

UNL FACULTY SENATE MEETING MINUTES
April 3, 2018
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 2:35 p.m.

2.0 Announcements

2.1 Nebraska Cooperative Extension Association Donation

Professor Stoner, Southeast Research and Extension Center and Professor Dam, Metro District presented the Faculty Senate with a check of \$1100 from the Nebraska Cooperative Extension Association. The donation is made to help support the work of the Faculty Senate in its efforts for faculty governance and has been given annually for many years. President Purcell thanked Professor Stoner and Professor Dam and the Nebraska Cooperative Extension Association for their continued support. She noted that the NCEA has approximately 200 members across the state and is the official body for Extension Educators and helps to provide professional improvement and other activities for the Extension faculty.

2.2 Acknowledgement of Service to Senators Whose Terms are Ending

President Purcell wanted to thank the following Senators, whose terms are ending, for their dedication and service to faculty governance: Gwendolyn Foster, English; Kevin Grosskopf, Durham School of Architectural Engineering and Construction; James Coltrain, Mathematics; Mikil Foss, Mathematics; Rigoberto Guevara, Modern Languages & Literature; Steve Swidler, Teaching, Learning, and Teacher Education; Mohamed Dahab, Civil Engineering; Chris Proctor, Agronomy & Horticulture; Teshome Regassa, Agronomy & Horticulture; Sheila Purdum, Animal Science; Pat Shea, School of Natural Resources; Lisa Kaslon, Northeast Research & Extension Center; Adam Wagler, College of Journalism & Mass Communications.

President Purcell reported that the following Senators have been re-elected to another term: Ron Lee, Communication Studies; David Woodman, School of Biological Sciences; Christina Brantner, Modern Languages & Literature; Nicole Buan, Biochemistry; Nicole Stoner, Southeast Research & Extension Center, and Kristy Weissling, Special Education & Communication Disorders.

2.3 Travel BRT Concerns

President Purcell noted that she included a summary statement in her April 2nd President's newsletter about her recent meeting with Senior Associate to the President Marjorie Kostelnik to address faculty concerns with the draft travel policy. She reported that we have a contractual obligation with Travel & Transport for two more years, but she pointed out to Senior Associate Kostelnik that the draft travel policy was a bad one that was objected to by the UNL faculty representatives: Professor Timothy Gay, Physics & Astronomy; Professor Jack Beard, Law; Professor John Duplissis, School of Natural Resources; and Professor Jay Jenkins, Panhandle Research & Extension Center. She stated that Professor Gay has asked several questions regarding the cost of our contract and how much travel is paid through with grants, but there has not been a response yet from Senior Associate Kostelnik to the questions that have been raised. She suggested that anyone with additional concerns on the proposed travel policy should contact one of the four UNL representatives to the Travel BRT.

2.4 Message to Senator Watermeier

President Purcell reported that she sent a letter to Senator Watermeier, her state legislator, thanking him for his work on the Appropriations Committee and his work to support the University's budget.

3.0 Chancellor Green

Chancellor Green wanted first to provide the Senate with an update on the budget. He noted that the Legislature passed the budget proposed by the Appropriations Committee on the third round of debate. He noted that there was solid support of the budget and it now goes to the Governor who has five days to review the bill before signing it, or he could veto some line items. He pointed out that the budget as it currently stands means that the university would receive a 2% rescission for this year and a 1% permanent budget reduction beginning with the July 1 budget.

Chancellor Green stated that once the Governor approves the budget, the next step for UNL will be to resolve the permanent budget deficit which will be approximately \$2.9 million. He pointed out that his intent is to protect all academic degree programs, and he will be Invoking the Procedures for Significant Budget Reallocations and Reductions with the Academic Planning Committee.

Chancellor Green stated that the N150 Commission is now active and off to a great start. He reported that all eight task forces met last Thursday and about 165 people are engaged and representing the campus. He stated that the consultants from Academic Leadership Associates are having focus group sessions with various groups on campus this week to begin gathering information.

