

UNL FACULTY SENATE MEETING MINUTES
East Campus Union,
January 10, 2012
Presidents LaCost, Schubert, and Lindquist Presiding

1.0 Call to Order

President LaCost called the meeting to order at 2:32 p.m.

2.0 President Milliken

President Milliken reported that he recently read a document about the critical issues facing public higher education and noted that the number-one issue continues to be state operating support for public colleges and universities. Most universities are hoping that they will see improvements in funding for the next fiscal year, but universities in 36 state universities saw budget reductions last year, with universities in 15 of those states receiving double-digit reductions. President Milliken reported that East Carolina University, with more than 20,000 students, has to cut another \$50 million from its budget in 2011-12 after experiencing significant cuts in recent years. He noted that compared to this he is grateful for where we stand with our budget.

President Milliken reported that the report he read identified the second issue facing universities as productivity. He pointed out that the governing board for the Texas university system has imposed faculty productivity measures, particularly at Texas A&M. He noted that these measures relate directly to the cost of higher education and there has been considerable media coverage of this subject. He stated that the question is whether we are productive enough at the University of Nebraska and whether we have our costs under control.

President Milliken stated that the Legislature's Education Committee last year conducted an interim study on governance and organization of higher education in Nebraska and he testified at the hearing on this issue. He reported that he believes it is unlikely that proposals for reforming the governance of higher education in Nebraska will be advanced. He stated that no system is ever perfect, but his observation over the last twenty years is that those states having to deal with these kinds of reforms have been consumed with the work involved in trying to adjust to a new system. He noted that it is extremely difficult for universities to have to adjust to a whole new set of governance rules and the amount of work that is expended to make the required adjustments often has little to do with how well a university serves the state.

President Milliken reported that another major issue for universities is college completion. He noted that the number of people attending college is increasing, but the number of students completing their degrees is not increasing at the same rate as attendance. He pointed out that this issue ties into another major issue for universities which is performance-based funding. He stated that some states are looking at tying appropriations to graduation and time-to-degree completion rates. He stated that he resists this notion of determining state funding for a university based on just these calculations of performance because performance is also based on things like tuition policy, grant funding for financial aid and college readiness of the student body.

President Milliken reported that UNL continues to be below its peers in terms of six-year graduation rates. He noted that UNL's graduation rates are improving and he knows that there are a number of initiatives underway at UNL to address the rates. He stated that the Board of Regents will hear a report on graduation rates at its January meeting.

President Milliken reported that the legislative session is underway and stated that the University will have some priorities this year. He noted that the University's operating budget will not be an issue during this session, but there will be debate about whether and how to use the state's cash reserve fund. He stated that some believe these funds should be used for one-time investments while others support putting the funds into the budget as a recurring expense, the latter of which he considers to be a riskier option. He noted that putting reserved cash funds into the permanent budget, for example through a tax reduction, could create problems in years when the state's earnings are down.

President Milliken stated that the University's highest priority in the Legislature for the past several years has been a new College of Nursing facility in Lincoln. He noted that currently UNMC leases a former department store downtown for the Lincoln nursing program and this facility is outdated and limits the number of

applicants that we can accept into the program. He stated that based on national projections, Nebraska will have a shortage of 3,800 nurses by 2020, with rural areas particularly hard-hit. Having a larger facility would help reduce the shortage by allowing us to grow enrollment.

President Milliken stated that he is glad to see that the goal of increasing enrollment by 5,000 has been set as a campus priority. He noted that he can think of no reason we would want to be smaller and that growth will allow us to be more competitive. He stated that it is imperative that we get more out-of-state students to attend UNL. He noted that we positioned ourselves to be in the lead for an agreement with Brazil in a program called Science without Borders, which is one component of the Brazilian government's overall goal to send 100,000 undergraduates to study abroad at the world's best institutions. President Milliken reported that 27 or 28 Brazilian students have recently arrived at UNL and that this may be the largest group to attend a single university in the United States.

