

College of Arts & Sciences Faculty Meeting
Wednesday, April 25, 2018
3:30 p.m. – 5:00 p.m.
Jackie Gaughan Multicultural Center
Ubuntu Room/202

AGENDA

- Item I. Approval of minutes from the Fall Faculty Meeting on December 14, 2017. (See appendix).
- Item II. Opening comments.
- Item III. Recommendation from the Dean to approve the proposed Consensual Sexual Relations Policy. (See appendix.)
- Item IV. Recommendation from the Dean to approve the proposed changes to the Bylaws of the Faculty. (See appendix.) A complete copy of the Bylaws of the Faculty can be found on the college website (cas.unl.edu → Faculty & Staff → Policies & Forms → College Handbook).
- Item V. Recommendation from the College Curriculum & Advising Committee to approve the proposed changes to the major in Anthropology (See appendix.)
- Item VI. Opportunity for faculty to ask questions arising from annual reports of the various college committees. (See appendix)
- Executive Committee
 - Promotion and Tenure Committee
 - Committee on Student Academic Distinction, Awards, and Appeals
 - Curriculum and Advising Committee
 - Assessment Committee
 - Research Advisory Committee
 - Endowed/College Professorships Committee
 - Research Space Committee
 - Inclusion, Diversity, Equity, and Access (IDEA) Committee
- Item VII. Opportunity to ask questions of the Dean.

APPENDIX

Item I. Approval of minutes from the Fall Faculty Meeting on December 14, 2017.

Fall Faculty Meeting Minutes (December 14, 2017)

3:45 Parliamentarian Steve Lahey called the meeting to order.

Item I. Approval of minutes from spring (4/13/17) faculty meeting.

Ray Hames (Anthro) moved approval of the minutes. Marco Abel (Engl) seconded. The minutes were unanimously approved.

II. Opening Comments.

Election of secretary for two-year term. Mark Griep agreed to be nominated. Matt Jockers moved to elected Mark Griep as secretary. Ray Hames (Anthro) seconded the motion. The vote was unanimous.

Appointment of parliamentarian. Steve Lahey agreed to be reappointed. June Griffin (Engl) moved to have Steve Lahey reappointed as parliamentarian. Marco Abel (Engl) seconded the motion. The vote was unanimous.

III. Recommendation from the College Curriculum Committee to approve changes to Actuarial Science major & minor.

The changes were approved by unanimous vote with no discussion.

IV. Recommendation from the College Curriculum Committee to approve changes to Economics major and minor.

Ken Bloom (Phys) asked whether there are any concerns about the major being too many hours? Assoc. Dean Griffin explained that the number of hours in the major (33) falls within the range of many majors in the college. Moreover, the addition of calculus to the major simply codifies what was—already in practice—an unstated requirement (or prerequisite). So, this makes the requirement clearer.

In response to Assoc. Dean Theiss-Morse's question about whether these changes applied to the whole major or just A&S, Assoc. Dean Griffin confirmed that this change is specific to the Economics major in the College of Arts & Sciences only.

The changes were approved by unanimous vote.

V. Recommendation from the College Curriculum Committee to approve changes to the Global Studies major.

The changes were approved by unanimous vote with no discussion.

VI. Recommendation from the College Curriculum Committee to approve changes to the History major.

The changes were approved by unanimous vote with no discussion.

VII. Recommendation from the College Curriculum Committee to approve changes Humanities in Medicine minor.

Assoc. Dean Theiss-Morse asked why the additional course list is so changed. Rose Holz (WGS & Humanities in Medicine director) explained that the proposed minor maintains the focus on humanities. She added that some courses were removed from the list on the basis of conversations with students about connections between the course and the focus on the minor.

(At one point, there was a decision to include more courses outside the humanities which can dilute the focus of the minor). Finally, special topics courses were removed because the topic is hard to predict.

The changes were approved by unanimous vote.

VIII: Recommendation from the College Curriculum Committee to approve changes to the Sociology major.

Assoc. Dean Griffin explained that this change brings the major requirements more in line with other majors across the college.

The changes were approved by unanimous vote with no discussion.

IX. Recommendation from the College Curriculum Committee to approve changes to the major and minor in Women's & Gender Studies.

Assoc. Dean Matt Jockers asked if 36 hours was on the high end of major requirements in the college? Christina Fielder (Director, A&S Advising) shared some other majors in the college that required 36 hours. Rose Holz (WGS) also noted that the unit's curriculum committee felt that 36 was appropriate.

The changes were approved by unanimous vote with no discussion.

X. Opportunities to Ask Questions of the Dean

Rose Holz (WGS) asked if there was any news about the move to the **new building**? Associate Dean Matt Jockers explained that the college was awaiting word from the EVC's office about the cost of the renovations. He noted that the requirement to bring the building to current code had a big impact on budget. Once those costs are determined, he said, each of the relevant chairs will tour the space. He noted that the project management piece will likely be taken over by Alecia Kimbrough (Asst. Dean, College of Arts & Sciences).

Jody Redepenning (Chem) said that he was surprised by the email he received regarding **summer sessions budget**. He noted that cutting money available for course offerings cuts into the university's revenue. Assoc. Dean Diana Pilson explained that summer sessions budget was cut by 5% across the board and the operating budget was cut to \$0. Because the college had 5% less to distribute, many departments received some reduction in summer funding. Assoc. Dean Pilson noted that if department leaders see opportunities to save summer sessions budget money which could then be reallocated to areas of the college with increased demand for summer courses, she would appreciate that. She also explained that the college is expected to offer more bottleneck courses and increase the total credit hours generated by university. Assoc. Dean Pilson noted that she has also prioritized courses that can only be offered in the summer (field courses; study abroad). Assoc. Dean Griffin added that units should also think about offering courses that support students' time-to-degree. Julia McQuillan (Soci) asked whether online worldwide might offer incentives to offer/develop online courses. She noted that the Sociology Department's online courses are filling. Assoc. Dean Pilson responded that summer online comes from the college's regular summer budget (not an additional set of funds from NU Online Worldwide). Ken Bloom (Phys) invited concerned faculty to the Academic Planning Committee's (APC) hearing on January 17, if the cut to summer budget is causing problems. Dean Francisco agreed, stating that it is important to hear about the impacts of these cuts. John Osterman offered that small amount of operating distributed in past summers was important to keeping Cedar Point Biological Station open. In addition, Microbiology is a bottleneck course and it is uncertain whether—given the cuts to summer budgets—the course will be offered. Dan Hoyt (Soci) noted that summer session budgets have always fluctuated in the past. Assoc. Dean Pilson cautioned that all colleges on campus received reduced summer sessions money and that,

