

**UNL FACULTY SENATE MEETING MINUTES**  
**October 3, 2017**  
**East Campus Union, Arbor Suite**  
**Presidents Purcell, Rudy, and Woodman, Presiding**

**1.0 Call to Order**

President Purcell called the meeting to order at 2:33 p.m.

**2.0 Announcements**

**2.1 President Bounds**

President Purcell announced that President Bounds is scheduled to speak at the November 7 meeting.

**3.0 Chancellor Green**

Chancellor Green reported that since his State of the University address he has now enacted the Procedures to be invoked for Budget Reallocations and Reductions and the Academic Planning Committee (APC) is reviewing the budget framework that he has proposed. He noted that the campus is faced with a \$17 million shortfall for the biennium, but hopefully \$11 million of the shortfall will be covered through the budget reduction task force efficiencies, leaving us with a \$6 million deficit. He noted that he is asking for an additional \$2.5 million because there is a concern that the University could be faced with an additional cut from the Legislature mid-year. He reported that in mid-November the APC will be given the initial proposals for budget cuts to review. He stated that there will be a mixture of proposals combining vertical and horizontal cuts, including how we handle the next salary exercise. He noted that this year the University system salary increase was 1.75%, but there will need to be consideration as to how we can balance the budget if the same percentage of increase is given in FY/2019.

Chancellor Green reported that the biggest concern with the budget is if there will be another mid-year rescission. He stated that the state tax receipts have not turned around and have, in fact, continued to trend down. He noted that the state forecasting report will come out next month and this will indicate whether the State will have another issue of balancing the budget again.

Chancellor Green reported that some upcoming building projects will have impacts on the campus. He stated the Memorial Road Loop project will start immediately following the end of the football season. He stated that there will be a complete removal of the roadway and there will no longer be a loop. He reported that the south side of the loop will be covered with re-engineered turf, there will a parking lot in the middle, and there will be two-way road on the north side. He noted that the project will need to be completed before next fall.

Chancellor Green reported that the Engineering complex is now in the feasibility phase. He noted that the project will cost approximately \$150 million, of which \$70 million has already been committed from state funds through LB957.

Chancellor Green reported that the diversity survey report from Halualani and Associates is coming to a close. He stated the consultants were on campus and forums were held to discuss the report. He noted that the completed report is quite detailed and stated that while our campus does a lot in the area of diversity and inclusion, the efforts are not as well coordinated or strategic resulting in us not making as much progress as desired. He stated that EVC Plowman is now working on a plan to coordinate the efforts and to develop a staff and office, similar to other Big Ten schools, to address the issue. He pointed out that there is funding for this effort that has been earmarked in the budget.

Chancellor Green stated that another serious, important issue is about freedom of speech and freedom of expression. He noted that universities across the nation, including us, have had incidents relating to the issue. He reminded the Senate to not believe everything that people have heard or read about the way things have been handled in regards to the incident that occurred on August 25. He noted that the University has dealt with the issue in an appropriate and private manner, although others have tried to make it a public issue. He pointed out that the University values freedom of speech and freedom of expression because it is vital to our academic core. He noted that we also value appropriate and dignified behavior in dealing with these kinds of issues. He reported that he recently read a number of documents pertaining to freedom of speech and freedom of expression, and noted that the issue becomes very blurry when people try to understand the difference between hate speech and freedom of speech. He stated that he will be meeting individually with

the individuals involved in the August 25 incident.

Professor Dam, Metro Research & Extension Center, asked for a building update on the Eastern Nebraska Research and Extension Center (ENREC) in Mead. Chancellor Green stated that the agricultural research and development center near Mead is a 9600 acre facility which was changed from a campus satellite unit to becoming a regional research and extension center for Eastern Nebraska. He stated that he understands that the leadership structure for the facility has been put into place and development of the research focus of the Center is occurring. He noted that VC Boehm can address this issue more thoroughly.

Professor Joeckel, School of Natural Resources, asked if at some point the true facts of what happened at the August 25 incident will be made to some subset of the faculty. Chancellor Green reported that he has been fairly open with the Senate Executive Committee about the incident. He pointed out that there is a full recorded video of the incident because the Union plaza has continuous video streaming. He noted that he needs to meet with the individuals involved in the incident first before any additional information is released. He pointed out that some of the information is confidential because it is a personnel issue. Professor Billesbach, Biological Systems Engineering, asked if the Chancellor will be meeting only with those involved in the incident, or whether he will also be meeting with State Legislators who made public comments about the incident. Chancellor Green stated that the Legislators have been informed of the facts of the incident and explanations have been provided when there was misperception on what occurred.

