

UNL FACULTY SENATE MEETING MINUTES
November 7, 2017
East Campus Union, Great Plains Room
Presidents Purcell, Rudy, and Woodman, Presiding

1.0 Call to Order

President Purcell called the meeting to order at 2:32 p.m.

2.0 President Bounds

President Bounds stated that he was happy to have the opportunity to give a brief update on the budget situation and to answer questions the Senators might have. He noted that the University is in the process of implementing more than 70 budget recommendations which were identified by the Budget Response Teams (BRT), and he wanted to thank all of those who served on these Teams. He reported that Senior Associate to the President Marjorie Kostelnik will be writing a newsletter to keep everyone up-to-date. He pointed out that the University is ahead of schedule in implementing the budget recommendations. He noted that the bulk of the savings from personnel have come through attrition or retirement.

President Bounds stated that he appreciates the University-wide leadership that has helped with the budget reduction process. He understands that the decrease in the rate of mileage reimbursement has been a difficult budget recommendation for many people. He noted that another budget recommendation that has caused considerable concern is the proposed change to the vacation and sick leave accrual. He pointed out that this is being rethought and he does not imagine anything happening in a year. He stated that there is a rumor spreading that there is a particular date when people will be terminated and he wanted to make it clear that this is not true at all. He stated that the administration wants to make sure it is handling terminations in the right way and wants to make certain that everyone recognizes that these are real people with real livelihoods.

President Bounds reported that the news from the Nebraska Economic Forecasting Advisory Board was not good and he anticipates that we will see another budget cut for this fiscal year, and possibly a more significant cut for the next academic year. He noted that when he has spoken about the budget he has said that the administration will do everything to protect academic integrity and affordability, but that we will violate both those goals. He noted that tuition has been increased for this year and next year, and every non-academic area has been scrutinized to make efficiencies and reductions. He reported that he spoke to President Purcell and said that an efficiency expert could be hired to try and find more savings, but he does not believe enough savings could be found that could protect academic programs. He pointed out that the heart break of the situation is that the University is having to make these cuts during a time of real momentum at the University and he is sorry to deliver this news.

Professor Adenwalla, Physics & Astronomy, pointed out that two things that make the campus community really nervous are the rumors that fly when we do not get information about what is occurring, and when the process of the cuts is not transparent. President Bounds noted that we do not know what the numbers will be for the next round of cuts and there will be a number of hearings about it at the Legislature. He stated that everything possible will be done to insure that our cuts are as small as possible. Professor Adenwalla stated that the document that came out about the BRT recommendations provided limited information and it is not clear where and how these cuts will be made. President Bounds stated that it is not the intent of the administration to not be clear. He reported that the administration has looked at all of the budget cuts that occurred in the previous years, and in the past academic programs were cut. He noted that the efficiencies made to Purchasing and the decrease in the mileage rate do not directly impact academic programs. He pointed out that he asked the Faculty Senate Presidents to identify faculty members to serve on the BRTs and the same was done for the staff and student governments. He stated that it was important to populate the different task forces with people that are directly involved with the operations and management of the various university services and who have expertise in these areas. Professor Adenwalla stated that having one vendor for purchasing equipment will not work for some disciplines. President Bounds pointed out that the same individuals who have been purchasing equipment a year ago are still handling that task. What is different is that now the whole university will purchase things like paper through one vendor and savings can be found because of the size of the order. He stated that some specialized orders will still be approved.

Professor Gay, Physics & Astronomy, stated that he is surprised by the strategy that the administration has used with the budget cuts. He asked how the committees would know whether these cuts are going to impact faculty members if the Taskforces did not have faculty members on it. President Bounds stated that the people on these Taskforces work with the faculty and are aware of their needs. He stated that the people that populated the BRT are the ones

that actually do the work and they are the ones who are capable of figuring out how we can consolidate these services across the university to make them more efficient. His assumption is that members of the BRT have consulted with some faculty members that they have worked closely with.