per credit hour, Arts & Sciences got more summer money than at least one other college. Dan Hoyt (Soci) noted that in the past, the college had proposed to Academic Affairs that they be allowed to lower the upper cap faculty can earn for teaching (which would reduce the cost of running summer courses) and wondered if that had been considered as an option. Assoc. Dean Pilson said that, to her knowledge, the salary caps had not been changed.

Steve Lahey (CLRS) asked whether there was any news on **future budget cuts** or a timeline for future announcements regarding budget. Dean Francisco asked Ken Bloom (Phys and APC chair) if he would like to comment. Ken Bloom explained that there have been one set of cuts as announced and that the APC would be conducting hearings on those cuts in January. But Chancellor Green had communicated with APC that there are no further planned cuts for spring. Dean Francisco mentioned the possibility of a midyear rescission. He noted that Academic Affairs had held back 2% to address an expected midyear rescission.

Dean Francisco also explained that, at the dean's level, the college had been reflecting on the lessons of this exercise. "Are there programs that we need to protect/build up? In case we get to a point where program cuts are happening, programs would be in better standing," he explained. Dan Hoyt (Soci) asked if there is the possibility of another VSIP. Dean Francisco noted that given the new policy in which vacant/open lines revert to academic affairs, a VSIP wouldn't necessarily help the college's budget.

Ken Bloom (Phys) asked what significant issues are facing the college right now and how is the college administration responding to those issues? Dean Francisco explained that his biggest concern is the uncertainty and instability created by hiring freezes and announced budget cuts. The burden of those costs, he explained, are coming back to the college. He said he does think that the University has to share the responsibility of this burden with colleges: "They need to understand what this has created: faculty we want to keep see this environment as reason to go and the college won't have the money to make retention offers."

Julia McQuillan (Soci) asked whether the college leadership had any indication of how chairs might best position their departments. Should departments be maximizing credit hours, growing the major or growing the graduate program? Dean Francisco said that in this budget/allocation exercise, they were working at credit hours and majors. There seemed to be less awareness of graduate programs. He explained that the associate deans deserve a lot of credit for taking the data that the EVC's office sent, working through that data and making arguments back to upper administration. Dean Francisco suggested that one question we should ask is what upper administration has learned from this exercise.

Assoc. Dean Griffin offered that some of the conversations they had with upper administration seemed to have influenced some of the models they used. She noted that the college leadership takes every opportunity to explain or demonstrate the implications of proposed cuts.

Dean Francisco said that he has learned a lot in this process. It reinforces for him that A&S is a great college. He said that one of his priorities when he arrived here was to make the college more self-sustaining (through fundraising, etc.). This budget situation validated his observation from four years ago. The college, he argued would benefit from being more self-sustaining. He offered one example of an initiative that may help the college by expanding its impact: The partnership seed grants (one in social sciences, humanities and sciences). Assoc. Dean Matt Jockers added that he was delighted by the number of applications. One donor is supporting one of the awards and is putting forth funds to support a forum (one regional and one national speaker about the value of liberal arts and opportunities for partnering with faculty in A&S).

Debbie Minter (Engl) asked the Dean to comment on the recent issues surrounding academic freedom and freedom of speech that have surfaced on campus. Dean Francisco explained that the college established a Committee on Academic Freedom (with Marco Abel (Engl) as chair). The Dean noted that having just returned from the Von Humboldt meeting overseas, he sees this as a global issue (not just here at Nebraska or even nationally).

With no further questions, the meeting was adjourned at 5:00 pm.

Respectfully Submitted,

Debbie Minter

Item IV. Recommendation from the Dean to approve the proposed Consensual Sexual Relations Policy.

Current UNL Policies: Sexual Misconduct

The University has clearly laid out policies on sexual misconduct: "Rape, acquaintance rape, domestic violence, dating violence, sexual assault, sexual harassment and stalking are against the law and are unacceptable behaviors under University of Nebraska policy. These unacceptable behaviors are hereafter referred to as sexual misconduct. Retaliation against the Complainant or a third party in an attempt to prevent or otherwise obstruct the reporting or remediation of sexual misconduct is prohibited" (<http://www.unl.edu/equity/employee-sexual-misconduct-procedures>). Processes for reporting, investigating, and resolving these complaints are similarly clearly laid out.

Sexual harassment is a specific type of sexual misconduct that involves "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature...when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment" (<http://asun.unl.edu/student-legal-services/what-sexual-harassment-workplace>). Specifically, sexual harassment occurs when:

- submission to such conduct is made either explicitly or implicitly a term of condition of an individual's employment or academic standing;
- submission to, or rejection of, such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or
- such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working/academic environment" (4.1.2. in UNL's Unlawful Discrimination policy, "Policy and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment").

It is against the law to retaliate against individuals who bring a charge of sexual harassment against someone. Individuals are encouraged to contact [Institutional Equity and Compliance](#) for further information on processes. Violators of University policies on sexual misconduct will be subject to disciplinary action.

Nepotism

The University of Nebraska-Lincoln policies on nepotism are laid out both in Board of Regents Bylaws and in UNL policies. According to Board of Regents Bylaws 3.2.2.1, "an official or employee in the University shall not engage in nepotism." The Bylaws further define who and what actions fall under the nepotism policy:

"(a) Family member means an individual who is the spouse, child, parent, brother, sister, grandchild, or grandparent, by blood, marriage, or adoption, of a University official or employee; (b) Nepotism means the act of hiring, promoting, or advancing a family member in the University or recommending the hiring, promotion, or advancement of a family member in the University, including initial appointment and transfer to other positions in the University; and (c) Supervisor means an individual having authority, in the interest of the University, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees, responsibility to direct them or to adjust their grievances, or effectively to recommend any such action, if the exercise of such authority is not merely of a routine or clerical nature but requires the use of independent judgment" (3.2.2.2).

