

UNL FACULTY SENATE MEETING MINUTES
City Campus Union,
February 3, 2009
Presidents Kathy Prochaska-Cue and Steve Bradford, Presiding

1.0 Call to Order

President Prochaska-Cue called the meeting to order at 2:35 p.m.

2.0 Announcements

2.1 Dial 2 for Blue Card

President Prochaska-Cue noted that the red cards available at the meeting are awareness cards from the Campus Police to use as a quick resource. She stated that if anyone wanted more cards to distribute they can call the Campus Police.

2.3 Donation from the Nebraska Cooperative Extension Association

Professor Zimmers, Southeast Research & Extension Center, presented a check for \$1100 to help support the operations of the Faculty Senate. On behalf of the Faculty Senate, President Prochaska-Cue accepted the check.

2.4 Faculty Senate to go Green

President Prochaska-Cue stated that the Executive Committee feels that the Senate should go green. As a result there will not be additional copies of the agenda and other materials available at the Senate meetings so Senators should make sure they bring their Senate packets with them to meetings.

2.5 Update on Committees

President Prochaska-Cue stated that the committee that is looking into the disinvitation of Dr. Ayers has been convened and is meeting. She stated that the committee plans to have a report available at the end of April.

President Prochaska-Cue reported that the ad hoc committee to look into the Office of Research's policy on Misconduct in Research is composed of several Senators and a few members from the Office of Research. Associate to the Chancellor Poser is also on the committee. She stated that this committee is trying to bring the Academic Rights & Responsibilities Committee's Procedures for Professional Misconduct-B and the Office of Research policy together. She stated that this committee hopes to complete its work in April.

President Prochaska-Cue reported that the Academic Honesty Committee appointed last fall to look at the student code of conduct is working slowly due to difficulty in finding times to meet. She stated that she hopes to get some kind of report by the end of April from this committee.

3.0 President Milliken

President Milliken apologized for not being able to attend the January Senate meeting. He stated that he was at the memorial service of long time friend Emeritus Professor Robert Knoll. He stated that he wanted to take a minute or two of privilege to say a word or two about his experience as an undergraduate at UNL. He reported that the person primarily responsible for him receiving a great education here was Professor Knoll. He stated that Professor Knoll convinced him at an early age to take courses with faculty members that Professor Knoll identified. He wondered at the time why he would need to take some of these courses but in the end it turned out to be great guide because he was introduced to professors such as Dudley Bailey, Bob Stock, Paul Olson, and other faculty members at UNL. In Professor Knoll's honor President Milliken recited the following quote from Yeats, which he says reminds him of Professor Knoll, one of his closest friends: "Think where man's glory most begins and ends, and say my glory was I had such friends."

President Milliken reported that he had just come from the legislature where he met with some of the members of the legislature. He noted that Chancellor Perlman accurately informed the Senate about the state's economic situation and what the rest of the country is dealing with. The university is facing some significant challenges however, if you measure us against some of the neighboring institutions we are in a relatively strong position. This does not change the fact that the next biennium will be tough for the university. He noted that the Governor has recommended a 1% increase in the university's general fund appropriation for each year of the biennium which is about \$5 million, but he pointed out that a 1% increase in our salary base is about \$5.5 million and 80% of the university's state-aided budget (general fund plus tuition) is for salaries.

President Milliken wanted to add a historical perspective regarding the university budget. He noted that for the last biennium the Governor recommended a 1.1% increase for each year but the Appropriations Committee recommended a larger increase which the legislature later approved. He stated that he is holding on to hope that the same situation will happen with this biennium budget.

President Milliken reported that the Governor did recommend that 85% of the new funding increase in the state's budget go towards K-12 and higher education, with the bulk of that recommended for K-12 education.

President Milliken pointed out that there is still debt service on LB 605 projects. These payments are supported by state general funds and tuition, and the Governor's budget includes state funding for the payments.

President Milliken stated that he will continue to work closely with the legislature and the Appropriations Committee on the importance of the university to the state. He pointed out that the future of the state depends on the strength of the university and this is probably more the case now than ever before. He stated that he thinks we have a good case that will hopefully resonate with the legislature. He noted that there are many new members of the legislature and some of these members are closer to their college careers, which he hopes will help.

