that the next amendment was to change the composition in Section 3.1.3.1. President-Elect Purcell offered a friendly amendment. The amendment included capitalizing Lecturers, Senior Lecturers, and to include Extension Educators in item 2 of the sentence. Professor Peterson asked if Extension Educators would also be required to have .50 FTE or greater. President-Elect Purcell said yes. Motion seconded by Secretary Purdum. Professor Shea asked if we could talk about several things at this time. President Woodman asked Professor Shea if he had a proposed amendment. Professor Hanrahan pointed out that a friendly amendment had been made and seconded and needed to be acted upon before any other amendments could be made. Professor Archer, School of Natural Resources, asked if the requirement of three years of continuous service apply to Extension Educators. President-Elect Purcell stated that it does. Secretary Purdum called the question. Motion on the amendment approved. President Woodman then read the motion. Professor Konecky called the question. Motion to approve the revisions to section 3.1.3.1 approved. Professor Dahab, asked if the Professors of Practice cover all ranks or should be listed separately. Professor Konecky pointed out that Professors of Practice is a category of faculty members and covers all ranks. Professor Subbiah noted that Lecturers and Senior Lecturers were separated and asked if these are different categories. Professor Konecky stated that these positions are different. Professor Peterson suggested including the language “all ranks of”. Professor Belli, Psychology, stated that we need to return to the original language identified in the Board of Regents bylaws. Professor Buan suggested broadening the terms by stating continuous and specific appointments. Professor Hanrahan pointed out that a motion to reconsider would need to be made. Professor Belli moved to reconsider the motion. Professor Buan seconded Professor Belli’s motion. Motion failed: 13 in favor, 21 against.

President Woodman noted that the next amendment to the Bylaws was in Section 3.1.4.5 Electoral Constituencies. The motion was to change the language to “every other year” rather than “even numbered years”. The reasoning for this was that occasionally the redistricting report has been postponed due to possible mergers or creations of new units. Professor Buan asked if the report can’t be generated every year. Coordinator Griffin stated that conducting the report takes a significant amount of time and in the past there was very little change in the number of representatives when done every other year. She pointed out that only about twelve departments are near having a change in the number of representatives and if significant changes occur, departments can notify the Coordinator or the Executive Committee which could decide to have the redistricting report conducted. Motion approved with one abstention.

President Woodman stated that the next amendments were to Section 3.1.5. Academic Rights and Responsibilities Committee. These amendments were proposed by Professor Peterson who also serves as chair of the Academic Rights and Responsibilities Committee. Professor Shea pointed out that he has concerns with the proposed changes to Section 3.1.5.2. B. because it is risky if the Bylaws start to mention too many exclusions to the types of cases the Academic Rights and Responsibilities Committee can act on. Professor Peterson stated that the reason for including the two provisions was because they were specifically listed in the Code of Procedures for the ARRC which has been approved by the Board of Regents. He pointed out that any changes to the Procedures would have to be approved by the Board of Regents. Professor Buan suggested including the language “but not limited to”. Professor Peterson accepted the friendly amendment. President Woodman called for a vote. The motion was approved with two against and one abstention.

## **7.0 New Business**

### **7.1 Additional Amendments to the UNL Bylaws**

Professor Shea stated that he was putting on the table for consideration a number of amendments to the UNL Bylaws. He stated that if the Senate would like to consider these further motions they should fall under New Business and suggests that they be included in the agenda for the next meeting. Professor Rudy pointed out that Section 7.1 of the Bylaws states that amendments to the Bylaws need to be submitted by filing a written proposal with the Office of the Chancellor stating expressly the words to be added and the words to be deleted. The Chancellor would consider and then give the written proposals to the Senate for consideration. Professor Shea stated that he is asking for Senate action to put the amendments forward as a group rather than doing it individually. President Woodman stated that the amendments being proposed by VC Boehm need to go to the Chancellor first for review and then come to the Senate.

Associate to the Chancellor Nunez reported that there are some changes in the future that will need to be made to the Bylaws, but for now most of the proposed changes are of the housekeeping nature. He stated that the Vice Chancellor of Research and Economic Development position needs to be revised. Professor Shea asked if the Board of Regents will be open to further revisions in the fall. Associate to the Chancellor Nunez

stated that the Board will know that some further revisions will be coming. He pointed out that the additional time will allow VC Boehm to become more familiar with the campus and he may want to revise his suggested amendments.

Professor Wysocki moved for adjournment. Motion seconded by Professor Lee. The meeting was adjourned at 4:40 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 4, 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.