Chancellor Green reported that the enrollment for the fall semester continues to be promising and numbers are up considerably over last year's numbers at this same time. He pointed out that the end of April is usually the conclusion of the deposit period for new students and we should have a better idea of what our fall enrollment numbers will be by May 1.

Chancellor Green noted that commencement is coming up soon and once again we will have a record number of students graduating. He stated that it will be the last time that there will be one commencement ceremony in the Pinnacle Bank Arena because in May 2019 we will have to split the ceremony in two in order to be able to accommodate all of the students. As a result, in May 2019 there will be commencement ceremonies beginning at 9:00 and another one at 3:00. He reported that the Honors Convocation and Commencement Committee has been working on the plans for some time and he just recently approved them.

Chancellor Green stated that later today an announcement will be made that the new Vice Chancellor for Research and Economic Development is Robert Wilhelm, currently Vice Chancellor for Research and Economic Development at the University of North Carolina-Charlotte. He stated that he is looking forward to Dr. Wilhelm joining UNL and his scheduled start date is May 15.

Chancellor Green reported that the search for a new Dean of Engineering is underway and interviews will be conducted in mid to late April.

Chancellor Green stated that there is good news associated with the federal governments approved spending bill because there seems to be some positive momentum for funding research. He noted that most of the research granting agencies are up by 10% in research funding which should be beneficial for UNL.

Chancellor Green reported that we are underway with a new branding exercise for the university and a draft of the branding will be rolled out to the campus for people to provide feedback. He stated that later in the week President Bounds will be sending a message regarding the Gallup survey and once the survey is open it will be active for two weeks to allow people to respond. He noted that the survey is essentially a climate survey and focuses on freedom of expression. He encouraged people to participate and noted that Gallup and the university have put a lot of thought into the survey. He stated that the campus survey will be followed by a survey of the alumni in May, specifically those alumni that graduated in the past five years.

Chancellor Green stated in closing that he wanted to recognize and congratulate three of UNL's faculty members who are the recipients of university-wide honors awards. He noted that Professor Colleen Medill, College of Law, is a recipient of the Outstanding Teaching and Instructional Creativity Award (OTICA). He stated that Professor David Hage, Chemistry, and Professor Dennis Molfese, Psychology, have both received an award for Outstanding Research and Creative Activity Award (ORCA).

4.0 Vice Chancellor Boehm

VC Boehm wanted to thank Chancellor Green and the members of the leadership team who brought him to campus. He reported that he learned from his airport interview in Omaha how amazing the people are in Nebraska, what a great place UNL is, the wonderful partnerships UNL has, and the sense of possibility and wonder at UNL.

VC Boehm pointed out that IANR plays a crucial role in developing better ways to grow food for the billions of people throughout the world, and noted that with the world's population continuing to increase there will be a real need for people in the agriculture and natural resources industries. He stated that we will need to have the best thinkers, inventors and doers to make our state a global leader in agriculture and natural resources.

VC Boehm noted that there was a cultural shift in IANR in 2011 when the faculty decided to take a different

approach in order to address the growing need for food and resources. He pointed out that in 2007 there were 440 faculty members in IANR, but as of last fall that number has increased to 541. He stated that the Institute also saw an increase in the number of women and when looking at race, ethnicity, and international origin, the numbers increased from 19% to 43% this past fall. However, he noted that there is a significant decrease in diversity when you look at the promotion and tenure of faculty members. He stated that in order to address this problem revenue and equity resources are needed and some implicit biases need to be addressed. He pointed out that the Faculty Compensation Advisory Committee addressed one of these biases by looking at the salaries of Extension Educators last year. He reported that the FCAC found that there was great disparity, especially in regards to gender, between the Extension Educators. As a result, he and Dean Hibberd spent four months looking at the disparity which resulted in 75 individuals in Extension receiving salary increases, 62 of which were women. He noted that the effort between the FCAC and the leadership of IANR is a good example of shared governance.

