

UNL FACULTY SENATE MEETING MINUTES
East Campus Union, Auditorium
April 5, 2011
Presidents John Lindquist, Barbara LaCost, and John Fech Presiding

1.0 Call to Order

President Lindquist called the meeting to order at 2:33 p.m.

2.0 Senior Vice Chancellor Weissinger

SVCAA Weissinger reported that this is her first opportunity to address the Faculty Senate since her appointment as Senior Vice Chancellor. She stated that she hoped to have the planning time of four or five months that an outside candidate would have when assuming this position, but since she has served as Interim she will be jumping immediately into the position.

SVCAA Weissinger reported that she is beginning to tour the campus by visiting with each of the colleges and departments and hopes to visit all of the colleges by next spring. She stated that she wants to ask questions and listen to the faculty so she can determine what the SVCAA can assist with. She stated that even though she has been on campus for 25 years, she is looking forward to meeting some new colleagues.

SVCAA Weissinger noted that several things are already occurring in her office such as the search for a new Dean of Graduate Studies. She reported that applications for this position are already being received and the search committee will begin reviewing applications. She stated that the plan is to conduct campus interviews in the next few weeks and that a decision will be made by May 1. She pointed out that the new Dean will begin the position as soon as possible. She reminded the Senate that this is an internal search.

SVCAA Weissinger stated that the search for a new Dean of the College of Engineering is in the final stages. She reported that the pool of candidates was of high quality. She announced that she is in the final stages of negotiation with the candidate that she feels is the best qualified for the position.

SVCAA Weissinger noted that with the voluntary separation incentive program we will be losing 78 of the most experienced, competent, and accomplished colleagues this year. She stated that the Chancellor, VC Green, and she will be sponsoring a beautiful evening on April 21 at the Lied Center to honor and recognize these professors. She stated that notices have gone out to the retiring faculty members and formal invitations are being sent out tomorrow. She reported that one of the intriguing things about the event is that the colleagues of each of the retiring faculty members have been asked to describe in one sentence what the person has contributed to the university. She stated that she is looking forward to see the results of this request.

SVCAA Weissinger noted that six staff members from the CIC central office came to visit last month. She reported that the CIC members were very impressed with our faculty and campus and felt that the quality of our academic programs is comparable to the programs at the other Big Ten universities. She stated that they were very impressed with the Libraries infrastructure and the fact that we have a Shakespeare first folio. She noted that they were also impressed with our openness to interdisciplinary efforts. She stated that UNL will be involved with information technology infrastructure, purchasing agreements, and other possible collaborative efforts with the member institutions of the CIC that may help to reduce costs.

SVCAA Weissinger reported that the Chancellor will be announcing the framework for the next round of budget cuts. She pointed out that it is a simultaneously ironic situation that we find ourselves in; the fact is that the Governor is recommending a flat budget for the university, but we will have budget reductions because of fixed costs that have to be paid. She noted that the Chancellor will announce how much we will need to cut at the meeting tomorrow. She pointed out that while our budget situation is extremely complicated and harmful, it is much better here than at other universities.

SVCAA Weissinger reported that specifics of the budget cuts will be presented to the Academic Planning Committee in mid April. She stated that the Chancellor is trying to take the narrowest, most strategic choices possible in making the cuts. She pointed out that the administration always tries to begin taking cuts outside the academic area in the business and finance and student affairs sectors of the campus, however, there is not much left to cut in these areas. She noted that the goal is to try to protect the faculty and students first and the restructuring that will be proposed fits this philosophy. She stated that the fondest hope is to protect all of the

open lines that will result from the voluntary separation incentive program, but unfortunately this will not be possible. She pointed out that we seem to be in a permanent cycle of budget reductions. She stated that the determination is to engage all faculty members, chairs, and deans at all levels about things we can do to control our own destinies as we deal with this economic environment. She reported that we will have to increase our enrollment and optimize our instructional costs too and this will mean that we will have to use apportionment to connect each of us to our greatest strengths and passions. She stated that the continuing budget cuts are going to require us to examine our academic structure, but the goal will be to keep the comprehensiveness of our academic menu in place. She noted that we do not want to discard disciplines or groups of disciplines, but if we are going to be comprehensive we will have to be creative. She pointed out that we want long-term faculty values retained. She stated that we will get some help with this effort. She reported that Noel Levitz Consultants will be coming in to look at ways to increase enrollment and student retention which will help is to focus on revenue building.

