

**UNL FACULTY SENATE MEETING MINUTES**  
**East Campus Union, Great Plains Room**  
**November 6, 2018**  
**Presidents Hanrahan and Purcell, Presiding**

**1.0 Call to Order**

President Hanrahan called the meeting to order at 2:35 p.m. He noted that there were two slight changes to the agenda. He then asked for approval to adopt the agenda. The Faculty Senate approved the revised agenda.

**2.0 Chancellor Green**

Chancellor Green wanted to provide the Senate with an update on the budget looking forward to the next state legislative session. He noted that the state's revenue has been up since May, and at the end of the fiscal year on September 30<sup>th</sup> the state was up 5 ½% which is very good news. He reported that the Forecasting Board recently increased their revenue estimate by \$69 million for the current state fiscal year. As a result of the improved budget situation, the university should be facing a more favorable situation with the legislature in January. He noted that the University system has forwarded a budget request in January for a 3% increase for FY20 and 3.7% increase for FY21. He pointed out that there are two things that could impact the budget appropriations process: the ongoing dilemma with the international trade tariffs and the Medicaid expansion should it be approved in the elections.

Chancellor Green reported that the N150 Commission is nearing the end of its work and will be looking at the feedback that was given from meetings across campus in October regarding the draft working report of the Commission. He stated that the Commission hopes to have the working report draft completed by the Thanksgiving break and it will then go to the Steering Committee to be finalized before submitting it to him at the end of the semester. He pointed out that the N150 report will be an over-arching longer-term vision document. As he is making visits to colleges and units across campus this fall, he is strongly encouraging the campus community to come together for the State of the University on January 15<sup>th</sup> (3:30 p.m. at the Lied Center for the Performing Arts), which will include an initial roll-out of the N150 Vision, and will kick off the 2019 sesquicentennial celebration year for UNL.

Chancellor Green reported that the interview stage for the search for the Vice Chancellor for Diversity and Inclusion is now complete and an offer is currently under negotiation. He stated that he was quite pleased with the pool of candidates and the search and he hopes to make an announcement soon. He noted that the search committee did a fabulous job recruiting and identifying possible candidates.

Chancellor Green stated that the College of Agricultural Science and Natural Resources dean search is currently in the interview process, the search for the dean of the College of Arts & Sciences is underway and the search committee is feeling positive about the candidates who have indicated interest in the position. He stated that the on-campus interviews should occur in early 2019. He noted that the search for the dean of the College of Education and Human Sciences is underway and he hopes that we will be in the interview phase in mid-spring semester of 2019.

Chancellor Green noted that Military Times has rated us in the top 25 campuses for how we interact and support veteran students and the military dependents. He pointed out that UNO is ranked number 1 and both of our rankings reflect highly on the university.

Chancellor Green reported that the honors program will be relocating its dormitory from Neihardt to the Robert Knolls Residence Center in fall 2019. He noted that the honors program location has been under study for the past five years, and with the dorm now being one of the oldest on campus, it has become a limitation to the honors program. He stated that there have been discussions about building a new facility, but a better option was to relocate it to the Knoll complex, allowing the honors program to be located in one of the top facilities on campus with room for growth. He stated that no decision has been made at this time on what will happen next with the Neihardt complex, which contains several of the historic buildings on campus, but an extensive planning process will be put in to motion in 2019.

Chancellor Green noted that construction projects are underway on campus, including the renovation of the East Union. He reported that faculty and offices in Mabel Lee Hall are being relocated to Pound Hall in

preparation for the demolition and construction of Mabel Lee Hall. He stated that women's gymnastics will be relocated to the new facility that is being constructed north of the Devaney Center. He stated that the former Nebraska Bookstore is being renovated and will become the Johnny Carson Center for Emerging Media Arts as well as the new home for the dance program. Additionally, phase 1 of expansion of the College of Engineering facilities was approved by the Board of Regents this fall (a \$75 million rebuild and addition to the Scott Engineering Center) and an \$85 million second phase addition to the east of Other Hall is now in the fundraising stage.