VC Boehm reported that there are also 1,250 staff members that work in all 93 counties in the State and these teams of staff members help to move Outreach and Extension forward. He noted that last year the Institute's faculty were present in nearly 100 countries around the globe, and the Institute accounted for 40% of the research conducted at UNL. He pointed out that goals for IANR are to increase enrollment and to increase research expenditures. He stated that he thinks the Institute has amazing people and he is honored and privileged to serve in the role as Vice Chancellor.

Professor Adenwalla, Physics & Astronomy, noted that the VC mentioned implicit bias, particularly in regards to gender inequity, and asked if there were plans to address this problem. VC Boehm stated that in thinking about inclusive excellence, we need to look at the communities we engage with and we need to look like them. He reported that in 2029 half of our first-year students in the U.S. will be students of color, and if you look beyond to 2042, half of the students will be people of color and half will be Caucasian. He stated that access to nutritional food, health care, and education is something that needs to happen for everyone. He pointed out that if a student cannot read by the third grade they are four times more likely not to graduate high school, and 62% of students who do not graduate high school are incarcerated. He stated that his hope is to hire more diverse people for administrative positions, and noted that two dean searches are currently occurring in IANR.

VC Boehm stated that the university has to work hand in hand with our community partners and he is happy to meet and talk with people. He reported that we have to work with the community colleges and with the superintendents in our school districts, and noted that he has already been engaged in conversations with the community colleges. He stated that there are discussions about developing educational compacts in Northeast Nebraska and Southeast Nebraska to address educational inequities for the students of our state. He pointed out that this is a challenge that will take everyone working together to accomplish.

5.0 Two-Factor Duo Authentication for Use with SAP and NeSIS (Rick Haugerud, Matt Morton, Don Mihulka, and Cheri Polenske, Information Technologies Services)

Assistant Vice President Haugerud for IT Security Services, stated that the goal with the two-factor duo authentication system is to provide further protection on employee identity, accounts, and data. He noted that some research funding requires that there be some form of duo authentication and pointed out that it also helps to prevent phishing. He noted that the program was offered last fall and there has been an opt-in process. He reported that 75% of the people who were offered access to the duo authentication system have opted-in, and most of them have chosen to use their cell phones to verify their authenticity.

Cheri Polenske reported that some employees have the opportunity to opt-in to the system through MyRed and it will be enabled for use with NeSIS. She noted that 20% of individuals have already authenticated through these programs.

Past President Woodman asked if password changes will be needed less often. Assistant VP Haugerud stated that there is a good chance that the password expiration dates could be eliminated, but the university will have to work with its auditors on this issue. Ms. Polenske noted that the NeSIS audit is coming up in June and the auditors will be informed of the duo authentication program to see if password expiration dates can be eliminated. She reported that the option for students to have the duo authentication will occur sometime in the third quarter of the year.

Director Mihulka, of the SAP system noted that some people may have received an email earlier about the duo authentication system because it will be needed when the Concur travel implementation will happen with SAP. He stated that the roll out of the system is being broken into three sections. He noted that those with

high risk access were in the first group and there are now about 2,400 users of it. He stated that the next group that will be phased in is about 6,800 people across the university. He stated that opting-in to use the system is a simple process and is fairly seamless. Assistant VP Haugerud stated that eventually users will be able to log in from each device just once a day rather than logging in each time they want access to a university system.

Professor Banerjee, Agricultural Economics, pointed out that it is clearly better for security purposes to have the authentication system and asked why people need to opt-in to the program rather than opting-out of it. Assistant VP Haugerud stated that opting-in allows for a more controlled rate of systems signing in to the program. Otherwise the system could be overwhelmed.

President Purcell noted that people could use a fob or memory stick to access duo authentication. Assistant VP Haugerud stated that this is correct and they can obtain the fob through the Computing Help Desk.