Professor Carlson, Veterinary & Biomedical Sciences, noted that we have enjoyed increased enrollment over the last few years and that we hope to continue this growth, but he asked how we deal with the increase when we need more laboratory space and teaching facilities. He pointed out that in some areas we are already having difficulty delivering education. SVCAA Weissinger stated that it is important as faculty members to celebrate that we have accomplished enrollment growth without significant increase in the teaching component, and we have done what the state has expected of us. She stated that we have become more efficient, but we all know that there are still pockets where there are additional opportunities for efficiencies. She stated that new enrollment growth will have to be paired with investment in the instructional aspect of the campus and the Chancellor has stated that he will do this. She noted that the specific issue of laboratories and the need to update and expand our teaching lab space is extremely important. She pointed out that some funds have been allocated this year for the chemistry labs in Hamilton Hall and this renovation is scheduled to begin in May at the end of classes. She stated that we will have to find opportunities to invest in the infrastructure as well.

Professor Schubert, Electrical Engineering, noted that at the March 16th Executive Committee meeting it was reported that there are short video clips of interviews with the members of the CIC who came to visit the campus. He asked if these video clips are on the web yet. SVCAA Weissinger stated that she is not sure whether the videos have been uploaded yet but they will eventually be on the Academic Affairs website. She stated that University Communications conducted the interviews with the CIC members. She reported that the head of the libraries from the CIC was wonderfully impressed with the quality of the fine arts and was so surprised with our campus that he called it the Paris on the Prairie.

3.0 Announcements

3.1 Faculty Forum on April 18

President Lindquist reminded the Senate that the second faculty forum on UNL joining the Big Ten will be held on Monday, April 18, 2:00 – 3:30, Sheldon Museum Auditorium. He noted that Dr. Graham Spanier, President of Pennsylvania State University and former Chancellor of UNL, will be speaking. He noted that Penn State was the last university added to the Big Ten and Dr. Spanier will speak about the experiences and impacts of joining the Big Ten. He asked Senators to share this with their colleagues and encourage them to attend.

3.2 Recognizing Outgoing Senators

President Lindquist wanted to personally thank everyone for the work they have done on the Senate. He pointed out that the Senate is an important voice for the faculty and the contribution of the Senators is very important. He stated that he hopes Senators will encourage their colleagues to become involved in the Senate and that they consider returning to the Senate at some time during their career. He noted that those leaving the Senate are welcomed and encouraged to attend the April 26 meeting with their new Senate representative.

President Lindquist acknowledged the following outgoing Senators: Peter Hind, Architecture; David Smith, School of Accountancy; Tom Franti, Biological Systems Engineering; Shelley Fuller, Art & Art History; Kathy Prochaska-Cue, Child, Youth & Family Studies; Yiqi Yang, Clothing, Textiles, & Design; Donald Weeks, Biochemistry; Durward Smith, Food Science & Technology; John Fech, Southeast Research & Extension Center; Joe Starita, College of Journalism & Mass Communications; Mary Bolin, University Libraries; Martha McCollough, Anthropology; Gerry Harbison, Chemistry; Jason Kautz, Chemistry; Hong Jiang, Computer Science & Engineering; Robert Stock, English; Hans Gilde, Modern Languages; Anthony Starace, Physics & Astronomy; David Rapkin, Political Science; John Flowers, Psychology; Loukia Sarroub, Teaching, Learning & Teacher Education.

President Lindquist announced that the following Senators have been elected to another term: Mathias Schubert, Electrical Engineering; Dean Yonts, Panhandle Research & Extension Center; Joan Konecky, University Libraries; David Woodman, School of Biological Sciences; Malinda Eccarius, Special Education & Communication Disorders.