President Milliken stated that if we were to apply the Governor's recommendation to the Board of Regents budget request we would have a \$30 million shortfall each year, approximately half of which would be for UNL. However, he does not think this is a good guide of where we will be come May.

President Milliken pointed out that we happen to be in a good place to face this challenge. He noted that there have been four years of enrollment growth at UNL and the university. He stated that this growth makes a greater difference to UNL than in the past because changes have been made in how the university's budget is distributed. He noted that the campuses benefit more directly with increased enrollment, and this has been particularly true this last year, which had the best enrollment at the university since 1996. President Milliken stated that he continues to be bullish on enrollment. He noted that the revenue generated last year has been very good for the university.

President Milliken reported that research funding has more than doubled over where we were at the beginning of this decade and UNL received the highest amount of research funding in its history.

President Milliken noted that the university has broken ground for or dedicated more than 15 capital projects in just the past year, including the life sciences building, the physics building, multi cultural center and the Schorr Computing Center. He reported that many of the senators are excited over Innovation Campus, which will strengthen research even further. He stated that the university will be receiving RFPs for this project next week.

President Milliken stated that access to the university continues to be one of his very highest priorities. He pointed out that the University has added millions in financial aid for students and that he recently traveled with the Governor to publicize the Collegebound Nebraska scholarship program, previously called the Tuition Assistance Program. He reported that under the program, students who are Pell eligible will not have to pay tuition at UNL. He stated that he can tell an eighth grader that if they prepare their coursework to attend the university, their financial situation will not keep them from attending. He stated that he wants to ensure that this promise is kept. He noted that there was an increase in Pell grants last year and that we had some additional funding for financial aid which allowed us to raise the amount of funding for Collegebound Nebraska.

President Milliken reported that another positive development this year was the increase in Buffet Scholars. He stated that the cap for the number of these undergraduate scholarships was removed. He noted that the university worked with the Susan Buffet Thompson Foundation this year to establish Thompson Learning Communities at UNL, UNO and UNK, and that there are currently 113 freshmen Thompson Scholars at UNL and an additional 177 students who are sophomores or above who are Buffett Scholars. He reported that there are a number of tools in place that can be used to help keep the attrition rate, especially for these students, low. He noted that only three students in the learning community left UNL this year.

President Milliken stated that the university is responding to Initiative 424, the Nebraska Civil Rights Initiative, and is making the necessary changes to conform to the law. He noted that the new student

information system is a huge project that must be successfully implemented. He stated that he would be happy to talk about the stimulus plan and hopes the university can benefit from it. He pointed out that we have a number of shovel-ready projects that could qualify for the stimulus funds. He noted that graduate enrollment tends to increase when people are unemployed because many people believe that furthering their education will make them more attractive to employers.

President Milliken reported that he is looking for recommendations from the Chancellor's Committee on Sustainability.

Emeritus Professor McShane asked what the university is doing about minority students and the recent law that says we can't have special scholarships and other things for people of particular races. President Milliken noted that the Nebraska Civil Rights Act passed overwhelmingly. He stated that recently he announced that we are initiating a review of the university to see what adjustments need to be made to comply with this act. He reported that a bill is in the legislature to amend one scholarship program. He reported that programs on all four campuses will need to be reviewed and some may have to be eliminated while others might need to be changed. He pointed out that there are many programs in outreach or recruitment that we can continue doing and that are not in violation of the act. He stated that we will continue to follow the Board of Regents' policy of increasing diversity within the laws of the State of Nebraska and we will continue in our efforts to recruit students to the university. He pointed out that the Board has reaffirmed its statement on the value of diversity.

Professor Starace, Physics & Astronomy, noted that the Chancellor has mentioned that we will not know what will happen with the university budget until June when most people will be gone. He pointed out that everyone is nervous, particularly those people chairing search committees and he asked the President to outline his thinking regarding the budget. He noted that one way to increase the budget is to increase tuition and he asked what impacts this might have. He asked if the Programs of Excellence will be off the table if the university faces difficult budget cuts.

President Milliken affirmed that we will not know until May what the legislature will do with the budget and what the Governor will allow to stand in regards to the budget. He stated that for the previous biennium the legislature quadrupled the Governor's recommendation and the Governor did not veto it. He stated that Programs of Excellence funding will not be subject to reduction.