President Bounds noted that the BRTs have made their recommendations which primarily revolve around structural changes. He pointed out that the changes made with Information Technology is one of those changes, and these changes have been occurring for the past 18 months. He noted that we have a need to act quickly due to the possibility that we could be receiving more cuts. He asked the faculty how any changes have impacted their ability to do their work. He pointed out that there are many ways for the faculty to provide feedback on the budget cuts and he will check with Senior Associate to the President Marjorie Kostelnik to see what kind of feedback she has received. Professor Adenwalla stated that it is too soon for faculty to know what impacts the cuts will have on them.

Professor Gay reported that the idea that faculty have to go through Travel & Transport to book domestic travel is extremely unpopular, particularly for those faculty members whose travel is being paid by their grants. He stated that having to deal with Travel & Transport has been an unmitigated disaster. President Bounds pointed out that going through a company that saves us money for travel enables us to protect academic programs. He stated that the preference is to have some inconvenience over people losing their jobs. Professor Gay stated that he will work on providing more feedback to the President.

Professor Joeckel, School of Natural Resources, asked for some clarification regarding academic programs. He stated that he has heard the term core academic program, but he has not heard President Bounds use that expression. He asked if an academic program is anything that involves faculty which includes teaching, service and extension. President Bounds stated that this is correct. Professor Joeckel thanked President Bounds for coming to speak to the Senate today.

Professor Hanrahan, Glenn Korff School of Music, wanted to provide some feedback on the impacts of the change in the mileage reimbursement. He stated that graduate students in Music have to go to various public schools to observe music educators and they are being hit hard with the change in mileage reimbursement. President Bounds stated that he understands that those programs that require a lot of travel are being hit hard with the change to the mileage reimbursement rates, but the reality is that we have to cut \$49 million from the university budget and we may have to find another \$25 million if we suffer further cuts. He stated that the administration across the university has been working very hard to deal with these cuts to minimize the impacts they could have on the faculty. He believes that \$30 million can be found through the BRT efficiencies and the tuition increase has provided some help with the budget, but there has not been enough University-wide growth in enrollment for us to be able to handle the enormity of these cuts. He pointed out that UNL has had some growth here, but it is only about 1%. He noted that some of the cuts will begin January 1, and he is putting \$10 million from Central Administration cash reserves into the operating budget. He pointed out that the only other nearby state that is experiencing the same difficulties is Kansas. He asked faculty members to please provide feedback regarding the cuts. He noted that the intent of the budget cuts is not to restrict faculty work.

President Purcell noted that when President Bounds first came to the university he seemed agreeable to having a faculty member serve on the Board of Regents, but this has never materialized. President Bounds pointed out that originally when he first came here he was not aware that a change to the membership of the Board of Regents would require a change to the constitution of the State. He noted that he has tried to engage the Senate Presidents with the Board whenever possible.

Professor Brantner, Modern Languages & Literature, asked if the administration will be faced with budget cuts as the budget situation gets harder and the budget cuts deeper. President Bounds reported that administrative cuts have already been made. For example, UNO and UNMC are being headed by one Chancellor, and the university will hear of more administrative cuts in the near future. Professor Hanrahan asked if UNO and UNMC will be merged. President Bounds stated that the two campuses will not be merged, but the current status quo will probably be maintained for some time. He pointed out that other services have been merged and we now have one facilities group with one leader, one IT group with one leader, and one procurement leader. He noted that these efficiencies will make us a better university.

President Bounds stated that he thinks that it is possible that 25% of universities across the country will close in the coming years because the business model of running a university is not working. He stated that the administration is being very thoughtful about how we can deliver services across the system more efficiently. He pointed out that we don't need to have five or six different people running facilities across the university system. He noted that the efficiency changes have never been done before, and he knows that there will be some mistakes that need to be addressed so he is asking everyone to be patient.

Professor Renaud, College of Journalism & Mass Communications, asked if there has been discussion about merging some academic programs between the campuses. President Bounds stated that this topic has not been discussed yet, but everything may have to be on the table if the University is hit with more budget cuts. He pointed out that if you look at our funding level from 2000 through today, we have the same number of people working that we had 17 years ago, but we have a lot more students now and the cost of educating those students has gone up. He stated that another round of cuts would be extremely hard on the University.

