

## Fall CAS Faculty Meeting Minutes (14 Dec 2022)

3:33 pm: Dean Mark Button called the meeting to order.

### 1. College Updates and information items

- a. Appointment of Robert Gorman as Parliamentarian
- b. Updates from the Dean's Office

Mark Button:

This year began with a focus on rebuilding a sense of community, connection, and belonging. He has enjoyed visiting classes, unit meetings, and other gatherings. Please reach out to Tonda Humphress, the new Executive Assistant to the Dean, to arrange a visit this spring.

This has been the first full year of implementing the College Strategic Plan. The first annual report will appear at the start of the next calendar year. The 6-year graduation rate goal has already been achieved: 67.2% (from 55.5%). This was with the great help of the advisors and career navigators. The 1<sup>st</sup> year retention increased 2%.

In his update, Associate Dean Will Thomas will describe the college's outstanding research activity.

The College is increasing its efforts to attract new students including adult learners. With 19 active faculty searches, we are monitoring our success in advancing diversity, equity, and inclusion. Soon, the college expects to introduce our new DEI Faculty Coordinator.

June Griffin:

Associate Dean June Griffin was not able to attend, so Dean Button summarized CAS UP! Plans. The current focus is on attracting students, which is important because the number of new students in the college decreased last year. Every unit has submitted their Recruiting plan with very specific goals. Another key activity is that all units are reviewing and updating Learning Outcomes for their majors and minors.

Will Thomas:

Associate Dean Will Thomas provided some highlights regarding Graduate Education. In the last semester, he has met with every graduate director. There are three initiatives. 1) Dean Button has allocated funds to two recruitment fellowships to each unit. They will be called the Dean's Fellowships. 2) There is a discussion about stipends based on data collected by Assistant Dean Kimbrough from other Big Ten schools. Six departments with the biggest gaps that will raise their stipend levels with College support. 3) More work will be done to further develop the many ideas presented by the Grad Chairs.

Last year, the college achieved \$47.2M in research funding. This year, the first six months is \$28.1M in external funds, which is more than 50% of last year. The Research Advisory Committee has an internal program that allocated \$50K to various research proposals.

Pat Dussault:

Associated Dean Dussault shared information about faculty. New faculty orientation was provided for 9 incoming faculty. There is pre-tenure workshop, and a Promotion and Tenure Q&A. The College has renewed having lunch. We only had 3 promotion files this year, whereas it is usually 13. We had 24 Faculty Development Leave requests, which is normally closer to 30. The college has 19 faculty searches underway. The Awards Committee dealt with teaching awards the other day.

Alecia Kimbrough:

Assistant Dean for Business and Finance, Alecia Kimbrough, provided budget and staffing updates. CAS Connections workshops will focus on inclusiveness and community. New meetings will be scheduled to measure and develop staff strengths. There will soon be a new Staff Senate. CAS has the largest number of members on the Staff Senate. On the budget side, the current budget is facing a \$23M shortfall. The Chancellor has identified some strategies that focus on recruiting, an increase in tuition, and efficiencies to reduce administrative costs. The new incentive-based budget model is expected to start on July 1, 2022. We will continue to monitor this in the spring.

2. Approval of Minutes from the Spring Faculty Meeting held on May 3, 2022. Approved without opposition.

3. Recommendation from the Dean and the College Executive Committee to approve the updated college mission statement.

Button: The College's mission statement has not been updated since 1992. When he came on board, the college began a review and then sought feedback from departments. The word "citizenship" has now been made more inclusive.

Moved and seconded to approve. **Vote: 39 yes, 0 no, 0 abstain**

4. Discussion was held regarding the recommendation from the Dean and the College Executive Committee to approve proposed changes to the Bylaws of the Faculty to add the Committee for Advancing Undergraduate Success and Equity (CAUSE) as a standing committee – this replaces the Undergraduate Education Working Group.

Button introduced the motion. We will vote on it in the spring.

Deb Minter (English) noted that we need to be careful about increasing workloads, but this is a good change because it coordinates important activities.

5. Discussion was held regarding the recommendation from the Dean and the College Executive Committee to approve proposed changes to the Professor of Practice Guidelines.

Dussault shared that the existing Professor of Practice guidelines from 2005. These guidelines will not be part of the bylaws, but they are important for guiding the College. There were several meetings throughout the college to develop the new guidelines. Practice faculty will have full voting rights on all CAS committees. And full voting rights for any position at equal or lower appointments. They will not have rights to vote on tenure, or on tenure-track reappointments. A recommendation is that formal reappointment evaluations of Fully promoted Professors of Practice would be required only if requested by the unit. There is also

more guidance in the case that a Professor of Practice if there is a negative vote on reappointment.