Chancellor Green stated that he is happy that the Senate will be working to review our policies and procedures related to the AAUP censure, and he looks forward to working together with the Senate, local AAUP, and administration on this issue.

Chancellor Green reported that the Combined Campaign for Health and Human Services is in progress and he is hoping that our level of donation will elevate this year after a slight decline the last couple of years. He noted that the Campaign provides the campus with the opportunity to give back to the community of Lincoln and Lancaster County.

Past President Purcell asked the Chancellor what his thoughts are on the interaction between Professor Ari Kohen, Political Science, and Reyn Archer, Representative Jeff Fortenberry's Chief of Staff. Chancellor Green stated that the university is supportive of Professor Kohen, but pointed out that the incident is not a university matter.

Professor Billesbach, Biological Systems Engineering, noted that one of the cost savings measure related to travel was to possibly shift from a receipt based reimbursement policy to a per diem policy. He noted that this would require legislative action and questioned whether there were any efforts to move this idea forward. Chancellor Green reported that three years ago there was considerable discussion in the legislature about this idea, but there were some concerns regarding the government contract rate, particularly with hotels. He stated that the per diem would be built off of the federal per diem model, but a number of entities in the legislature were not in favor of this approach. He stated that there have been some continued discussions, but at this point he is not aware of it being on the agenda for this upcoming legislative session. Professor Billesbach asked if the university does not consider it one of our priority issues. Chancellor Green stated that this is correct.

Professor Adenwalla, Physics and Astronomy, reported that recently it was determined that with the new health insurance provider, those who can use Nebraska Medicine, will have a co-pay and deductible that is half of what everyone else in the university system will have. She noted that when this was pointed out to administration the response was that our rates are not being raised, but she pointed out that having a different tier in the health care coverage creates an issue of unfairness. Chancellor Green noted that a faculty/staff committee vetted the health provider proposals, and individuals using Nebraska Medicine create savings that benefit all in University. He pointed out that another element is that the Nebraska Medicine tier coverage is open to all employees, although he understands the geographic challenges that exist for employees outside of Omaha wanting to use Nebraska Medicine.

Past President Purcell asked if there is any movement with NU system administration regarding identifying Extension Educators as faculty members in Bylaw 4.4.5. Chancellor Green stated that he has talked with Provost Fritz about the desire to specifically point to Extension Educators in Bylaw 4.4.1 and is the expressed interest of the Faculty Senate in this change occurring. He pointed out that the currently proposed changes to Bylaw 4.4.5 were to bring out-of-date language up to date, and were not intended to deal with this issue.

### **3.0 Announcements**

#### **3.1 Faculty Compensation Advisory Committee (FCAC) Resource Information**

President Hanrahan reported that the FCAC has obtained resources that will help people, particularly women, negotiate salaries. He stated that these resources are now available through Love Library.

#### **3.2 Washington D.C. Professional Enrichment Academy**

President Hanrahan reported that a new program has been created by the University that will help students on internships in D.C. He stated that students enrolled in the program will benefit from mentoring and programming, will help expand their network, and learn to transition from college into a professional career. All current University of Nebraska students interning in Washington, D.C. during the summer are eligible to apply.

### **3.3 Faculty Members Seeking Federal Research Funding**

President Hanrahan reported that the University is requesting faculty members seeking funding from national organizations such as the NIH, to contact a new lobbyist in D.C. that the University has hired. He stated that the lobbyist will assist the faculty member in lobbying for support from the funding organization and can help leverage grant proposals for faculty members.

### **3.4 Ad Hoc Committee to Review Policies and Procedures in Place and Executed Following Suspension of Courtney Lawton**

President Hanrahan stated that the Ad Hoc Committee has been suspended and a new Ad Hoc Committee Addressing AAUP Censure, is being created. He noted that the new committee is still being developed and currently the proposal is to have two representatives from AAUP, two administrators, and five faculty members. He pointed out that this will be a faculty led committee and the Executive Committee is working hard to ensure that there will be diversity on the Ad Hoc Committee. He stated that he hopes that the members can be finalized by the end of this week and that the Ad Hoc Committee can meet before the Thanksgiving break. He pointed out that he is optimistic that we could have the AAUP censorship removed by May.