President Milliken reported that another global engagement achievement of the University is the creation of the American Culture Center at Xi'an Jiaotong University in China. He noted that he urged former Ambassador Huntsman to support funding for the Center and although many other universities were seeking funding, only 10 universities including NU were funded. He reported that there will be a ribbon-cutting ceremony celebrating the opening of the Center in April.

President Milliken reported that the Daugherty Water for Food Institute has hired a great director, Dr. Roberto Lenton, who will begin his appointment on Feb. 1. He reported that we are nearing the final stages of searching for a director of the Buffet Early Childhood Institute. He stated that we should expect announcements on additional partners for Innovation Campus in the months ahead.

Professor Carlson, Veterinary & Biomedical Sciences, noted that the Senate recently received a report on the CIC Faculty Leadership Conference and in the report the Ohio State University representative indicated that they were considering articulating to a three-year curriculum. He asked if there has been any talk about this at the University of Nebraska. President Milliken stated that there has been interest in a three-year curriculum but most of the significant manifestation of it has been in the European market. For example, he cited the Bologna Process in Europe which seeks to adapt all of the particularities of the different national education systems to allow a free exchange of academics and students and to encourage the mobility of students between countries. He noted that there has been some discussion along this line in this country, but the idea has not caught on here in the same way. He stated that student proficiency and time-to-degree completion are important to the Board of Regents and these were among the considerations during the discussion on the new 120-credit-hour degree policy. He stated that there is interest everywhere in universities being as efficient as possible.

Professor Carlson asked how the faculty was involved in the decision to reduce the required number of credit hours. President Milliken stated that faculty involvement is crucial, but the Chancellor or SVCAA could discuss in more detail the involvement of UNL faculty. He noted that his primary conversations are with the Chancellors. He stated that the idea of the 120-credit-hour policy first came to attention as part of the Nebraska P-16 Initiative. He noted that the Nebraska State College System also has adopted a 120-credit-hour policy. He stated that he knows there was discussion at the campus level about the requirement but he cannot elaborate on how many discussions were held on each of the campuses.

President LaCost asked the President to provide an update on Online Worldwide. President Milliken reported that Mary Niemiec was recently hired as Associate Vice President for Distance Education and Director of Online Worldwide and she is recognized as one of the leaders in online education. He suggested that the Faculty Senate invite her to come and speak sometime.

President Milliken thanked the Faculty Senate for its time and noted that he welcomes the invitation to meet with the Senate.

3.0 Announcements

3.1 Call for Executive Committee Member

President LaCost reported that a member of the Executive Committee has had to leave due to additional responsibilities and consequently a call is being made for a new Executive Committee member. She noted that the Colleges of Architecture, Fine & Performing Arts, and Business are not represented on the Committee and nominations can still come from the other colleges except IANR which has already reached the maximum amount of representatives. She stated that people can nominate themselves or others and asked that people contact Coordinator Griffin if they are interested in serving on the Executive Committee.

3.2 Faculty Senate Redistribution

President LaCost reported that Coordinator Griffin will be contacting each Senator by email to verify the faculty members in your department. She noted that the Faculty Senate redistribution report is conducted every other year to ensure that departments are adequately represented in the Senate.

3.3 Faculty Attendance at Graduation

President LaCost wanted to thank the people who regularly attend the commencement ceremonies and she wanted to encourage others to join in the celebration. She reported that she was recently approached by two of the Regents who commented on the lack of faculty members attending the December graduation. She asked the Senate to encourage faculty members in their department to attend the ceremonies.

3.4 Meeting with University Communications

President LaCost reported that the Executive Committee recently met with Kelly Bartling and Troy Fedderson of University Communications to discuss the Faculty Senate's ability to communicate with the faculty. She pointed out that University Communications would like the majority of university news to go through UNL Today and they encouraged people to look at the daily email message containing UNL Today. She noted that today's issue of UNL Today has an article on President Elect Schubert being appointed as a Fellow of the American Physical Society.