President Bounds thanked the Senate for the opportunity to speak and stated that he is willing to come back and speak again when he has more information.

3.0 Announcements

3.1 Budget Cut Announcements November 15

President Purcell reported that the Faculty Senate Executive Committee will be meeting with the Academic Planning Committee on November 15 to hear the first round of the budget reduction proposals from Chancellor Green. She noted that the second round of cuts will be made on December 6.

3.2 Big Ten Academic Alliance Faculty Leadership Conference

President Purcell reported that she and President-Elect Rudy attended the Big Ten Academic Alliance Faculty Leadership Conference held at Penn State recently. She noted that the other Big Ten universities are facing some of the same problems that we are and sessions were held regarding shared governance, free speech and academic freedom, working with the Board of Trustees (Penn State) and administration, Faculty Senate Governance, and fixed term faculty (non-tenure track faculty at UNL).

President Purcell reported that a statement from the Association of Governing Boards was shared at the conference. The statement reads that “at its best, shared governance is about how key constituents in institutional communities, usually faculty, administrators and board members, engage in achieving a commonly supported mission. Effective shared governance provides the context for meaningful engagement and decision making in virtually every private and public university and strengthens institutions by providing the means of aligning priorities and including key constituents in mission-related decision making”.

President Purcell stated that in the session on free speech and academic freedom ideas were given on educating and providing awareness on free speech. These included educating the campus about free speech and academic freedom, understanding policies to limit free speech, review established policies and procedures that guide the response to speakers and other campus incidents. She encouraged everyone to read the AAUP 1940 Statement of Principles on Academic Freedom and Tenure with 1970 Interpretive Comments that she recently sent out to the entire faculty body.

President Purcell reported that the session on working with the Board of Trustees and Administration included two Penn State Trustees, one of which was a Penn State faculty member, and they discussed shared ownership, shared responsibility and shared governance. She noted that the Penn State Faculty member/trustee does not advocate for the faculty, but is a regular board member which increases the communication between faculty, trustees and administration.

President Purcell stated that Senate governance is a function of political culture and structure and there are many similarities on how the Big Ten Senates manage shared governance, but the Big Ten universities can also learn from their differences.

President Purcell reported that the last session was regarding the concern that the number of tenure/tenure track faculty members were dropping and the number of fixed term faculty, or non-tenure track faculty members, were increasing across the Big Ten. She stated that there was open discussion regarding Purdue University’s purchase of Kaplan University and how the faculty were not able to provide any input on the decision. She noted that neither an assessment of the academic quality of Kaplan University or an impact study was conducted. She reported that the Faculty Senate President from Purdue University asked for support from the other Big Ten universities to gain support for stopping the purchase process. She pointed out that this is something that we might want to make a statement on and the Executive Committee plans on discussing the issue further.

4.0 Chancellor Green

Chancellor Green reported that the process for dealing with the proposed budget cuts is unfolding and at the Academic Planning Committee meeting on November 15 he will present primarily proposed horizontal budget cuts and on December 6 he will present proposed programmatic budget cuts. He stated that he will describe the total

picture of what the cuts are and he will line item each one. He reported that he has asked the APC to consider how much time the Committee will need to address their recommendations regarding the proposed cuts and the decision has been made to allow adequate time for the APC to do its work which will hopefully be completed by mid-February.

Chancellor Green stated that it is likely that there will be some programmatic reductions in each of the nine colleges. He pointed out that unfortunately, this shows the reality of the budget cuts that we are having to deal with. He noted that he has gone through extensive discussions with legal counsel about programmatic cuts to define the criteria for identifying programs to be cut. He stated that the administrators are in the process of identifying the proposals and a list will be presented to the APC. However, there will be a much larger list that will be considered, if needed, but the APC will only be given information in a greater context on these additional cuts. He noted that it is very hard to have these kinds of discussions and these kinds of cuts are difficult, but the administration has looked very hard at the criteria around these programs such as the demand for the program, uniqueness, productivity, potential to grow, and accreditation status. He pointed out that the administrators have tried to be objective with the criteria in order to retain the academic integrity of the university. He noted that information will be made public on the cuts after the APC meeting, but it is extremely important that discussions are held with the people involved with these programs first. He stated that he will be talking about what kinds of impacts the eliminations might have to all stakeholders, both within the University and within the State.