If university employees become a supervisor of a family member not through activities stemming from nepotism, they must notify the President or Chancellor within seven days (3.2.2.4(b)). Violation of these policies surrounding nepotism may lead to disciplinary action (3.2.2.3).

UNL's Unlawful Discrimination policy, embodied in "Policies and Procedures on Unlawful Discrimination, Including Sexual and Other Prohibited Harassment," broadens the categories that fall under the nepotism policy. Supervisory or evaluative roles must be relinquished if members of the university community "share sexual, romantic, or domestic

relationships” (4.2). The policy further puts the burden on the supervisor or evaluator: “should a personal relationship develop between members of the UNL community who are also in a supervisory or an evaluative relationship, the person in the position of great authority shall recuse himself or herself; that is, shall relinquish (with or without explanation) the supervisory or evaluative role and make suitable arrangements for the objective performance or academic evaluation of the other” (4.2.1). The person who is being supervised or evaluated must be informed in writing of the recusal (4.2.4).

Conflict of Interest/ Consensual Intimacy

Board of Regents Bylaws

3.8 Conflict of Interest. No employee of the University shall engage in any activity that in any way conflicts with duties and responsibilities at the University of Nebraska. The Board of Regents has adopted Regents Policy 3.2.8 and authorized the implementation of related policies and directives to properly avoid, disclose and manage potential conflicts of interest.

Faculty Senate Professional Ethics Statement (January 12, 2016)

5. FAMILIAL RELATIONSHIPS AND CONSENSUAL INTIMACY

Faculty members must not participate in decisions involving a direct benefit, including hiring, promotion, salary, performance appraisals, work assignments, or other working conditions for family members or those in the same household, or partners not living in the same domicile.

Such authority or influence includes, but is not limited to, employment-related decisions such as hiring, evaluations or discipline, and academic-related decisions such as grading, transfers, evaluations, formal mentoring or advising, supervision of research, employment of a student as research or teaching assistant, exercising substantial responsibility for honors or degrees, or considering academic disciplinary action involving the student.

Any faculty member who is a spouse or partner of a student at the time of the student’s enrollment or of an employee at the time of employee’s hiring must not evaluate the performance of that student or employee, or otherwise exercise authority, supervision or influence over that person. Faculty members involved in such a relationship must disclose the existence of the relationship to the head of their unit (or other suitable entity) at the time of the student’s enrollment or the employee’s hiring.

Proposed College of Arts and Sciences Policy: Consensual Sexual or Romantic Relations

The College of Arts and Sciences is committed to promoting and maintaining a climate of equity and the fair use of power. In hierarchical institutions such as a university, there is unequal power in professional relationships. The exercise of power must be thoughtful, fair, and based on standard procedures. Abuse of power will not be tolerated.

One area in which unequal power is especially problematic is in the area of sexual relations, including consensual sexual relations. The College of Arts and Sciences recognizes the risks involved in any romantic or sexual relationship that entails power differentials between individuals, particularly when one person holds educational or professional responsibility over another.

- The potential for conflict of interest, exploitation, and bias stemming from a romantic or sexual relationship undermines the professionalism required in a supervisory, evaluative, or advisory situation.
- Romantic or sexual relationships can have an adverse impact on the broader learning or work environment, both during the time of the relationship and after any break-up.
- When a power differential exists in a relationship, the nature of consent is problematic. The heightened vulnerability of the less powerful partner, the potential for coercion, and other possible factors may make the relationship non-consensual even though the person in power may believe it is consensual.
- Romantic or sexual relationships may lead to situations that expose the person in power and the University to liability for violation of laws concerning sexual misconduct or sex discrimination. A partner or former partner in the relationship or third parties affected by the relationship (such as students or employees) may file a formal or informal complaint if they believe sexual misconduct has occurred.

In an effort to create a hospitable and equitable learning and working environment for students and employees and to

reduce the conflicts of interest that inherently arise in these situations, the College forbids romantic or sexual relationships when one of the partners has, or can reasonably be expected in the near future to have, work or academic responsibility over the other partner. Guidance for applying this policy to faculty, staff, and student relationships is provided after the following definitions.

- Work/academic responsibility includes, but is not limited to, teaching, managing, hiring, supervising, advising, grading, or evaluating the partner. It can also include deciding on the distribution of resources that affects the partner or recommending the partner for employment, admissions, fellowships, or awards.
- The reasonable expectation of future work or academic responsibility involves the assessment (by any reasonable person) that it is very likely that one partner will have work/academic responsibility over the other partner in the near future while at UNL.

Relationships Involving Students:

Because students, both graduate and undergraduate, are especially vulnerable to power differentials and conflicts of interest and because work/academic responsibility issues are likely to arise, the College of Arts and Sciences prohibits its faculty from having romantic or sexual relations with current undergraduate or graduate students who have a major or minor in their department or who work in their lab, department, program, center, or other related unit. The College also prohibits staff and instructional staff (including lecturers and post-docs) and graduate and undergraduate student employees (including teaching assistants) from having sexual or romantic relations with any student over whom they currently have work/academic responsibility.

Relationships Involving Employees:

If an employee (faculty or staff) is or becomes involved in a romantic or sexual relationship with another employee (faculty or staff) and there is a work/academic responsibility issue, the employee in the position of greater power must recuse themselves from work/academic responsibility over the employee with less power. The employee in the position of greater power must also notify the appropriate University authority (supervisor, chair, dean) and a nepotism plan must be put in place. If the relationship ends, both employees must recuse themselves from supervising, managing, advising or evaluating the other employee until the chair and/or dean determine the recusal is no longer necessary and both employees agree. In cases where an individual is both a student and an employee, the individual's status as student takes precedent and the policy regarding Relationships Involving Students shall be enforced.

