

UNL FACULTY SENATE MEETING MINUTES

April 23, 2019

City Campus Union, Presidents Kevin Hanrahan, Robert Belli, and Sarah Purcell, Presiding

1.0 Call to Order

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

2.0 Announcements

2.1 Senate Rules and Bylaws Committee

President Hanrahan reported that the Executive Committee is reconstituting the Senate Rules and Bylaws Committee to work on updating the Bylaws. He noted that Professors Billesbach and Ibrayeva have agreed to serve and one other Senator is needed.

2.2 Report from Intercollegiate Athletics Committee Regarding Wrestling Team GSR

President Hanrahan noted that Professor Fuess, Chair of the IAC, was asked by the Senate at the January meeting to investigate why the wrestling team has a lower graduation success rate compared to other teams. He reported that Professor Fuess was also asked to have the IAC inquire about the Athletics Department procedure when it has been contacted by law enforcement regarding a student athlete. He noted that Professor Fuess stated that the IAC did make the inquiry and was informed that the Athletic Department has a customary practice, although it has not been put into writing. He stated that the IAC, by unanimous vote, advised the Athletic Department to put the practice in writing. He stated that Professor Fuess indicated that the IAC would not be meeting again until April 29 and he was expecting to hear back from Athletics about the written document at that time. He stated that he has asked Professor Fuess to report back to him to let him know about Athletics' written policy.

2.3 Welcome New Senators

President Hanrahan introduced and welcomed the new Senators. They are: Peter Eklund, Glenn Korff School Of Music; Terry Stentz, Durham School Of Architectural Engineering; Sarah Zuckerman, Educational Administration; Justin Olmanson, Teaching, Learning & Teacher Education; Walter Stroup, Statistics; David Karle, College Of Architecture; Christopher Gustafson, Agricultural Economics; Gerry Harbison, Chemistry; Dave Dunigan, Plant Pathology; Tsegaye Tadesse, School Of Natural Resources; Robert Tigner, West Central Research & Extension Center; Jay Jenkins, Panhandle Research & Extension Center.

2.4 Presentation of NCEA Donation

President Hanrahan reported that the Nebraska Cooperative Extension Association is once again making its annual donation to the Faculty Senate. Professor Krehbiel, 4-H Youth Development, stated that as President of the NCEA she is presenting a check for \$1100 from the NCEA to help support the work of the Faculty Senate. She noted that the donation is made by the members of the NCEA throughout the state and they look forward to continuing its support of the Senate. President Hanrahan and the Senate thanked the NCEA for their continued support.

3.0 Election of Executive Committee

President Hanrahan recited the rules for conducting elections to the Executive Committee. He asked if there was any objection to approving by acclamation Professor Latta Konecky as Secretary since she was the sole candidate. Hearing no objections he stated that Professor Latta Konecky was Secretary.

Elections were then held for Executive Committee members. President Hanrahan announced that Professor Minter, English and Professor Woodman, School of Biological Sciences, were elected to

the Executive Committee. He noted that Professor Woodman would serve as the non-tenure track faculty member to the Committee.

4.0 Unfinished Business

4.1 Motion to Revise the Procedures to be invoked for Significant Budget Reallocation and Reductions

President Hanrahan noted that the motion to revise the procedures was made at the March 5, 2019 Faculty Senate meeting. He stated that since that time the Executive Committee met with Professor Bloom and suggested some amendments to the language of the document. He reported that the APC approved the amended document and it was now before the Senate for approval.

Professor Bloom, Past Chair of the Academic Planning Committee, reported that during the 2017-2018 budget cutting process the APC believed that the existing procedures to deal with the budget cuts were cumbersome, outdated, and described a more static university. He pointed out that the current procedures did not allow a process for the APC to find the data that would be used to identify cuts. He reported that he, Professor Purcell, and VC Boehm were on the APC subcommittee that worked on revising the procedures. He noted that the goals of the revisions were to streamline the procedures while maintaining open debate and shared governance. He reported that with the revisions the non-public steps of the process have been compacted. He stated that the steps presenting the proposed cuts to the campus and gathering feedback have been written in a more straight-forward format. He pointed out that with the revisions the three pages of flowcharts are no longer needed. He reported that the APC approved the revisions and then there were discussions with the Senate Executive Committee which recommended a couple of additional revisions which were then accepted by the APC.

