

**UNL FACULTY SENATE MEETING MINUTES**  
**City Campus Union, Auditorium**  
**February 7, 2012**  
**Presidents LaCost and Schubert, Presiding**

**1.0 Call to Order**

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

**2.0 Announcements**

No announcements.

**3.0 Vice Chancellor Paul**

Vice Chancellor Paul stated that it was wonderful to be here and noted that this was his first interaction with the full Senate. He stated that he wanted to provide an update on some of the activities of his Office: the research growth and development enhancement initiative in response to the Chancellor's goals, the Conflict of Interest Policy, and the Nebraska Innovation Campus.

Vice Chancellor Paul stated that he wanted to take the opportunity to brag about the faculty colleagues who led an effort to obtain one of the largest UNL grants on food safety. He noted that Professors Jim Keen, Rodney Moxley, and Harshavardhan Thippareddi partnered with Kansas State University to obtain a \$25 million grant from the USDA. He pointed out that this is one example of our faculty in a number of different areas that are providing tremendous leadership. He noted that recently Joel Brehm, Graphics Designer in the Office of Research & Economic Development, won an international award sponsored by NSF and *Science* for creative illustration showcasing Professor Yongfeng Lu's innovative nanoscience research.

Vice Chancellor Paul reported that the research growth and development initiative's major goal by fiscal year 2017 is to enhance the quality and stature of research, scholarship and creative activity at UNL, not only in the physical sciences but also in the arts and humanities. He stated that another goal is to build on the private industry and academia partnerships. He noted that universities like ours are getting more involved with national leaders who are increasingly seeking the help of universities to address societal problems. He stated that the focus of the 2020 Vision remains: to make UNL a leading public university, to have strong faculty members with national, international pre-eminent scholars associated with prominent programs, and to emphasize research quality.

Vice Chancellor Paul reported that his office is seeking input from faculty members on the research initiative. He noted that it is important for the faculty to be a part of the initiative. He stated that there will be two open forums for faculty members for them to provide input on the research initiative and he hopes that the faculty will participate. He stated that his Office needs the faculty's advice and suggestions for implementing the research initiative. He noted that the major goal of the plan is to increase total research expenditures to \$300 million and federal research expenditures to \$150 million by 2017. He pointed out that this would be about a 10% increase for us. He stated that more faculty members need to be engaged as principal investigators or co-principal investigators with external grants. He noted that some faculty members do not think they could or would want to be a principal investigator but they could contribute to research teams. He reported that the colleges are being asked to develop research growth plans and his office will work with Academic Affairs and IANR Vice Chancellors and colleges to accomplish these goals.

Vice Chancellor Paul stated that we need to pursue more multi-million dollar center grants that fit into UNL's priorities and we need to hire faculty members who fill critical gaps in research expertise that will allow us to build critical mass and stronger interdisciplinary teams. He stated that as an institution we have done a pretty good job at mentoring our junior faculty members but we need to strengthen our mentoring and provide assistance to mid-career faculty members. He stated that we also need to help tenured faculty members as well so they will seek external grants. He pointed out that not only does football require state of the art facilities, but research facilities also need to be state of the art in order for us to attract and retain talented faculty to make us more competitive. He noted that there are a lot of very good faculty members in the arts and humanities and we want to strengthen these areas.

Vice Chancellor Paul pointed out that we need to do a better job at nominating our faculty members for prestigious national awards. He reported that to address this issue SVCAA Weissinger, VC Green and our

Office have teamed up and will hire a person in the proposal development office to help in nominating faculty members for prestigious awards. He noted that the quickest way to increase the number of faculty members with prestigious awards is to hire those who already have these awards.

Vice Chancellor Paul stated that with Innovation Campus coming on line there will be good opportunities to help faculty partner with industries. He stated that Nutech Ventures helps bring the private sector and academia together for mutually beneficial collaborations. He noted that Executive Director of Innovation Campus, Dan Duncan, can also assist faculty partnering with private industries. He pointed out that we need to look at UNL policies that might be barriers to partnering with the private sector and Innovation Campus will be a major initiative to facilitate these interactions.