Chancellor Green pointed out that the budget could be reopened and it is an evolving target depending on the forecasting board's report. He noted that recently the board stated that revenue was still lagging and the University could be looking at another 2% budget rescission. He pointed out that he has asked for an additional 1% in budget cuts in the event that the University might receive another budget cut this year.

Chancellor Green stated that he wanted to speak about the dialogue that was occurring around the freedom of speech issue. He reported that he was a participant in the Media-Higher Education Discussion held in New York City last night along with about eight other Presidents and Chancellors from universities around the country and with journalists from the New York Times, U.S. News & World Report, Associated Press, Washington Post, and other publications, to discuss the challenges and issues that higher education is facing. He pointed out that the issues of freedom of speech and academic freedom is occurring on many university campuses around the country. He noted that the issue here at UNL has reached the level where several state legislators have spoken out on the issue. He stated that he does not believe that we have a concern on this campus where there isn't a free exchange of ideas, but there are some that believe there is a suppression of conservative ideas. He reported he and President Bounds have been asked to speak with the legislators later this month. He reported that he has not been able to find students who have actually had an experience of having their views suppressed in a class, but some have indicated that they chose not to speak if a discussion was trending in a certain way. However, no one could provide any examples. He noted that a survey of the University is being considered to assess this amongst other topics. He stated that at the meeting in NYC every President/Chancellor stated that their campus is being challenged by the discussion of what is academic freedom versus the first amendment, versus civil discourse in classrooms, and hate speech. He pointed out that these discussions are reflective of the world we live in and we should all pay very careful attention to what is occurring nationally.

Professor Joeckel wanted to thank the Chancellor for his statement to the Legislators. He stated that he felt much better knowing the Chancellor supported the faculty and their work and for addressing the discussion head on. Chancellor Green stated that no one relishes having a disagreement with State Legislators in a newspaper, but he felt that a response was needed. He noted that he received an interesting letter where the writer stated that we have a problem on this campus, but that Chancellor Green has a stellar record of intellectual integrity and will figure out how to deal with the problem. Chancellor Green stated that he hopes he does have a stellar record and he has worked hard to uphold this and so do the thousands of people on our campus every day. He stated that he believes in the good of people and that we will get this issue resolved.

President-Elect Rudy noted that when he and President Purcell were at the Big Ten Academic Alliance Faculty Leadership Conference recently, some of the Big Ten schools were being sued by Richard Spencer, President of the National Policy Institute. He asked if we have any policies in place to deal with this kind of issue. Chancellor Green noted that there are no policies regarding the restriction of an outside speaker wanting to address the University community, but President Bounds is asking for a follow up on the freedom of speech and freedom of expression discussion and a draft document is currently being developed for the Board of Regents to review in the Board's committee meeting. He pointed out that there are clear steps that outside speakers must follow in order to gain permission for speaking on campus.

Professor Banerjee, Agricultural Economics, stated that it is important for students to know about the freedom of

speech and academic freedom policy. Chancellor Green noted that the policy has been developing quickly and it will be shared with all of the university enterprise. He stated that the administration realizes that there is an educational component that needs to be addressed for clarity regarding free speech, academic freedom, and hate speech.

Professor Renaud pointed out that President Bounds said that our enrollment growth is anemic. He noted that it would be helpful for recruiting students if we offered in-state tuition similar to the other campuses. Chancellor Green stated that he does not believe that our overall enrollment growth is anemic and pointed out that UNL has grown by roughly 2,000 students over the past five years. He noted that we have enhanced our recruiting efforts and it has been successful in part due to increased funding for recruiting students, a significant amount of which is funded by Athletics. He noted that the tuition remission, and in-state and out-of-state tuition differential rates has been pushed hard here. He stated that he does not know if we have the same level of flexibility to have a zero tuition increase for students from nearby states, although it is being evaluated. Professor Renaud asked if the different colleges would be allowed to offer the in-state tuition rates. Chancellor Green stated that we do have flexibility with differential tuition rates. He pointed out that the Board of Regents sets the in-state and out-of-state rates, but the campuses set how these rates are used.