Professor Lee, Communication Studies, asked if there were any instrumental changes to the procedures. Professor Bloom reported that there are no major changes. He noted that the work of the administration has been condensed, but once the administrators' proposed cuts have been completed they are presented to the APC. Professor Lee asked if there are any restrictions for departments defending themselves against a proposed cut. Professor Bloom pointed out that VC Boehm wanted to make clear that there is room for public comment. Professor Lee asked if there are time restrictions for the public defense against a budget cut. Professor Bloom noted that the APC will ensure that there is sufficient time.

Professor Billesbach, Biological Systems Engineering, asked what is considered a significant budget reduction and questioned whether this needs to be concretely defined in the procedures. Professor Bloom pointed out that language already exists within the document and one of the proposed revisions includes when the procedures would be invoked. He noted that if budget shortfalls are significant to propose elimination of a program, the procedures would be invoked, but in principle they can be triggered for lesser budget shortfalls. Professor Billesbach asked who makes the decision to invoke the procedures. Professor Bloom stated that the Chancellor or the Chancellor's administrative team could trigger the process.

President-Elect Belli asked if the procedures would be invoked by the Chancellor if there was a proposed elimination of a program, whether it was due to budget cuts or reallocation of funds. Professor Bloom pointed out that any time a program is being proposed for elimination it has to go to the APC for approval.

Chancellor Green pointed out that the purpose of the policy is to have procedures in place when there are significant financial reasons for a program to be eliminated or modified. He stated that the policy does not address such things as a program not passing the review for an accreditation standard or if it has consistently low enrollment, and a program modification or elimination for these reasons would need to go to the APC as part of its regular responsibilities. Professor Billesbach asked if a program was folded into another if that would trigger the procedures. Professor Bloom noted that

this would be considered a reallocation and the procedures would be invoked.

President Hanrahan asked for approval of the amendment to include the revisions to the language in the procedures. He asked if there was any objection. Hearing none the amendments were accepted.

President Hanrahan then asked for approval of the revised procedures. The Faculty Senate approved the revised procedures.

5.0 Approval of April 2, 2019 Minutes

President Hanrahan asked if there was any discussions or corrections to the minutes. Hearing no objections the minutes were approved.

6.0 Committee Reports

6.1 Committee on Committees Report (Professor Anaya)

Professor Anaya noted that the report was sent to the Senate and asked if there were any questions. She implored the Senators to speak to their colleagues about volunteering to serve on committees because faculty members are needed. She pointed out that serving on committees is part of shared governance and allows faculty members to be engaged. She noted that some faculty members volunteer to serve on any committee, but having more of a pool would make for better shared governance. President Hanrahan pointed out that the more faculty members participate in shared governance, the more powerful the faculty become.

6.2 Executive Committee Report

President Hanrahan noted that the Executive Committee minutes are distributed throughout the year to the Senate, but he wanted to highlight several things the Executive Committee worked on. He noted that the academic freedom and free speech issue continues to be a focus for the Executive Committee and the Senate's Ad Hoc AAUP Censure Committee. He reported that the Executive Committee conducted a survey of the faculty this January to learn what they feel are the top priorities that need to be addressed, and he will be sharing the results of the survey in the President's summer newsletter. He stated that the next goal is to monitor the discussions on the RCM budget model.

President Hanrahan reported that the Executive Committee also met with Professor Stevenson, English, to discuss concerns of the non-tenure track faculty members and a non-tenure track faculty forum was held earlier this month. He stated that the Executive Committee also crafted a resolution for a Board of Regents Bylaw revision to provide Extension Educators' the same length of time for notification of termination as given to Practice and Research faculty.

President Hanrahan stated that he has worked with the other campus Faculty Senate Presidents on mental and health care concerns and coverage. He noted that the Presidents will also be discussing the University President's search and how the faculty on all four campuses can be heard.

President Hanrahan stated that the Executive Committee members were proud to serve the Senate and the faculty of UNL and thanked everyone for their support.

7.0 New Business

7.1 RCM Budget Committee Update (VC Nunez)

VC Nunez stated that it has been a wonderful experience having the four faculty members serving on the RCM Committee. He reported that there have been four meetings to date. He stated that the first stage is to understand our baseline budget and how it functions. He noted that the basic goal of an incentive-based budget model is to support the mission of the university, to promote responsibility and transparency with the budget, and to incentivize the units. He stated that the idea is to keep an incentive-based budget model clear and simple. He reported that we are currently in Phase 1 of the process and during this time the Committee is reviewing the revenue and expenses for the campus.

