

UNL FACULTY SENATE MEETING MINUTES
City Campus Union, Auditorium
September 5, 2017
Presidents Purcell, Rudy, and Woodman Presiding

1.0 Call to Order

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

2.0 Announcements

2.1 Expectations of Being a Senator

President Purcell welcomed the faculty back from the summer break. She noted that there are several expectations for being a Senator: to attend meetings, listen to guests and to participate in discussions, share Executive Committee minutes, and to bring issues of concerns to any member of the Executive Committee.

2.2 Discontinuance of Beverages at Faculty Senate Meetings

President Purcell reported that due to increased costs and changes in Campus Union policies beverages will no longer be provided at the monthly Senate meetings.

3.0 Chancellor Green

Chancellor Green welcomed Senators to the new academic year. He noted that this year is the eve before we turn 150 years old and it is a time that finds us in transformation in many ways.

Chancellor Green reported that our official enrollment is 26,079 which is an increase of 182 students over last year's record enrollment. He noted that we are up in nearly all categories with a few exceptions. He stated that there has been an increase of 4.3% for non-resident domestic students, international student enrollment is up, the largest freshmen class on record, and the most diverse study body in the history of the University. He reported that the largest enrollment gains were in the College of Business, College of Journalism & Mass Communications, and the Hixson-Lied College of Fine and Performing Arts. He noted that the Business College increased freshman enrollment by 15% this year. He pointed out that nationally higher education has been through a turbulent time so the fact that we have increased our enrollment is no small accomplishment.

Chancellor Green noted that with this academic year several more buildings have opened including the new Howard Hawks Hall of the Business College, the Massengale Residential Center on East Campus, the Veterinary Diagnostic Center, the Marvin and Virginia Schmid Law Clinic Building, and the new Cather dining center. He stated that Behlen Labs is now in its final stage of completion as is the library repository on East Campus. He reported that there is a new parking facility on East Campus and the stadium has had some renovations.

Chancellor Green stated that the Cather Pound dorms will be razed during the holiday break in December and preparation for this is now taking place. He pointed out that 17th street is currently down to one lane and the plan is to vacate it as a city street. He stated that Burr Fedde is also scheduled for demolition.

Chancellor Green noted that he has received questions and concerns from the Senate Executive Committee regarding the recent changes to 16th street traffic. He stated that originally the intention was to retain stop lights at 16th and Vine Streets and 17th and R streets, but the city decided to take them down, although he would like to see the lights replaced for safety issues.

Chancellor Green reported that the new student health center and UNMC nursing building is now being framed and ground has been broken at Nebraska Innovation Campus for a new building. He stated that renovations for Mabel Lee Hall have been approved by the Board of Regents and the plan is to have the renovations completed in 2020. He noted that Athletics will have a new gymnastic facility that will house the women's gymnastics program and will be adjacent to the north side of the Devaney Center. He stated that this will be a \$14 million project. He reported that the project for renovations to the former Nebraska Bookstore building to house the Carson Center for Emerging Media Arts will go before the Board of Regents for approval and the plan is for the dance program to eventually be relocated to the remainder of that facility as well.

Chancellor Green stated that Memorial Loop Road in front of the stadium has been approved by the Board of Regents and work will commence immediately after the Thanksgiving break and will be completed before the fall 2018 semester. He stated that all of the bricks will be removed, but those that can be salvaged will be saved. The south side of the roadway will be removed and the new road will be two-way making it a safer and more attractive space.

Chancellor Green reported that the Nebraska East Union renovation project will be considered by the Board of Regents at the October Board meeting. He noted that this is a \$25 million project.

Chancellor Green reported that there are three searches in progress for leading senior positions: Vice Chancellor Business and Finance, which he hopes to have someone named by December 1, the Vice Chancellor for Research and Economic Development, and the Dean of the College of Business. He noted that currently Dr. Beth Doll is serving as Interim Dean for the College of Education and Human Sciences, Dr. Tiffany-Heng Moss is Interim Dean for CASNR, and Dr. Laurie Bellows is serving as Interim Vice Chancellor for Student Affairs. He pointed out that Dr. Tim Carr is serving as Interim Dean of Graduate Studies until Dr. Bellows returns from serving as Interim VC.