3.3 Executive Committee

President Lindquist reported that there are eight openings on the Executive this year that need to be filled. He stated that the tentative list of people willing to serve on the Executive Committee are: Mathias Schubert from Electrical Engineering for President-Elect, Sheila Purdum, Animal Science, Tom Rinkevich, Classics & Religious Studies, Ken Nickerson, School of Biological Sciences, David Varner, Southeast Research & Extension Center, Scott Anderson, School of Music, and Suat Irmak, Biological Systems Engineering. He pointed out that two more people are needed and it would be ideal to have an election for each position which would mean a total of 16 people are needed. He opened up the floor for nominations. He stated that the Executive Committee serves for the Senate during formal meetings with the Chancellor and when the Senate is not in session. He pointed out that the work of the Executive Committee is essential. He asked Senators to consider serving on the Senate and if anyone is interested they should contact Karen Griffin, Coordinator of the Senate.

4.0 Approval of 3/1/11 Minutes

Professor Peterson, Agricultural Economics, moved for approval of the minutes. The motion was seconded by Professor Flowers, Psychology. The motion was approved.

5.0 Committee Reports

5.1 Information Technologies and Services Committee (formerly Computational Services and Facilities Committee) (Professor Brooks)

Professor Brooks reported that continued funding and licensing for Maple TA is still unresolved at this time. He noted that at the last Senate meeting a request was made to change the name and responsibilities of the Computational Services and Facilities Committee to the Information Technologies and Services Committee. He stated that the reorganization is an attempt to better serve the role of being an advisory committee to the Chief Information Officer. He reported that the changes were approved by the Senate.

Professor Ansonge, Educational Psychology, asked what Professor Brooks' guess is with respect to Maple TA. Professor Brooks reported that a formal request to Information Services to continue funding Maple TA for another year has been made and gone through to the next level. He stated that the licensing issue is a more difficult matter and negotiations to establish licensing for another year is under way, but the long term licensing issue is still unresolved. Professor Carlson stated that he uses Maple TA extensively and asked when the faculty will know the status of it so they can plan for the next semester. Professor Brooks reported that this is one of the issues that the Committee is trying to resolve. He stated that there is continuing discussion on it and whether there are other alternatives that could be used. He believes it is fair to say the Committee fully supports renewing Maple TA or an alternative that would be adequate. Professor Carlson asked who makes the final decision on Maple TA and what professors can do about making sure that the program is refunded. He pointed out that faculty members do not want to find out on August 1, shortly before the fall semester begins, that the program won't be available. Professor Brooks stated that he thinks SVCAA Weissinger will make the final decision.

Professor Brooks stated that it is worth pointing out that three years ago the Committee pushed hard for the campus to hire a Chief Information Officer. He noted that we are still waiting for the outcomes of hiring a CIO. He pointed out that we still have 24 information services departments on campus. He stated that we currently don't have information from the other Big Ten schools on their budget for information services, but support level issues need to be addressed and resolved on this campus. He noted that Maple TA is just a small part of the overall information technology issues, but for instructors who use it, it is crucial.

President Lindquist noted that the Committee met monthly and asked if there were other issues that the Committee is looking at. Professor Brooks reported that the Blackboard contract is up for renewal next year. Professor Lindquist pointed out that people who have views on Blackboard should express them to the Information Technologies and Services Committee.

5.2 Executive Committee Report

President Lindquist noted that the Executive Committee acts on behalf of the faculty in absence of full

Senate meetings making this an important committee. He reported that the Executive Committee meets weekly during the academic year and bi-weekly during the summer. He stated that the Executive Committee meets with the Chancellor twice a month, during the Senate meeting and during an Executive Committee meeting, although this does not always happen due to the Chancellor's busy schedule.

President Lindquist reported that the Executive Committee met with President Milliken in the fall and discussed a number of things that are listed in the report. He stated that the Faculty Senate Presidents from all four campuses met twice during the year with President Milliken.