### **4.0 Approval of October 2, 2018 Minutes**

President Hanrahan asked if there was any discussion on the minutes. Hearing none, he asked for unanimous consent to approve the minutes. The Senate voted to approve the minutes.

### **5.0 Committee Reports**

#### **5.1 Chancellor's Commission on the Status of Women (Professor Thoegersen)**

Professor Thoegersen noted that for the first time the Commission has been given a budget and the Commission is discussing how the funds should be used. She reported that there will be some openings on the Faculty Council of the Commission and she encouraged faculty members, women or men, to apply.

Professor Thoegersen stated that a subcommittee of the Commission has been working on drafting a family-friendly policy which many of our peers are considering. She reported that five short-term actions have been identified: 1) piloting a lactation support group in collaboration with the Women's Center and Milk Works; 2) developing a new family-friendly website; 3) verifying the online map and updating the location of lactation spaces; 4) engaging the N150 strategic plan; and 5) meeting with Assistant Vice Chancellor Bruce Currin to review parental leave policy recommendations. She noted that the Commission also wants to make sure that the lactation spaces are maintained and kept a high standard.

Professor Thoegersen stated that good communication is needed to inform the University community about family friendly policies. She noted that the Council of Faculty has been working on recommendations for dual career support. Professor Adenwalla asked if we have dual career policies in place. Professor Thoegersen stated that the information on the dual career policy that is on the web has not been updated for some time. She noted that the dual career policy should be handled by administration and information should be clear and organized. Professor Adenwalla asked if there were any plans to obtain grant money to help support dual careers. Professor Thoegersen stated that in the longer term there needs to be a pool of funds to help support dual hires. She noted that currently the departments have to fund these hires.

Professor Thoegersen stated that anyone who has further questions could contact her by email ([jthoegersen2@unl.edu](mailto:jthoegersen2@unl.edu)).

#### **5.2 Research Council (Professor Reimer)**

Professor Reimer reported that the primary responsibilities of the Research Council are to encourage research throughout the campus, to seek funds for support of research, and to review and reward internal grants for funding research. She stated that the Council also selects speakers and hosts the Nebraska Lectures: Chancellor's Distinguished Lecture Series. This year Dr. Andrew Jewell spoke in the spring and the fall speaker is Dr. Eileen Hebets. She noted that the budget summary for the Research Council was included in the report submitted to the Faculty Senate.

Professor Reimer reported that the Research Council will continue to evaluate the review process for the internal grants. She encouraged people to contact her if they have any questions ([jreimer2@unl.edu](mailto:jreimer2@unl.edu)).

### **6.0 Vice Chancellor Boehm**

Vice Chancellor Boehm wanted to thank the members of the IANR dean's search committee and noted that we are in the interviewing process for the final candidates. He noted that in January he will have been here

two years and during that time he has visited 90 of the 93 counties in Nebraska, some of them more than once. He pointed out that the University is a land grant university and stated that 40% of Nebraska's GDP is connected back to the agricultural sector. He stated that there are 47,000 farms and ranches in the state and about 91% of Nebraska's land mass is connected with agriculture, in addition, agriculture generates \$6 billion in exports each year.

Vice Chancellor Boehm reported that in IANR global megatrends are thought of everyday and questions such as how we empower people in a shifting demographics and how we use our intellectual capacity to meet the challenges of the state and the world are frequently considered. He pointed out that our Extension Educators and tenure track faculty are a key part of our mission and he is glad that we have a Faculty Senate that protects all of our faculty.

Vice Chancellor Boehm stated that the University is playing a key role in global sustainability roles, particularly with food and water. He noted that Nebraska has a lower insecurity factor for food than in many other places and he stated that in IANR there has been a move, not only to support our faculty through academic discipline, but to come together to make a positive impact globally. He noted that through our teaching and research we can address the issues of how we grow and produce enough food, while being mindful with our environmental water and air.

