

UNL FACULTY SENATE MEETING MINUTES

City Campus Union, Centennial Room

January 12, 2010

Presidents John Fech, John Lindquist, and Kathy Prochaska Cue, Presiding

1.0 Call to Order

President Fech called the meeting to order at 2:34 p.m.

2.0 Announcements

2.1 Brown Bag Luncheons on Ethics

President Fech announced that a series of brown bag luncheons sponsored by the UNL Ethics Center will be held on campus this semester. The next session will be on January 20th from 12:30 – 1:30 in the City Campus Union.

2.2 2010 Empowerment Forum

President Fech reported that the 2010 Empowerment Forum will focus on understanding the “I” in diversity and the “we” in empowerment. The forum is scheduled for February 26th from 9 – 3 in the Jackie Gaughan Multicultural Center.

2.3 James A. Lake Academic Freedom Award

President Fech reported that a call for nominations for the James A. Lake Academic Freedom Award will be sent to all faculty members later this month. He asked that faculty members look for the announcement and consider nominating someone for this award.

2.4 Water for Food Conference

President Fech reported that the Water for Food Conference will begin on May 2nd. He noted that this is a major conference with participants from around the world.

3.0 President Milliken

President Milliken stated that he was delighted to make his annual presentation to the Senate. He noted that he would be happy to speak again this year if he is invited back.

President Milliken reminded the Senate that last summer the campuses were given a budget that included a 1.5% increase in salaries. He pointed out that UNO and UNK faculty members had higher increases, but these two campuses had to come up with the additional money needed for the salary increases which resulted in much deeper cuts to their budgets. He pointed out that the university provided new life insurance benefits and increased tuition this past year, although the tuition increase was the lowest percent increase in more than a decade.

President Milliken reported that there is an \$8½ million shortfall for this year’s budget and a \$15 million shortfall for next year. He noted that the Legislature’s special session took us to the previous fiscal year’s appropriated amount. He stated that \$1.2 million of the university’s budget was put into an emergency student financial aid fund this year and \$3 million was allotted for Programs of Excellence, but he informed the Chancellors that he was going to hold off on dispensing the \$3 million in case there was a special session. As a result, he has \$3 million which can be used to help offset the budget cuts. This will result in a \$5.8 million shortfall for the university for this year. He pointed out that UNL’s share of the shortfall will be approximately \$2.2 million. He reported that Chancellor Perlman and his staff, the deans and many others have already been working on the budget. He stated that the big task will be next year’s permanent reductions.

President Milliken reported that the Governor has made a salary decision today calling for code agencies and non-code agencies to freeze salaries. He stated that this includes no increases for members of the Legislature. He noted that he and the Chancellors did not take an increase this past year. He reported that at this time the Board has not made any decisions regarding salary increases. He pointed out that the university is in a different position than other state agencies because it has to compete nationally and internationally for employees.

President Milliken stated that it is unknown whether there will be any further budget cuts to the university during the Legislature’s short winter session. He noted that the likelihood of further budget reductions

increases with the budget forecast. He pointed out that the state's revenue is down by \$30 million. He reported that there could be a special session this spring after the Legislature adjourns.

President Milliken stated that the item of in-state tuition for students of undocumented immigrants is an issue that will probably be dealt with in this legislative session. He noted that a bill on this issue might be passed this year since it has been discussed for awhile now. He pointed out that his position on the issue is still the same and he thinks it is a bad idea to repeal the current legislation.

President Milliken reported that there might be a legislative bill to deal with how the state's community colleges divide their money. He noted that a commission might be set up to handle the funds.

President Milliken reported that there has been some ongoing political discussion regarding the Regents' resolution on stem cell research. He stated that the issue might come up again during November with elections for the Board of Regents.

President Milliken reported that NU Online Worldwide is an initiative that was started several years ago with the hiring of a consultant in 2006 to study the university's position on distance education. This program was led by the U-Wide Distance Education Coordinating Council led by Arnold Bateman, then at UNL. Afterwards a business plan was created and brought to the Board of Regents. He reported that a process is being worked on to put in place a marketing platform for distance education. He noted that he asked the Board to change the University's policy on distance education tuition, which it did. He stated that subsequently, distance education tuition rates on each campus were increased and in some cases at UNL there was a 20% increase.