He noted that the plan is to have a pilot system in place July 1 that can shadow our current system for approximately a year. He pointed out that this would allow us to see how the incentive-based budget model functions and whether it needs to be refined. Professor Adenwalla, Physics & Astronomy, asked if the campus is committed to changing to an incentive-based budget model. VC Nunez stated that this was a charge posed by the Chancellor and we are committed to moving in this direction. He pointed out that the existing budgeting system is not transparent and there are no incentives for units. He reported that we need to be very strategic and need to promote the distinction of the campus which can be more easily done with an incentive-based budget model.

President-Elect Belli asked how a unit is defined. VC Nunez stated that a college, center, or service auxiliary are all considered a unit. He reported that with an incentive-based budget model the deans would have authority for distributing funds within the college. He noted that the RCM Committee is discussing tuition and fees and research grants being sources of revenue. Professor Woodman, School of Biological Sciences, asked if the revenue from tuition would be distributed to units based on the major of a student. VC Nunez stated that this could be one way to determine where the tuition revenue would go, but the Committee has been discussing possibly using the prefix of a course and instructor of record to determine how tuition revenue would be distributed. President Hanrahan asked what is being done to safeguard the arts where credit hour production is low, but enrollment is high. VC Nunez pointed out that a subvention pool state funds would be used for those units that do not generate enough revenue. He stated that the model structure is nearing completion. He pointed out that besides the colleges academic support units, facilities, and administrative offices need to be factored into the model.

Professor Kolbe, Johnny Carson School of Theatre & Film, asked if a center is not part of an academic unit, if it is considered a support unit in a college. VC Nunez stated that it could be a part of the college, but there are some centers that could be considered a primary unit outside of a college. Professor Kolbe pointed out that most centers are not degree granting units. VC Nunez noted that the centers are generally research focused.

Professor Lee noted that the incentive-based budget model would distribute funds to the colleges, but he asked if the deans will follow the model in distributing funds within the college and be committed to the incentive-based principles. VC Nunez pointed out that the budget model in the colleges will be at the discretion of the dean, but will most likely initially be based on historic allocations and similar data as used in the model.

VC Nunez stated that one of the goals right now is to make sure we have campus engagement and the RCM Committee wants to be forthright about what is being done. He encouraged everyone to look at the RCM website (<https://budget.unl.edu/responsibility-center-management>) where information on the guiding principles, projected timeline, implementation team and frequently asked questions can be found. He reported that campus forums will be held (June 25, 10:00-11:30, Howard Hawks Room 002, College of Business; August 22, 1:30-3:30, Howard Hawks Room 002, College of Business; and both can be accessed through Zoom, will be recorded, and posted to the website).

Past President Purcell asked how Extension will be handled. VC Nunez stated that it would most likely be treated as a primary unit with a strategic subvention pool, but this has not yet been decided. President Hanrahan asked if Extension will be treated like a college. VC Nunez stated that Extension is a primary unit that receives dedicated funding from federal and state resources.

Professor Billesbach noted that his department, Biological Systems Engineering, reports to both the Engineering College and IANR. He asked if there will be some realignment of departments so each unit is a distinct member of a college. VC Nunez noted that nationally interdisciplinary courses have proven to be an issue, but this kind of work is crucial to what we and other universities do. He reported that this was a question raised in the Academic Planning Committee meeting last week. He

stated that one way to deal with it is through a memorandum of understanding process where the different colleges involved with the interdisciplinary work agree with how the tuition revenue would be distributed amongst the participating units. He pointed out that any agreement would have to be carefully considered. VC Nunez also noted that an incentive-based budget model, however, is only a tool. Our current incremental budget model does little to incentivize interdisciplinary work either. But, we prioritize this activity because it aligns with our mission. The model should not preclude this activity.

Professor Vuran, Computer Science & Engineering, asked if there are any projections on how the incentive-based budget model will impact F&A rates. Professor Bloom stated that Business & Finance negotiates F&A rates and the University's rate will be unchanged. He stated that how the F&A will be distributed with the RCM budget is currently undecided. He pointed out that the current budget model flows the F&A downward to the colleges and then to the departments, but the issue is how much of it is distributed back to the departments. He stated that with the RCM model the recovery of F&A would begin in the colleges and then would be taxed by the cost polls in terms of what it needs to support, but the conversation has really changed because we are changing the direction in the flow of these funds. Professor Vuran asked if the RCM model is to make budgeting more efficient. VC Nunez stated that the given our size budgeting is complicated by default, but this process will make the budget more transparent and it will incentivize units to improve and grow. He noted that the incentive-based budget model will quantify the distributions which hasn't been the case to date.