Professor Ramsay, Finance, asked what efforts are being made to recruit minority students and whether there is adequate funding. Chancellor Green reported that there are a number of ways that UNL is trying to recruit more under-represented students and more funds have been invested into the effort. He noted that several years ago a college preparatory program began in two high schools: Grand Island and Omaha North. This program started with the students as freshmen in high school with the effort to prepare them for their undergraduate experience at UNL. He noted that if the students entered the program, and their parents supported them, they would be guaranteed tuition remission if they meet all of the academic requirements. He stated that the first group of students from the program graduated a couple of years ago and two more high schools have been added to the program. He pointed out that we have also tried to increase minority enrollment of out-of-state students as well. Professor Ramsay asked if the Chancellor is happy with the progress of recruiting minority students. Chancellor Green stated that we have seen some progress with the freshmen class this year with 15% being under-represented students. He noted that the progress has been incremental and slow, but we are seeing some progress.

President Purcell asked if the Huskers Scholars funding will be going to a particular group of students. Chancellor Green reported that this is a new scholarship program announced by Athletics in August. He stated that a total of \$10 million is being provided by Athletics to help support academic programs at the University. The new Husker Scholars program is \$5 million of that amount. He stated that Admissions has now defined how these funds will be utilized and a significant portion of the funds will be used to recruit academically advanced students who fit in the 26-29 ACT profile. He pointed out that this is the largest group of students where we are less competitive with other universities and the funds are being used to elevate scholarships for these students by making these a four-year scholarship. He stated that the funds will also be used to help fund minority scholarships.

Professor Lee, Communications Studies, noted that an academic program review was conducted on the Honors Program and recommendations were made on how we can improve the Program, but this will require significant donors. He asked the Chancellor to speak on this issue. Chancellor Green pointed out that we have had an Honors Program for 31 years now and with the retirement of the Director, Professor Patrice Berger, the administration thought it would be beneficial to conduct an academic program review. He stated that a number of leaders from Honors Programs at other universities were invited to review our program and offer suggestions last year. He stated that the reviewers said that we should move to a more thematic basis and a "College" type of program, but this would need substantial investment. He stated that funds would be needed to establish a new program, but the bigger need is to develop an Honors residence complex. He pointed out that, although Neihardt Residence Hall has had some improvements, it is outdated. He reported that the goal is to create the Honors complex through donations, rather than by student fees which would hopefully keep costs down. He stated that there has been some discussion with potential donors.

Chancellor Green reported that he has been teaching some classes recently which has reminded him each day of our mission. He pointed out that there has never been a time where the search for the truth is needed more than it is today. He stated that our children, and the needs they will have in the future, demand our expertise and training. He stated that he is concerned that universities are not doing a good enough job of articulating our investment to society.

5.0 Approval of October 3, 2017 Minutes

Professor Joeckel moved for approval of the October 3 minutes. The motion was seconded by Professor Hanrahan and approved by the Senate.

6.0 Committee Reports

6.1 Academic Standards Committee (Katie Kerr, Director, Exploratory and Pre-Professional Advising Center)

Director Kerr reported that the Committee deals with academic dismissal appeals and last year there were 24 meetings where students' appeals regarding academic dismissal were reviewed. She noted that approximately 124 students were dismissed last year and about 19% of the students appealed their dismissal. Of these appeals, 56 or 45% of the appeals were approved. She noted that students who are reinstated have one semester to improve their grades. She pointed out that a review of the statistics shows that these students show improvement every year. She reported that students do have the option of making an appeal to the Executive Vice Chancellor if the Committee denies their appeal. She stated that colleges are allowed to provide the committee with recommendations on appeals.