President Milliken stated that the university can receive more revenue due to increased enrollment in distance education courses. Therefore, there is an effort to increase enrollment in these courses. He pointed out that if the University of Phoenix came to town it would get the names of people who had earned some college credit but did not have degrees and pursue them. He stated that he would rather see the university do this and noted that we could offer higher-quality courses at a much lower price. He stated that he thinks there is enormous potential for increasing revenue through distance education. He pointed out that UNK was the campus with the highest online enrollments. UNL is second.

President Milliken stated that the plan is to have one marketing office that will coordinate the distance education courses, thus reducing costs. He reported that Dr. Arnold Bateman is Director of NU Online Worldwide. He suggested the Senate could invite Dr. Bateman to come speak about the program at an upcoming Senate meeting.

President Milliken stated that the committee working on the conversion of the Student Information System (SIS) is well underway with admissions to all four campuses now going live. He noted that the state investment into the system is \$30 million, but the university will be required to help offset the cost of the new system. He pointed out that the SIS is an enormous and complex system which is costly but necessary. He reported that there is a huge amount of work going on to convert our former system with the new system and so far things are going well, although some improvements will probably need to be made.

President Milliken reported that he recently gave the Norris Lecture at UNK discussing global engagement of the university. He noted that there are four points on the university's agenda regarding global engagement: 1) providing an opportunity for all undergraduate students to study abroad; 2) bringing more international students into the university; 3) providing more opportunities for faculty to collaborate internationally; and 4) create a platform for NU to interact with governments and universities from abroad.

President Milliken reported that he went to India this past year and met with 25 universities, government agencies and research institutions. He noted that many of these institutions would be great partners for UNL and they are the leading institutions in India. He stated that he met with the Indian Minister of Human Resources Development to discuss collaboration. He reported that the Minister had met with the presidents of Harvard, Columbia, Yale, and the University of Nebraska. He noted that India has money to invest and the platform that is being discussed is ways to solve global problems.

President Milliken reported that a capital campaign is now well underway. He stated that there are eight or nine priority areas with the campaign, one of them being global education. He noted that global education would allow students and faculty members to study and work abroad. He stated that other priorities of the capital campaign include student and faculty support, agriculture and life sciences, water, cancer research and information technology.

President Milliken reported that a deed has been transferred for Innovation Campus and the university took over the state fairgrounds property in January. He stated that buildings are scheduled to be torn down and sites prepared for construction of new buildings. He announced he is hopeful that the ARS building will be the first building constructed. He pointed out that Innovation Campus will create exciting opportunities for the university and the state.

President Milliken noted that the Water for Food conference will be an exciting event on campus. He reported that there will be a group of keynote speakers coming in from around the globe.

President Milliken stated that the university continues to be in a better place than many other institutions in spite of our budget cuts. He stated that he was recently at a meeting of land grant presidents and we are in a much better place than many of them. He pointed out that this puts us in a position to possibly hire some outstanding people. He stated that he understands how this can be of little solace, but in comparison to other universities we are in good shape.

Professor Starace, Physics & Astronomy, noted that the President gave many uplifting points, but he wants to know about the funding for the Programs of Excellence. He pointed out that a number of these programs are continuing programs and it is assumed that funding will still be available in order to continue them. President Milliken stated that the \$3 million he previously mentioned is for new investments, not existing funding. He stated that not giving the campuses the \$3 million will simply mean a delay in making new investments in high priority programs but this will not affect existing Programs of Excellence.

Professor Starace noted that Innovation Campus will offer a lot space and there will be many institutions, programs, and companies located on it. He asked the President to comment on how this space will be utilized and the kinds of research that will be done there. President Milliken noted that plans for Innovation Campus are on the web. He noted that master planning and business strategies have been created and approved by the Board of Regents. He reported that the main research themes will be food, fuel, and water and these are based on the strengths of the university. He stated that Innovation Campus will be competitive to attract companies and generate new companies. He noted that we have an advantage in the life sciences and renewable energy and our niche is to look for partners that will offer us more than just a real estate opportunity. He pointed out that companies on Innovation Campus can hire students to work for them and can work with faculty members. Companies can also send their employees to take classes at the university. He reported that both he and Chancellor Perlman have been receiving inquiries from interested companies about the campus. He pointed out that it will take time to prepare the site and get companies up and running. He stated that the university has a five-year benchmark in place to get Phase I of the campus rolling.