Preexisting Relationships:

If a romantic or sexual relationship already exists between two people and the situation changes to one in which one party has work/academic responsibility over the other party, it is incumbent on the person in power to remove themselves from having that responsibility. The person in power can in no way have any say in the other person's employment, evaluation, resource distribution, and supervision or management. The person in power must ensure that the handling of the situation is transparent and that the environment of the unit remains hospitable, equitable, and free from conflicts of interest.

Summary:

The College's policy forbids the following romantic or sexual relationships:

- Between an employee (faculty or staff) and an undergraduate or graduate student when the employee has work/academic responsibility over the student.
- Between an employee (faculty or staff) and an undergraduate or graduate student who is pursuing a major, a minor, or a degree or who works in the unit of the employee.
- Between a student employee (including graduate and undergraduate teaching assistants) and any student over whom the student employee currently has work/academic responsibility.

In addition,

- The College policy emphasizes the importance of following the University's current nepotism policy. Employees with work/academic responsibility over another person must recuse themselves from all such responsibility, notify the appropriate authority, and have a nepotism plan put in place.

- If the romantic or sexual relationship ends, the employees with greater power must continue to recuse themselves from work/academic responsibility over the former partner until the appropriate authority deems the recusal unnecessary and both employees agree to the lifting of the recusal.
- If students (graduate or undergraduate) find themselves in a situation in which they have work/academic responsibility over a student with whom they are having or have had a romantic or sexual relationship, they must recuse themselves from all work/academic responsibility and notify the proper authority, who will then have to make sure the students with less power are in no way treated inequitably or unfairly.

The College requires departments and programs to publicize this policy to students, faculty and staff at the beginning of each academic year. A document with this policy must be disseminated to new undergraduate and graduate students, new instructors (including lecturers and undergraduate and graduate TAs), and new faculty and staff.

Recommended Procedures:

Should employees enter into a consensual romantic or sexual relationship with a person over whom they have work/academic responsibility in violation of College policy, they must immediately recuse themselves from all academic and professional decisions and activities affecting the person with less power. The employees must also promptly alert their supervisor, chair/director, or dean of the relationship and cooperate in making alternative instructional and/or supervisory arrangements necessary to protect the person with less power from any academic or professional hardship. Normally this would involve creating a management plan that removes the person with work/academic responsibility from having any teaching, evaluating, supervising, advising, or hiring responsibility over the person with less power. The management plan must preserve the short-term and long-term academic and/or professional opportunities of the person with less power. A copy of the management plan must be submitted to the Dean in the College of Arts and Sciences.

Anyone, including a third party, can bring a complaint if they believe this policy has been violated. Complaints should be made to their (neutral) supervisor, the supervisor of the person with academic/work responsibility over the partner, the chair/director, or the Dean of the College. The person receiving the complaint should contact the immediate supervisor of the person in the position of greater power and the immediate supervisor should conduct an inquiry to determine whether the policy applies. If the determination is made that the policy does apply, the immediate supervisor must take the necessary steps to manage the conflict of interest caused by the relationship, including, if appropriate, creating a management plan.

To encourage self-disclosure or the bringing of complaints concerning the violation of this policy, the College will make every reasonable effort to conduct all proceedings in a way that protects the confidentiality of all parties. The parties involved must also maintain strict standards of confidentiality. The failure to maintain confidentiality may be regarded as retaliation. However, while the College guarantees that reasonable efforts will be made to keep the confidentiality of the parties involved, it cannot guarantee confidentiality in all cases. Resolving the complaint might necessitate the disclosure of the parties' identities if doing so is necessary to appropriately manage the situation.

Significant or repeated violations of this policy may result in disciplinary actions. The Academic Officer (the department chair or director if the situation involves faculty, staff, or students, or the appropriate dean if the situation involves a chair or director) will make a brief investigation to determine that the violation of the policy has occurred and its severity. This investigation must include obtaining a response from the person with academic/work responsibility if the allegation of the relationship was raised in the complaint. The severity of the disciplinary action must be commensurate with the severity and/or repetition of the violation of the policy. Disciplinary actions can include, from least to greatest severity, written warnings, loss of privileges, mandatory training or counseling, probation, suspension, demotion, expulsion, and a recommendation of termination of employment and, if applicable, revocation of tenure.

Justification:

The policies that currently exist at the University of Nebraska-Lincoln surrounding the issue of sexual relations among employees and/or students focus on sexual harassment or nepotism. Given the awareness raised by the #MeToo movement, the College developed a policy on consensual sexual relations that clarifies both prohibited behaviors and processes for addressing issues should they arise.

Item IV. Recommendation from the Dean to approve the proposed changes to the Bylaws of the Faculty.

Current:

II. Members

Section 1. The Faculty shall consist of all full-time or part-time members holding the rank of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, or Professor of Practice. In what follows, all references to Assistant Professor, Associate Professor and Professor include both the tenure track ranks and the corresponding Practice ranks.

Section 2. Faculty members in other colleges shall not be members unless specifically authorized by action of the Faculty of Arts and Sciences.

Proposed revisions:

II. Members

Section 1. The Faculty shall consist of all full-time or part-time members holding the rank of Assistant Professor, Associate Professor, Professor, Assistant Professor of Practice, Associate Professor of Practice, or Professor of Practice. In what follows, all references to Assistant Professor, Associate Professor and Professor include both the tenure track ranks and the corresponding Practice ranks.

Section 2. Faculty members in other colleges shall not be members unless specifically authorized by action of the Faculty of Arts and Sciences.

Section 3. In order to vote in a college election or nominate a candidate for election to a college committee, a member of the Faculty must hold an appointment of 50 percent or more FTE in the College of Arts and Sciences.

Justification:

The proposed change clarifies who can nominate a candidate or vote in an election for membership on a College of Arts and Sciences Committee.

Proposed – add a new standing committee under IX. Descriptions of Standing Committees

Section 4. The Committee on Academic Freedom and Freedom of Speech

The responsibility of this standing committee will be to advise members of the College of Arts and Sciences, including students, Graduate Teaching and Research Assistants, Lecturers, Professors of Practice, and Tenured or Tenure-leading Professors, concerning general and specific issues regarding Academic Freedom in teaching and research. Of primary importance will be considering questions that arise in defining the relation of faculty governance to both the national norms and UNL policies on Freedom of Speech and Academic Freedom. The committee may consult with the AAUP as warranted.

