

UNL FACULTY SENATE MEETING MINUTES
December 6, 2022
Presidents Deb Minter, Kelli Kopocis, and Steve Kolbe, Presiding
Zoom Meeting

1.0 Call to Order

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

2.0 Chancellor Green

Chancellor Green noted that we are in the 15th week of the semester and approximately 1,300 students will be participating in the upcoming December commencement. He noted that there is a slight decrease in the number of graduates this December, but this was anticipated given the large number of students graduating in the previous two years.

Chancellor Green stated that there will be several transitions occurring with the academic leadership of the campus with Chief of Staff Zeleny being appointed to the Vice Chancellor of Business and Finance beginning January 1. He stated that the appointment was bittersweet because Mike has been an amazing Chief of Staff and noted that he will be a great Vice Chancellor for Business & Finance. He wanted to thank Interim Vice Chancellor of Business & Finance Mary LaGrange for providing great stability during her time as Interim and for postponing her retirement to assume the role.

Chancellor Green reported that another recent retirement was Michelle Waite who served for a long time as Director of Government Relations and Military Affairs. He wished her the best and noted that Michelle's responsibilities will now be divided between Jessica Hermann, who will serve as Director of Government Relations for UNL, and Joe Brownell serving as Director of Military and Veteran Success Center.

Chancellor Green stated that Derek McLean has been appointed as the next Dean of the Agricultural Research Division. He noted that Executive Vice Chancellor Ankerson will speak about other recent Dean appointments later in the meeting.

Chancellor Green reported that we are halfway through the fiscal year which will end on June 30, 2023, pointing out that UNL has a shortfall of approximately \$23 million, mostly due to the decrease in enrollment the last two years. He noted that the state's budget process will not be completed until late April or May and reported that there is anticipation that the state will have a reasonably good budget. He stated that conversations are occurring with Governor-elect Pillen and with state legislators, as a result the University will make a request for a 3% increase in our base budget which would basically cover our salary needs. He pointed out that there are discussions about increasing tuition for the next two years which President Carter has indicated that he is supportive of, but this would need to be approved by the Board of Regents and would not occur until June. He noted that an increase in tuition would help us balance our budget.

Chancellor Green reported that he has been working with Executive Vice Chancellor Ankerson and Vice Chancellor Boehm to discuss covering 15% of our budget shortfall with savings from administrative salaries. He noted that there are many administrators across UNL, and the combined salaries total about \$32 million. He stated that the goal, which aligns with the N2025 plan, is to reduce administrative costs by \$5 million.

Chancellor Green stated that at the recent Townhall meeting Executive Vice Chancellor Ankerson talked about the flexible work arrangement policy for staff that will be initiated, and she will speak to the Senate about these arrangements later in the meeting. He noted that there was a review of our commitment to diversity plan which Vice Chancellor Barker covered at the Townhall meeting.

He noted that the Staff Senate will become active beginning January 1 and will be holding its first meeting in January.

Chancellor Green stated that most faculty are aware of the recent termination of a tenured professor by the Board of Regents. He noted that revocation of tenure of a faculty member is a very serious matter and a strict, diligent process following the Academic Rights and Responsibilities Committee procedures was carried out before the decision was made to terminate the professor. He pointed out that this is the first time that a UNL tenured faculty member was terminated following a post-tenure review. He stated that the termination is very unfortunate but the decision, which was recommended by an Academic Rights and Responsibilities Special Hearing Committee, was very fair. He noted that nationally discussions are occurring about tenure and the value of it, but our process of conducting post tenure reviews is very well defined in the Board of Regents Bylaws. Professor Peterson, Agricultural Economics and Chair of the Academic Rights & Responsibilities Committee, pointed out that the Special Hearing Committee on the case the Chancellor spoke about was comprised entirely of faculty members and they sent their recommendations to the Chancellor. Chancellor Green noted that the defined process then required him to forward the recommendation to President Carter and then it was placed in front of the Board of Regents to approve the recommendation.