Professor Namuth Covert, Agronomy & Horticulture, stated that she is in charge of leading the distance education program for her area and she asked the President to expand on the business plan for NU Online Worldwide and how the revenues from distance education courses will filter down to the departments. She pointed out that she wants to be sure that there will be support for the staff who operate these courses.

President Milliken stated that professor Covert should make sure she gets to see the notebook that was distributed last year about NU Online Worldwide. He noted that it includes marketing and other plans for distance education. He pointed out that when the distance education courses on each campus are marketed together, consideration needs to be given to difference in tuition rates and coordination and development of courses. He stated that these issues along with others need to be discussed and figured out. He stated that Dr. Bateman can address some of the specific questions people may have. He noted that the goal is to take the operations that support distance education and combine them so we are not doing the same work unnecessarily.

Professor Zorn, Finance, stated that he and members of his department are concerned with distance education from the perspective of branding. He pointed out that CBA was rated number four in the country in terms of distance education. He stated that the point is that faculty members in his department think that UNL has a differential product from the other campuses and this concern needs to be addressed. President Milliken responded that it is hard to address this concern in the abstract without looking at actual data. He noted that he has heard the same concern from other UNL faculty members and pointed out that UNL's distance education program is not as successful as some might think. He pointed out that the great majority of online credit hours generated are from students already enrolled on campus in traditional courses.

President Milliken invited people to look at the plan and the ways of organizing the distance education

operation. He noted that this all began when the distance education coordinating commission asked to start a website. He stated that he then told those involved that we should hire someone to make sure we are on the right track. He reported that a consultant company was selected and later created an academic integrative enterprise. He pointed out that Penn State is a market leader in distance education and its program is based on the principle that a Penn State course is a Penn State course no matter what campus generated it. He stated that Penn State has addressed the question of which campus receives the revenue for a course and it is one of the most successful distance education programs in the country.

Professor McCollough, Anthropology, pointed out that transfer credits come in from the community colleges but students are not charged at all. She asked if there is any way to place a charge on these credits. President Milliken stated that he is completely supportive of any path to get people educated. He noted that the university has a program that allows students to transfer here from community colleges, but what is troubling are those students who selectively avoid taking courses at UNL by taking a course at the community colleges. An example might be organic chemistry, which could be taken at a community college where the degree of difficulty might not be as great. He stated that there are some discussions on how to address this issue. He reported that he spoke to a business class a few years ago and the professor asked how many students had transferred in from a community college. No student raised their hand but when the students were asked how many students were taking a class at a community college almost all of the students raised their hands.

Professor Carlson, Veterinary & Biomedical Sciences, stated that a problem for students transferring from a community college is that courses will transfer but not towards a particular degree program, and unless a student has a goal in mind, they may not choose their community college courses wisely. He pointed out that there are continuing efforts to increase student enrollment, but asked when the university and UNL might ever say that we have met the limit of our resources and can't offer any more sections of some courses. He asked if we ever anticipate reaching a limit on enrollment. President Milliken agreed completely with the first point made about transferring courses. He stated that he could not foresee a time when we would say we have reached our limit. He pointed out that the University of Wisconsin-Madison tried this and the result was having funds taken out of their budget. He noted that our enrollment growth has not been that dramatic to be concerned about the issue of limited resources. He stated that we need to figure out a model that allows us to operate efficiently but with increased enrollment. He stated that he understands the constraint on our resources but suggested that things may just need to be done differently.

Professor Carlson asked how we protect our reputation that students cannot get some courses in certain areas. President Milliken stated that we need to figure out a way to do this in our budget. He noted that there may be some things we are doing that we shouldn't be doing and things that we need to be doing. He stated that we might need to think more creatively on how to accomplish certain tasks.