The question was asked about privacy issues and whether the university will be collecting more data. Assistant VP Haugerud stated that the university will have to create and publish an expanded privacy policy. Professor Regassa, Agronomy & Horticulture, asked how much privacy he owns and how much does the university see and keep. Assistant VP Haugerud stated that no data or information is seen if an employee uses a different system from the university's systems. Professor Joeckel, School of Natural Resources, asked how much the authentication system follows someone when they are in other sites. Professor Adams, Plant Pathology, stated that he despises these kinds of systems and does not want it anywhere in his life because of security concerns. He stated that it is the university's responsibility to protect its employees' data if they are using Firefly.

Professor Glider asked how VPN is going to be affected by the program and whether it will be seamless. Assistant VP Haugerud stated that at this time the VPN system has not been addressed and believes we will still have multiple profiles, but probably 9 to 12 months from now VPN will be tied in with the rest of the systems. Professor Glider asked if other universities who use the duo authentication system have had problems with it. Assistant VP Haugerud stated that the biggest concern is that it adds an extra step to access university systems which some people see as a nuisance.

6.0 Approval of March 6, 2018 Minutes

Professor Hanrahan, Glenn Korff School of Music, moved for approval of the minutes. Motion seconded by Professor Adenwalla and approved by the Faculty Senate.

7.0 Committee Reports

7.1 Teaching Council (Professor Burnett)

Professor Burnett noted that the report was included in the meeting packet, but she did want to highlight that the Teaching Council has reintroduced the Century Club as a way to bring faculty members together who teach large classes. She noted that the idea is to help these faculty members to network with each other and to provide them the opportunity to come together to discuss mutual concerns. She stated that this year the Century Club met on the first Tuesday of the month in the morning, and next year there is consideration for doing a brown bag lunches. She noted that she is in charge of the presentations and is interested in finding people who might be willing to give presentations to the Century Club.

Professor Burnett reported that over 200 faculty members received recognition awards from the UNL Parents' Association, but the Teaching Council is not receiving as many nominations for teaching awards, both the campus-wide and system-wide awards and she encourages people, through their department chair or merit committee, to think about recognizing those faculty members who excel in teaching.

7.2 Information Technologies and Services Committee (Past President Woodman)

Past President Woodman reported that the ITSC met seven times with the leadership of Information Services over the past year. He noted that several issues are on the horizon: a movement towards the use of electronic texts which will allow students to take advantage of UNL's Unizin membership and to provide low-cost and free digital materials. He stated that another issue is the consideration from the Budget Reduction Task Force to reduce the number of desktop printers and to use more centralized printers. He reported that the ITSC has sent a list of questions regarding concerns over this proposed policy. He noted that the ITSC continues to discuss network and security issues and suggested that anyone with concerns relating to these issues should contact a member of the ITSC.

President-Elect Rudy stated that he has heard complaints that faculty members on fixed-terms are being

denied access to the university computing systems and email when their contract ends with the academic year. He pointed out that they cannot get access again until their contract begins in the fall. Past President Woodman stated that this has happened to him in the past, but he has been informed that this issue has been taken care of and should no longer be a problem.

8.0 Unfinished Business

8.1 Motion to Revise Class Attendance Policy

President Purcell reported that a motion to make revisions to the existing Faculty Senate policy was made at the March 6, 2018 Senate meeting by Professor Lee, Communications Studies and seconded by Professor Peterson, Agricultural Economics. She noted that the revisions seek to clarify the language of the document and to acknowledge pregnancy and mental health issues. She pointed out that the existing policy was originally created by the Faculty Senate in 1983 and has gone through a number of revisions, the last occurring in 2013. She stated that the policy can serve as a general class attendance policy for those instructors who do not create their own policy, or it can be used as a guideline for faculty members. She pointed out that the policy still clearly states that the individual instructor or department class attendance policy takes precedent over the Senate policy.

President Purcell stated that at the March 6, 2018 Senate meeting Senators were informed that amendments to the proposed revised policy could be made and should be sent to her so she could incorporate the suggested amendments into the policy for the Senate to consider at the April 3, 2018 meeting. She noted that the proposed revised policy with the amendments received from Senators was now before the Senate. She asked if there was a motion to accept the proposed amendments. Professor Hanrahan moved to amend the policy with the proposed amendments. Motion seconded by Professor Lee. President Purcell asked for discussion.