Professor Lee, Communication Studies, noted that his department will be moving into the old CBA building and asked if there will be any funds available to do some minor improvements on the building. Chancellor Green stated that there are plans to renovate the building and funds have been set aside for making the improvements.

Professor Weissling, Special Education and Communication Disorders, asked where we are in terms of a hiring freeze. She noted that the Chancellor spoke about increasing our enrollment in his State of the University address, but it is getting more difficult to teach more students when the faculty are already stretched so thin in trying to cover all of the current courses. Chancellor Green noted that last November a hiring freeze was put into place for the University system to offset the mid-year rescission, but some positions, primarily for faculty, were allowed. By the end of this June the official hiring freeze on faculty was lifted, but it was up to the campuses to decide how to allocate the funds for hiring. Deans were required to create a hiring plan, but hires would occur on a restricted basis because we are trying to balance the budget. He pointed out that the additional \$2.5 million in budget cuts he is requesting would allow the campus to have some discretionary funds that could be distributed for some hires. He stated that he does understand the issue regarding growth and enrollment and the need for more faculty.

Past President Woodman asked if a report was ever issued from the commission of students that worked with members of the administration after the Black Lives Matter event. Chancellor Green stated that the students met with former Chancellor Perlman and the students listed nine different points of diversity issues that they wanted to see addressed. One of these points was regarding ACE 9 in the ACE curriculum. The students felt that ACE 9 was not precise enough to address diversity and inclusion because it was too diverse and broad. He pointed out that the faculty will need to decide whether ACE 9 should be changed.

#### **4.0 Approval of September 5, 2017 Minutes**

Professor Guevara, Modern Languages & Literature, moved for approval of the minutes. Motion seconded by Professor Peterson, Agricultural Economics and approved by the Faculty Senate.

#### **5.0 Committee Reports**

##### **5.1 Academic Rights & Responsibilities Committee (Professor Peterson)**

Professor Peterson reported that the ARRC is a five member committee elected by the faculty and oversees adjudication of conflict, grievance, misconduct, and violations of academic freedom for the campus. He noted that the panel consists of 36 elected faculty members who are constituted to hear special hearing cases. He reported that the ARRC is currently chaired by Professor Moeller, Teaching, Learning & Teacher Education. He stated that typically the chair of the Committee meets with a person who is considering filing a complaint. If the complaint seems to warrant an investigation, the individual then writes a formal written complaint which is then reviewed by the ARRC.

Professor Peterson stated that he was contacted by nine individuals last year, but only one case went to a special hearing committee. He noted that the other eight decided not to pursue a case. He pointed out that it is often useful for an individual to speak to someone from the ARRC which can help resolve a situation so a

special hearing committee is not needed.

Professor Peterson stated that the procedures for the ARRC are out-of-date and need to be revised. He noted that he is trying to work on revising them for the Committee to review and approve. If the Committee approves of the revisions it will be reviewed by Attorney Mary Kay Hanson, who assists on the ARRC cases. He stated that the Faculty Senate would then need to approve the revised procedures before they are sent to Chancellor Green, President Bounds, and finally to the Board of Regents for approval.

Professor Belli, Psychology, asked if there is any language within the procedures regarding a statute of limitation when the ARRC can be approached. Professor Peterson stated that there is some limitation language that says a case can be filed within a year. He suggested that proposed revisions might include extending the time period or getting rid of the language altogether.

### **5.2 Commencement & Honors Convocations Committee (President-Elect Rudy)**

President-Elect Rudy stated that UNL is unique in still distributing diplomas at graduation and this is a tradition that the Commencement & Honors Convocations Committee (CHCC) wants to continue as long as it is feasible. He pointed out that every year there are a few students that are granted diplomas, although they have not earned them yet. He stated that this typically occurs when a faculty member does not file the grade checks that are sent to the instructors a couple of weeks before graduation. He stated that it would be helpful if we could get the message out to the faculty to get the grade checks in and grades done promptly for graduating seniors.