Vice Chancellor Boehm reported that the faculty of UNL continue to excel with 36 faculty in IANR receiving promotion and/or tenure. He reported that six academic unit leaders have been hired: Martha Mamo, Agronomy & Horticulture; David Jones, Biological Systems Engineering; Julia Torquati, (Interim) Child, Youth and Family Studies; John Ruberson, Entomology; Mary Ann Johnson, Nutrition and Health Sciences, and Loren Giesler, Plant Pathology. He reported that eight additional leadership transitions occurred this year. He reported that the faculty continue to do amazing work from student-led research converting roadside plantings into pollinator-friendly wildflower patches, to improving fuel efficiency by developing new tractor testing techniques, and discovering two new fatty acids.

Vice Chancellor Boehm noted that significant facility updates have and are occurring for the Institute. He reported that the Panhandle Research & Extension Center completed a graduate student and visiting scholar housing complex, the ENREC Christenson building is adding on to its facility, the East Campus Union is currently under renovation, there are plans to renovate the Ruth Staples Child Development Laboratory & Family Resource Center, C.Y. Thompson library is being transformed, there are plans to build a germ-free mouse facility, and the Burr-Fedde residential housing is complete. He noted that with the renovation of the East Campus Union, the CASNR graduation ceremony will take place this year in the Devaney Center.

Vice Chancellor Boehm pointed out that during last year's budget cut the university had a cut to our permanent base budget of \$22 ½ million. He noted that one of the proposed cuts that received a lot of public attention and concern was the possible closing of the Haskell Labs. He reported that he visited northeast Nebraska to speak to the people about the possible closing and he heard a strong desire for IANR and the University to do a better job with partnering with the community, state colleges, and public education. He stated that he also heard people say there is a strong need for technically trained people who do not necessarily hold a bachelor's degree.

Vice Chancellor Boehm stated that there was also discussion with people in the northeast corner of the state regarding water quantity and quality. He noted that while there is concern about the drawdown of the Ogallala aquifer, it was felt that not enough attention was being paid to water quality. He pointed out that some communities in the area have higher rates of nitrates than what is suggested as a safe limit.

Vice Chancellor Boehm reported that we have a flat budget and that obtaining grants is more difficult which is why partnering with companies such as Microsoft, Bayer, and Costco is important for the university. He pointed out that education is the key to unlock the golden door of freedom, opportunity, affordability, and access.

Vice Chancellor Boehm thanked the Faculty Senate for the invitation to address the Senate.

## **7.0 Unfinished Business**

### **7.1 Motion to Revise the Academic Rights and Responsibilities Procedures**

President Hanrahan noted that there are some minor housekeeping revisions that will need to be made to the procedures of the special committees, but the bulk of the revisions are to the Academic Rights and Responsibilities Committee procedures.

Professor Woodman, School of Biological Sciences, wanted to propose an amendment that the language in section 3.2 Membership of the ARR Panel be changed by eliminating “and with contracts that allow them to serve a three-year term.” He noted that his objection was concern over non-tenure track faculty members who are in the last year of their contract not being able to run for election to the Panel, and he pointed out that non-tenure track faculty members should have peer representation on special committee cases involving a non-tenure track faculty member. Professor Billesbach seconded the motion.

Professor Peterson stated that the Executive Committee discussed the concern of having to replace non-tenure track faculty members if contracts are not renewed. He stated that the Executive Committee wanted to address Professor Woodman’s concern, but recommended that the language “or who have a history of continuous service” be added. Coordinator Griffin pointed out that the additional language was a compromise to include those non-tenure track faculty members who have a history of being reappointed, but also try to ensure that non-tenure track faculty members have enough remaining time on their contract to fulfill the three-year term on the Panel. She noted that Regents Bylaw 4.4.8 specifically states that Faculty Practice and Faculty Research appoints “shall carry no presumption of renewal.” Professor Woodman stated that the language is ambiguous and he would like a more definite statement. He pointed out that typically Professors of Practice have their appointments renewed. President Hanrahan suggested referencing the Regents Bylaw 4.4.8(d) which uses the term “continuous service: shall include consecutive service from one academic year to the next succeeding academic year” in the proposed amendment. Professor Belli, Psychology, pointed out that this is referring to the Regents Bylaws regarding year-by-year appointment within a particular contract term.