Vice Chancellor Paul stated that new infrastructure to conduct research will also be needed. He noted that in the last ten years research plans were developed with several projects such as the Whittier Building, Virology Center, and the Nebraska Center for Materials and Nanoscience, but it is now time to develop a new list of infrastructure needs. He pointed out that in the last ten years there has been an increase in defense research and a secure facility is needed for this research. He noted that there is a building that is being planned for renovation that could possibly be used for defense research. He stated that the CB<sup>3</sup> center on brain, biology, and behavior will be in the newly constructed east stadium addition that will house fMRI equipment. He noted that this project, which will do research on the impacts of concussions will require the collaboration of many academic departments and athletics. He noted that space on the Innovation Campus for work on the life sciences is a high priority. He reported that currently the Office of Sponsored Programs is housed in the Alexander Building, but this office will be moved into the Whittier Building, which will provide Admissions with much needed space in the Alexander Building. He pointed out that we need quality facilities in order to attract new faculty and to help our existing faculty to meet the research goals.

Vice Chancellor Paul reported that the Conflict of Interest Policy draft has been prepared and reviewed by faculty members, notably Professors Awada, Denicola, DiMagno, Farritor, Lindquist, Mendola, Snow, and Weeks along with Associate VC Hamernik, Associate Dean Jackson, and Dean Wei. He noted that this policy is of very high importance and is required by NIH. He pointed out that the Board of Regents has approved a Conflict of Interest policy for the university and each campus is required to develop its own policy. He reported that there will be two faculty listening sessions for faculty members to voice their opinions of the policy. They will be on February 14 and February 15. He noted that the policy will be brought forth to the Senate Executive Committee. He stated that it is essential for UNL to meet the federal compliance guidelines in regards to conflicts of interest and we have to be in operation with this policy by August 24. He stated that during February and March input on the policy will be gathered and in May and June supporting materials will be developed.

Vice Chancellor Paul reported that Assistant Dean Dan Duncan has been hired as the Executive Director of Innovation Campus. He noted that the Legislature has provided \$25 million in funding for the Innovation Campus and currently we are in Phase 1 of the \$80 million development plan. He stated that he serves on the Board for the Innovation Campus and reported that it is very exciting to see the private sector members of the Board providing guidance in the development of the Campus. He reported that the faculty advisory committee is looking at various proposals from faculty members on new ideas to create partnerships between the university and the private sector.

Professor Purdum, Animal Science, noted that the overhead from grants that goes to departments has decreased in the past year. She suggested that it would be helpful for faculty members to see the Office of Research & Economic Development's budget to know how overhead funds are being distributed. VC Paul stated that the policy regarding overhead money can be found on the Office's website. He noted that his Office takes 10% of the overhead to satisfy research infrastructure needs to make sure that the necessary tools and space is available for researchers. He reported that some of the overhead is set aside for the Libraries and after that the remaining funds are divided into three equal parts. He stated that the overhead funds support people that are hired by the Office of Research & Economic Development and the Office of Business and Finance in the areas of compliance and environmental health and safety. He pointed out that another third is given to the colleges. These funds should be used first and foremost to meet the needs of the departments to help manage the grants that bring in the overhead. He stated that the last third of the funding goes to drive the research agendas and 30% of this goes to the Chancellor. He noted that the overhead funding policy is very transparent and he would be happy to discuss it further.

President Elect Schubert stated that UNL has made extraordinary improvements over the past ten years in research. He stated that recently the Dean of the College of Engineering compared the College to other Big

Ten engineering colleges. He asked where our target is for research and what penalties departments or colleges would get if they do not reach the targeted goals. VC Paul stated that we first need to do more research. He noted that we are much better than our matrix shows but we want to provide deans and department chairs with the data that is not only being looked at by us, but also by our peers and others. He stated that the two main goals of the university are undergraduate education and research and it is important that we do well in both endeavors and that we have a commitment to excellence. As faculty members, it is all up to us to address undergraduate teaching and research. He reported that hearing the faculty's suggestions and concerns on research growth has been very helpful. He noted that there has been a lot of discussion about the workload of faculty members and pointed out that at different times in a faculty member's career amount of research or teaching conducted by a faculty member would vary. He stated that the university needs to engage and address these changes in a faculty member's career.