President-Elect Rudy reported that it takes approximately 32 marshals to run the graduation ceremony, but currently there are only 24. He stated that in the past the deans identified faculty members to serve as marshals. He stated that if any faculty members are interested in serving as a marshal to please contact Professor Robert Gorman ([rgorman1@unl.edu](mailto:rgorman1@unl.edu)). He pointed out that the Senate's committee service preference form (<https://www.unl.edu/facultysenate/committee-service-preference-form>) will now include the Marshals Corp and people can also indicate their interest on the form.

President-Elect Rudy noted that there are five graduation ceremonies a year and the May undergraduate ceremony, held at the Pinnacle Bank Arena, is becoming so large that the Arena will not be able to accommodate the ceremony in the spring of 2019 unless changes are made. He reported that the CHCC would also like to keep the length of the ceremony to two hours if possible. He noted that the Committee is trying to come up with alternative solutions to handle the limited space for the ceremonies.

Professor Kolbe, Theatre & Film, asked if the Senate voted to distribute diplomas at graduation. President-Elect Rudy stated that the issue has been discussed by the CHCC and the Senate Executive Committee has discussed it with the Chancellor, but the final decision was made by the Chancellor. He noted that the Chancellor's position is that students should receive their diploma at graduation and that we are one of the only universities of our size that still distributes the diplomas at commencement. He pointed out that we have a high participation rate at the commencement ceremonies, in part because the students receive their diploma at the ceremony. However, he stated that it takes a lot of work to get the diplomas ready in the short amount of time after finals end.

Professor Kolbe stated that, in regards to some students not earning their diploma, he believes there may be some misinformation regarding when grades need to be submitted. He noted that when he was a new faculty member he was informed that if a final is given on Friday that the instructor had a week to turn in the grades. President-Elect Rudy stated that a problem can arise if a student getting ready to graduate has a low passing grade and then flunks the final and the instructor does not turn the grade in quickly enough for it to be processed. He pointed out, this does not happen often, but it is difficult to find a solution so it doesn't happen at all.

Professor Tschetter, History, asked why and when the deans were not required to identify faculty members to serve as marshals. President-Elect Rudy stated that he does not know the history of when this occurred. He pointed out that Emeriti faculty members can serve as marshals and so can staff members.

## **6.0 Executive Vice Chancellor Plowman**

EVC Plowman thanked the Senate for inviting her to speak. She reported that she has now been in the position for nine months and has been working on getting her team together because there were several vacancies in leadership positions. She pointed out that her office has now expanded to include the Office of Student Affairs and the Office of Research and Economic Development. She reported that the search to fill

the Vice Chancellor for Research and Economic Development position has begun.

EVC Plowman stated that even though there is no longer a hiring freeze, her office is taking a conservative approach to refilling faculty positions because there is the concern that there could be a mid-year rescission, similar to last year. She noted that there has been some progress with hires, but they are occurring on a slower basis. She pointed out that the hope is that things will be better next year which will allow for more faculty hires. She stated that there is an open search for the Dean of the College of Business and she hopes in the spring a search can start for the Dean of Engineering. She pointed out that there will also need to be a search for the Dean of Graduate Studies.

EVC Plowman stated that there are three areas that her office is trying to make significant impacts in: excellence, community, and inclusion. She stated that in terms of *excellence* there is a real effort to revise the Honors Program. She reported that last year a complete review of the Program was done and the external reviewers said that we have a good solid foundation, but the Program has not evolved much over the years. She stated that thought is being given to have a more thematic approach. She noted that currently there is the Raikes School and the honors academy in the Business College and discussions are occurring in other colleges to create similar thematic honors programs. She stated that Associate Vice Chancellor Goodburn is working with faculty to examine and explore how the Honors Program can evolve. She stated that efforts are being made to locate a donor that would contribute to creating a dorm that could house honors students and possibly some athletes.

EVC Plowman stated that in terms of *community* her office is really trying to think about how to bring the community together in ways that have not been done before. She reported that there is now a Faculty Club Night at the Mill that meets once a month on Nebraska Innovation Campus and the First Generation Initiative held a successful mixer for first generation faculty and students.

EVC Plowman noted that Institutional Research, now called Institutional Effectiveness and Analytics (IEA), now reports to her office. She stated that IEA helps provide data about our campus for use in decision making and also provides statistics submitted to the various rankings such as U.S. News & World Report. She reported that in the last U.S. World and New Report ranking we slipped a little bit in the poll, but in reviewing the reasons for the decrease it was determined that there were some areas of the statistics that were not submitted correctly. She pointed out that it is important that the data be managed well so this kind of error does not occur again.

