

College of Arts & Sciences Faculty Meeting
Wednesday, April 22, 2015
3:30 p.m.
City Campus
Jackie Gaughan Multicultural Center, Room 202/Ubuntu Room.

3:50 Meeting called to order by Dean Francisco

Item I. Approval of minutes from the Fall Faculty Meeting, December 11, 2014.
John Osterman made a motion to approve the minutes. It was seconded by Mila Saskova-Pierce. There was no discussion. The minutes were approved unanimously.

Item II. Opening comments.
Dean Francisco observed that it's been a whirlwind semester. VSIP has been the biggest challenge. He has no news about the outcome of VSIP. As soon as he hears anything he will communicate the information to the chairs, directors, and faculty.

Item III. Opportunity for faculty to ask questions arising from annual reports of the various college committees. (See appendix)

¶ **Executive Committee**

The 2014-2015 Committee members were: Joseph Mendola, Shireen Adenwalla, Eve Brank, Nora Peterson, Matthew Dwyer, Julia McQuillan, Joy Castro, Petronela Radu, Joseph Francisco, Deborah Minter, Dan Hoyt, Aaron Dominguez, and Diana Pilson.

Dean Francisco said it's a fantastic committee and encouraged people to serve on it if asked. He explained that the EC works on very important issues that cover the breadth of the college, and service on it provides a depth of understanding of the College. He noted that the College is on the leading edge of many issues for the university and the EC is involved in those issues.

Discussion: Jeannette Jones asked about the outcomes of the tenure and promotion recommendations. The Dean noted that the report does not include the outcomes. Dan Hoyt observed that we don't include that info in the report, only how many files were processed. Tenure denials may still be pending and so can't be reported. We can currently say that the college made a decision, but not what it was. The Dean noted that it might put the college at legal risk to report in detail at this time. Jones still wondered what the committee recommended. Hoyt noted that the committee isn't always unanimous. Jones asked when will we know who was promoted. The Dean noted that the university will put that information out on its own time frame. Hoyt noted that the information usually comes out in May and is usually included in a booklet.

¶ **Promotion and Tenure Committee**

2014-15 Committee Members: Professors Byrav Ramamurthy (Computer Science), Mark Walker (Mathematics), Shari Stenberg (English), Elizabeth Theiss-Morse (Political Science), Stephen Lahey (Classics & Religious Studies) and Associate Dean Dan Hoyt.

The annual review of tenure and promotion recommendations began in late November. The committee reviewed 11 recommendations regarding promotion to Associate Professor with tenure, 10 recommendations regarding promotion to Full Professor, 1 recommendation for promotion to Associate Professor of Practice, and 1 recommendation for promotion to Associate Research Professor. The committee also interviewed 2 job candidates at the associate and full ranks for consideration of tenure.

Discussion: None.

▮ **Committee on Student Academic Distinction, Awards, and Appeals**

2014-2015 Committee Members: Professors Sabrina Russo (School of Biological Sciences), Eve Brank (Psychology), Adam Houston (Earth & Atmospheric Sciences) Timothy Schaffert (English), Jolene Smyth (Sociology); Joshua Lacey Graduate Student representative, Ashley Anderson and Emily Madcharo (Student Advisory Board Member), and Associate Dean Debbie Minter. NOTE: The student members only participate in grade appeal decisions. Ken Bloom (Physics & Astronomy) served during the spring semester while Dr. Russo was on sabbatical.

This report covers the period of three graduations: August 2014, December 2014, and May 2015. The College of Arts & Sciences awarded 15 degrees with Highest Distinction, 68 degrees with High Distinction, and 67 degrees with Distinction. For the past several years the college combined its process with the UNL Office of Scholarships and Financial Aid. There were 567 students that completed the A&S portion of the application. The committee considered just under 300 students for awards from the 32 scholarship funds controlled by the college. There were 71 awards made from those funds impacting 60 students. The college will make one nomination for the Kate Field Grant-in-aid and two nominations for the Donald Walters Miller Scholarship.

NOTE: The Dean, along with the associate deans in the college, annually review applications for the Dean's Experiential Learning Scholarships. There were 27 applicants for this and he reported that we are working towards granting all 27 applicants a scholarship award. There was one grade appeals elevated to the college for this academic year. After review, the committee opted not to hear the appeal.