President Lindquist reported that the Executive Committee meets with other administrators and various guests to discuss pertinent issues.

Professor Eccarius, Speech Communication & Disorders, wanted to thank the Executive Committee and Coordinator Karen Griffin for the weekly Executive Committee minutes. She pointed out that the minutes contain a great deal of information that does not normally come to the faculty. She stated that she receives many comments from the faculty in her department about issues reported in the minutes. She encouraged other Senators to distribute the minutes if they are not already doing so. President Lindquist agreed completely and pointed out that all faculty members should have the opportunity to read the minutes.

6.0 Academic Freed Award Ballot

Professor Peterson, chair of the Academic Freedom Award Committee (AFA), stated that the James A. Lake Academic Freedom award is a very prestigious award but it has not been given in recent years. He reported that this year the AFA had an excellent nomination and the committee members voted unanimously to present the nominee to the Faculty Senate for a vote. He noted that the ballot provides evidence to support the nomination.

President Lindquist asked the Senate to vote and to please keep the name of the nominee confidential until it becomes official.

7.0 Unfinished Business

No unfinished business was discussed.

8.0 New Business

8.1 Motion on Policy for Cancelling Faculty Senate Meetings

President Lindquist stated that the motion seeks to incorporate a policy into the Senate's Rules of Order on cancelling Senate meetings. He noted that a Senate meeting was cancelled this year due to inclement weather. He noted that the motion comes from the Executive Committee and therefore does not need a second.

Professor Chouinard, Mathematics, pointed out that there is already a policy dictating that we have nine regular meetings during the academic year and this policy is listed in the Senate Bylaws. He stated that the policy to cancel a meeting should be in the Bylaws rather than the Rules.

Professor Chouinard stated that he is concerned with the limited nature of the motion. He noted that the policy states that meetings can only be cancelled if regularly scheduled classes are cancelled on the day of the meeting by the appropriate UNL authority or the President of the Senate gives 24 hour notice of a cancellation. He encouraged the Executive Committee to consider language that would include cancellation of a meeting for some other kind of emergency, such as a bomb threat.

8.2 Health Care Audit Concerns (Director Greg Clayton, Benefits & Risk Management)

Director Clayton noted that we are halfway through the audit process and the deadline is May 6. He stated that about 1/3 of affected employees have sent their information in. He noted that people with single coverage do not have to provide any additional information. He thanked those people who have completed their verification already. He reported that people who are married need to provide a copy of their marriage license along with the top half of a financial statement which shows both the employee's and spouse's name. He pointed out that the financial statement can be an electric bill or some other utility bill from the last six months. He stated that those employees with children need to provide a copy of the birth certificate and if the dependent child is age 19 – 26 and employed elsewhere but unable to obtain health insurance from their employer, a birth certificate and an affidavit will be needed.

Director Clayton reported that after an employee has completed their verification, they will receive a white

postcard from Chapman Kelly stating that they have been verified. He stated that people can also check on the website to see if their documentation has been verified. He noted that it is easy to get the information to Chapman Kelly: it can be faxed, returned in the mailer, or uploaded to them via your computer.

Professor Schubert asked what assurances employees have that the information given to Chapman Kelly will not be used by third parties and that the information is secure. Director Clayton stated that the information is not going to be retained and will be destroyed after the audit. He noted that the website is a secure site.

Professor Schubert asked if the audit is being done for all units. Director Clayton stated that the audit is university wide because our benefits come through the University of Nebraska.

Professor Schubert asked why the information is being collected now and was not done previously when employees were hired. Director Clayton stated that this is the first time that the data has actually been collected on existing employees. Starting in January all new employees will need to provide data on their dependents if they will be covered by the university's insurance.

Professor Schubert asked how Chapman Kelly knows children's social security numbers. Director Clayton pointed out that when employees signed up for benefits they provided this information to get health care coverage. The university provided Chapman Kelly with this information.