President Fech thanked President Milliken for coming to speak to the Senate. He stated that Dr. Bateman will be invited to meet with the Faculty Senate to discuss NU Online Worldwide.

4.0 Vice Chancellor Owens

VC Owens reported that he was filling in for the Chancellor who was out of town. He reported that the campus is busy working on budget reductions. He noted that the Procedures for Significant Budget Reallocation and Reductions have been enacted and the Chancellor will meet with the Chancellor's Cabinet on January 21st regarding the cuts and on January 29th the campus will be notified.

VC Owens stated that the campus will have to see what the Board of Regents decides to do with salaries and tuition rates but this will not happen until June. He pointed out that the Board cannot act on the budget until after the legislative session.

VC Owens stated that figures are not available yet for spring enrollment. He pointed out that spring enrollment is usually less than fall enrollments but he is hoping that we will see a little bit of an increase from last spring.

Associate to the Chancellor Poser clarified that the Chancellor will be unveiling the preliminary budget framework on January 21st. She stated that this information will pertain to how much needs to be cut from the budget and this information will be made public on January 29th. She reported that over the course of the spring semester the Chancellor will receive ideas on budget cuts. She stated that there is a chance that the Chancellor will announce what the cuts will be once he approves them and hands them over to the Academic Planning Committee.

5.0 Approval of 11/3/09 Minutes

Professor Starace moved for approval of the minutes. The motion was seconded by Professor Wysocki, Computer & Electronics Engineering. The motion was approved.

6.0 Committee Reports

6.1 University Appeals and Judicial Board (Dean Hecker)

President Fech noted that Dean Hecker was originally scheduled to present the report at the December 1, Faculty Senate meeting but this meeting was cancelled due to inclement weather. He stated that anyone with questions on the report should contact Dean Hecker (mhecker2@unl.edu).

6.2 Academic Planning Committee (Professor Bender)

Professor Bender asked if there were any questions on the report. Professor Starace pointed out that the report states that Dean Manderscheid of Arts & Sciences will report back to the APC on February 1st but it was just reported that the Chancellor will be announcing cuts on January 29th. He asked if the dates have changed. Professor Bender stated that Dean Manderscheid will be addressing this year's previous cuts. He stated that Arts & Sciences did not fill vacant positions to initially deal with the cuts but had planned on finding other areas to cut so that these positions could be filled at a later date. He stated that Dean Manderscheid was going to specify to the APC where these other cuts will be made.

Professor Bender stated that the APC is seeking to revise its procedures and needs Senate approval to do this. He stated that revisions to the procedures fall into two categories: 1) update the procedures to coincide with what is currently being done; and 2) make the vice chair not only the chair elect for the committee but also chair of the long range planning subcommittee.

Bender stated that the proposed revisions spell out mechanisms that allow the APC to address issues that come up during the summer. He pointed out that in previous summers it was difficult to get approval for programs that needed prompt consideration.

6.3 University Curriculum Committee (Professor Walklin)

Professor Walklin stated that there have been some questions whether the APC and the Curriculum Committee coordinate with each other. He assured the Senate that this does occur and noted that both he and Professor Bender come from the same college and have offices next to each other so they frequently consult back and forth with each other.

Professor Walklin reported that the Curriculum Committee has representatives from the eight undergraduate colleges, two representatives from ASUN, a representative from the Senate, APC, and Honors Program. He stated that the Curriculum Committee is asking the Senate to approve adding the Director of General Studies to the Committee as a non-voting member. He pointed out that the Director often serves as a good resource person.

Professor Walklin reported that most of the voting on courses is now done on-line. Occasionally there is a meeting but this is now rare.

Professor Walklin noted that approval of ACE courses will eventually fold back into the Curriculum Committee. He reported that ACE courses are certified only when all eight faculty members from the undergraduate colleges approve a course. A conference committee is called if anyone votes against a course. He reported that the process has been working very successfully and the work of the ACE program is being carried forward by the Curriculum Committee.

Professor Walklin stated that the Committee will eventually be bridged into the online enrollment program. He suggested that faculty members know who their representative is on the Committee, because if any problems occur with getting a course approved it will be taken back by the college representative on the Committee.