The committee will provide support to members of the College of Arts & Sciences in the following ways:

1) The committee will undertake an educational role for the college. Members of this committee will develop an expertise in issues in Academic Freedom and Freedom of Speech issues and will suggest training needs and opportunities to the Dean and provide information to Chairs and Directors on request. The committee will be expected to provide workshops and presentations on the relation of Academic Freedom and Freedom of Speech issues to instructional and research specialists as requested by unit heads.

2) The committee will be available in an advisory or support role to members of the college concerning issues of Academic Freedom and Freedom of Speech. While students and CAS personnel will normally work with their Department Chair or Program Director to start, members on this committee will be available for consultations and will, upon request, provide advisory support for such individuals.

When issues of academic freedom or freedom of speech arise in relation to an individual from CAS, members of the

committee should also be prepared to attend meetings with administrators outside of the college.

3) Members on this committee will meet regularly both to address issues of Academic Freedom and Freedom of Speech that arise during the course of the year and to advise the Dean should these issues demand College recognition or action.

4) This document authorizes this committee to serve as a fact-finding body in cases of potential violation of Academic Freedom or Freedom of Speech.

Membership on this committee will require readiness both to maintain confidentiality in ongoing cases and to seek appropriate expertise regarding (a) disciplinary standards, (b) legal questions, and (c) concerns and questions regarding engagement with administration beyond College-level authority.

In accord with the established rules for faculty governance of UNL, the chair of the committee will be free to represent the decisions of the committee, with the committee's assent.

Membership of the Committee:

- Associate Dean of Faculty (ex officio)
- 2 Representatives of the Humanities (elected)
- 2 Representatives of the Social Sciences (elected)
- 2 Representatives of the Natural Sciences (elected)

Terms of membership are for 3 years. The committee will appoint its own chair at the beginning of the AY. In an event of a mid-term vacancy, the committee chair may appoint an appropriate member to complete the term.

Membership of the Committee is open to all tenured professors or professors of practice at associate or full rank and will be selected through College-wide elections. Members serve at staggered terms.

Justification:

The College of Arts and Sciences is committed to the protection of freedom of speech and academic freedom. Since many people in the College (faculty, staff, and students) are often unclear about what speech is protected both inside and outside the classroom, the new standing committee would provide expertise and a support role to individuals within the College on issues dealing with freedom of speech and academic freedom.

Item V. Recommendation from the College Curriculum & Advising Committee to approve the proposed changes to the major in Anthropology.

Current:

Major Requirements

Thirty-one (31) hours of anthropology as described below. At least 12 hours must be in courses at the 300 or 400 level.

Core Requirements

Code	Title	Credit Hours
ANTH 212 / ETHN 212	Introduction to Cultural Anthropology	3
ANTH 232	Introduction to Archaeology	3

Code	Title	Credit Hours
ANTH 242 & ANTH 242L	Introduction to Biological Anthropology and Introduction to Biological Anthropology Laboratory	4
Total Credit Hours		10

Specific Major Requirements

Code	Title	Credit Hours
Advanced Anthropology Courses		
Select one course from each of the following areas:		9
Archaeology		
ANTH 337	Archaeology of the American Southwest	
ANTH 386	Digital Heritage Tools	
ANTH 431	Historical Archaeology: Current Topics	
ANTH 432	History and Theory of Archaeology	
ANTH 433	North American Archaeology	
ANTH 434	Introduction to Great Plains Archaeology	
ANTH 436 / LAMS 436	The Ancient Maya	
ANTH 438 / CLAS 438	Archaeologies of Europe	
Biological Anthropology		
ANTH 344	Human Osteology	
ANTH 374	Primate Behavior and Ecology	
ANTH 385	Human Origins	
ANTH 422	Medical Anthropology	
ANTH 442	Human Variation	
ANTH 430 / NUTR 430	Nutritional Anthropology	
ANTH 443	Dental Anthropology	
ANTH 448 / BIOS 448	Human Growth and Development	
Cultural Anthropology		
ANTH 351 / ETHN 351	Indigenous Peoples of North America	
ANTH 352 / ETHN 352	Indigenous Peoples of the Great Plains	
ANTH 353	Anthropology of War	
ANTH 362 / ETHN 362	Peoples and Cultures of Africa	
ANTH 366 / ETHN 366	Peoples and Cultures of East Asia	
ANTH 410 / WMNS 410	Gender: An Anthropological Perspective	
ANTH 412	Family, Marriage, and Kinship	
ANTH 416	Digital Anthropologies ¹	
ANTH 417	History of Anthropological Theory ¹	
ANTH 418	Ethnology and Museums	
ANTH 419	Art and Anthropology of Native North Americans	
ANTH 451 / ETHN 451	Contemporary Issues of Indigenous Peoples in North America	
ANTH 472	Belief Systems: Animism to Zombies	
ANTH 473	Ecological Anthropology	
ANTH 474	Applied and Development Anthropology ¹	
ANTH 477	Hunters-Gatherers	
ANTH 488	Contentious Issues in Anthropology ¹	

Code	Title	Credit Hours
Credit Hours Subtotal:		9
Research Methods		
Select one of the following: ²		3
ANTH 290	Fieldwork	
ANTH 389	GIS in Archaeology	
ANTH 461	Geospatial Approaches in Digital Humanities and Social Sciences	
ANTH 482	Field Methods in Ethnography	
ANTH 484	Quantitative Methods in Anthropology	
ANTH 487	Analysis of Archaeological Materials	
ANTH 490	Advanced Field Work	
ANTH 491	Advanced Laboratory Work	
Credit Hours Subtotal:		3
Additional Anthropology Courses		
Choose additional anthropology courses at any level.		9
Credit Hours Subtotal:		9
Total Credit Hours		21

¹ **Integrative course work is recommended.** Courses above with ¹ integrate knowledge from each of the subdisciplines of anthropology.