4.0 Approval of 12/6/11 Minutes

Professor Rinkevich, Classics & Religious Studies, moved for approval of the minutes. The motion was seconded by Professor Peterson, Agricultural Economics. The minutes were approved.

5.0 Committee Reports

5.1 Teaching Council (Professor Asarta)

Professor Asarta reported that the Teaching Council reviews and makes recommendation for various teaching awards on campus such as the Sorenson Award, OTICA, ADTA, and the ADT. He noted that the Council works with the UNL Parents' Association on the UNL parent Certificates of Recognition Award ceremony and chose the featured speaker for this event. He reported that the Council has had discussions on different ways the Council can support the faculty.

Secretary Shea noted that one of the responsibilities of the Council is to improve learning and instruction at UNL, yet it seems that nothing significant has been accomplished in these areas. Professor Asarta stated that no programs were developed this year to improve learning and instruction but there were discussions on the subject including mentoring programs for junior faculty members. He reported that the Council was not able to set up definitive mentoring programs because of the changes in the administration of Academic Affairs, but this is something the Council hopes to accomplish in the future. He pointed out that funding will be needed to accomplish this goal. Secretary Shea noted that this sounds positive and that it would be helpful to include this in the report.

Professor Eccarius, Special Education & Communication Disorders, asked if the Council interfaces with either peer review for teaching or with the extended education outreach for faculty in teaching situations. Professor Asarta reported that there has been some discussion about this but the Council does not have any interaction with these two groups. He noted that the discussion focused on getting some connection with these programs. He stated that he will bring this suggestion back to the Council.

Secretary Shea noted that Professor Asarta stated that the Council was not able to develop a mentoring program for junior faculty members. He asked if the Council was told that they could not develop the program because of administration transition. Professor Asarta pointed out that the Council felt it was necessary to have an administrator in place that would be supportive of the efforts to create a mentoring program.

Professor Eskridge, Statistics, asked who appoints the Deans to the Teaching Council. Coordinator Griffin reported that it is probably Associate Vice Chancellor Wilson who appoints the Deans and more than likely he does this on a rotational basis.

5.2 University Curriculum Committee (Professor Moore)

Professor Moore reported that the primary role of the UCC is to provide a university perspective on courses and to act as the final phase of the review process for course action. He stated that the UCC meets face-to-face twice a year but most of the work is done through the course approval system. He pointed out that interested faculty members can go to the UCC's website to see what work the committee has done.

Professor Moore stated that the UCC is charged with oversight of the ACE program and the ACE subcommittee of the UCC meets monthly and diligently works to ensure that the ACE courses are meeting the requirements of being classified as an ACE course. He reported that this year the ACE subcommittee will begin the process of recertifying ACE courses. He pointed out that ACE courses must be recertified every five years.

Professor Moore reported that the UCC is working on revising its syllabus which will be presented to the Faculty Senate for approval. He noted that the UCC would like to have a 3 ½ year term so that members can mentor new committee members to help them get up to speed on the work that the UCC does. He noted that the Academic Planning Committee has requested having a representative on the UCC. He stated that the UCC is also considering revisions to the ACE Governance and Assessment Document which will also come to the Senate for approval.