Professor Dussault, Chemistry, asked if the costs of utilities will be incurred by the units with the RCM model. VC Nunez stated that some RCM models will do this, but it is unclear at this time whether that will happen here given the availability of these data. Most models allocate facilities costs as a percentage of net square foot space allocation. Professor Dussault pointed out that some units here would incur greater costs due to the challenges facing some of the older buildings on campus.

Professor Schubert, Electrical and Computer Engineering, asked if there has been consultation with those who are heavily involved in research. He stated that he has heard there is a disconnection between those that bring in the research funds and what happens with them. VC Nunez noted that this comment has been discussed frequently. He stated that with the incentive-based budget model all the F & A will be allocated to the college and then distributed by the colleges which is a different model than we have today. He pointed out that we have not solidified that part of the model, but it is part of the dialogue and research-intensive faculty are represented on the Steering Committee.

8.0 Chancellor Green

Chancellor Green stated that he wanted to clarify a few things with the RCM model. He noted that there are line items in the university budget that have a specific purpose and are direct funded items, Extension being one of them. He pointed out that Extension has a dedicated federal line and a direct line in the UNL budget. He stated that the issue with the indirect cost recovery is that the rate at the national level is determined with the federal government and determined on an annual basis by agencies based on University data and this is not changeable. He stated that the distribution of the F&A is part of the ongoing conversation that the RCM Committee must work on.

Chancellor Green stated that he wanted to give a historical example of why it is important for us to move to a different budget model. He noted that in the 2003-2004 budget reductions one of the budget changes dealt with some of the Libraries' funding. At that time one of the budget changes that was made was to top cut the indirect cost recovery money to help fund the Libraries. He pointed out that our current budget model has many band aids on it similar to the one that was made in 2003-04.

Chancellor Green stated that he is happy to report that the University is in much better shape at the end of this academic year than the 2017-18 year when we were faced with many uncertainties. He noted that in September we were slightly down in enrollment, but we fared better than many of our peers who were down 3-5%. He stated that we will be graduating the largest number of students, 3490, in the history of the University. He pointed out that 23% of our fall enrollment was first generation students which continues to reflect our commitment to access.

Chancellor Green reported that a decision has been made to move the honors program to a new site this fall. He stated that the Knolls Resident Center will be the new location, and that he will be appointing a task force to study the next generation use of Neihardt complex.

Chancellor Green announced that we once again broke our record with research activity with a total of \$308 million in total research expenditures this past year. He noted that the number of grants and contracts is up in every category and he anticipates that the year-end numbers will be very good. He stated that he will be announcing a new \$11.9 million NIH grant to support a new Center of Biomedical Research Excellence to study rural drug addiction. He reported that Professors Dombrowski (Sociology) and Bevin (Psychology), will lead the research effort.

Chancellor Green noted that our faculty have had an exceptional year. He pointed out that UNL faculty or groups received all but one of the NY system awards: Professor Lloyd Bell received the Outstanding Teaching and Creativity Award; Professor Kwame Dawes and Professor Evengy Tsymbal both received the Outstanding Research and Creative Activity Award; Professor Mario Scalora received the Innovation, Development and Engagement Award; and the Department of Biochemistry received the University-wide Departmental Teaching Award. He noted that Professor Margaret Jacobs earned membership in the American Academy of Arts and Sciences, the first time that a female faculty member, and only the second faculty member from the University to achieve membership. He reported that Professor Paul Black was named a 2018 fellow of the American Association for the Advancement of Science. He noted that 98 faculty members have been awarded either tenure and/or promotion.

Chancellor Green stated that ASUN President Emily Johnson was named our 17th Truman Scholar. He pointed out that UNL is tied at number 27 in the nation's top 45 universities for Fulbright awards with having 14 students receiving a Fulbright award. He reported that UNL's debate team won the national title for the 10th time in extemporaneous speech at the American Forensics Association's National Individual Events Tournament, and took fourth place in the overall debate portion of the National Forensics Association's national tournament. He stated that the team was also Big Ten champion for the 7th time. He noted that the debate team is the oldest student activity team at the University. He stated that our athletic teams continue to be strong, including the Women's Volleyball team making it to the final four of the NCAA championship for the fourth time in four years. He pointed out that we are also expecting to add several new Academic All Americans bringing our total to 333.

Chancellor Green reported that three major initiatives are being developed that will help move the campus forward: the RCM budget model, the service delivery initiative, and the 2025 strategic plan development. He stated that the RCM Committee has been meeting and there will be presentations to the campus, the service delivery initiative is in the development stage, and the 2025 strategic planning group has been meeting and is finishing the four core aspirations to develop the first set of strategies.