Professor Glider, School of Biological Sciences, stated that there needs to be an unambiguous statement in the policy that the instructor's class attendance policy takes precedent over the Senate policy. ASUN Representative Camille Sippel pointed out that the first section of the policy states that it is the responsibility of all students to learn and adhere to an instructor's attendance policy.

Professor Glider stated that another concern is with the definition of short and long term illnesses as defined by the number of three days stated in the policy, and that requiring documentation from a health care provider should be determined by the instructor. He pointed out that this policy would be difficult to administer for large classes, and it is his understanding that the Health Center does not provide verification of illness or injury. ASUN Representative Sippel stated that she met with the Health Center and they said they can provide verification that a student was at the facility, but no specific information can be provided regarding why the student was there due to HIPPA regulations. She pointed out that the Health Center has approved a policy to provide this verification. She noted that the length of the illness is in accordance with a policy from the Services for Students with Disabilities Office. Professor Glider noted that the SSD Office only deals with students who have disabilities, and not for those out with an illness. He suggested that this section needed to be reworded.

Professor Glider suggested that there be a time limit on when a student can make an appeal for an excused absence. He stated that if a student feels that they are being mistreated the student should pursue their complaint with the chair of the department. He stated that the policy should clearly define which administrator will make the decision regarding the appeal.

Past President Woodman stated that the policy is too ambiguous regarding the faculty member's attendance policy taking precedent. He stated that faculty members have the right and responsibility to state what their class attendance policy is. He noted that there needs to be clear statements that the instructor has priority on what happens in their course with class attendance and grading policies.

Professor Billesbach, Biological Systems Engineering, stated that he thought patients have the right to release some of their health records if they so choose. He noted that when he served on the Academic Standards Committee looking at student appeals, the records could include information regarding a student's health problem if it was a factor in a case for dismissal. Professor Hanrahan stated that the issue may be that the request for documentation is compulsory which could be a violation of HIPPA.

Professor Hanrahan noted that there is already an appeals process in place for students, but it is a grading appeals process. He stated that he does not think the appeals process in the class attendance policy is intended for students to try to get out of failing a class.

President Elect Rudy stated that there is a discrepancy with the use of the word dependent and that it should be more clearly defined. He pointed out that trying to verify whether someone is a dependent creates a greater burden on the faculty member.

Professor Cramer, Nutrition and Health Sciences, noted that he serves on the Student Health Center Advisory Board and the Health Center can verify that the student came to the Center for a health concern. He stated that the Senate policy should not make it as punitive to the students.

Professor Leiter, Law, pointed out that the policy states clearly in the first paragraph that an instructor's policy takes precedent over the Senate's policy and the Senate policy is in place if an instructor fails to have one. He stated that it is irresponsible for a faculty member not to have an attendance or grading policy. He noted that the students have worked long and hard on the proposed revisions and have been patient with all of the recommended revisions made by the Executive Committee and the Senate.

ASUN Representative Sam Brower wanted to clarify that the policy does state that each faculty member has authority over their own attendance policy and the list of absences identified in section II are only a list of potential excusable absences. He pointed out that the policy does not mandate that a faculty member must abide to the list of excused absences.

President Purcell asked for a vote on the motion to accept the proposed amendments. Motion approved with 41 in favor, 7 against, and one abstention.

Past President Woodman moved to include a sentence at the end of the first paragraph in Section I that the individual faculty member's attendance policy always takes precedent over the principles laid out in this attendance policy. Motion seconded by Glider. Professor Lee pointed out that an individual faculty member's attendance policy cannot take precedent over absences due to military or jury duty. Past President Woodman suggested that state and federal laws could be included in the sentence. ASUN Representative Sippel pointed out that there are some University policies that would also need to be included. Professor Peterson called the question. Motion to end debate passes. President Purcell asked for a vote on Professor Woodman's amendment. Motion failed overwhelmingly with six abstentions.