Chancellor Green announced that there will be a Town Hall meeting tomorrow morning with campus leaders where he will explain in detail the budget planning process. He noted that the budget has been set and approved by the Board of Regents and the result is that UNL will have a \$17 million cut for this biennium. He stated that this first fiscal year there will be a \$6 million cut and the second year of the biennium would see an \$11 million cut. He pointed out that these figures are based on a flat enrollment, so if our enrollment increases the figures will be slightly reduced. He noted that announcements have been made regarding President Bounds' Budget Reduction Task Forces and through streamlining services within the University system there will be approximately \$22 million in savings this biennium with \$11.3 million of these savings for UNL, but we will still need to deal with a minimum \$6 million further cut.

Chancellor Green stated that the process for dealing with the budget cuts is very different from how it was handled before. He noted that previously we knew the amount of the budget for the University system and we would be told what the deficit would be for our campus and then the campus would figure out how to deal with the cuts. He pointed out that what is different now is that the savings identified by the budget reduction taskforces are taken off our total amount of cuts, which will be the \$11 million, and these cuts are made at the central level so they will not be considered by the Academic Planning Committee (APC). He noted that announcements from Central Administration regarding the savings from efficiencies will be made soon. He stated that the campus will then need to find a minimum of \$6 million in cuts and the APC will have to review these proposed cuts. He reported that he just met with the Deans who are working to identify options for reduction and this month the budget framework will be developed according to the [Procedures to Be Invoked for Significant Budget Reallocations and Reductions](#). He stated that the proposed cuts will be given to the APC for review in mid-November.

Professor Adenwalla, Physics & Astronomy, asked how the budget cuts have been distributed across the University system. Chancellor Green stated that Central Administration reviewed the budgets across the campuses and appropriated out the savings to match the campuses.

Professor Lee, Communication Studies, noted that recently there was a significant change in the Office of Student Affairs with the removal of the Dean of Students. He asked if there is a plan afoot to make considerable changes to the Office. Chancellor Green noted that there are people in place dealing with the change in the position of Dean of Students and Interim Vice Chancellor Laurie Bellows is working on reframing the Office. He reported that EVC Plowman can provide more specific information.

President Purcell asked why employees cannot be reimbursed at the 53 cents reimbursement rate for mileage if the reimbursement is coming from grant funding. Chancellor Green noted that the change in mileage reimbursement was made by Central Administration and the decision to reduce the reimbursement from 53.5 cents per mile to 25 cents was based on aggregated figures from across the nation. He reported that the State of Nebraska said that the actual cost to cover everything is 18 cents, but they added another 7 cents for wear and tear on a personal vehicle. He noted that the University had to ask the State if the University could reduce the mileage reimbursement rate and the State responded that it could, but everyone would have to be reimbursed at the same rate. He pointed out that if there is an existing grant, an employee will be reimbursed at the level identified in the grant, but any future grants will have to use the new rate.

Professor Hancock, Panhandle Research and Extension Center, pointed out that in some areas of the state

Extension Educators do not have access to University vehicles and there is no Enterprise rental agency nearby, but there are some car places that are willing to lease a vehicle for a particular rate. Chancellor Green pointed out that from his understanding, leased vehicles must be the same rates, regardless of where they are leased from. Professor Hancock reported that many Extension Educators already personally pay for expenses to do their job. For instance, they pay for their own personal cell phone yet 50% of the calls are for University business. She noted that we are a land grant university and Extension Educators try to provide service to the State, but it is disheartening when these kinds of cuts are made that interfere with a person's ability to do their job. Chancellor Green noted that the budget cutting process is an arduous task and he appreciates everyone's patience during this difficult time. He stated that one of our goals is to not interrupt the momentum of the University and much will depend on our enrollment continuing to grow and our ability to think through these difficult areas. He stated that the budget cuts will not only affect the service sector of the University, but that unfortunately academic programs and faculty will not be immune from the cuts. He stated that everyone's patience, understanding, and input will be welcomed and needed.

Chancellor Green reported that the diversity survey report from the Halualani Associates consultants has been received and he will be talking about it with the leadership team tomorrow morning. He noted that the report will go public soon and Halualani consultants will be on campus to talk to focus groups on September 25th. He stated that the report indicates that there are a lot of activities occurring on campus in regards to diversity and inclusion, but they are not as coordinated and strategic as needed.

4.0 Approval of April 25, 2017 Minutes

Professor Hanrahan, Glenn Korff School of Music, moved for approval of the minutes. Motion seconded by Professor Lee, Communications Studies, and approved with one abstention.