Professor Eskridge asked if the UCC was involved in the discussions on changing the required number of credit hours for graduation to 120 hours. He asked if the UCC was requested to provide input. Professor Moore stated that the UCC was surprised not to be involved in any of the discussions. He noted that the UCC would have been a good venue to discuss the 120 credit hour issue. President LaCost reported that at the time of the 120 credit hour discussion she contacted the Chancellor and SVCAA Weissinger to see if the UCC had any involvement with the decision, and she was directed by the SVCAA to the Regents Bylaws which stated that each college decides its own programs and requirements. Professor Carlson pointed out that the decision was not made at the college level and that it came as a mandate from the Board of Regents. He asked if the Academic Planning Committee was involved in the discussion. Professor Moore noted that the UCC has no voting privileges on degree programs but it could have provided input on whether there may be any conflicts with course sequence changes and degree programs with the change to the 120 credit hour requirement. Secretary Shea asked if there is general concern from the UCC or did the Committee feel that the discussion should have come to them. Professor Moore stated that the UCC would have been interested in being a part of the conversation about the 120 credit hours. He stated that it is his sense that a mandate coming from the Board would have taken considerably less time than having each of the colleges approve the change. He pointed out that the Business College and Fine and Performing Arts College had already made the change to their requirements awhile ago.

5.3 Intercollegiate Athletics Committee (Professor Swenseth)

Professor Swenseth reported that each year the IAC subcommittee does a study on academic support for the student athletes and this year they looked into the level of conflict that occurs between athletic commitments and academic commitments. In particular the subcommittee looked at whether certain majors have requirements that would be difficult for some student athletes to fulfill because of conflicts with schedules and course times. He noted that some courses are available only at certain times of the year. He reported that the study indicated that few problems exist because most colleges and departments are able to make accommodations. He noted that some large section courses with evening final exams can extend into practice or competition times. He reported that the subcommittee created a set of procedures for how students should deal with these kinds of situations. He pointed out that the procedure puts the responsibility of resolving the issue on the student.

Professor Swenseth reported that the scheduling oversight committee had no significant findings although there was some conflict with the final exam schedule. He pointed out that the travel policy states that students need to return from competition on Saturday before final exam week but a case arose that a flight was cancelled and the team could not return until Sunday. He stated that there are some changes to schedules due to our becoming a member of the Big Ten and some exceptions for travel will be needed.

Professor Swenseth stated that one NCAA violation was identified and this was an issue with academic benefits in regards to the purchase of textbooks. He noted that a series of recommendations were approved by the IAC to rectify the existing situation and reduce the chances of future violations.

Professor Swenseth reported that the IAC is reviewing the policy regarding injuries and illnesses for students to see if it is sufficient for a student who has suffered a concussion.

Professor Swenseth stated that the IAC will continue to work with the Athletic Department to identify any issues that may arise as a result of moving into the Big Ten conference.

Professor Rudy, Nutrition & Health Sciences, noted that the student absentee policy allows for nine missed

classes but for evening courses this is a substantial amount of the course. Professor Swenseth pointed out that it is the responsibility of the student to adhere to the standards of the class and they either must make arrangements with the instructor to make up the work that they missed in class or to consider taking the course at another time when their athletic schedule will not conflict with the class.

Professor Carlson pointed out that a lot of science courses have labs that meet in the afternoon. He asked what the policy is for student athletes who are told they have to attend practice during the time of a lab. Professor Swenseth stated that this is another instance where the student needs to work it out with the instructor to meet the requirements and standards of the course. He noted that the key issue is whether the athletic schedule would conflict with the student being able to get a major in the field of his/her choice. Professor Carlson asked if the practice schedule is only applicable during the time the student is competing. Professor Swenseth stated that student athletes are told they should consider taking courses that do not conflict with their athletic schedule. Courses requiring labs should be taken during the off season and students need to work out any conflicts to the best of their abilities.

Professor Sollars, Veterinary & Biomedical Sciences, pointed out that the date of the submission of the report should be January 10, 2012 and not 2011.

5.4 Chancellor's Commission on the Status of Women (Professor Simpson)

Professor Simpson reported that the CCSW primarily deals with issues relating to women and those who support them on campus. She stated that the CCSW is comprised of three councils with representation from each of the three demographics of women on campus (faculty, staff, and students). She reported that the Commission meets monthly and each council has a series of issues that they bring forward to the entire Commission. She noted that the report summarizes these issues.