Discussion: Pat Dussault noted that in past years there were issues regarding levels of distinction across the majors, with different GPAs producing differing levels of distinction. Debbie Minter replied that we have a GPA cutoff of 3.85 when students do not do a thesis and 3.5 when they do. Dussault noted that there had been a perception that there was significant difference in GPA across majors among students graduating with distinction. Minter responded that the committee talks about this issue, but doesn't see a notable disproportion. The number of distinctions closely matches the number of majors. This discrepancy has been more of an issue regarding scholarships, she noted.

▮ **Curriculum and Advising Committee**

2014-2015 Committee Members: Professors Lisa Kort-Butler, Chair (Sociology), Stephen Hartke (Mathematics) Dawne Curry (History-on leave Spring 2015), Christina Binek (Physics & Astronomy) Roland Vegso (English); Ashley Anderson and Reed Jareke (Student Advisory Board); Tony Lazarowicz (A&S Advising Center); Michael Dodd (University Curriculum Committee-A&S Representative); Christina Fielder (Director, A&S Advising Center); and Associate Dean Debbie Minter (Executive Secretary). The chair for the 2015-2016 academic year will be decided at the next committee meeting.

The committee reviewed 12 ACE proposals; 26 new course with ACE proposals; two removal of ACE from course proposals; 37 new course proposals; 78 change in course proposals; 12 course deletion proposals; 27 proposals for various majors and minors; one proposal for changes in college requirements, and one proposal for Individualized Program of Study.

The Committee forwarded to the faculty the following recommendations:

- ▮ to approve changes to the Scientific base.
- ▮ to approve changes in the minor in Czech.
- ▮ to approve changes in the major in Environmental Studies.
- ▮ to approve the new minor in Informatics Development.
- ▮ to approve changes in the major in Mathematics.

- ▯ to approve changes in the major and minor in German.
- ▯ to approve changes in the major and minor in Physics.
- ▯ to approve changes in the major and minor in Russian.
- ▯ to approve changes in the minor in Sociology.
- ▯ to approve the new minor in Software Development.
- ▯ to approve the elimination of the Speech Language, Pathology & Audiology as a major in Arts & Sciences.

The Committee approved non-substantive changes for African Studies minor, African American Studies Minor, Archaeology minor, Classics & Religious Studies major, Communication Studies major, Computer Science major and minor, Digital Humanities Minor, Environmental Studies major, Ethnic Studies major and minor, Geology major, Humanities In Medicine Minor, Latin American Studies major and minor, Medieval & Renaissance Studies major and minor, Meteorology-Climatology minor, Native American Studies minor, and Women's & Gender Studies major and minor. These changes went directly to the bulletin editor. Finally, the committee made nominations for vacancies on the College Curriculum Committee for the 2014-2015 AY.

Discussion: None

▯ **Faculty Instructional Development Committee**

2014-2015 Committee Members: Professors Nora Peterson (Modern Languages & Literatures), Petronela Radu (Mathematics), Eve Brank (Psychology), Jordan Kugler, Student Advisory Board representative, Jessica Rivera, Graduate Student representative, Associate Dean Diana Pilson.

The Faculty Instructional Development Committee considered nominations for College and University teaching awards, and for College Outstanding Research and Creativity Awards. The Committee considered nominations for the College Distinguished Teaching Awards. Award winners are: Associate Professor of Earth and Atmospheric Sciences Mark R. Anderson, Assistant Professor of English Peter J. Capuano, Assistant Professor of English Stacey Waite, Associate Professor of Modern Languages and Literatures Iker Gonzalez-Allende, Associate Professor of Mathematics Allan Donsig, and Assistant Professor of Chemistry Marilyne Stains. The Committee awarded the Hazel R. McClymont Distinguished Teaching Fellow Award to Associate Professor of English Sharisse Stenberg. The Committee selected one nomination for the Annis Chaikin Sorensen Award to forward to Academic Affairs. Our nominee, History Professor Thomas B. Borstelmann received the award. Four nominations for the Harold and Esther Edgerton Junior Faculty Award were forwarded to the UNL Teaching Council. Assistant Professor of History, Katrina Jagodinsky, received the award. The Committee selected four faculty members to receive College Outstanding Research and Creative Activity Awards. Awardees are: in the Humanities, English Professor Stephen Behrendt and Modern Languages and Literatures Professor Jordan Stump; in the Social Sciences, Psychology Professor Ming Li; and in the Sciences, Chemistry Professor Andrzej Rajca. The awardees were honored at various events including the College Celebration of Excellence on April 10, 2014.