6.4 Teaching Council (Professor Moeller)

Professor Moeller was unable to attend the meeting. If anyone has questions they should contact her at amoeller2@unl.edu.

7.0 Unfinished Business

7.1 Motion on Misconduct in Research Policy

President-Elect Lindquist reminded the Senate that a new draft of the document was sent out in October and

there was discussion about this at the November Senate meeting. He reported that some constructive suggestions from Emeriti Professor McShane and other suggestions called for running the document by the Academic Rights & Responsibilities Committee. As a result some substantial revisions were made to the document. He pointed out that no fundamental changes were made, but changes to wording to provide clarity were made. He moved to postpone the vote on the policy to allow Senators to have more of a chance to review the latest draft. The motion was seconded by Professor LaCost, Educational Administration.

Professor Harbison, Chemistry, asked if a motion was needed to adopt the document. Professor Chouinard, Mathematics and Parliamentarian, pointed out that a motion was made in October to adopt the original policy. He stated that it is within regulations to vote for a postponement on the motion.

The motion to postpone action on the research misconduct policy was approved.

7.2 Motion to Revise the University Curriculum Committee Syllabus

Professor Walklin stated that the University Curriculum Committee wants to add the Director of General Studies as a non-voting member. He noted that this person provides valuable information to the Committee. The Senate voted to approve the changes to the syllabus.

7.3 Update on Academic Freedom Recommendations

President Fech noted that the ad hoc committee on academic freedom worked very diligently to produce a report and created a set of academic freedom guidelines. He reported that the Executive Committee has been working on the guidelines and he wanted to provide an update on two of these guidelines.

President Fech stated that guideline two called for creating a clear line of communication between faculty and administrators in the event that a guest speaker's visit needs to be cancelled. He reported that he has met with eight deans over the past three months to discuss the respective college creating a protocol to deal with this kind of incident. He announced that this suggestion was met with affirmation by each dean and has received assurances from the deans that a protocol for the college will be developed.

President Fech noted that guideline seven called for having a conference or educational program on academic freedom. He stated that the Executive Committee is still waiting for suggestions from the Senate on how it wants to proceed. He stated that some ideas are to have a brown bag seminar or a symposium on academic freedom.

Professor Zorn stated that while he fully supports the right of Professor Ayers to present his views, he found fault with the report of the ad committee because it praised Professor Ayers and he does not believe Professor Ayers is praise worthy. As a Vietnam veteran and member of the peace movement he believed Professor Ayers to be partly responsible for prolonging the Vietnam War. He stated that he feels the point the ad hoc committee made in the report was disturbing. He stated that the whole business that the decision was predicated on Dr. Ayers' character is unfortunate. He stated that thought needs to be given on what is the purpose of a conference on academic freedom. He stated that academic freedom does not depend on the virtue of those to whom it applies and hoped the conference would not simply be another opportunity to praise Professor Ayers.

President Fech stated that the point of a conference or symposium is not to focus on the situation that occurred with Dr. Ayers. The focus would be on the tenets of academic freedom. He stated that the idea is to bring in guest speakers and to have discussions about academic freedom.

Professor Peterson, Agricultural Economics, noted that he was a member of the ad hoc committee. He pointed out that the intent behind a conference or symposium is that there could be education on academic freedom, not only for the faculty but for the community at large. He noted that there have been very few nominations for the James A. Lake Academic Freedom Award in the last few years and no winners. He is wondering what the faculty is doing to raise questions about academic freedom. He suggested the Executive Committee should contact Professor Moshman, who recently published a book on academic freedom, to get suggestions on possible guest speakers.

8.0 New Business

8.1 Professor Scalora and Chief Yardley – Threat Assessment Team

President Fech noted that one of the recommendations from the ad hoc committee on academic freedom was to have members of the Threat Assessment Team come and speak to the Senate. As a result, Professor Scalora, Associate Professor in Sociology, and Chief Yardley of the University Police met with the Executive

Committee last week to discuss how the Threat Assessment Team works and how faculty can be more involved.

Chief Yardley reported that the team was started in 2001 as a result of a collaboration between himself and Professor Scalora and they received grant money to do a threat assessment. Since then the team has done state wide training and given presentations around the country on threat assessment.