² **Fieldwork is recommended.** Only 6 credits total of [ANTH 290](#) and [ANTH 490](#) may count toward the major. Only 3 credits of [ANTH 291](#) or [ANTH 491](#) may count toward the major.

Additional Major Requirements

Grade Rules

C- and D Grades

A grade of C or better must be earned in all courses in the major and minor.

Pass/No Pass

No course taken Pass/No Pass will be applicable to the major or minor.

Course Level Requirement

At least 12 hours in courses numbered in the 300 and 400 series. May be satisfied by courses from the Advanced Anthropology course list or the Research Methods course list.

Requirements for Minor Offered by Department

Eighteen (18) hours of anthropology including:

Code	Title	Credit Hours
ANTH 110	Introduction to Anthropology	3
Select at least one of the 200 level ANTH core courses:		3
ANTH 212 / ETHN 212	Introduction to Cultural Anthropology	

Code	Title	Credit Hours
ANTH 232	Introduction to Archaeology	
ANTH 242	Introduction to Biological Anthropology	
Select additional ANTH courses with at least one 300 or 400 level. ¹		12
Total Credit Hours		18

¹ Up to 6 hours of field study, excluding [ANTH 130](#). The following courses may apply: [ANTH 290](#), [ANTH 291](#), [ANTH 490](#), [ANTH 491](#).

Grade Rules

C- and D Grades

A grade of C or better must be earned in all courses in the major and minor.

Pass/No Pass

No course taken Pass/No Pass will be applicable to the major or minor.

Proposed revisions:

Major Requirements

Thirty-four (34) hours of anthropology courses as described below. At least 15 hours must be in courses at the 300 or 400 level.

Core Requirements

ANTH 212/ETHN 212	Introduction to Cultural Anthropology	3
ANTH 232	Introduction to Archaeology	3
ANTH 242 & 242L	Introduction to Biological Anthropology and Introduction to Biological Anthropology Lab	4
Total Credit Hours for Core Requirements		10

Specific Major Requirements

Research Methods ^{2,3}	Select one course from the list of courses	3
Ace 10 Capstone	Select one course from the list of courses	3
Option Courses	Select one of three available options below and complete the requirements.	18
Total Specific Major Requirements		24

¹ *Integrative course work is recommended.* Courses above with ¹ integrate knowledge from each of the subdisciplines of anthropology.

² *Fieldwork is recommended.* Only 6 credits total of [ANTH 290](#) and [ANTH 490](#) may count toward the major. Only 3 credits of [ANTH 291](#) or [ANTH 491](#) may count toward the major.

³ *ANTH 491 Advanced Laboratory Work will not count in the Research Methods portion of the major for Forensics option students.*

STANDARD OPTION

Advanced Anthropology	Select one course from each of the following three areas	
Archaeology	List courses	3
Biological Anthropology	List courses	3
Cultural Anthropology	List courses	3
Subtotal:		9

Additional Anthropology Courses	Select 9 additional Anthropology hours at any level.	
Subtotal:		9
TOTAL FOR STANDARD OPTION		18

FORENSICS OPTION

Take the following 6 courses:		
ANTH 344	Human Osteology	3
ANTH 443	North American Archaeology	3
ANTH 495 ¹	Internship in Anthropology	3
ANTH 498 ²	Special Topics in Anthropology	3
ANTH 487D	Analysis of Archaeological Materials - Archaeofauna	3
ANTH 491 ³	Advanced Laboratory Work	3
TOTAL FOR FORENSICS OPTION		18

¹ ANTH 495 must be for a minimum of 3 credit hours and include an approved internship experience related to Forensics.

² ANTH 498 Special Topics must have a focus related to Forensics to count in the major. Approval will be needed from the faculty advisor.

³ ANTH 491 Advanced Laboratory Work will not count in the Research Methods portion of the major for Forensics option students.

MUSEUM STUDIES OPTION

Take the following 6 courses:		
ANTH 418	Ethnology and Museums	3
ANTH 487 or 487 A, B, C, D, or E	Analysis of Archaeological Materials	3
ANTH 386	Digital Heritage Tools	3
ANTH 495 ¹	Internship in Anthropology	3
ANTH 416	Digital Anthropologies	3
ANTH 435	Introduction to Heritage Management Archaeology	3
TOTAL FOR MUSEUM STUDIES OPTION		18

¹ ANTH 495 must be for a minimum of 3 credit hours and include an approved internship experience related to Museum Studies.

Additional Major Requirements

Grade Rules

C- and D Grades

A grade of C or better must be earned in all courses in the major and minor.

Pass/No Pass

No course taken Pass/No Pass will be applicable to the major or minor.

Justification: We are increasing the total credit hours to 34 to be in line with other social science majors, and at the same time adding two new options, Forensics and Museum Studies to provide clear pathways related to popular career interests of our students. The existing structure of the major will become the Standard option and provide an opportunity to sample from the range of courses in the department.

Item VI. Opportunity for faculty to ask questions arising from annual reports of the various college committees.

ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

The Committee offers advice and comment to the Dean's office and discusses issues identified by the Dean. Executive committee meeting minutes can be found at <https://cas.unl.edu/executive-committee-meeting-minutes>.

An ad hoc committee considered nominations for College and University teaching awards, College Outstanding Research and Creativity Awards, the Engagement Awards and the McClymont Award. The awardees will be honored at various events including the College of Arts and Sciences Celebration of Excellence on April 27, 2018.

College Distinguished Teaching Award winners are: Carolyn Brown-Kramer, Assistant Professor of Practice, Psychology; Jennine Capó Crucet, Assistant Professor, English and Ethnic Studies; Thomas Gannon, Associate Professor, English and Ethnic Studies; Lisa Kort-Butler, Associate Professor, Sociology; Yuan-Juang Yvonne Lai, Assistant Professor, Mathematics; Tyler White, Assistant Professor of Practice, Political Science

The College Outstanding Research and Creative Activity Awardees are: in the Social Sciences, Sociology and Survey Research and Methodology Associate Professor Kristen Olson; in the Humanities, English Professor Maureen Honey and in the Sciences, Chemistry Associate Professor Jiantao Guo

The College of Arts and Sciences Engagement Awardees: The Nebraska Writing Project

The Hazel R. McClymont Distinguished Teaching Fellow Award recipient is Jody Koenig Kellas, Professor, Communication Studies

The Committee selected one nomination for the Annis Chaikin Sorensen Award to forward to the Office of the Executive Vice Chancellor. Our nominee, Professor and George Holmes University Professor of English, Stephen Behrendt received the award.