Discussion: None.

▯ **Assessment Committee**

2014-2015 Committee Members: Professors Melissa Homestead (English), Jason Kautz (Chemistry), Daniel Leger (Psychology), Brian Couch (Biological Sciences), and Associate Dean Diana Pilson.

The Assessment Committee reviewed Biennial Undergraduate Program Assessments for each major in the College (submitted in December 2014) and wrote responses to individual units (January and February 2015). In addition, Program Assessments and the College responses were forwarded to Academic Affairs. In general, the committee noted that all units articulated a plan for assessment. A majority of units had conducted the assessment and reported results. Many units were advised to align their assessments with

Learning Outcomes for the major and/or to use direct assessment of student work to evaluate the Learning Outcomes. The committee also developed a "Guidelines for Program Assessment" document that was forwarded to departments. In fall 2015 departments will be asked to develop an assessment plan that will be implemented and reported in the fall 2016 Biennial Undergraduate Program Assessment reports.

Discussion: None.

▮ **Endowed/College Professorships Committee**

2014-2015 Committee Members: Professors Cal Garbin (Psychology), Tracy Frank (Earth & Atmospheric Sciences), Carolyn Pope Edwards (Psychology) Jay Storz (Biological Sciences), Jordan Stump (Modern Languages & Literatures); Associate Dean Dan Hoyt.

The Committee reviewed and recommended 5 renewal applications for college professorships and 8 renewals for university professorships to the Dean.

Discussion: None

Item IV. Recommendation from the College Curriculum and Advising Committee to approve the proposed changes to the scientific base. (See appendix)

Lisa Kort-Butler summarized the changes to the base. She noted that it is essentially a clean up, taking into account ACE and other changes.

The proposal was approved unanimously

Item V. Recommendation from the College Curriculum and Advising Committee to approve the proposed changes to the Mathematics major. (See appendix)

Lisa Kort-Butler summarized the change, which is to eliminate the GPA requirement in those courses used to satisfy the Advanced Mathematics course requirements.

Regina Werum asked what the rationale for the change was. Kort-Butler replied that Mathematics was the only unit in the college that had such a requirement and that they could think of no justification for it.

The proposal was approved unanimously.

Item VI. Recommendation from the College Curriculum and Advising Committee approve the proposed changes to the Russian major and minor. (See appendix)

Lisa Kort-Butler summarized the change, explaining that it involved expanding the major by 6 hours to include more Russian cultural studies.

The proposal was approved unanimously.

Item VII. Recommendation from the College Curriculum and Advising Committee to approve the proposed changes to the Physics major and minor. (See appendix)

Lisa Kort-Butler summarized that these were minor changes to the major and involved streamlining plan A and B minors

The proposal was approved unanimously.

Item VIII. Opportunity to ask questions of the Dean.

Dean Francisco asked if everybody saw the new e-mail newsletter update on the college titled "From the 12th Floor." Several people said they did not remember getting it. Debbie Minter said she will double check the e-mail list to make sure everyone is included.

The Dean explained that he instituted this e-mail newsletter as a way to better communicate the activities of the college to the faculty. He noted that at the last faculty meeting only two faculty members were in attendance. Maybe, he thought, the Dean's office isn't doing a good enough job communicating with the faculty. He felt his office was doing a good job communicating with the chairs and directors, but perhaps not with the faculty. The newsletter is an attempt to reach the faculty about the important things the college is doing, and to make it clear that it's not the Dean who is doing it all. He pointed out that the associate deans are working around the clock--he has emailed them at literally 2am- 3am. And they did respond. But the faculty is not always aware of the work they do. The newsletter includes photos of the associate deans who tell their stories about what is important to them. Then the faculty are able to recognize them around campus and communicate with them. He doesn't want to hit the faculty every Monday morning with lots of stuff via email, but he will send out information occasionally. Everyone is busy through much of the year, but spring semester, in February, would be good time to send out an email outlining accomplishments and current projects. He is getting reports from advising committees, recruitment, marketing, and fundraisers for the college who provide information he would like to share. Stay tuned.