Chief Yardley stated that the process is very campus based and involvement is needed from everyone so we can deal with situations before they escalate. The process is geared on what is happening at a particular time and is based on behavior. He stated that the Team seeks to prevent events from escalating and the goal is to have a campus where no one has to think about safety and awareness on campus. He stated that he would like to see people go about their everyday activities without them having to think about safety issues.

Professor Scalora pointed out that if people have to worry about harassment or safety, their ability to work and the quality of their work suffers when they are not in a safe and supportive environment. He reported that when the Threat Assessment Team gets involved intervention can take place in a variety of ways. He stated that the Team strives to maintain the dignity of all of those involved in a case. He stated that the goal is not only to maintain a safe environment, but to make people feel comfortable in approaching the Team for help.

Professor Scalora reported that the Team has a review committee that meets monthly to review any cases that came in during the month. He stated that members of the review committee include representatives from the Police, Human Resources, Undergraduate and Graduate Studies, Student Affairs, and Housing. He noted that these people can make decisions and coordinate on campus if a situation needs to be dealt with.

Professor Scalora stated that a select number of individuals will be called in to assess a situation and no single strategy is used to deal with the problem. He pointed out that what strategy is used depends on the particular situation. Sometimes the police are involved or mental health workers might be called in for assistance.

Chief Yardley stated that the Team tries to follow a lot of the reporting processes that are already in place at the university. He stated that one of the main goals is to educate people about behaviors that might indicate a potential situation so they can contact the Team. He stated that the role of the Team is to make sure that everything possible is done to enhance the safety of the campus, particularly with situations that could become threatening. He pointed out that the Team does not get involved in decision making activities.

Chief Yardley stated that cases can involve all levels of the campus community: faculty, students, and employees. He pointed out that not all incidents become a threat assessment case and some incidents occur off campus. He stated that a threat assessment will be done for anyone who is part of the campus community, even if the incident occurs off campus. He stated that contacting the Team can help put preventive measure into place so situations don't escalate. He noted that some situations may not seem very serious at first but when examined more closely underlying problems can be revealed.

Professor Scalora stated that domestic violence issues are extremely disturbing. People often see this as a private matter, but people forget that it can be easier to change the location of one's home than work location. He pointed out that in cases of domestic violence or stalking, co-workers can be at risk as well.

Professor Scalora stated that more issue driven groups exist today and some of these groups have become more intensive resulting in violence towards researchers, even in their own homes. He reported that many of these issue driven groups have organizational strategies that allows them to organize quickly and to get other like minded individuals to show up at events. He stated that the real concern is with those individuals on the fringes within these groups that engage in more aggressive and violent actions. Chief Yardley noted that the campus has been able to successfully manage these groups on campus. Professor Scalora stated that our campus gets regular threats and even religious figures get threatened. Chief Yardley reported that of the threat assessments reported, over half of them involve someone not affiliated with the university community. Students account for 37% of the cases and employees account for 24%.

Chief Yardley stated that the Team started a campaign with Kelly Bartling of University Communications to inform the campus about the Team and what it does. He noted that the Team also works with Human Resources and new employees but the Team is interested in finding ways to expand knowledge of the Team further. He pointed out that the Team needs to reach 30,000 people, the total population of the UNL campus.

Professor Scalora stated that the Team prefers if someone calls if they are worried about security. He pointed

out that people can just call to consult and talk if they want and a situation does not have to go to the level of a case. He pointed out that it is good for the Team to know about situations and can work with a person to let them know if behavior is escalating and steps need to be taken. He stated that he highly recommends consultation and pointed out, when in doubt, we will check it out. He stated that it is better to call than to have an incident escalate to the point of violence.

Chief Yardley stated that people should remember “Dial 2 for blue 472-2222.” He pointed out that people can call anonymously, although the Team prefers having a conversation. He stressed that confidentiality is very important to the Team. He noted that people usually have a hunch when something is not right and they should take action should by contacting someone who can help deal with a situation.