Chancellor Green reported that the launch of the public phase of the University of Nebraska Foundation's Comprehensive Campaign recently occurred, and the goal is to privately raise \$3 billion for the University system. He noted that UNL's goal is to raise \$1.5 billion, and we already have commitments of \$836 million, so he is hopeful that UNL will far exceed the \$1.5 billion. He stated that what is exciting about this campaign is that the primary focus will be on student scholarships and support and for endowed chairs for faculty, noting that there will be some fund raising for construction of buildings.

Professor Shrader, College of Journalism and Mass Communications, asked what percentage of UNL's budget is from state appropriations. Chancellor Green stated that UNL receives approximately \$265 million in state appropriations and another \$200 million through tuition. He noted that if you look across public land-grant universities, we are in the upper half in the level of state support that we receive.

Professor Shrader noted that the tuition system of having in-state and out-of-state tuition was set up long ago. He asked if there has been any thought about charging everyone the same tuition rate to get more out-of-state students. Chancellor Green reported that there have been discussions about having a one-tuition rate, including international students, and we are moving progressively into this tuition model.

Professor Krehbiel, 4-H Youth Development, noted that there are some changes coming with travel policies. She asked when the changes will occur and when will the information about the changes be sent out. Chancellor Green stated that the NU system is moving the non-travel expenses reporting from Concur into Firefly this month and travel requests, approvals, and travel expense reporting are expected to move from Concur to Firefly in early 2023. He stated that Fox World Travel will remain as the travel agency.

Past President Kolbe reported that the level of support for faculty travel is woefully inadequate, and faculty are being told that there are problems with the business centers. He stated that of particular concern is the 60-day window for getting reimbursement for travel expenses. Chancellor Green stated that it is true that the processing for procurements and reimbursements has been slow and noted that we are having difficulty hiring new staff members which has impacted the turnaround time for these expenses. He pointed out that recruiting staff has been difficult, in large part because we are competing with private companies.

Chancellor Green thanked the Senators and wished them Happy Holidays and hoped that they all

have the opportunity to get some much-needed rest and relaxation.

3.0 Executive Vice Chancellor Ankerson

Executive Vice Chancellor Ankerson noted that she last met with the Senate in April, and she wanted to provide updates in three areas. She reported that with the elevation of Associate to the Chancellor Zeleny to Vice Chancellor for Business & Finance, Josh Davis, who currently serves as the Assistant Vice Chancellor for Global Affairs, will become Chief of Staff and Associate to the Chancellor. She stated that Maegan Stevens-Liska will serve as Interim Assistant Vice Chancellor for Global Affairs. She stated that other administrative changes include Dean Andy Belser becoming the Dean of the Hixson-Lied College of Fine and Performing Arts this summer, and the recent hiring of Kevin Van Den Wymelenberg as Dean of the College of Architecture who will assume the position on January 5. She noted that diversity ambassadors are serving on search committees and Professor Brassil served on the search committee for the Dean of Architecture. She reported that the feedback from other search committee members was that it was quite helpful to have Professor Brassil's perspective and that he enriched the search process.

Executive Vice Chancellor Ankerson reported that a search is being conducted for an Assistant Vice Chancellor for Digital and Online Learning and five candidates will be coming to campus for interviews. She stated that there was a good pool of candidates for this important position and stated that the person would not only serve as a champion for digital and online learning but would seek new markets and work to establish strong public/private relationships. She noted that the AVC would be reporting to her.

Executive Vice Chancellor Ankerson stated that with a decrease in enrollment this fall efforts are being put into motion that should impact our enrollment numbers for next year. She noted that first-time freshmen are usually who we focus on with recruiting, but in actuality the full enrollment picture relies on all of us. She stated that ASEM is working in tandem with the leadership and recruitment staff in the colleges to coordinate efforts in the recruitment of first-time freshmen. She stated that the recruitment of transfer students typically occurs within the colleges and faculty are primarily involved in the recruitment of graduate students. She pointed out that a consistent comment made by prospective students is about the enthusiasm and passion of the faculty and staff and noted that this is one of our best recruitment tools. She stated that the Senate Executive Committee has asked for talking points to help in recruiting students and she hoped that these will go out next week.