One nomination for the Harold and Esther Edgerton Junior Faculty Award was forwarded to the Office of the Executive Vice Chancellor: Alexandra Seceleanu, Assistant Professor in Mathematics, did not receive the award.

2017-2018 Committee members: Martin Centurion, Jacob Cheadle, Marco Abel, Anne Duncan, Tracy Frank, Eve Brank, Jeannette Eileen Jones, Patrick Dussault, Dean Joseph S. Francisco, June Griffin, Matthew L. Jockers, Diana Pilson and Elizabeth Theiss-Morse

Ad Hoc Committee: Eve Brank, Patrick Dussault, and Anne Duncan

ANNUAL REPORT OF THE PROMOTION & TENURE COMMITTEE

The annual review of tenure and promotion recommendations began in mid-November. The committee reviewed 10 recommendations regarding promotion to Associate Professor with tenure, 7 recommendations regarding promotion to Full Professor, 2 recommendations for promotion to Associate Professor of Practice, 1 recommendation for promotion to Full Professor of Practice, and 1 recommendation for promotion to Research Associate Professor. The committee did not interview any job candidates for consideration of promotion and/or tenure.

2017-18 Committee Members: Professors Myra Cohen (Computer Science & Engineering), David Harwood (Earth & Atmospheric Sciences), Debra Hope (Psychology), Thomas Lynch (English), Patrice McMahon (Political Science), Kenneth Winkle (History), Associate Dean Elizabeth Theiss-Morse, Dean Joseph Francisco

ANNUAL REPORT OF THE COMMITTEE ON STUDENT ACADEMIC DISTINCTION, AWARDS AND APPEALS

Distinction

This report covers the period of three graduations: August 2017, December 2017, and May 2018. The College of Arts & Sciences awarded degrees with distinction as follows:

- based on academic record and submission of a thesis
 - 22 degrees with Highest Distinction
 - 6 degrees with High Distinction
 - 24 degrees with Distinction
- based on academic record only
 - 64 degrees with High Distinction
 - 56 degrees with Distinction

For the past three years the college has been making a concerted effort to increase the number of students completing a thesis for distinction in the college. In 2015-16, Associate Dean Minter began emailing juniors and seniors encouraging them to write a thesis. Associate Dean Griffin has continued that practice and also has asked major advisors to encourage their students as well. Additionally, an ad hoc committee developed guidelines for thesis advisors. The guideline were distributed this academic year. These measures appear to be having a positive effect. The chart below details the number of students earning distinction with or without a thesis over the last ten years.

Year	With Thesis				No Thesis			TOTAL Degrees with level of Distinction
	Highest Distinction	High Distinction	Distinction	Total Thesis	High Distinction	Distinction	Total no Thesis	
17-18	22	6	24	52	64	56	120	172
16-17	14	12	19	45	59	51	110	155
15-16	13	5	18	36	51	35	86	122
14-15	15	8	15	38	63	49	112	150
13-14	16	7	11	34	68	49	117	151
12-13	21	13	15	49	64	41	105	154
11-12	16	12	26	54	50	49	99	153
10-11	21	13	9	43	61	46	107	150
09-10	24	8	15	47	60	42	102	149
08-09	14	12	17	43	46	28	74	117
07-08	10	14	17	41	40	52	92	133
06-07	10	6	10	26	44	28	72	98

Scholarships

The college continues to partner with the Office of Scholarships and Financial Aid with the application process.

2018-19 Academic year awards:

- 824 applicants did the college portion of the application. The committee considered just under 300 applicants for the awards controlled by the college.
- 65 awards were made 62 students.
- \$139,688 was awarded from 30 funds the college has. These were a mixture of need-based and merit-based awards.

Summer 2018 and AY 2018-19 Dean's Experiential Learning Awards:

- 22 applicants submitted a narrative for the Dean's Experiential Learning Award.
- 13 were offered a \$1500 award for a total of \$19,500.
- 12 plan to be abroad during summer 2018; one has plans for Fall 2018

Overall, 70 students will benefit from the \$159,188 we had to award with 38 funds used.

Grade Appeal

To date there has been no grade appeals elevated to the college for this academic year.

2017-2018 Committee Members: Christine Kelley (Mathematics), Patrick Jones (Ethnic Studies/History), John Brunero (Philosophy), Wayne Riekhof (Biological Sciences) 1 year replacement, Matthew Johnson (Psychology) Cory Willard (Graduate Student Representative), Claire Adams (Student Advisory Board Representative), Alexis Gunning (Student Advisory Board Representative), Olivia Miller (non-voting, Advising Center), Associate Dean June Griffin

ANNUAL REPORT OF THE CURRICULUM COMMITTEE & ADVISING COMMITTEE

The committee reviewed 2 ACE proposals; 10 new course with ACE proposals; 33 new course proposals; 6 change/Add ACE proposals; 2 Change/remove ACE proposals; 106 change course proposals; 10 course deletion proposals; 24 proposals for various majors and minors. The committee reviewed 219 proposals that were part of the university's Prerequisite Clean-up Project

The Committee forwarded to the faculty the following recommendations:

- to approve the proposed changes to the major and minor in Actuarial Science
- to approve the proposed changes to the major in Anthropology
- to approve the proposed changes to the major and minor in Economics
- to approve the proposed changes to the major in Global Studies
- to approve the proposed changes to the major in History
- to approve the proposed changes to the minor in Humanities in Medicine
- to approve the proposed changes to the major Sociology
- to approve the proposed changes to the major and minor in Women's & Gender Studies

The Committee approved non-substantive changes to majors and minors. The following changes went directly to the catalog editor.