Professor Scalora pointed out that 472-2222 can also be used for non emergency situations and people need not worry that someone in a uniform will be showing up to help unless it is an emergency. He stated that plain clothes officers are the people who are sent out most of the time.

Chief Yardley stated that posters are available and distributed around campus. He noted that the Threat Assessment Team’s website is currently being rebuilt but the University Police website has portions relating to threat assessment (<http://police.unl.edu>). He noted that the video “Shots Fired on Campus” is on the website and can be viewed. Professor Scalora stated that the video made him think what he would do if a violent incident happened on campus. He pointed out that faculty members and students should know where alternative exits are and should be familiar with sounds that commonly occur in a building.

Emeritus Professor McShane stated that he served on the ad hoc committee on academic freedom and learned a lot from the Threat Assessment Team; he regrets the need for the Team but he is glad that they are doing it. Questions he has been asked is why arrests and legal actions were not taken if serious threats were made in association with Dr. Ayers’ visit. Chief Yardley stated that threats made at the time might not be of a criminal action, but there was concern that there were people out there on the fringes that were believed to be threatening. He pointed out that it was not the Team that made the decision to cancel Dr. Ayers’ visit. The Team only provides consultation. He stated that there may not always be the opportunity to make arrests but this does not mean that threatening behavior does not exist.

Professor Scalora stated that research shows that there are two types of people who make threats: those that are just venting and those that are ready to act violently. He stated that the concern was about folks who were engaging in disturbing behavior and the behavior was escalating in short order. He noted that most people who make threats are just venting, but when behaviors start escalating, it causes greater concern.

Emeritus Professor McShane stated that the larger Team includes people who have authority over others and make decisions, but there is a lack of influence on the academic side of the campus. Chief Yardley stated that the Team was put together with a great deal of thought and with the idea that the Team wants to be able to reach all areas of the campus. He pointed out that it is not possible to have someone from every single unit on campus. He noted that Human Resources is the conduit for many groups on campus and the people on the larger Team have the ability to make decisions or can influence a decision. He stated that the Team has a good track record and has dealt with special events throughout the year. He stated that the main thing is to work on communicating with the faculty and the campus.

Professor Scalora thanked the members of the ad hoc committee on academic freedom for all of their discussion and efforts with the report. He stated that he has an appreciation for what they did and knows that it was a difficult task. He stated that he sees very little faculty opportunity on the review team. He pointed out that the Faculty Senate could be most helpful when involved in making a decision to cancel the visit of a guest speaker. He noted that faculty members could also be helpful in mentoring a younger faculty who might be threatened.

Professor Carlson stated that he spoke with a taxpayer who was adamant that Dr. Ayers should not have been invited to campus. The person suggested that a background check be done on people being invited to campus to speak. He stated that he tried to explain to this person that this was not practical and may not be legal. He asked, based on their interface with the Ayers’ situation, what recommendations should be made to improve the decision making process in similar situations. Professor Scalora stated that the Team would never entertain interfering with whether someone should be brought to campus. He stated that if it was mentioned that someone might be questionable, the Team might get involved. He stated that the real discussion would be how you have an event in a manner that is safe. He pointed out that how an event is advertised and handled can make a difference. He stated that communication strategies can help calm reactions. Chief Yardley stated that

a background check is done to a degree if the event involves working with a group.

8.2 Motion to Withdraw Membership in the Coalition on Intercollegiate Athletics

President Fech noted that the motion comes from the Intercollegiate Athletics Committee and the Senate Executive Committee. He stated that the motion will be discussed and voted on at the February meeting.

8.3 Motion to Change the Student Absence Policy

President Fech stated that this is a motion from the Executive Committee and calls for including the language “military training” in the student absence policy. This motion will be discussed and voted on at the February meeting.

8.4 Motion to Approve the Academic Planning Committee Operating Procedures

President Fech stated that the motion comes from the Academic Planning Committee. Professor Chouinard moved to accept the motion. The motion was seconded by Professor Flowers, Psychology. The motion will be discussed and voted on at the February meeting.

The meeting was adjourned at 4:55 p.m. The next meeting of the Faculty Senate will be held on Tuesday, February 2, 2:30 p.m. in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Patrick Shea, Interim Secretary.