Executive Vice Chancellor Ankerson reported that last year a pilot program to increase enrollment from four other states (California, Colorado, Texas and New Jersey) was initiated. She stated that the program would take students who qualify for a Ruth Leverton scholarship and increase their scholarship to a Beadle which brings down their tuition considerably. She reported that this year the program has been expanded to also include Illinois, Kansas, Missouri, Michigan, Minnesota, and Wisconsin, although New Jersey was deleted from the program. She stated that non-resident military tuition can be provided to both active and veterans of the military through the Husker Salute Scholarship program. She noted that these efforts will cause some incremental enrollment increases and will possibly increase our diversity as well.

Executive Vice Chancellor Ankerson stated that the retention constituent relationship management program will go live in January enabling more cohesive and interactive approaches to communications with students enabling us to better track their progress and to enable their success. She pointed out that in 2020 we became an ACT optional university where students applying for admission can submit either their GPA only, or they can also include their ACT scores if they wish. She reported that this has had an impact on our recruitment and the number of Regents' scholars from low- and middle-income families has increased.

Executive Vice Chancellor Ankerson noted that the University now has an [Alternative Work Site](#) policy, but this is for staff only at this time. She stated that it applies to administrative staff,

managerial/professional staff, and office/service staff and students. She pointed out that it does not apply to temporary workers nor faculty or graduate students. She stated that if a staff member wishes to work at an alternative worksite for less than 50% of the time, they would need the approval of their supervisor and dean or similar administrator. If they work off campus for 50% or more of the time, they need the approval of the supervisor, dean, and the Vice Chancellor for Business and Finance. She pointed out that the key is that the staff member needs to identify the flexible work arrangement in Firefly.

Executive Vice Chancellor Ankerson stated that for employees who live in another state the option of flexible work is divided between comparable and non-comparable states, noting that 22 states are considered non-comparable because their state laws are not comparable to those in Nebraska. She stated that if a staff member wants to continue working from a comparable state approval would need to be done on a case-by-case basis. If they live in a non-comparable state and remain working for the University, they will be shifted to a professional employment company who would do the withholding of taxes, payroll and basically be the employer of record. Past President Kolbe asked if the people in the non-comparable state will see a drastic increase in the costs of their benefits. Executive Vice Chancellor Ankerson stated that President Carter's office is in negotiation with companies but pointed out that the benefits would be held with the employment company, not UNL so there could be a shift in the cost of benefits.

Past President Kolbe noted that when ACT scores were accepted that students were told they would receive a scholarship if they had a minimum of 32 on their ACT score. He asked if our academic standards have lessened with ACT scores now being optional. Executive Vice Chancellor Ankerson reported that our standards have remained very high. Professor Gay, Physics and Astronomy, asked what metric is being used to assert the high standards for incoming students. Executive Vice Chancellor Ankerson noted that she was recently at a meeting of the Provosts of the Big Ten and this question came up. She noted that the assertion that was made is that GPA is a better predictor in performance and the graduation rates of students than the ACT scores. Professor Gay stated that he thinks that assertion has been disproved. Executive Vice Chancellor Ankerson stated that the recent literature supports the assertion although she is willing to be corrected on this if need be.

Executive Vice Chancellor Ankerson wanted to thank everyone for their hard work this semester and wished them a spectacular end of the semester.

4.0 Announcements

4.1 Appreciation of Associate to the Chancellor Zeleny

President Minter wanted to thank Associate to the Chancellor Zeleny for all of the work that he has done and his support of the Faculty Senate. She wished him well in his next endeavor as Vice Chancellor for Business and Finance.