5.0 Committee Reports

5.1 Faculty Compensation Advisory Committee (FCAC) Report (Past President Woodman)

Past President Woodman stated that the FCAC addressed issues relating to gender equity and non-tenure track faculty lines this past year. He noted that the Committee traditionally met once a year but will now meet twice a year, once in the spring and once in the fall. He reported that one issue raised was whether data for minority faculty could be made available separately for future meetings since there appeared to be a greater number of underrepresented minorities in the humanities and a greater number of non-underrepresented minorities in the STEM areas. He stated that in reviewing the comparative data it is clear that faculty in some colleges are paid significantly lower than their peers. These colleges are Architecture, Arts & Sciences, Journalism and Mass Communications, and the University Libraries.

Past President Woodman reported that in terms of total compensation we are the lowest of the Big Ten schools with a current difference of -5.2%. He noted that the FCAC has suggested that one way to improve benefits was to increase tuition remission and this suggestion was sent to President Bounds who agreed with the idea. Past President Woodman noted that the possibility of the University offering health savings accounts were also discussed.

Past President Woodman stated that the FCAC requested and received for the first time gender equity and peer comparison data for Extension Educators. He noted that the first analysis showed that female Extension Educators, in all levels, received less pay than the males. He reported that the FCAC requested that this data be reviewed more completely and this issue will be addressed this fall.

Past President Woodman stated that the FCAC requested that in the future, comparative data for non-tenured faculty members be compared. He stated that other topics discussed were salary conversion. He noted that Chancellor Green stated that there is a pool of funds that could be used to help address salary conversion issues, although what portion of the funds could be used was not made clear.

Professor Dam, Metro District, asked if the data on Extension Educators will look at the focus areas of the Extension Educators. President Purcell reported that the data has been compared by the rank of Extension Educators and compared by focus area. She reported that the data showed discrepancies in salaries whichever way comparisons were made.

Professor Regassa, Agronomy and Horticulture, asked if salary comparison for Research Professors was made available. Past President Woodman stated that the parameters for comparing non-tenure track faculty members has not yet been defined, but they will be developed. Professor Regassa suggested that comparisons for minority Extension Educators should also be considered when the data for the Extension Educators is reviewed this fall. Past President Woodman noted that comparison between minority and non-minority

faculty members have been reviewed and the salaries in the STEM fields were quite different from the other areas. He stated that the FCAC is interested in seeing if there is difference in unrepresented minority or in general, but obtaining the necessary data may be difficult because privacy issues cannot be violated.

5.2 Faculty Senate Executive Committee Summer Report (President Purcell)

President Purcell noted that the report was included in the packet of information. She reported that the Executive Committee met seven times over the summer and had guests at each of the meetings. She stated that one main issue that was discussed with EVC Plowman's proposal was to change the final exam week schedule by beginning finals on the Saturday before finals week. President Purcell noted that the proposal will go to the Grading and Examinations Committee for review. She reported that the change in mileage reimbursement was also discussed.

6.0 Unfinished Business

No unfinished business was discussed.

7.0 New Business

7.1 Ad Hoc Committee on Best Practices for Non-Tenure Track Faculty Members Report (President-Elect Rudy and Professor Belli, Psychology)

President-Elect Rudy reported that the Ad Hoc Committee met about 25 times over the course of last year. He noted that there was broad presentation on the Committee. He stated that the report that was included in the Senate packet has been forwarded to EVC Plowman who has read it and forwarded it to Associate VC Walker. He noted that he will be meeting with Associate VC Walker to discuss the recommendations identified in the report, although the Committee wants a response from EVC Plowman.

President-Elect Rudy noted that there are 16 action items in the report. He stated that these action items could be grouped into a number of themes, including:

- Establish consistency in the definitions and terms in appointment letters;
- State the apportionments of responsibilities clearly in the appointment letters;
- Create an orientation process that makes faculty members aware of their expectations, rights and responsibilities;
- Ensure that the length and renewal of appointments should follow approved university templates that include specific FTE apportionment;
- Ensure equitable rights and voting privileges within departments;
- Ensure that annual reviews and evaluation are conducted on an annual basis;
- Offer equitable and fair salaries;
- Extend academic freedom to all faculty members;
- and repeat the Senate survey of the non-tenure track faculty members.