Chancellor Green stated that he is proud of the 150th anniversary celebration of the University which occurred in February. He noted that with the celebration has strongly reaffirmed who we are as an institution and our Land-Grant mission. He stated that there is still a lot of activity that will occur throughout the summer and fall in association with the 150th anniversary.

Chancellor Green reported that we have brought in a lot of new senior leadership talent this year beginning with the arrival of VC Barker, Diversity and Inclusion, and with the appointment of Dean Heng-Moss of CASNR, Dean Button of CAS, and Dean Jeans of CEHS. He noted that the VC of Business & Finance was filled with the appointment of VC Nunez, and reported that the Dean of the Libraries search is in process and candidates are being interviewed.

Chancellor Green reported that the University's budget with the State Legislature has been forwarded to the floor with even more support for the University than he reported in March. He noted that originally we thought we would get a 2.6% increase in the University's base budget, but the Appropriations Committee has increased those amounts slightly. He stated that there was a 2% request for salary increases, but this has been increased to 2.2% and the additional two-tenths is to go to salaries at UNL and UNMC because the faculty salaries at these campuses are not collectively bargained and are further behind their peers. He stated that the Faculty Compensation Advisory Committee recently sent him the Committee's recommendations, one of which was to look at equity adjustments in gender and rank, particularly at the associate professor rank. He reported that other good news on the University's budget is that previously there was no funding to cover the increase in utilities or health care, but \$1.8 million is being appropriated by the State for utilities. He stated that he expects the Board of Regents will set a modest increase in tuition rates, with the tuition rate for out-of-state students being a little higher. He noted that for the first time in four years we will not be looking at a state budget deficit and we can begin again looking at hiring and making strategic investments.

Chancellor Green stated that another big part of our strategic investment is our infrastructure. He pointed out that there will be a number of building and facilities projects taking place in the next few years. He reported that there are the East Campus projects which include the renovation of C.Y. Thompson Library and completion of the renovation of the Union, and on City Campus rebuilding of Mabel Lee Hall and the preliminary renovations on the Scott Engineering building will begin this fall. He noted that we are well into raising \$60 million for the Engineering phase 2 complex.

Chancellor Green reported that the University is paying careful attention and contributing to recovery efforts from the State's flooding disaster. He noted that with President Bounds' departure in August the University will be looking for a new President and the search process is now beginning. He stated that he is encouraging the Board to make this a fast process so we can continue to move the University forward. He stressed how important it is for us to continue increasing our enrollment, in part because increased enrollment will help fund our strategic investments. He noted that our fall enrollment is generally looking good and we are spending a tremendous amount of effort in our student recruiting efforts.

Chancellor Green stated that he wanted to acknowledge the work of Deb Fiddelke, head of University Communication, and her team for their work on getting UNL's story out better, not only to the media, but to our peers as well. He noted that we are starting to see some traction on these efforts, and Presidents, Chancellors, and Provosts around the country are looking at what is happening here on campus.

Chancellor Green thanked everyone for all of the work they do and wished everyone a good summer.

9.0 New Business

No new business was discussed.

10.0 Open Mic

President Hanrahan reported that he has been contacted regarding intellectual property rights and whether faculty members are owners of their course syllabus or whether the university should be able to claim it. He pointed out that as we move to more online courses this is a particular concern.

He asked if this is something that the Senate wants to provide input on. Professor Schubert reported that the Senate Executive Committee discussed this issue several years ago and suggested the minutes be reviewed on the discussion.

President Hanrahan reported that the faculty of Rutgers University has moved to regain control over the information that they create and write. Professor Katz, Art, Art History & Design, stated that she would be in favor of a policy that protects the faculty member's intellectual property rights. She pointed out that if she gives a lecture online it is no longer considered her property.

Professor Fech, Metro Extension District, stated that it would be prudent to revisit the intellectual property rights issue. He noted that it is tied to academic freedom and a faculty member seeking the truth as it becomes evident. He stated that to have the faculty member's efforts disconnected by the university owning the intellectual property isn't congruent with academic freedom. Professor Woodman agreed and suggested the Senate should seek a policy equivalent to what Rutgers University has.

The meeting was adjourned at 4:17 p.m. The next meeting of the Faculty Senate will be held on Tuesday, September 3, 2019, at 2:30 p.m. in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Joan Latta Konecky, Secretary.