Professor Dussault, Chemistry, stated that he supported the proposed amendment because he does not think the reappointment of Professors of Practice would be an issue, but stated that more inclusive language might be useful. Professor Wonch Hill, Social/Behavioral Research Consortium, noted that her contract is only for one year and the language limitation would make her ineligible to serve. Professor Weissling, Special Education and Communication Disorders, asked what advantage the language continuous service offers to the membership.

President Hanrahan noted that the amendment is to strike the language “and with contracts that allow them to serve a three-year term.” The question was called. The motion passed.

President Hanrahan asked the Faculty Senate to vote on the original motion to approve the revisions to the Academic Rights and Responsibilities Procedures. He noted that the Executive Committee brought the motion to the Senate and therefore the motion does not require a second. The Faculty Senate approved the proposed revisions.

## **8.0 New Business**

### **8.1 Honorary Degrees Ballots**

President Hanrahan reported that due to transitions in administration, a meeting of the Honorary Degrees Committee was not scheduled in time for a review of the nominations for honorary degrees. He stated that the members of the Honorary Degrees have been contacted to review the nominations and an electronic vote of the Senate will be taken prior to December 1.

### **8.2 Motion to Suspend Faculty Senate Rules to Permit President Hanrahan to Serve as President through April 2020**

President Hanrahan reported that the Senate Rules states that “upon a permanent vacancy of the Presidency, the President Elect, shall assume the duties of the President (Bylaw 3.3.11C). If such a vacancy occurs prior to the regular November Senate meeting, the President Elect shall become the President of the Senate for the remainder of their term and an election for a new President Elect must be held according to the special election procedures.” He then yielded the floor to Past President Purcell.

Past President Purcell asked if there was a motion to suspend the Senate rules to allow President Hanrahan to complete the term vacated by Professor Rudy and to complete the term for which he was elected. Professor Peterson moved to suspend the rule that if the vacancy of the Presidency occurs prior to the regular November Senate meeting that the President Elect shall become the President of the Senate for the remainder of the President Elect’s term, so as to allow President Hanrahan to serve as President of the Senate until the end of what would have been his original expected term, end of the Spring semester 2020, as has been the custom of the Senate in previous years when the President’s term has ended before its normal completion. The motion was seconded by Professor Latta Konecky, University Libraries. There was no discussion on the motion.

The motion was approved.

### **8.3 Resolution on Board of Regents Bylaws Change Defining the Term Limits for Extension Educators as Faculty Members**

President Hanrahan noted that in 2016 the Faculty Senate passed a resolution on Extension Educators calling for the elimination of Bylaw 4.4.5 in the Regents Bylaws because the information was no longer relevant, and to propose the 90-day termination notice be extended with length of notice depending on rank for Extension Educators. He reported that the Board has recently been presented with a proposal to update Bylaw 4.4.5, but this did not include the length of termination notice for Extension Educators.

President Hanrahan stated that the new proposed resolution comes from the Executive Committee and therefore does not need a second. Professor Belli asked if there is any indication that the Board of Regents defines Extension Educators as faculty. President Hanrahan stated that the Bylaws do not include this language, and noted that a resolution is needed to propose changing the Bylaws. Vice Chancellor Boehm stated that he is totally supportive of Extension Educators having the full rights of the faculty, and he is supportive of starting the process over if that is what is needed. Professor Belli stated that the Bylaws need to clarify that the Extension Educators are faculty and moved to include such language in the resolution. President Hanrahan suggested that the Executive Committee would work with Professor Belli to determine the exact language and would bring it back to the Senate in December when the motion will be voted on.

### **8.4 Resolution to Support NU Budget Request 2019**

President Hanrahan stated that a resolution to support NU's budget request for 2019 is being presented by the Executive Committee. He noted that he is waiting for some additional information from the Chancellor's office to include in the resolution and stated that the resolution will be voted on at the December meeting. He pointed out that each of the NU campuses will be drafting a similar resolution.