6.2 Research Council (Professor Dahab)

Professor Dahab, Chair of the Research Council, reported that the Council provides advice to the Vice Chancellor for Research and Economic Development, promotes research and creative activity, reviews research budget proposals, and selects speakers for the Nebraska Lecture Series. He noted that this semester the speaker will be Professor Matthew Waite from the College of Journalism & Mass Communications, who will speak about the use of drones.

Professor Dahab reported that this year approximately \$275,000 is available to provide research grants. He noted that the amount is considerably smaller than previous years because there was no remaining balance carried over from the previous year. He stated that the number of proposals this year was only 54 and the Council will be meeting at the end of the month to discuss and make recommendations for funding.

Professor Shea, School of Natural Resources, noted that the report stated that the Research Council advises the Vice Chancellor for Research and Economic Development on UNL faculty proposals for federal grants. He asked what this means and what kinds of new initiatives are referred to in the report. Professor Dahab stated that the Council provides counsel and is asked to review research policies. He stated that the Council provides input on how grant contracts need to be handled, but the Council is not involved in the details of these contracts. He stated that new initiatives mostly deals with opportunities that might arise outside of the normal cycle of requests for research funding. An example would be if there is an opportunity to bring in an outstanding speaker.

7.0 Honorary Degrees Ballot

President Purcell noted that the Senate needed to vote on the nominee for an Honorary Degree that was put forward from the Honorary Degrees Committee. She reminded the Senate to please keep the name of the individual confidential as further approval is still needed from the Chancellor and the Board of Regents before the award can be given. A ballot was distributed at the meeting and the Chancellor will be notified of the results.

8.0 Unfinished Business

No unfinished business was discussed.

9.0 New Business

No new business was discussed.

10.0 Open Mic Session

Professor Shea stated that he is concerned that the role of faculty in governance is eroding at UNL and he would like to know if others feel the same. He stated that it appears that the interest of the faculty in governance is waning, and even interest in discussing the subject seems to be decreasing. He pointed out that he has repeatedly requested Senate leadership to include an open discussion of governance on our meeting agenda, but that hasn't happened. He noted that in the spring the Senate was told that further revisions to the UNL Bylaws would be handled in the fall, but this has not occurred. He stated that the Senate has been told that the reason for delaying further action on the Bylaws revisions is due to the budget reductions (which may require changes in the Bylaws). However, he questioned what the budget has to do with the principles of our governance.

Professor Shea stated that the faculty seems increasingly reluctant to challenge or even question administrators or their actions. He stated that perhaps this is understandable for those not protected by tenure, which includes all of our Senate leadership who are non-tenure track faculty members. He asked if this is what we want at our university. He asked what is the proper or desired role of the faculty in governance and how much responsibility the faculty want to take. He thanked the Senate for its indulgence in listening to him speak.

President Purcell noted that many non-tenure track faculty members are told they are considered 90-day faculty because they can be terminated with 90 days' notice. She pointed out that the Senate Executive Committee members can attest that she does challenge Chancellor Green, although the intensity of her challenge may be filtered for the minutes. She noted that she also meets individually with the Chancellor once a month. She stated that concerning the UNL Bylaws, there could be some changes to the structure of the campus with the budget cuts which could impact the Bylaws and she would be leery about beginning to work on the revisions when there could be drastic changes. She pointed out that Professor Shea, or anyone else for that matter, could start working on revisions to the UNL Bylaws. She noted that Chancellor Green has commented that the administration is asking for Senators to be put on search committees and task forces.

Professor Lee reported that he has been on the Executive Committee for three years now and he can state that President Purcell and Past President Woodman have pushed back on many issues. An example is the Senate Executive Committee's persistence to ensure that faculty members accused of a Title IX violation have due process. He noted that he also served on the Academic Planning Committee during the 2004 budget cuts and the APC voted against some of the proposed cuts. He pointed out that the faculty on the Executive Committee and the Academic Planning Committee and elsewhere never give up on the curriculum.

Professor Adenwalla stated that if tenured faculty members want more tenured track faculty members involved with the Senate than they need to run for it. She asked how many departments are under-represented. President Purcell stated that only about eight Senate seats total are unfilled.