President Milliken pointed out that the needs of the university will not be fully funded and there will have to be adjustments. He noted that for the current biennium we had a shortfall with UNL's share totaling to about \$2.4 million and that funds were reallocated to deal with this shortfall.

President Milliken stated that tuition is a subject of discussion across the country. He noted that the Missouri Governor proposed a possible 25% cut to the university's budget, but later offered not to cut state spending for higher education as long as tuition rates were held flat. He stated that there is a good deal of pressure across the country on tuition and in these economic circumstances there will be great scrutiny on tuition rates. He pointed out that over the last four years we have kept our tuition increases to less than half of those in four preceding years and he does not think it is just a coincidence that our enrollment has increased. He stated that there are also political barriers that need to be considered to increasing tuition rates and he is the first political barrier that would have to be dealt with on this issue because he is opposed to high tuition increases.

President Milliken reported that the campuses have started to explore where reductions could be made. He pointed out that if we could save money this year it will help us with cash flow problems with next year. He stated that he hopes that each campus will have cost saving proposals.

President Milliken noted that there are two bargaining units for faculty at the university. He stated that in the past these bargaining units have helped drive the salary increases not only for UNO and UNK but for UNL and UNMC as well, although he acknowledged that UNL and UNMC are still behind their peers in terms of salaries. He said the University had been unable to reach an agreement with either bargaining unit, and the matter had been referred to a Special Master under Nebraska law. He pointed out that UNL did delay an increase in salaries until the mid point of the year during the 2003 budget cuts. He stated that there is a pretty obvious consequence with the bargaining units because any additional amount in salary increase beyond that budgeted for the entire University will have to come from campus budgets.

Professor Zorn, Finance, stated that there is one bit of good news here. He stated that although he expects the Nebraska economy to deteriorate a lot more this year, price levels are falling and have been for some time and

this means that purchasing power is increasing so in effect salaries are increasing. President Milliken agreed and noted that at one point 34 states were considered to be in a shortfall but Nebraska was not included in this group. However, as time went by we were added to this group and only three states are not expected to have a shortfall. He pointed out that universities in Kansas and Missouri are already dealing with budget reductions this year.

Professor McCollough, Anthropology, asked if there are any plans to make vertical cuts in administration. She noted that she has heard about vertical cuts for faculty but wanted to know if the administration will be cut as well. President Milliken stated that he read a statement by Chancellor Perlman that over 50% of the budget cuts in 2003 were administrative reductions. President Milliken reported that the administration is developing a set of principles that should be used for building budgets as well as decreasing them. He stated that academic programs are the top priority of the university but vertical cuts will be part of the budget reductions rather than bleeding all of the programs. He stated that cuts in administration will certainly be made.

Professor McCollough asked if there will be a balancing between merit and cost of living increases since it is likely that salary increases will not be much. President Milliken stated that the Board of Regents requires that increases be based 100% on merit.

Professor McCollough noted that she works with recruiting Native American students and asked if the Nebraska Civil Rights Act will impact this program. President Milliken stated that he is not familiar with that particular program but noted that many programs across the university are being reviewed. Professor McCollough pointed out that she has been asked personally by the tribal people on scholarships about whether these will still be available. President Milliken stated that he will be happy to look at this scholarship specifically.

Professor Weeks, Biochemistry, noted that the UNL campus has a number of needs for physical facilities and wondered whether the stimulus package might be able to help in the next year with these needs. He asked what the university is doing to be a part of the stimulus effort. President Milliken has communicated with each member of the delegation and particularly with Senator Nelson who has been very involved in the stimulus package negotiations. Of particular interest is the ARS facility, which Senator Nelson is championing, and he thinks we have a great opportunity with this significant project. He noted that how quickly you can begin to get people to work on a project will have a bearing on whether it qualifies for the stimulus. He stated that the nursing program is a critical need for Nebraska and funding is needed for this capital project on the Lincoln campus. He stated that he has a list of areas where we think there is a need for this funding.

Professor Weeks asked if there were any shovel-ready projects at the university. President Milliken stated that the ones approved by the Board, such as Animal Research and Nanotechnology, are the ones that have the greatest opportunity for funding.