President Elect Rudy proposed a motion to remove the word "dependent" and replace it with spouse or child. He noted that this would make the policy consistent with the university's policies pertaining to faculty and staff. Professor Glider seconded the motion. Professor Adenwalla asked if a person would have to be legally married to be considered a spouse. She pointed out that many people live with a partner for many years and are financially dependent but not married. Professor Billesbach stated that legal guardianship is also a consideration. GSA Representative Judkins noted that the broader legal term used in federal regulations includes situations where a person is responsible for a parent, a disabled student, or in a domestic partnership. She was concerned that changing the term dependent to the proposed amended language would make the policy legally invalid. Professor Gorman, Classics and Religious Studies, pointed out that a dependent, according to the tax code, is someone who is living with you and for whom you pay their bills. President Purcell asked for further discussion. Hearing none she asked for a vote on the amendment. The amendment failed with three abstentions.

Professor Hanrahan called the question to end debate on the original motion. Motion approved with one abstention. President Purcell asked the Senate to vote on the motion to revise the class attendance policy. The motion was approved with 38 in favor, 5 against, and 3 abstentions.

8.2 Motion to Approve the Campus Climate Poster

President Purcell reported that on February 9th Chancellor Green and EVC Plowman held a listening session regarding diversity and inclusion issues on campus. She noted that both she and Professor Adenwalla and others attended the faculty/staff session where about 250 people were in attendance. She reported that at the February 14 Executive Committee meeting the Committee decided that it would like to make a public statement against the actions and beliefs of a white supremacist student. She noted that the statement was sent to the local newspapers, the Daily Nebraskan, and the administration, but the Committee decided it wanted to do more and properly moved and seconded the approval of the campus climate poster at the February 27 Executive Committee meeting with intentions of bringing it to the Faculty Senate for approval. She stated that if the Senate approved the poster it was with the understanding that it would be sent to the faculty who have the option of printing the poster and displaying it. She noted that the motion was presented to the Senate at the March 6, 2018 Senate meeting and a minor amendment was made to adjust the language.

President Purcell wanted to thank Professor Aaron Sutherlan from the Art, Art History, and Design, department for his assistance in designing the poster. She asked if there as a motion to accept the amendment to the poster. Professor Adenwalla moved to accept the amendment. Motion seconded by Professor Vakilzadian, Electrical and Computer Engineering.

Professor Schubert, Electrical and Computer Engineering, thanked President Purcell for explaining how the motion was brought to the attention of the Faculty Senate. He stated that he thinks approving the poster is not under the Faculty Senate's rights and responsibilities and that the statement is not covered by UNL Bylaws. He noted that the administration needs to make a decision on whether to have a poster. He stated that he appreciates that the Senate wants to do something, but thinks this is not the right course of action. Professor Adenwalla pointed out that the Senate is charged with faculty rights and responsibilities, and that faculty members have the right to feel safe on campus, but many people at the February 9th listening sessions stated that they did not feel safe.

President Purcell asked for a vote to accept the amendment to the campus climate poster. The motion was approved with one vote against the amendment.

President Purcell stated that the poster is an additional attempt to help foster a positive climate on campus, and although it is not enough, the Senate will hold the administration responsible for making improvements. She noted that EVC Plowman is moving ahead with the Vice Chancellor for Diversity and Inclusion search.

President Purcell asked for a vote on the motion to approve the campus climate poster. Motion approved with 36 in favor, 1 opposed, and 6 abstentions.

9.0 New Business

No new business was discussed.

10.0 Open Mic

UAAD Representative Tony Lazarowicz announced that UAAD was trying to attract more staff and asked the faculty members to encourage their managerial/professional staff to join the organization.

ASUN External Vice President Ayat Aribi stated that she would like the Faculty Senate to address the issue of civil discourse at some time. She noted that there are a significant number of students on campus who are in fear because of racism on campus, and the recent incident regarding the racist views of a student on campus highlighted the issue.

The meeting was adjourned at 4:37 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 27, 2018, 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.