Vice Chancellor Paul thanked the Senate for inviting him to speak and state that he would be happy to come back again.

#### **4.0 TeamMates – Dr. Tom Osborne and Walter Powell, Lincoln TeamMates Coordinator**

President LaCost reported that Dr. Osborne and his wife are the founders of TeamMates and Mr. Powell is Coordinator of the program in Lincoln. Dr. Osborne thanked the Senate for inviting him to speak and noted that it was the first time in his 40 years at the university that he has been given the opportunity to speak to the Faculty Senate. He introduced Mr. Powell, Coordinator of TeamMates in Lincoln and one of his former football players, and noted that Mr. Powell has done many good things with the program.

Dr. Osborne noted that the only NCAA major violation that we have had at UNL is that we have provided too many textbooks to our athletes. He stated that there is good cooperation between the faculty and Athletics Department at UNL and he wants to thank the faculty for this. He noted that in many places there is an adversarial atmosphere between athletics and academia but he has never felt any sense of that here. He reported that there are 296 student athletes who are All Americans and there is an overall grade point average of 3.1. He noted that VC Paul mentioned the addition to the east stadium. He pointed out that a major part of this addition will be for research with 25,000 square feet dedicated to MRI research. He noted that several departments will be involved in the research that will focus on concussions. He stated that the other 20,000 square feet will be dedicated to athletic research, food and nutrition, and research with Bryan Hospital will be conducted.

Dr. Osborne reported that he coached at UNL for 36 years and during that time he noticed changes in the young people he worked with. In 1962 he stated that he never met anyone that used meth or heroin and intact families were the general rule. Today, many students do not have the same foundation. He noted that this does not mean that those students with single parents can't do well, but the odds are somewhat against them. He reported that after coming home from practice one day his wife Nancy had told him about a piece on *60 Minutes* about Eugene Lang, a successful businessman who had returned to his elementary school to speak. He learned that things had changed and his elementary school was now an inner city school. The demographics had changed and poverty was prevalent. Lang told the students that if they stayed in school and did well he would pay their college tuition. Dr. Osborne stated that his wife was impressed and asked if they could do anything here to help children who might need some assistance. He noted that a lot of the kids look up to the football team and he asked his players how many of them would be willing to spend some time with kids in school. He reported that 22 players volunteered and they were matched up with students to spend some time with the student once a week. Once a month the players got together and a speaker was brought in. He noted that this went on for about three years and some good things seemed to be happening as a result of these efforts. He reported that a lot of the grade school students were now 15 and they would make a decision to stay in school or not. He pointed out that 22 graduated from high school on time and 18 of the 22 went on to college with one of the students going to Oxford University and another one as a walk-on to the football team. He noted that many of the students did well in college and afterwards. As a result, the thought came to expand the program and this is how TeamMates was started here in Lincoln. Originally the idea was to mentor 7<sup>th</sup> graders and up but it was realized that students needed mentoring at younger ages. He reported that 6,000 students across Nebraska are now in the mentoring program. He stated that 138 students and staff members at UNL serve as mentors, but he does not think many faculty members are participating as mentors.

Dr. Osborne reported that TeamMates is a school-based mentoring program and meetings with students take place at the school. This provides two benefits, it allows the mentor to learn more about the student by talking with teachers and counselors and it addresses any security issues. He reported that the school's TeamMates coordinator pairs up a mentor with a student and finds a place in the school where they can meet. He pointed out that background checks are performed on all mentors.