Professor Zorn noted that in real terms tuition will be going up but increased unemployment will put greater demands on higher education. He stated that if tuition is raised too much we will be too unaffordable and feels that tuition should not be raised. President Milliken stated that we need to be thoughtful and careful in regard to increasing tuition rates.

Past President Bradford noted that the arbitrator for the unionized campuses should take into account what is happening in other states in regard to cuts to university budgets. He asked if the university is going to stick to the principle that the non-unionized campuses will see raises equivalent to the unionized campuses. President Milliken stated that he does not know what the approach will be today but traditionally this has occurred in the past. He stated that the campuses will have the opportunity to make a decision on how they want to approach this rather than be locked into set increases. He noted that campuses would then have to deal with reallocation. He stated that he would be happy to come speak again in the spring when he has a better answer to this question.

Emeritus Professor McShane thanked the President for his kind words about Professor Knoll who will be deeply missed. He stated that when he first came to the university he went to the legislature three times to try and improve the status of emeriti professors because their retirement income was pathetic. He pointed out that emeriti professors are now looking at retirement funds that have lost a third of their value. He realized there is nothing the university can do about this right now but he urged President Milliken to be mindful of the effect the economy is having on retired professors. He stated that there might be a lot of people in real difficulty if the economy goes to smash. President Milliken thanked Emeritus Professor McShane for his point and stated that he is greatly concerned with what has happened not just to university retirees but others as well who have

seen the value of their retirement funds decline. He noted that this is something that he thinks about quite a bit.

4.0 Vice Chancellor Owens

Vice Chancellor Owens reported that the Chancellor is in India looking at possible agreements with some universities there. He noted that Vice Chancellor Paul has been asked by a veterinary medicine university in India to return with a team of professors to consider possible agreements with UNL.

Vice Chancellor Owens noted that President Milliken mentioned the stimulus package. He reported that Senator Nelson is working quite hard on the ARS building, the Agricultural Research Service of the USDA. If built the facility would be the largest research facility in the world and it would hopefully be built on Innovation Campus with the stimulus money. It would have laboratory space and office space for UNL researchers and be a LEAD building. He pointed out that this project is the most likely one to receive stimulus funding.

Vice Chancellor Owens reported that the campus is in the planning phase for building a diagnostic laboratory for the Veterinary and Biomedical Sciences department. He noted that the current facility is no longer adequate.

Vice Chancellor Owens stated that there is good news with enrollment figures because enrollment is up for the spring semester by 3%. He pointed out that this helps UNL's bottom line. He reminded the Senate that we need to be very sensitive to what we do with tuition rates.

Vice Chancellor Owens stated that he has known a lot of university presidents but he has never seen anyone who interacts as well with the public and legislature as well as President Milliken does. He noted that the previous night the President hosted all of the state senators. He stated that we are fortunate to have President Milliken.

5.0 Approval of 1/13/09 Minutes

Professor Starace moved approval of the 1/13/09 minutes as amended. Motion seconded by Professor Stock, English. Motion approved.

6.0 Committee Reports

6.1 Convocations Committee Report (Professor Streich)

Professor Streich asked if there were any questions on the report that was included in the Senate packet. She pointed out that the Committee awarded \$7,250 this past year.

Professor Starace asked what the awards were for. Professor Streich stated that the awards are to bring guest speakers into departments. She noted that the speakers can be brought in for different events which are sometimes open to the public.

Professor Starace stated that he is not sure that faculty members know about this possible funding. Professor Streich pointed out that an announcement is sent out each semester via the E-news announcements.

6.2 Committee on Committees Report (Professor Leiter)

Professor Leiter noted that it has been a tough year for the Committee due to the decreasing number of faculty members volunteering to serve on committees. This is creating a crisis in terms of committee work. He asked all of the senators for help in figuring out ways of solving this problem and welcomed any suggestions on how we can get volunteers to come forward.

Professor Leiter noted that the ballot for elections to the Academic Planning Committee (APC), Academic Rights & Responsibilities Committee (ARRC), and the Academic Rights & Responsibilities Panel (ARRP) is extremely important yet there are still slots on the ballot that need to be filled. He reported that one slot for the ARRC and 8 slots for the ARRP still need to be filled. He pointed out that the ballot will need to be voted on at the March meeting so it can be sent out to the entire faculty body.