4.2 Meeting with Vice President Blackman, CIO Tuttle, and Deputy General Counsel Chambers

President Minter reported that the Executive Committee would be meeting with VP Blackman, CIO Tuttle, and Deputy General Counsel Chambers on December 13th to discuss concerns with EM 16 and to discuss shared governance and how the revisions to EM 16 unfolded. She stated that Senators with specific questions should email her or Coordinator Griffin. She noted that she will look at previous Senate minutes to see which questions have been raised before.

4.3 Redistribution of Faculty Senate Districts

President Minter reported that Coordinator Griffin will be working on the redistribution report which will be presented to the Faculty Senate in the spring semester. She noted that the redistribution determines if there needs to be a change in the number of Senate representatives for each unit based on the number of faculty members who meet the Senate's qualifications for being a member of the academic assembly.

4.4 Inclement Weather

President Minter reported that should there be inclement weather when the Faculty Senate is scheduled to meet, the meeting would be moved to Zoom only. She stated that an email message will be sent out to all Senators should this situation occur.

4.5 Faculty Senate Resolution in Support of the University's Budget Request to the State Legislature

President Minter noted that several times in past years the Faculty Senate has approved a resolution in support of the University's budget request from the State Legislature. She stated that we may need to do this again although it would need to be done electronically since the Senate will not have a January meeting due to the winterim session.

4.6 Academic Solutions Council

President Minter reported that historically the Faculty Senate had a representative on the Academic Solutions Council. She noted that the Council is convened by Associate Vice Chancellor Goodburn, and members include Associate Deans, and Director of Undergraduate Education Sollars with the focus on academic programs. She noted that discussions also center on ideas on how to better retain students. She said if anyone is interested in serving on the Council, which meets the first Wednesday of the month from 10:45-12:00, to please contact her.

4.7 AAUP Meeting

President Minter reported that Professor Schauer, President of the local AAUP chapter, extends an invitation for faculty to attend the AAUP meeting tomorrow from 3:30-5:00 in the Heritage Room, Nebraska Union.

5.0 Approval of November 1, 2022 Minutes

President Minter asked if there were any revisions to the minutes. Hearing none, she asked for approval of the minutes. Professor Peterson moved for approval. Motion was seconded by Professor Tschetter, History, and then approved by the Senate.

6.0 Ombuds Report (Professor Franco Cruz and Professor Pytlik Zillig)

Professor Franco Cruz noted that Professor Pytlik Zillig was hired this past year to replace Professor Kostelnik who retired. He stated that the Ombuds are a two-person professional team who are a resource for faculty seeking to resolve difficulties that interfere with their work. He noted that they are a neutral party who provide all UNL faculty members access to confidential, informal, independent, and impartial assistance in managing conflicts and solving work-related problems. He stated that further information can be found at <https://executivevc.unl.edu/faculty/life/ombuds>.

Professor Franco Cruz reported that the Ombuds office serviced 56 separate requests that spanned the different colleges and involved faculty ranging from non-tenure track to tenure track and tenured faculty members. He stated that issues discussed included bullying, contract renewal, annual/merit evaluations or promotions, lack of clarity with bylaws or procedures not following bylaws, compensation, workload assignments, working environment, conflict with mentor/supervisor/chair, and information requests about what services the Ombuds office provides. He reported that 55% of requests were resolved, 2% had formal processes initiated, 7% were still ongoing, and 36% of individuals took no action or did not contact the office again.

Professor Franco Cruz stated that the ongoing goals for the Ombuds office are to increase communications about the Office to make faculty members more aware of it, to have UNL adopt and post an Ombuds Charter on the Ombuds website and as part of the Chancellor's webpage, to explore the possibilities of UNL Ombuds achieving IOA certification, contributing to campus-wide discussions, and conducting the second all-ombud meeting for NU system campuses. He stated that the long-term objective is to provide recommendations regarding recurring issues noting that some

faculty policies are out of date. He pointed out that one problem is that some units are not following the annual evaluation policies as defined in the bylaws. Another issue is with the lack of leadership training and people skills needed for people assuming administrative positions.