Professor Simpson stated that the CCSW is primarily focused on partnering with the ADVANCE grant to provide support for recruiting and retaining women. She reported that the councils of CCSW held a series of listening sessions to hear the concerns of women across campus. One of the main issues identified is the sporadic practice across campus of mentoring faculty members. She stated that data collected shows that individuals that are not well mentored tend to be female and the lack of mentoring appears to have a direct influence on the success of the faculty member. She reported that members of the Commission met with the Bureau of Sociological Research to develop a survey that they want to distribute among non-promoted faculty members of both genders to see the level of mentoring they have received. She stated that the Commission wants to compare the findings with a similar survey of the chairs to see what mentoring practices are being done at the department level. She stated that the idea is to develop formal recommendations to the administration regarding mentoring practices.

Professor Simpson reported that the staff council has addressed the need for lactation rooms and the distribution of these rooms across campus is very good. She noted that there is an online list of these room locations that can be easily found.

Professor Simpson stated that another issue that arose during the listening sessions is concern for campus safety. She noted that the student council has been active in campus safety and has worked with the campus police. She reported that there was a very productive interchange with Chief Yardley regarding building safety, availability of blue emergency lights, and the limited knowledge that faculty, staff, and students have on how to deal with emergency situations. She noted that the police have ensured the Commission that they have widely advertised how to deal with emergency situations and the police are trying to address the next generation of technology so students can immediately report incidents that may occur.

Professor Simpson stated that the Commission met with editors from the Daily Nebraskan to discuss inappropriate articles and comments made in the DN about women. She reported that there is now an on-going representative from the DN who meets with the CCSW about editorial comments.

Professor Eccarius asked if the mentoring efforts will be focused on tenure track faculty members or if the needs of professors of practice are being considered as well. She noted that the number of professors of practice is rapidly growing on campus. Professor Simpson stated that originally the thought was to send the survey to tenure track faculty members, but professors of practice can be taken into consideration. Professor Eccarius pointed out that many of the professors of practice are Graduate Faculty members and do full time teaching. She knows from a personal stand point that she could have benefitted greatly from having more mentoring. Professor Simpson stated that it would be helpful to invite a representative professor of practice onto the faculty council. Professor Eccarius suggested that the Commission might want to consider having

more than one professor of practice representative.

President Elect Schubert asked for elaboration about the interaction between the CCSW and the editors of the Daily Nebraskan. He pointed out that this kind of action does not follow the purview of the Commission since it is an advisory committee to the Chancellor. Professor Simpson stated that some of the advertisements were found to be against the intent of what the DN is about. President Elect Schubert asked how this relates to the CCSW's responsibility because it does not have the authority to tell the DN what they can print or write. Professor Simpson stated that the CCSW has been an advisory committee and they have not told the DN what can be written. The CCSW's goal has been to provide an additional level of mentorship. She noted that the specific article that ignited concern misrepresented a particular program and targeted particular groups of students. She stated that the incident did not appear to be an oversight of what could have been clearly a case of slander.

6.0 Unfinished Business

No unfinished business was discussed.

7.0 New Business

7.1 Presentation on ADVANCE (Professor Holmes and Professor DiRusso)

Professor Holmes, Director of the ADVANCE grant, reported that we are in the fourth year of the grant. She stated that the grant is to keep track of women in the STEM fields. She reported that data gathered from ten years of the ADVANCE program nationwide shows that only 20 – 25% of the women majoring in the STEM fields go into academia when they graduate which leads to the conclusion that there are a number of barriers for women in STEM fields in academia. She stated that some of these barriers are institutional and some are personal in how these women perceive themselves.

Professor Holmes reported that the Chancellor's Commission on the Status of Women did a study on the family friendly policies on campus and a brochure is being developed that lists all of the family friendly policies for faculty members that will help provide a faculty member with a flexible time clock for achieving tenure. She pointed out UNL has some of the best family friendly policies in the nation.