Professor Berholz, University Libraries, stated that one of the difficulties with the volunteering sequence is that indicating interest is done electronically yet there is no communication back about it. He suggested that the committee think about this. Professor Leiter stated that this is an interesting point. He noted that he was

appointed to a committee and didn't hear about it until just last week. He wondered whether there was some structural problem with the way committees are assigned. Professor Eccarius, Special Education and

Communication Disorders, stated that she regularly sends out appeals to faculty members for them to serve on committees but hears the same thing, that people are never getting a response back.

Professor Peterson suggested that one thing we might want to do is to see if we could revise this particular ballot. He noted that there are 12 positions on the ARRP alone that need to be filled. He wondered whether it was necessary to have this large a group. He pointed out that making this change would probably require a constitutional change and would require the vote of the faculty. He stated that his experience when he was President was that even those people who volunteered to serve on committees would later change their mind.

Professor Chouinard, Mathematics, stated that it should not just be the Senate that is urging faculty members to participate in committee works. He pointed out that all faculty members have a service responsibility. He suggested that the Executive Committee be in touch with the administration of colleges and departments to make sure their faculty members engage in committee work of the campus and that these people get recognized for the work that they do. He noted that many faculty members feel that they do committee work and don't get any reward for it. Past President Bradford stated that when he was President the Executive Committee asked SVCAA Couture to deliver a message to the deans and directors that administrators make sure that faculty members are rewarded for their service work. Professor Ledder, Mathematics, pointed out that a service responsibility that meets an hour a week counts for less than 2% of a faculty members service responsibility.

Professor Starace asked why the ARRP has such a large number of members. He suggested that there be a handful of people and when cases come up members could be appointed. Professor Peterson stated that he thinks it is in the Bylaws that there needs to be a pool of people but he wondered if the pool needs to be that large.

Emeriti Professor McShane stated that the size of the ARRP represents the need for diversity on the special hearing committees. He pointed out that there needs to be enough people for a hearing committee that do not have a direct relationship with those individuals involved in a case. He stated that in the past there was a panel of only seven or eight people and in years where there were a lot of cases these people were exhausted from all of the work they had to do. He noted a hearing committee needs to be large enough to carry the weight of an election. He pointed out that people serving on the panel have been chosen by their peers to do this kind of service. He stated that this is not a committee where you want to have the President of the Senate appoint people because you want to avoid someone who might have a political agenda from having an influence on the people who would serve on cases. He stated that it was decided when these committees were first created to have a panel of 36 people which would allow for diverse hearing committees. He pointed out that it is essential to have diversity on the committees for the protection of academic freedom and to protect faculty members from various kinds of coercion. He pointed out that the campus needs a committee that has the confidence of the faculty on campus. He stated that those people on the panel carry the weight of the responsibility of their colleagues to protect the standing of the university.

Professor Carlson, Veterinary & Biomedical Sciences, pointed out that the university's priority does not include service. Therefore, no administrator has that as a major point of interest. He stated that until someone is held accountable for the lack of participation there will not be any consistency with faculty members serving on committees.

Past President Bradford stated that if you really want to know how it works we should talk with the Dean of Libraries. He pointed out that they are consistently over represented among the people who volunteer to serve on committees. He stated that someone in that college is giving appropriate incentives to get people to serve and it would be helpful to translate this to other departments.

Professor Leiter reported that many professors are saying that they are over committed but not necessarily with Senate committees. Professor McCollough stated that when the President is saying that salary increases are being based 100% on merit and service doesn't count then there is no payoff for people to be involved. She noted that until there is a shift in this thinking faculty members will not readily volunteer to serve on committees. Professor Zorn stated that he has heard one high level administrator say that the only service that counts is service done outside the university.

Coordinator Griffin asked if the length of terms on committees (3 years) might be a factor for some faculty members in volunteering to serve. Past President Bradford stated that he is opposed to shortening the length of the terms on committees because it can take three years on some committees for members to come up to speed.

Professor Shea, School of Natural Resources, who is co-chair of the ARRC, agreed with Emeritus Professor McShane's comments regarding the need for a large pool of members for the ARRP. He stated that currently there are two investigations going on and some of the people on the panels were not available to serve on the special committees or there were conflicts of interest.

Professor Shea stated that part of the problem is that most of our committees have very little authority. He stated that until the Senate and committees have more say he does not think there will be much involvement.