Professor Weissling, Special Education and Communication Disorders, asked if the number of requests to the Ombuds' office have remained stable, increased, or decreased. She agreed that there is a definite need for leadership training for people assuming a leadership position. Past President Kolbe stated that leadership training is key for middle management positions, particularly for new department chairs who need to know their respective department and college bylaws. Professor Franco Cruz stated that he thinks there is a slight increase in the number of cases but noted that the Ombuds office opened shortly before the Covid pandemic which made keeping track of the different kinds of cases that were being raised a bit difficult. He stated that a spreadsheet has been designed to keep track of the issues and he hopes that there will be more informational reports in the future.

Professor Franco Cruz asked what the status is of the Professional Code of Conduct that the Senate Executive Committee was working on. President Minter stated that Academic Affairs is reviewing the draft document and she is working with the office to fine tune the document before it is presented to the Faculty Senate. She pointed out that addressing the bullying problem is challenging and a review of how other Big Ten schools address this issue is being conducted. She stated that she hopes the Senate will be able to act on it this academic year.

7.0 Committee Reports

7.1 Diversity & Inclusion Committee (Professor Cortinas)

Professor Cortinas noted that he co-chairs the Committee with Professor Combs. He reported that the Committee has two taskforces; one looking to see if there is systematic racism in the promotion and tenure process and the other is looking at how we can conceptualize diversity and inclusion in the curriculum.

Professor Cortinas stated that the taskforce examining racism in the promotion and tenure process looked at the demographics of the Board of Regents and university administration, attended a dean's meeting, and initiated a review of leadership roles at the college level. He noted that the taskforce also looked at the Regents Bylaws to identify language that can be improved including the use of pronouns, and improved description and consideration of student class standing on the Board.

Professor Cortinas reported that the Committee met with Vice Chancellor Barker who connected the Committee to the Faculty Evaluation Guidelines Update Committee which was already working on updating the Guidelines. He noted that the D&I Committee seeks the opportunity to review the proposed revisions to the Guidelines before it is finalized. He asked that the Faculty Senate assist the Committee in being able to achieve this goal. Past President Kolbe reported that the draft was sent to Professor Combs at the end of the spring semester and noted that the document has not moved forward, but if the D&I Committee wishes to add anything to the document they should do so soon.

Professor Cortinas stated that the D&I Committee also met with Director of Undergraduate Education Sollars to hear of the current proposal to separate ACE 9 into two outcomes – global issues and human diversity in the US.

Professor Cortinas reported that the D&I Committee is trying to focus its attention on faculty retention and would like to speak to the Ombuds to see if diversity and inclusion are recurring issues that have been raised with the Ombuds.

Professor Gay asked if the taskforce found any systemic racism in the promotion and tenure process. Professor Cortinas stated that the taskforce has not identified any problems in the process.

Past President Kolbe asked if the Committee has looked at college and department bylaws to see if there may be some diversity and inclusion issues with these documents. Professor Cortinas reported that this has not occurred yet. Past President Kolbe suggested that a review be conducted because oftentimes problems that arise with the faculty relate to the language in the bylaws.

7.2 Faculty Compensation Advisory Committee (Past President Kolbe)

Past President Kolbe reported that the Faculty Compensation Advisory Committee (FCAC) serves as an advisory committee to the Chancellor on matters relating to faculty salaries and total compensation. He stated that the Committee reviewed salary data provided by the Association of American Universities Data Exchange which compares salary and FTE data from peer institutions by rank, college, and department. He noted that while last year's salary increases have improved UNL's faculty salaries in comparison to our peers, they still lag by -4.6%. He reported that the shortfall is due to compression in salaries at the full professor level and noted that associate and assistant professors are being paid competitively above the mean salaries from peer institutions.