Professor Holmes stated that another institutional barrier relates to dual careers. She noted that 80% of the women in the STEM fields are married to another scientist or engineer. She stated that the dual career issue needs to be addressed because we will not be able to hire successfully in the STEM fields until this issue is resolved. She reported that a dual career program has been initiated in the STEM fields and a letter is being sent out to prospective employees letting them know of the dual career opportunity. She stated that if a partner is eligible for a UNL position, arrangements are made to bring the partner to campus. She reported that we are planning on hiring eight dual career couples and to date 11 dual career couples have been hired. Two of these couples have since left UNL, but the other couples have been very successful here. She noted that of all of the searches conducted in the first three years of the ADVANCE grant, 40% of the searches have had a dual career opportunity and 20-25% of candidates on the short list have a dual career partner. She pointed out that this is an issue that is not going away and it will be an issue across the campus.

Professor DiRusso, chair of the ADVANCE Committee, reported that the Committee has come up with mechanisms to increase the impact of our hiring. She noted that there are very few women in authority in the STEM fields and very few women that are full tenured professors. She stated that there are no female deans in the STEM fields and only two department heads. She stated that the campus has to make an extra effort to make improvements in this area and the Committee has developed best practices for hiring and retaining female faculty members.

Professor DiRusso reported that the ADVANCE Committee has developed a draft 30 page document on best practices of recruiting and retaining female faculty members. She noted that the document addresses implicit bias which is unconscious bias or unconscious assumptions and data reveals that men fair better with implicit bias.

Professor DiRusso reported that UNL will have to actively work to recruit women and that 80% of these women will have a partner. She noted that UNL will be expanding the number of faculty members in the next few years and we need to put our priorities together in order to increase the diversity of the faculty. She stated that the draft document of best practices is currently being reviewed by the Office of Equity, Access, & Diversity to make sure that it complies with federal regulations. After the review the document will go to the Chancellor and to the Senate. She stated that the idea of the document is to help us create a better work environment for all. She reported that networking and team building are two best practices that are very

important in helping to recruit and retain women.

Secretary Shea noted that the administration has stated that we will be doing more targeted hiring, taking advantage of the misfortunes of other universities that have had large budget cuts. He stated that this should give us a golden opportunity to hire the best people out there and enable us to bring more women into upper-level faculty and administrative positions. Professor Holmes pointed out that we do not hire the same number of women in full professor positions and in fact we have not increased the number of full female professors, so targeted hiring for women is not occurring. Professor DiRusso stated that we will need to look at various fields and be prepared to recommend individuals who could apply for faculty positions here. However, these people need to be informed that others will be applying for the position as well.

Professor Namuth Covert, Agronomy & Horticulture, noted that her department has recently gone through an academic program review and was asked when the last time a woman was hired in the department. She noted that no woman was hired in the past eight years. She asked if training is provided for department search committees and whether information pertaining to recruiting women is given to the search committees. Professor Holmes stated that she would be happy to come and visit with a search committee and distribute materials that might assist in recruiting women. She stated that members of the ADVANCE Committee can help with strategies to broaden applications that will help to recruit more people. Professor DiRusso stated that there is a two page document available now for search committees on strategies that can help increase the pool size of candidates. She pointed out that having a welcoming environment is crucial for successful hiring and the campus is trying to become a more inclusive environment. She noted that mentoring at all levels, not just at the junior level, is important in hiring and retaining people.

Professor Holmes stated that anyone interested in receiving copies of the information provided at the meeting should send an email message to advance2@unl.edu.

Professor Saner, West Central Research & Extension Center, moved for adjournment. Professor Rinkevich seconded the motion. The motion to adjourn was approved.

The meeting was adjourned at 4:00 p.m. The next meeting of the Faculty Senate will be held on Tuesday, February 7, 2012, 2:30 p.m. in the City Campus Union, Auditorium. The minutes are respectfully submitted by Karen Griffin, Coordinator, and Patrick Shea, Secretary.