### **8.5 Motion to Revise Student Code of Conduct (Professor Lenich)**

President Hanrahan noted that Professor Lenich from the Law College has been working with the ASUN to revise the Student Code of Conduct and met several times with the Executive Committee who suggested further revisions. He reported that ASUN recently approved the proposed revisions. He stated that the Executive Committee is presenting the motion to revise the Student Code of Conduct and therefore it does not need a second. He noted that the Senate will vote on the motion to revise the Code at the December 4<sup>th</sup> meeting.

### **8.6 UNL Sustainability Initiative (Professor David Gosselin)**

Professor Gosselin reported that in August 2018 the Chancellor and Interim Vice Chancellor Nunez established the UNL sustainability Initiative to focus more on sustainability efforts at UNL. He stated that a facilitation team was formed and is working to build a more sustainable and resilient university. He reported that the team is creating a framework which will include a climate action plan and carbon neutrality as well as other initiatives that the team aspires to achieving. He pointed out that the team has identified 5 - 10 year goals. He noted that UNL wants to be recognized in the Lincoln community and beyond for our sustainability efforts. He stated that he would distribute a short, two question survey and asked the Senate to complete the survey to provide feedback.

Professor Adams pointed out that sustainability is a nice value, but the use of the word can be controversial, particularly in a beef producing state. Professor Gosselin agreed and stated that sustainability is about the effective use of resources. Professor Adams stated that he is 100% supportive of sustainability, but Professor Gosselin needs to be aware that there could be a negative response from the agriculture community in our state.

Professor Buan, Biochemistry, stated that in looking at recent climate reports, sustainability may not be what we should be reaching for. Rather we need to become a carbon negative society and we need to find ways that we can implement this.

Professor Banerjee, Agricultural Economics, stated that she is excited to learn of the Sustainability Initiative. She pointed out that in her building all of the light switches were replaced so the lights do not come on unless there is movement and she has been told by students that this lighting is anti-livestock. Professor Gosselin noted that many people think these kinds of light switches are a form of recycling which is important to many people. He noted that we aspire to practicing sustainability, but we need to make changes here on campus to improve our sustainability.

## **9.0 Open Mic**

President Hanrahan stated that the floor was now open for open mic discussions. He reminded the Senators that there is a five-minute time limit on speaking.

Professor Gailey, English, asked whether the Executive Committee had plans to issue statements of support for Professor Harbison and Professor Kohen who were recently targeted by state politicians. President Hanrahan stated that the Executive Committee will be discussing this issue at its upcoming meeting. Professor Gailey asked if she should issue a motion regarding the issue. President Hanrahan pointed out that motions are not the intent of this portion of the agenda.

Professor Gailey noted that faculty members are being targeted and threatened by some state politicians for private comments and statements the faculty members made during non-working hours. She pointed out that Senator Steve Erdman wrote in his Straight Talk from Steve piece lambasting a play that he thought was offensive that was put on by the University Theater Arts departments. She said Senator Erdman also lambasted Professor Harbison whose Twitter comments were mischaracterized by Erdman. She stated that some politicians seem to think they can pull a lever on faculty members that are engaged in private, political speech and she thinks it is important that the Senate, as a body, regularly supports our faculty members.

President Hanrahan stated that the Executive Committee plans on discussing the issue at its meeting following the Senate meeting. He asked for a straw poll vote of how many Senators support the Executive Committee issuing a statement. It appeared that the straw poll vote was about 50-50 in favor of a statement.

Professor Kolbe, Theater Arts, pointed out that the faculty members in his department do not see the Senator's comments as attacks and the department does not feel that they are a victim of anything. He pointed out that the whole point of plays is to provoke a response which in turn can initiate a dialogue of what the faculty in the arts do. He urged the Executive Committee, if it decides to issue a statement, to not perceive the Theater Arts as victims.

The meeting was adjourned at 4:19 p.m. The next meeting of the Faculty Senate will be held on Tuesday, December 4, 2018, at 2:30 p.m. in 201 Canfield Administration. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Lorna Dawes, Secretary.