Also, he noted that coming into the college with a vision, and moving on that vision, was one of smartest things he's done. While the college does have operational things to get to, with the chairs, for example, but operational matters alone don't move the college on to the next level. One of his big lessons has been to have a vision behind the operations, and to make it fun and exciting for the college. We need to find ways to connect the operational side with the vision side. The Executive Committee has been very helpful, providing leadership for the college. As a consequence, they have moved the College into a leadership role on campus. He also wanted to thank all the deans on the 12th floor. We don't always agree, he says, and he doesn't always follow their advice, but thoughtful discussion, even if discordant, is healthy in developing a broad perspective. We have a unique college with much diversity, and so our voice must have a broad perspective to represent all the members of the college. By doing so we represent the entire university well. He noted that because of our disciplinary diversity we are sometimes at a disadvantage compared to other colleges that are much more focused.

He also wants to thank the staff, in particular Christina Fielder, and the others who have the skills to put the college in a positive light. He also thanked Terri Pieper. We got lucky getting her, he noted. We should be proud of the job she is doing. She is making sure our work, our research, is getting out there, not only locally but more broadly. She is championing what we do. She has been working hard to make sure our stories are represented across the college's units. There have been some challenges connecting with University Communications, but she is working on those. Sophia Werning has been building relationships with the college both within UNL and also outside of the university. She has made building connections to alumni a priority, something that hasn't happened much in the past. Building relationships with alumni supports fundraising, among other benefits. The Dean also wants to develop more college priorities around fundraising. He wants to remind departments, those who are here, as well as those who are not here via the minutes, to prioritize fundraising. He noted that the Dean's office wants to work with departments to support, and not to interfere with, their fundraising. Those departments that are doing it well should continue to do so; the college is trying not to interfere. He will be sending out an update to the chairs and directors to outline college fundraising priorities.

One of the challenges this past year, he observed, has been that there were a lot of retention offers to deal with. These can be hard to always counter. He believes we will face more of this challenge because what we do well is we pick good young faculty. But the challenge is, as they become successful, they become easy pickings. We need to try to figure out how to keep them. We need more professorships at our disposal to hand out at the college level. That extra something on top of what a department can do has to come from the college. A big fundraising item sent to the foundation is that we want to raise funds for college-level professorships to help retain faculty. He wants to thank Debbie Minter and Alycia Libolt, as well as Sophia Werning and Terri Pieper, who have been working on that.

He noted another fear: He has learned that others around the country have now caught on to the value of Digital Humanities. We have been a pioneering college in that field, and have built a critical mass of capable faculty, but we now are at risk of losing some of them. We need funds to be competitive in recruiting and retaining these faculty.

He asked for questions, but there were none.

In conclusion, the Dean thanked some people for their service. A few VSIP people were present, such as Evelyn Jacobsen, who is in her last semester in the Dept. of Modern Languages. He joked that he told Evelyn that he would not accept her VSIP retirement, but that she used her vast experience with the university to overstep his wishes. He thanked her for her service and noted that her devotion to female faculty has been especially valuable.

Another VSIP retirement he would like to acknowledge, Mila Sakova-Pierce, has served on the Modern Languages Executive Committee. The Dean thanks her for her generosity and commitment. She has also been very supportive of the Dean.

The Dean also wanted to comment on the fact that he could not attend the recent honors convocation, but the associate deans stepped in to replace him. He wanted to express how proud he was of how many members of the college were honored, 19 in all. Even when factored proportionally, he noted, the other colleges still don't compete with ours. That, he suggested, is largely due to the efforts of Diana Pilsin and Aaron Dominguez in working with chairs and directors to get faculty nominated and having award committees created and getting top people nominated. It makes the wider university community aware of the good work of the college. It also makes our faculty more competitive in outside competitions, serving to develop the credibility of our faculty outside of the university. But we expect to do more in this regard. He has tasked the chairs and directors to work more on award committees. Diana is working on streamlining the process to make it easier to propose nominations.

Diana noted that she is working to streamline the process so that we don't require multiple letters and other elements of red tape, making the process easier.

The Dean responded that the nominations will still take time, but should be easier.

Finally, the Dean thanked Lloyd Ambrosius for all his many years of service. This is his last meeting. He will be missed, in part, because he knows the parliamentary rules. The Dean joked that he may still want to phone him for guidance during meetings. Lloyd has been a great member of the college, and a great community servant, and he will be missed. The Dean thanked Lloyd for his commitment and passion in helping to make the college so outstanding.

Adjourned: 4:37