EVC Plowman reported that in the Office of Student Affairs the big priority is on restructuring the Office to become more up-to-date. She noted that Laurie Bellows is serving as Interim Vice Chancellor and a search will begin next year for a permanent Vice Chancellor. She stated that the Greek Vitality Initiative is one of the things that has begun. She noted that there has been a disconnection between the administration and the Greek system, but there has been hard work to get the leaders and adults of the 91 houses together to start brainstorming on how we can make improvements.

EVC Plowman stated that another thing that is being done in the Office of Student Affairs is a review of the student judicial conduct procedures and Professor John Lenich, Law College, is assisting in this effort. She noted that the procedures need to be clarified.

EVC Plowman stated that the conversations about budget cuts is taking up a lot of everyone's time and there are considerable changes that will occur when the budget reduction task force recommendations, organized by the system office.

Professor Gay, Physics & Astronomy, stated that he is delighted to hear that EVC Plowman is espousing excellence, but something needs to be done quickly about our ranking because we are currently behind Doane College in the recent Wall Street Journal ranking of colleges and universities. He stated that we are losing out to our peer groups in terms of hiring new faculty members and we need to make sure that funds are readily available for departments where large start-up funds are required. Otherwise we will not be able to hire the best faculty available. EVC Plowman stated that Interim Vice Chancellor Goddard is working on revising the F & A model that could help provide some of these needed funds.

Professor Weissling, pointed out that the slow down on hiring is having significant impact in the units. She noted that her department has been one of the top 20 programs in the country, but it is now losing its position because faculty positions are not being filled. She stated that teachers and researchers are needed and slowing down the hiring of the faculty is very detrimental to their work. EVC Plowman stated that she hears

Professor Weissling and understands her concerns.

Professor Shea, School of Natural Resources, noted that everyone has heard about the idea of reorganizing the academic enterprise and asked EVC Plowman to comment on it. EVC Plowman noted that in the Chancellor's State of the University Address, he stated that he wanted the campus to figure out how we can elevate and give focus to the life sciences because in spite of having made considerable financial commitments to life sciences, the Chancellor feels we are still not achieving the level of impact that we could. As a result, the Chancellor will be appointing a task force of faculty leaders in the various areas that touch on the life sciences. The task force will answer the questions of how we can be renowned in the life sciences. She stated that the task force may find that the changes should involve a new structure, or maybe not, but the fact is that we are not maximizing the funds that go into the life sciences and it is believed that we could do better.

EVC Plowman stated that another conversation that is taking place is with Computer Science and Engineering. She pointed out that we currently have two departments in two different colleges in this discipline and it is causing some confusion. She stated that we need to figure out what barriers are in place that need to be removed so we can eliminate this confusion.

Professor Belli asked what proportion of the undergraduate body is involved in the Greek system. EVC Plowman stated that she believes it may be less than 20%. She pointed out that the Greek system is an important way to stay connected with alumni. She stated that universities across the nation are having some difficulties with the fraternities and sororities, but hopefully the Greek Initiative that her office has been working on will improve things here at UNL.

## **7.1 Unfinished Business**

### **7.1 Motion to Establish the Academic Integrity Committee**

President Purcell noted that a motion was made at the September 5 meeting to establish the Academic Integrity Committee. President-Elect Rudy pointed out that on the Committee syllabus the Dean of Students is listed as a member of the Committee, but that position is currently unoccupied and will probably be open until January. He noted that this will not affect the Committee itself. The Faculty Senate approved the motion to create the Academic Integrity Committee.

## **8.0 New Business**

### **8.1 Vote for Non-Tenure Track Faculty Member to Serve on the Academic Planning Committee**

President Purcell noted that with the recent changes to the UNL Bylaws, the Faculty Senate has been charged with electing a non-tenure track faculty member to serve on the Academic Planning Committee. She reported that a call for nominations was sent out to non-tenure track faculty members and six people volunteered. She stated that the Executive Committee felt it was important to not dilute the number of votes for individuals and selected two of the volunteers for the ballot. She noted that the Executive Committee's selection was based on getting as many different departments represented on the APC as possible. She stated that the same procedure to create a ballot is used by the Committee on Committees for elections to the APC, Academic Rights & Responsibilities Committee, and Academic Rights and Responsibilities Panel.