Dr. Osborne stated that matches of students and mentors were followed for five years and analysis by the Gallup Corporation showed that 85% of those students involved with TeamMates show an improvement in school attendance. He pointed out that a predictor of a student not doing well in school is decreasing attendance. He stated that 75% of the students show a marked decrease in antisocial behavior and there are improvements in the graduation rates. He noted that alcohol abuse and teenage pregnancy decreases with participation in TeamMates. He stated that the national dropout rate is 30% but in Lincoln it is 20%. He noted that high school dropouts will cost society on average \$200,000 in aid to dependent children and other costs. He pointed out that not having a high school diploma puts people at a big disadvantage before they even get started.

Dr. Osborne noted that TeamMates is not a tutoring organization. Mentors need to be someone who cares about the individual student. He pointed out that anyone who deals with teenagers knows that there are not always positive outcomes and while most relationships with them are good, they sometimes act up. However, if there is a long term commitment with the student, very positive things happen. He stated that the commitment to interact with the student provides much needed affirmation. He reported that Don Clifton, a former professor of educational psychology and founder of Gallup found in his research on prisoners of war 38% of those separated from other prisoners and encouraged to inform on prisoners died because of the negative environment they were in. Clifton thought that if people were in a positive environment the opposite would happen and realized how important affirmation is to people. Dr. Osborne stated that it is this belief that is used in TeamMates and he found when he used affirmation with his players they were able to meet or exceed their goals.

Dr. Osborne wanted to convey the vision of a personal story. He noted that so many kids come from environments where the adults have not graduated from high school or attempted to go to college and some have never seen a mother or father. He stated that 110 years ago there was a man in Nebraska who grew up in a family of four children, the father an alcoholic, the farm was on sandy ground, and the outlook was bleak but an circuit preacher believed that this man had the makings of a preacher and encouraged the young man to pursue the career of a preacher. As a result, the man went to Hastings College, wound up being able to speak six languages, went to seminary school, and spent time in the state legislature. This man was his grandfather and the vision and affirmation of that circuit preacher was what made a huge difference in how his grandfather turned out. The impacts of the preacher's action later on influenced his father and him. He noted that there is a ripple effect over time and when you invest in the life of a person and this can be very powerful.

Dr. Osborne thanked the Faculty Senate for allowing him to speak and stated that Mr. Powell could provide further information on the TeamMates program. Application forms and handouts about the program were made available to the Senate.

## **5.0 Approval of 1/10/12 Minutes**

Professor Anaya, University Libraries, moved for approval of the minutes. The motion was seconded by Professor Rinkevich, Classics & Religious Studies. The minutes were approved.

## **6.0 Committee Reports**

### **6.1 Convocations Committee (Professor Novak)**

Professor Novak reported that the Convocations Committee provides funding for guest speakers and it is the responsibility of this Committee to determine who should receive the award and how much money should be provided. He noted that this fall the largest number of applications (19) was received. He stated that awards typically range from \$150 - \$750 but due to the large number of applications the Committee had to be cautious with distributing the funds. He reported that 18 applications were approved for funding.

### **6.2 Honorary Degrees (Professor Guo)**

President LaCost noted that Professor Guo was not in attendance. She asked anyone with questions on the report of the Honorary Degrees Committee to send them to her or Coordinator Griffin and they will forward them to Professor Guo.

## **7.0 Pound Howard Award**

President LaCost asked the Faculty Senate to vote on the nominations for the Pound Howard Award. She reminded the Senate that the nominations were to be kept confidential until the winners of the award were notified.

## **8.0 Unfinished Business**

### **8.1 Executive Committee Election**

President LaCost reported that there are three open positions on the Executive Committee. She noted that the previous members had to leave for various reasons. She reported that one of the new members needs to be a member of Extension. She stated that Senators Ruchala from the School of Accountancy and Senator Zoubek from Southeast Research and Extension Center have volunteered to serve on the Executive Committee. She asked if there were any other nominations from the floor. Hearing none she asked for acclamation of Senators Ruchala and Zoubek to be elected to the Executive Committee. The motion to approve by acclamation was made by Senator Saner, West Central Research & Extension Center. The motion was seconded by Professor Anaya. The motion was approved.