Secretary Rapkin stated that it is improbable that this problem will be solved by tinkering with the reward structure. He pointed out that in the College of Arts & Sciences service is only 10%, with some exceptions, of a professor's responsibilities and this can include disciplinary service, community, university, college, and departmental service. He stated that any solution to this problem is going to hinge on a strengthened sense of professional responsibility.

President Prochaska-Cue suggested that there might be some kind of special recognition given to a college or unit whose faculty members are actively involved in Senate service. She stated that a special award or ceremony could be given in honor of units whose faculty members actively participate in committee service.

6.3 Honorary Degrees Committee (Professor Berens)

Professor Berens noted that the senators had the report in their packets but she wanted to add a recommendation that the nominations for the Pound Howard award next year be submitted electronically rather than on paper. She pointed out that this would make it more convenient for members of the Honorary Degrees Committee to review the documents. She stated that Coordinator Griffin will work out the details on this change.

7.0 Pound Howard Award Ballot

Professor Berens asked the Senate to vote on the Pound Howard Award Ballot. She asked that Senators keep confidential who the nominee is for this award until proper notification can be given.

8.0 Unfinished Business

No unfinished business was discussed.

9.0 New Business

9.1 Ballot for Academic Planning Committee, Academic Rights & Responsibilities Committee, and Academic Rights & Responsibilities Panel Elections

President Prochaska-Cue asked that anyone with suggestions for the ballot contact the members of the Committee on Committees or the Senate Office. She pointed out that the ballot will be voted on at the March meeting. Past President Bradford stated that a new ballot can be substituted at the March meeting if additional names are added to the ballot.

Coordinator Griffin pointed out that it is conceivable that someone elected to the panel could serve on the panel without ever having to be a member of a special hearing committee. It depends on how many cases are brought to the ARRC. Professor Shea pointed out that when a case comes does come up it can be time consuming for a period of time for the members. He stated that the Academic Rights & Responsibilities Panel is a very important activity. He noted that members can inform the chair of the Academic Rights & Responsibilities Committee that they are not available to serve on particular cases. Past President Bradford pointed out that quality people are needed to serve on the panel. He asked the senators to consider who they would want to serve on the panel if their job was at stake.

9.2 Life Sciences Review

Professor Shea stated that there are faculty members who are concerned with the upcoming life sciences review. He stated that it is his understanding that the Institute was told that a review would be conducted and they needed to prepare a self-study report. To his knowledge the report was written by administrators with essentially no faculty input. He pointed out that a review team is coming in March but faculty members have not been told who will be on the team. He wondered how this academic review could be happening without faculty involvement (to date) and what is the purpose of the review. IANR faculty members were only

informed of the review on January 15 and were given few details. He stated that faculty members have been told that there will be open sessions for them to meet with the review team. He pointed out that this program review may have impacts that affect not only IANR but the entire campus and faculty should have been involved from the beginning.

Professor Peterson asked if the Executive Committee could ask for clarification about the review. He stated that it is his understanding that it is a review of all life sciences but it turns out that the social sciences are not considered to be life sciences which is ironic since social sciences study human beings. He stated that there seems to be a lot of misunderstanding because it has not been made clear what is going on with the review.

Professor Shea stated that if the administration wants faculty members to interact with the review team then they should be told the purpose of the review. President Prochaska-Cue stated that the Executive Committee will ask for clarification on why the review is being conducted. She noted that the Executive Committee will be meeting with the Chancellor on March 11th and will discuss the issue further.

Associate to the Chancellor Poser stated that the review is basically like an academic program review but it will not look at extension programs. There is an external committee coming in at the end of March and a draft schedule is being worked on. She reported that there will be time for faculty input. She stated that the intent is to conduct a program review to see what is currently going on in the life sciences and what we need to do to move ahead in this area and what needs improvements. She noted that the Chancellor asked for some information in September and asked for feedback by December 1st. She stated that she will convey the concerns about this to the Chancellor.

President Prochaska-Cue noted that it is unusual to have a program review that crosses units. Associate to the Chancellor Poser stated that this is part of the function of the Institute.

The meeting was adjourned at 4:20 p.m. The next meeting of the Faculty Senate will be held on Tuesday, March 3rd, at 2:30 p.m. in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator, and David Rapkin, Secretary.