Professor Woldt, Biological Systems Engineering, stated that a lot of time is being spent discussing the budget situation, but he has not heard the administration talking about liquidating some of the assets the University has across the state. He suggested that this may be something that the University should consider to help deal with the budget.

Professor Joeckel stated that he appreciates what Professor Shea said, but he also believes that President Purcell and Past President Woodman have stood up very well in defending and championing the faculty. He stated that he does think we have a tremendous problem in getting enough people to participate in shared governance. He appreciated the embedded message that Chancellor Green wrote in his letter supporting the university, in that now more than ever the search for the truth is needed, and that we need to be aware of what is going on with higher education in this country and people's perception of what we do. He suggested that we might need to look at the problem in greater context and to say how important universities are and we need to find better ways to articulate the investment and importance of a higher education.

Professor Gay stated that he takes it as axiomatic that the staff and administration exist to support the students and the faculty. He stated that he found it remarkable that President Bounds did not see the problem of not including the faculty on some of the budget reduction taskforces. He stated that it is extremely important for the university to embrace the idea that after the students, the faculty is the second most important group on campus. He stated that the Senate needs to ask questions autonomously on certain issues. He appreciated President Purcell raising the issue on whether a letter should be sent supporting the faculty of Purdue against the purchase of Kaplan University, but he believes that the Executive Committee should craft a letter that the Senate can vote on. He pointed out that he appreciates President Purcell's willingness to stand up and push back as a 90-day faculty member. President Purcell noted that no one from Extension served on the budget reduction task force that looked into the decrease in mileage reimbursement, so consequently the administration was not fully aware of the impacts this would have.

Professor Minter, English, stated that the faculty still needs to keep an eye on the academic freedom situation. She stated that graduate students who teach are not quite sure where their freedom of expression begins and ends and she is frequently being asked this question. She asked, if a graduate student happens to be at the Campus Union, are they considered an employee or a student? She stated that she has encountered people taking pictures of the bulletin boards in Andrews and the situation is getting out of control because the administration did not take a stronger voice when the August 25 incident occurred.

Brandy Jenkins, Graduate Student Assembly (GSA) representative, noted that the GSA has written a letter seeking information in regards to the university's handling of the situation and what it means to creating a learning environment. She pointed out that the GSA has not received any response from the administration yet. President Purcell recommended that everyone read the [AAUP's 1940 Statement on Academic Freedom and Tenure](#).

Professor Joeckel asked if enough information has been provided to render a decision on the Purdue-Kaplan decision. President Purcell said yes. President-Elect Rudy noted that at the Big Ten Academic Alliance conference two representatives from Purdue University addressed the entire panel. One of the representatives felt that it was a done deal, the other felt there was hope that actions could be taken that would make the Board reconsider whether

the purchase was a good deal. Professor Kolbe, Theater Arts, asked if the general consensus at Purdue University was the decision on the whole was made outside of having any collaboration from the faculty. President Purcell reported that the Purdue representatives said that the planned purchase caught the faculty totally off guard. President-Elect Rudy noted that less than half of the faculty at Kaplan University have terminal degrees and the program is not accredited, yet the Trustees want the Kaplan courses to be transferred to Purdue with full credit. He stated that the faculty of Purdue feel that there is a disparity between the quality of the programs and the Purdue faculty does not want to be associated with the Kaplan University brand.

Professor Belli stated that the AAUP 1940 Statement is an extraordinarily rich document that should be used to educate all of the graduate students who also have roles as a faculty member. He stated that faculty have a special role to try as best as they can to engage others in civil dialogue and he thinks educating the faculty on ways to do this may also be productive. He stated that one of the biggest issues that we have is to keep tabs with the costs associated with threat assessment, particularly in regards to issues of academic freedom and freedom of speech. President Purcell noted that the security cost associated with Richard Spencer speaking at the University of Florida was \$600,000.

The meeting was adjourned at 4:35 p.m. The next meeting of the Faculty Senate will be held on Tuesday, December 5, 2017 at 2:30 p.m. in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.