He noted that the university's documentation regarding non-tenure track faculty members does not always match the practices that occur in departments and colleges and this should be corrected. He pointed out that there were several Lecturers on the Ad Hoc Committee and some said they feel valued while others do not feel connected or appreciated.

President-Elect Rudy stated that the survey of non-tenure track faculty members indicated that practices in hiring are not always very fair and improvements need to be made. He pointed out that there have been non-tenure track faculty members who have made significant contributions and have a long standing commitment to the university, yet they are left hanging on a temporary budget line and don't receive salary increases. He noted that non-tenure track faculty members have a lot to give beyond their mission and beyond their teaching. He reported that in some colleges the non-tenure track faculty members' responsibilities are 90% teaching and they would like to have some input into the curriculum of the department, but some departments exclude their participation from any department committees.

President-Elect Rudy reported that the annual review process for non-tenure track faculty members does not always reflect the accomplishment of the faculty member and annual reviews are not always required in some units. He pointed out that annual evaluations allow a faculty member to develop their portfolio. He stated that regardless of their contract the non-tenure track faculty members should be getting annual reviews.

President-Elect Rudy stated that there are a wide variety of policies and procedures for non-tenure track faculty members that can vary from department to department and from college to college. He pointed out that this inconsistency needs to be addressed.

Professor Belli stated that the issue of academic freedom for non-tenure track faculty members is very

important. He pointed out that at many institutions academic freedom is protected for faculty members who have tenure, although the administration has stated that academic freedom extends to all faculty members. He noted that tenured faculty members can have their contracts terminated, but the reasons are very limited. He stated that for non-tenure track faculty members there is very little reassurance in the Bylaws of their continued employment. He stated that there has been some improvement with the development of the Professors of Practice who have an extended contract and may feel they have more freedom of expression in the classroom. However, for Lecturers, the situation varies considerably, in part because their contracts are typically only for one or two years. He pointed out that Extension Educators have a continuing appointment, but they can be terminated on 90 days' notice. He reported that the Senate has been attempting to change this restriction.

Professor Belli noted that academic freedom is preserved through the number of tenured faculty members and a review of the faculty at UNL indicates that last year 60% of the faculty fell under tenured or tenure track faculty members, 20% were Lecturers, and 9% were Extension Educators. He stated that as a faculty we need to be vigilant to these numbers and how they extend over time and we need to move as best as can to provide some level of protection and academic rights to non-tenure track faculty members.

7.2 Motion to Create an Academic Integrity Committee

President-Elect Rudy stated that last spring the report from the Ad Hoc Committee on Academic Integrity was presented to the Senate and a recommendation in the report was to make a permanent Committee on Academic Integrity. As a result a motion is being made to create the Committee. He noted that the Executive Committee voted to approve the creation of the Committee and therefore the motion does not need a second.

President Purcell stated that the motion will be voted on at the October 3 meeting.

7.3 Executive Committee Goals for 2017-2018

President Purcell reported that the Executive Committee held a retreat in August to identify the goals for this year. She noted that thirteen goals were established, some of them continuing goals from previous years. She noted that the first goal, to monitor the budget cutting process, is important because the campus will have to undergo budget cuts this year. She noted that several Senators, including Past President Woodman, Professor Purdum, Animal Science, and Professor Sollars, Veterinary & Biomedical Sciences will be serving on the Academic Planning Committee and former Past President Bender will also serve on the APC.

President Purcell asked that if anyone has thoughts on the goals that were included in the packet to contact herself or any member of the Executive Committee.

7.4 Freedom of Speech Issue

Professor Hoyt, Sociology, noted that an incident recently occurred on campus that has raised concerns regarding free speech on campus. He pointed out that there has been a significant amount of media about the incident and he has concerns with the comments made by President Bounds about the faculty member that was present during the incident. He reported that the faculty member had no interaction with the students who were the ones involved in the incident. President Purcell stated that an Ad Hoc Committee on Faculty Rights was being created and said that the issue of free speech would be addressed by this Committee. Professor Peterson, Agricultural Economics, pointed out that the Senate Executive Committee is working on getting President Bounds to speak at an upcoming Senate meeting and suggested that Professor Hoyt ask President Bounds directly about the issue.

The meeting was adjourned at 3:45 p.m. The next meeting of the Faculty Senate will be held on Tuesday, October 3, 2017, at 2:30 p.m. in the East Campus Union, Arbor Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.