Mike Herman (Biological Sciences): How would a unit access this reappointment, and are there appeals built into it?

Dussault: The unit can request a review of a Full Professor of Practice at any time. There process for a request for reconsideration goes to the Dean.

Herman: I think it needs to be clear who has the authority to request the process.

Jeannette Jones (Ethnic Studies and History): From the document, "The Professor of Practice can vote on all questions related to unit operations and processes" Is that true?

Dussault: In the discussions, the hypothetical issue would be a Professor of Practice with no research apportionment being able to vote on tenured faculty in matters of promotion. The response was that each person has a range of expertise.

Bill Glider (Biological Sciences): When a reappointment is made, what is the term length?

Dussault: Modification of the term is a recommendation by a committee that goes to the Chair and then goes to the Dean.

Button: The College will begin working on similar guidance documents for research faculty.

6. Notification from the Dean and the College Executive Committee regarding guidance, policies, and procedures related to Instructional Continuity was provided.

Button: A range of continuity issues came up during covid that set off a need to provide guidance about continuity to keep everyone aligned with the Board of Regents. 98-99% of faculty already do this. Any questions or comments about this guidance? None were provided.

7. A recommendation from the Dean and the College Executive Committee to approve the title modification for the "Institute for Ethnic Studies" to "Institute for Racial and Indigenous Studies" was made.

Button: Motion requested. It was moved and seconded.

Stephen Lahey (Classics & Religious Studies): What is the reason for the change?

It was noted that the Institute for Ethnic Studies was created in 1972 and many people no longer understand what "Ethnic Studies" means.

**Vote: 47 yes, 0 no, 1 abstain**

8. The recommendation from the College Curriculum and Advising Committee to approve the proposed changes to UNL's Achievement-Centered Education (ACE) general education program – Changing the current ACE 10 (Capstone) was shared.

Button: Motion requested. Moved and seconded.

Mark Griep (Chemistry): Read the statement from the Subcommittee regarding ACE 8/9. ACE 9 will be global awareness and ACE 10 will be diversity.

Question: How does this affect the College Distribution Requirements?

Button: The College has not decided on this point. If this is approved by all of campus, we will have a discussion.

Herman: What happens to the rigorous system of approving ACE 10 components, such as a scholarly document?

Button: Some current ACE 10 courses could apply for diversity ACE approval.

Herman: The hallmark of ACE 10 courses was the generation of a scholarly product that was evaluated, but now there is no cross-institution assessment.

Minter: If the college wants majors to have a capstone experience, the college could make it a requirement.

Jones: Most of our majors have a capstone built into their major. Are there departments considering eliminating their capstone because it is no longer ACE 10? It is also experiential learning.

Button: Most major programs do have a capstone, but perhaps the college would be interested in addressing this question through a college distribution requirement.

Jones: This change is driven by the students who felt they were getting an education that did not value the diversity of the American experience. This also came out of the Halualani Report.

**Vote: 53 yes, 4 no, 1 abstain**

#### 9. Curricular Items.

Julia Frengs (Modern Languages & Literatures):

a. Changes to the major in Biochemistry – Creating three options: Biochemical Analysis, Cellular Biochemistry, and Computational Biochemistry.

**Vote: 34 yes, 0 no, 1 abstain**

b. Changes in the minor in Meteorology -- restructuring remove emphases and adjusting credit hours.

**Vote: 33 yes, 0 no, 0 abstain**

c. Changes to the major in Anthropology – Restructuring to remove Standard, Forensics, and Museum Studies options. Ken Bloom (Physics & Astronomy): Are we being encouraged to add or remove options?

Eric Malina (Chemistry): Some departments feel it is a recruiting tool. Others are removing unused options.

Ed Harris (Biochemistry): Our majors come from CAS and CASNR. CASNR approved these options two years ago and can use them. These options increase student flexibility.

Button: Anthropology found challenges in offering all the courses.

**Vote: 35 yes, 0 no, 0 abstain**

d. Changes to the major in Geography -- Updating required courses and credit hours for major.

**Vote: 35 yes, 0 no, 0 abstain**

e. Changes to major and minor in Spanish – Increasing major to 33 hours and minor to 18 hours; adding required courses to both.

**Vote: 35 yes, 0 no, 0 abstain**

#### 10. Questions and Feedback

Kelly Stage (English): Is this the same budget shortfall we have been hearing about or is it a new one?

Button: There was an increase in insurance costs and a decline in enrollment.

Alecia: The shortfall is larger than last year, mostly because of the inflationary component.

Deb: The shortfall will be discussed at the next Faculty Senate.

The meeting adjourned at 4:59 pm.

Minutes respectfully submitted by Mark Griep