The Faculty Senate then voted on the ballot. Professor Ann Tschetter, History, was elected to the APC.

### **8.2 ACE Assessment Updating and Clarification**

Professor Sollars, Director of Undergraduate Education Programs, pointed out that with the five-year review of the ACE program, there was a break in the reporting cycle of the ACE courses. She stated that assessment reports for Learning Outcomes 1, 2, and 3 are due on November 2, 2017 and in November 2018, Learning Outcomes 4, 5, and 6 assessment reports will be due. She noted that the software for assessment has been updated and there have been some non-essential modifications to reporting processes.

Professor Sollars noted that according to the ACE governing documents, every time an ACE course is offered the instructor is to keep samples of course assignments that are assessed for the appropriate Learning Outcome, but there appear to have been some cases where this may not have occurred. She noted that while colleges are responsible for seeing that ACE assessment is undertaken, and can require college-specific procedures for assessment, the reporting process that occurs on a five-year rotation is identified in those governing documents (see Section VII at [http://ace.unl.edu/ACEweb2011/ace4\\_GovAssess.pdf](http://ace.unl.edu/ACEweb2011/ace4_GovAssess.pdf)). She pointed out that she is very willing to meet with every unit to talk about what the expectations are for assessing ACE courses in order to get the process moving on a more consistent basis.

Professor Lee noted that the Chancellor just spoke about the students' request for changes to ACE 9. He asked where the campus is in regards to ACE 9. Professor Sollars noted that the consultants from Halaulani & Associates did focus on ACE 9. She stated that there seems to be an agreement among faculty members that since ACE 9 covers human diversity and global awareness, it may not be well-suited to meet the responsibility for increased diversity programming. She stated that the courses that are in ACE 9 are excellent, but in order to increase the focus on human diversity in particular, the Learning Outcome would need to be changed. She pointed out that there have, for example, been some suggestions to have an ACE 9a or 9b Outcomes. Professor Lee stated that global awareness is just too broad. He pointed out that he is chairing the Senate's Ad Hoc Committee on Diversity and Inclusiveness and given the state of the issues that confront universities now, he believes global awareness is too unfocused and thinks ACE 9 should be narrowed down to focus on domestic diversity. Professor Sollars stated that an argument against having ACE 9 changed is that course content relating to human diversity should be system-wide and should not just fall under ACE.

Professor Brantner, Modern Languages & Literature, reported that she saw the rubrics for ACE and they are about two pages long. She asked how definitive are the rubrics? Professor Sollars stated that the rubrics were developed by faculty and put into place during the 5-year review of the entire ACE Program that occurred in 2015-2016. She stated that ideally, yes, instructors should apply the rubric criteria for their assessments going forward, but they are not being asked to go back to prior years to provide the documentation indicated in the newly established rubrics. She stated that for the current reporting cycle, instructors should be able to look at the rubric criteria and indicate the extent to which the evidence in their students' work shows that students have been meeting those criteria, without having to go back and apply the rubric to each individual assignment. Professor Brown Kramer, Psychology, noted that she went to the same informational meeting as Professor Brantner and they were told at the meeting that instructors did not need to retain examples of students' work. Professor Sollars noted that the college specifications vary, but the ACE governing documents state that examples will be retained. She pointed out that in order to change the governing documents, all of the colleges would need to vote on the changes and approve them.

Professor Guevara, Modern Languages & Literature, stated that it seems that administrators are piling on more requirements with what the faculty members have to do with the ACE courses. He stated that a lot more evidence is now required than what was agreed upon when the ACE program was first approved. He pointed out that the requirements of the governing documents should be enough to recertify an ACE course. Professor Sollars reported that the governing documents do not say how many assignments need to be assessed. She stated that she would be happy to visit any unit to help identify optimal procedures specific to their needs. Professor Guevara stated that the governing documents need to be revisited. He pointed out that some faculty members are very vulnerable to being overworked and keeping all of the examples for ACE courses is a huge issue. Professor Sollars suggested that if the process is burdensome then an interim process may evolve. She noted that she does not want to burden the faculty unnecessarily.

Professor Sollars asked Senators to please contact her if she can help clarify things with the ACE assessment process.

The meeting was adjourned at 4:03 p.m. The next meeting of the Faculty Senate will be held on Tuesday, November 7, 2017 at 2:30 p.m. in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.