Past President Kolbe stated that the FCAC is concerned with the steady five-year trend of decreased in the number of tenure track and tenured faculty. He noted that \$500,000 was put towards lecturer salaries in the previous year but there is still plenty of work to do on non-tenure track faculty salaries and also in gender equity, particularly for women at the assistant professor rank. He reported that over the past three years there has been a concerning downward trend in salaries of minority associate professors but noted that minority assistant professor salaries are high relative to the average.

Professor Powers, Chemistry, asked if other factors are taken into consideration, such as time at the university and length of time at the current faculty position level when calculating for disparities. He noted that there are disparities at ranks in particular disciplines and if you look nationwide at the various disciplines there could be a large portion of females in particular areas and he asked how the comparisons are done for these groups. Past President Kolbe stated that it can be difficult to make some of these comparisons, but he would ask if it's possible to get these comparisons.

Professor Peterson noted that in the past there was a salary model that was used which included salary and length of time at the university as well as some other variables, although he does not know if that model is still being used. He pointed out that running comparisons is statistically challenging. He noted that the committee used to get data that would show if there were significant differences between salaries of female faculty members and male faculty members and noted that the model was useful and showed where there were disparities in the salaries.

Professor Seymour, Extension Engagement Zone 10, asked if the salary comparisons were done for Professors of Practice and Extension Educators. Past President Kolbe stated that these faculty members are part of the data set and they are included in the FCAC's recommendations to the Chancellor. He reported that the FCAC recommends a promotion path for lecturers so those that have been in the position for a length of time can gain more salary and status.

Professor Cupp, Animal Science, announced that there are a group of women working on developing a white paper on salary comparisons for female faculty members in IANR. She stated that they have data over a 10-year period which shows that the number of fully promoted women within the Institute has not changed much during that time frame. She reported that there have been some changes in the number of women Assistant and Associate Professors, but they do not have the exact data yet on these positions. She stated that the number of non-tenure track faculty members has exponentially increased in IANR. She pointed out that we should be better at retaining women and fully promoting them and this is important in order for the University to solve some of the problems existing in today's world. She noted that the numbers are similar at the other Big Ten universities. She stated that the white paper will be available after the first of the year. Past President Kolbe stated that he would like to speak with the group who wrote the paper and would

like to get a copy of it noting that this would be helpful to the FCAC. Professor Cupp stated that she can share the paper once it is given to IANR's administration.

8.0 Unfinished Business

No unfinished business was discussed.

9.0 New Business

9.1 Open Mic

Professor Gay asked what the status is for getting Executive Committee members some form of compensation for their service on the Committee. President Minter reported that the Executive Committee is still advocating this to the administrators. She noted that data was collected on our Big Ten peers, and we are the lowest in terms of compensation for serving on the Executive Committee. She stated that EVC Ankerson has suggested that faculty members on 9-month appointments could possibly receive additional compensation during the summer months since the Committee still meets over the summer. She noted that the effort is still in progress. Professor Gay asked what the roadblocks are to getting the compensation. President Minter pointed out that the \$23 million shortfall is more than likely a major factor.

Professor Gay asked if the Executive Committee is still looking into the issue of hiring consultants of dubious value. President Minter stated that the Executive Committee has not sought additional information from what was provided earlier in the year by Associate to the Chancellor Zeleny. Associate to the Chancellor Zeleny pointed out that during Covid fewer consultants were hired, except for search firms and architectural consultants.

President Minter stated that during terms of tight budgets the campus needs to be very careful with hiring outside consultants. Professor Gay stated that there seems to be a proliferation of hiring Assistant Vice Chancellors during tight budgets. Professor VanderPlas, Statistics, noted that there is a new administrative position in Academic Affairs, the Assistant Vice Chancellor for Digital Learning. President Minter reported that before online courses were moved to Central Administration, UNL had its own office for online learning with a director, but with online learning coming back to the campuses there is a need to hire someone to direct our efforts.

The meeting was adjourned at 4:27 p.m. The next meeting of the Faculty Senate will be held on Tuesday, February 7, 2023, at 2:30 p.m. via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Signe Boudreau, Secretary.