Professor Schubert asked what the expected outcome and savings is for conducting the audit. Director Clayton reported that during this amnesty period 45 people have been removed from benefits. This amounts to a savings of approximately \$2800 per person per year. He pointed out that this directly affects all of us with health benefits because we are self insured. He noted that many of the Big Ten schools have already conducted similar audits. He stated that tight budgets and fiduciary responsibility are requiring institutions to make sure that only eligible people are covered. Professor Harbison asked if the 45 people are just from UNL or from the whole university system. Director Clayton stated that these people are just from UNL. Professor Harbison pointed out that this is about 1/10th of what other institutions have found in savings. Director Clayton reminded the Senate that these findings have been found just in the amnesty phase and the audit will not be completed until May.

Professor Harbison stated that he has heard from several people who are worried about not being able to obtain affidavits for their children who are over 19 and employed. He pointed out that signing an affidavit is strictly at the whim of the employer. Director Clayton stated that a form can be downloaded and given to the employer. He noted that the form asks if the child is working and whether health insurance is provided. The employer than just has to sign the form. He stated that he would be shocked to hear that an employer would not be willing to sign the form. He stated that employees who have any difficulties with this should contact Human Resources.

Professor Harbison noted that it can be a lengthy time for parents of an adopted international child to get birth certificates. Director Clayton stated that once a birth certificate or adoption papers are provided, the child would be covered.

Professor Varner, Southeast Research & Extension Center, asked for background information about insuring college age students 19 – 26 years of age and where this mandate came from. Director Clayton stated that this is part of the national health care reform. If a child is 19-26 and able to get health insurance through their employer the child can no longer be covered by the university's health care plan. Professor Varner stated that a challenge with this mandate is that a child working part-time in some institutions is eligible for health insurance while others are not. Director Clayton noted that most work study employees are not eligible for benefits. He stated that the university's current policy is that a dependent eligible elsewhere for benefits cannot get university health care coverage. He stated that in 2014 this will be shifting due to the health care reform. Professor Varner asked about a child who might be employed full-time during the summer and could be eligible for insurance elsewhere but returns to part-time employment during the academic year. Director Clayton stated that status changes can occur and a child can be added back into the university's health care plan. Professor Chouinard asked if there is any minimal level where an affidavit does not need to be completed. Director Clayton stated that an affidavit will always be needed in these situations. He pointed out that after the initial verification process another affidavit won't be needed unless there is a change in the child's employment status. He stated that the university may allow status changes once a year, but it will not do it on an ongoing basis.

Professor Schubert asked how much the audit is going to cost the university and how much it is expected to

save. He asked why the university isn't conducting the audit internally. Director Clayton stated that the university is not conducting the audit because of limited internal resources. Also, Chapman Kelly has a great deal of experience with conducting these kinds of audits. He reported that the cost of conducting the audit is \$100,000 and our savings have to exceed our costs or Chapman Kelly will not charge us for the audit. He noted that most universities that have conducted an audit have saved considerably more than \$100,000.

Professor Kranz, Northeast Research & Extension Center, asked why there is a difference between a spouse and a child getting health care coverage from their employer. He asked in the long term if the university is planning to go after the dollars that have been wrongfully used for covering people who were ineligible for coverage. Director Clayton stated that the amnesty phase has allowed people to withdraw a dependent or spouse from the health care coverage and the coverage with these people will end as of February 28. He stated that the difference between a spouse receiving health care coverage if employed elsewhere and a child receiving health care coverage is that coverage for spouse's has been allowed under our health care plan. The coverage for children 19-26 years of age was just recently expanded by the legislature. He asked if employees would want to pay for other children's health care coverage if the child can get health care elsewhere. He pointed out that Duncan Aviation has recently changed their health plan to not cover a spouse if they can get coverage elsewhere.

Director Clayton noted that anyone with individual questions can always call the Benefits Office or go to the Chapman Kelly website where they can find a very good tutorial about health care audits.

The meeting was adjourned at 3:43 p.m. The next meeting of the Faculty Senate will be held on Tuesday, April 26, 2011, 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Patrick Shea, Secretary.