- African-American Studies Minor
- Biological Sciences major
- Chemistry Major and minor
- Communication Studies Major and Minor
- Computational Biology and Bioinformatics minor
- Ethnic Studies Major
- Geology Major
- German Major and Minor
- Lesbian, Gay, Bisexual, Transgender, Queer/Sexuality Studies Minor
- Mathematics major
- National Security Studies Minor
- Native American Studies Minor
- Philosophy major and minor
- Plant Biology Major and Minor
- Political Science Major

The Committee has continued in its in-depth review of the Course Exclusions and Restrictions Policies of the college.

Finally, the committee made nominations for vacancies on the College Curriculum Committee for the 2017-2018 AY

The chair for the 2018-2019 academic year will be decided at the next committee meeting.

2017-2018 Committee Members: Professors Marilynne Stains (chair, Chemistry), Dona-Gene Barton (Political Science), Reina Hayaki (Philosophy), Gwendolyn Bachman (Biological Sciences), Kristen Olson (Sociology); Ellie Blusys and Adrianna Lobitz (Student Advisory Board Representatives); Amy Beyer (non-voting, CAS Advising Center); Michael Dodd (University Curriculum Committee-CAS Representative); Christina Fielder (Director, CAS Advising Center); and Associate Dean June Griffin (Executive Secretary).

ANNUAL REPORT OF THE ASSESSMENT COMMITTEE

The committee was inactive during the 2017-18 academic year.

ANNUAL REPORT OF THE RESEARCH ADVISORY COMMITTEE (CASRAC)

The Research Advisory Committee is chaired by the Associate Dean for Research and Partnerships. The committee meets on an as-needed basis, to advise the college in matters pertaining to research and scholarship. The committee plays an essential role in evaluating applications for the College's internal research awards. In Fall 2017, the College introduced a new "Partnerships Seed Funding" award for faculty collaborating with non-academic entities outside the university. The committee reviews applications for all four awards.

Summary of internal grants in 2017-2018

1. The International Travel Award for Scholarly Presentations grant awards up to \$1,500 to use for international travel to participate in events such as research presentations, plenary presentations, and keynote speeches at recognized international meetings. **Ten** international travel awards were granted in the summer and fall of 2017, and the CASRAC committee recently awarded **fourteen** international travel awards for the spring 2018 cycle.
2. The ENHANCE grant awards up to \$5,000 to faculty in the humanities and social sciences for research, scholarship, and creative activities. **Eight** awards were granted in the Summer and Fall of 2017, and the committee recently awarded **twelve** ENHANCE grants for the spring 2018 cycle.
3. The International Research Collaborations Award grant provides up to \$10,000 to facilitate work with colleagues at foreign partner research institutions in ways that promise to be sustainable beyond any one project, opening the door for future collaborations including external domestic and foreign grants and fellowships. **Five** awards were granted in spring 2017, and the committee recently awarded **three** research collaborations awards for the spring 2018 cycle.
4. The Partnerships Seed Funding grant awards up to \$10,000 to facilitate work between faculty and external partners. **Three** awards were made in fall 2017, and the committee recently awarded **one** partnership award for the spring 2018 cycle.

Committee members are appointed by the Associate Dean for Research and Partnerships and serve one-year terms. Thank you Berthe Choueiry, Dawne Curry, John Hibbing, Sabrina Russo, Jordan Soliz and Adrian Wisnicki for serving a second year on the committee. Thank you to Amy Burnett, Ingrid Robyn, Jeffrey Smith, Matthias Fuchs, and Marjorie Langell for serving in the current academic year.

ANNUAL REPORT OF THE ENDOWED/COLLEGE PROFESSORSHIP COMMITTEE

The Committee reviewed and recommended 5 renewal applications for College professorships and 4 renewals for University Professorships to the Dean. The Committee reviewed and made recommendations on 17 nominations for College and University professorships to the Dean.

2017-2018 Committee Members: Professors Rebecca Lai (Chemistry), Laura White (English), Kimberly Tyler (Sociology), Sebastian Elbaum (Computer Science & Engineering), Parks Coble (History), Associate Dean Elizabeth Theiss-Morse

ANNUAL REPORT OF THE RESEARCH SPACE COMMITTEE

The Committee reviewed space in our STEM buildings and explored and discussed how exiting space might be reallocated or better utilized. The committee recommended moving the materials held in Bessey hall library to off-site storage and reallocating that space for teaching and research use. The CAS Dean's office is working with the Library Dean's office to facilitate this transition once off site storage space comes available. The committee continues to explore other opportunities afforded by the addition of space in the old CBA building.

2017-18 Committee Members: Stephen Ramsay (English), Sergio Wals (Political Science/Ethnic Studies), Kristi Montooth (Biological Sciences), Rigo Guevara (Modern Languages & Literatures), Kirk Dombrowski (Sociology), David Harwood (Earth & Atmospheric Sciences), Dodie Eveleth Chemistry

ANNUAL REPORT OF THE INCLUSION, DIVERISTY, EQUITY AND ACCESS (IDEA) COMMITTEE

The Committee organized a mid-career writing retreat in early summer 2017. It was attended by 10 faculty who all appreciate both the organized sessions and the focused writing time. This past academic year we financially co-sponsored six events across campus that supported our mission. The committee released a statement condemning racism while supporting inclusive classrooms, a college, and our community. We had a follow-up dialogue with Rona Halualani about the college's role in the UNL Diversity Mapping Report. We drafted a diversity curriculum proposal and will be soliciting feedback on the proposal during the upcoming academic year.

2017-18 Committee Members: Faculty: Chad Brassil (Biological Sciences, committee co-chair), Debra Hope (Psychology, committee co-chair), David Berkowitz (Chemistry), Ken Bloom (Physics & Astronomy), James Garza (History/Ethnic Studies), Thomas Marley (Mathematics), Max Mueller (Classics & Religious Studies), Kenneth Price (English), Leen-Kiat Soh (Computer Science & Engineering), Isabel Velazquez (Modern Languages & Literatures); **Staff:** Kara Brant (Political Science/Sociology), Mirhuanda Meeks (English)