## **9.0 New Business**

### **9.1 Faculty Senate Redistribution Report**

President LaCost stated that an email message was sent out to Senators asking them to verify the faculty members in their department who qualify as a member of the Academic Assembly. She noted that the redistribution report of the Faculty Senate is conducted every other year to see if departments are adequately represented on the Senate. She stated that anyone with changes or corrections to the report should contact Coordinator Griffin. She noted that the report will be voted on for acceptance at the March 7 meeting. Professor Eskridge asked what the ratio is for representation. Coordinator Griffin stated that departments with 1 – 25 members have one senator, 26-50 have two senators, and 51 and above have three senators.

### **9.2 Draft Ballot for Elections to the Academic Planning Committee, Academic Rights & Responsibilities Committee, and the Academic Rights & Responsibilities Panel**

President LaCost stated that the ballot for elections to the APC, ARRC, and ARRP will be voted on at the March meeting and once approved will be sent out to the entire faculty. Coordinator Griffin noted that there are still openings for the ARRP: two regular faculty members and two extension faculty members. She asked that anyone with suggestions on faculty members who might be interested in serving on the Panel to please contact her.

Coordinator Griffin asked the Senate if the ballots should be sent out to the faculty electronically via email since she now has an academic faculty only emailing list. Senators overwhelmingly agreed to the ballots being sent out electronically.

### **9.3 Additional Comments and Questions about TeamMates**

Professor Reisbig, Child, Youth, & Family Studies, asked what Dr. Osborne and Mr. Powell would like faculty members to do to help get people to support the TeamMates program. President LaCost stated that President Elect Schubert and Mr. Powell had a conversation about TeamMates and the idea came up to inform the Senate about it. She stated that she was surprised to hear that very few faculty members participate in the program and she thinks it is a great opportunity for people to get involved. President Elect Schubert reported that Mr. Powell had contacted him knowing that he was a faculty member at UNL and a TeamMates mentor. He stated that he realized that there are kids out there who have never had the opportunity to see beyond the campus boundaries and teaming these students up with faculty members would be particularly beneficial to the students and rewarding to the faculty member. He pointed out that some of these students may eventually come to the university.

Professor Carlson, Veterinary & Biomedical Sciences, stated that he asked Mr. Powell how working people can participate in the program. He was informed that mentors could meet before or after school or during the lunch hour, but this could be a challenge for some working people. He asked President Elect Schubert how he deals with time constraints. President Elect Schubert pointed out that all of the mentoring takes place during school hours. He reported that he is mentoring a high school student and typically meets during a school period for about 45 minutes. He noted that meeting in the school provides a nice setting and addresses security issues. He pointed out that he has all of his faculty duties which some of them he does at night in order to allow time for him to participate in the TeamMates program. He pointed out that mentoring is only one hour a week and the TeamMates program is very helpful in facilitating the mentoring sessions.

Professor Carlson asked what happens during a mentoring session. President Elect Schubert stated that basically you talk to the student. He stated that he likes the program because he does not have to teach specific things yet you are there as an additional adult in a student's life. He reported that the mentor develops a trust relationship with the student and studies show that it takes several adults in a child's life to teach them how to make judgments and to have a positive attitude.

Professor Namuth Covert, Agronomy & Horticulture, reported that she has participated in the local Big Brother/Big Sister program and this is another good mentoring program. She stated that Big Brother/Big Sisters allows participation outside of the school hours. She pointed out that this program would be good for some of the college students to get involved with.

President LaCost suggested that Senators give TeamMates some serious consideration. She noted that TeamMates could be a service to people who may eventually attend the university. Secretary Shea noted that brochures and an application to become a mentor were available at the meeting.

The meeting was adjourned at 3:42 p.m. The next meeting of the Faculty Senate will be held on Tuesday, March 6, 2:30 p.m. in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Patrick Shea, Secretary.