

## Spring CAS Faculty Meeting Minutes (11 May 2023)

3:32 pm: The meeting was called to order by Dean Mark Button.

1. Approval of Minutes from the Fall Faculty Meeting held on Dec 14, 2022. Moved and seconded to approve. Approved unanimously.

2. College Updates and information items

a. NU Extension Collaboration Update – Kathleen Lodi & Jentry Barrett

Lodi: Discussed efforts to Broaden Nebraska's Engagement as related to N2025. She led the Carnegie Engagement Classification committee, which applied to Carnegie to be classified two weeks ago. We will know by late next Fall whether we've been accepted. Among the committee's activities was to create an interactive map that documents engagement activities across Nebraska.

b. Updates from the Dean

Button: Thank you for your work this past year and for your many engagement activities.

Seventeen faculty across the college were promoted. Tomorrow, we will host the annual Celebration of Excellence. Over 500 people will participate. Four alumni will receive Distinguished Alumni Awards. About 675 undergraduates will receive degrees. Tonight is Chancellor Green's celebration.

Before offering a few words about the state of the declining college budget, I'd like to review where it's increasing. Later, Assoc Dean Will Thomas will provide an update about our increasing external awards. There is an ongoing "Only in Nebraska" campaign at the NU Foundation to raise funds in three areas: Student Access and Success; Enhancing Faculty Academic Excellence; and Transformational Research and Innovation. The College's goal is \$81.5 million. We've raised half already from over 5,600 unique donors. The breakdown is that over \$22M was from gifts and grants, over \$16M was planned giving; and nearly \$4M was from pledged gifts.

The permanent budget reductions. In early March, the Chancellor announced the need to reduce the UNL budget by \$23.2 million. The Academic Planning Committee has received the request. On April 14, the details for the reduction was posted on the Chancellor's webpage. The CAS portion was \$1.78 million, representing 3.2% of our total. This is fourth year of reduction for a total of \$7.7 million since the Dean arrived at UNL. To deal with this reduction, the Dean met with Chairs & Directors, Budget Committee, College Executive Committee, and units possibly impacted. The plan has not been finalized. During the process, we are adhering to the central principles of the CAS mission, which is to promote a liberal arts and sciences experience. We will emphasize activities that will allow us to rebound quickly. We will support student recruitment and academic success, grow interdisciplinary collaborations and new academic program innovations, and maintain our responsible fiscal management and overall operational efficiency. We will preserve our research mission because it attracts graduate students and research funding. We will not undermine essential course offerings. Student enrollment, student credit hour production, increasing the number of majors and attracting graduate and professional students remain key considerations. We will instill a core focus on student retention and academic success within every area of the college.

Proposed reductions being considered. The largest portion of the CAS budget, about 88%, is salaries. Right now, our vacant faculty budget is about \$0.95 million, which could meet most of our \$1.78 million reduction. However, there is a need to balance that with our strategic hiring

priorities. A reduction in faculty is linked to a reduction of student credit hours and external research awards, showing how such a decision will negatively impact CAS and UNL. There was also a mandated 10% administrative reduction. To address this, the college will fund summer support for chairs and directors on a temporary basis this year until other funding sources and/or administrative modifications can be identified. After three years of covid-related reductions, we chose not to reduce college staff positions further. Other reductions were from targeted reductions in Operating Budgets and shifting staff positions to alternative funding sources. If you have questions or concerns about the process, please submit them to the Academic Program Committee. Finally, the Incentive-Based Budget model has been paused again in part because a decreasing budget is not an ideal environment and the search for a new Chancellor.

c. Associate Dean for Undergraduate Education updates – June Griffin

Griffin: First year with experiential learning for entering freshmen. There are 33 CAS courses that have been fully approved with more in the curriculum pipeline. This year's CAS-UP foci were attracting and launching. Each program chose practices to pursue. Every program, but one pending, updated their Learning Outcomes. Next year CAS-UP will focus on retention and graduation. First-year retention is beginning to rebound from a COVID-related decline: 80.6% of the 2021 cohort returned for their sophomore year. The four-year graduation rate was 49.7%, which is very close to our goal of 50%. The University entering class for next year is down from last year by about 300 but the college's entering enrollment is holding steady.

d. Associate Dean for Faculty updates – Pat Dussault

Dussault: We offered the usual range of workshops targeted to each faculty category. The college is developing a process to launch new Lecturers and Research Assistant Professors. Guidelines for research professors are being developed. The Professor of Practice guidelines will streamline some processes. There have been 23 searches during the 2022-2023 cycle, resulting in 15 or 16 faculty hires thus far; three searches are still underway. This was substantially more than the past several years.

e. Associate Dean for Research and Graduate Education updates – Will Thomas

Thomas: The University's ranking on NSF research expenditures list is #87 out of more than 1,000 listed. We are one of the few in the Top 100 without a medical center. Year-to-date research awards in the College are \$43 million, the highest in ten years. The Mellon Foundation provided the largest humanities research grant in our history. There are other invited Mellon proposals currently underway. The NU Foundation has helped identify other private foundations. The CAS internal research funding program supported by CASRAC awarded approx. \$130,000 in research funds to more than 30 faculty. Last fall, there was a comprehensive review of graduate stipends in comparison to other institutions that led to increased stipends in six programs. We also began offering two Dean's \$2,000 fellowships per program and have awarded them to 18 students to date.

3. 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: The first reading was at our Fall meeting. Moved and seconded to approve. There were no comments.

Vote: Approved unanimously.

5. Recommendation from the Dean and the College Executive Committee to approve proposed changes to the Professor of Practice Guidelines.

Button: The first reading was at our Fall meeting. Although this isn't a By-Law change, we've treated it in a similar manner. Moved and seconded to approve. Open for comments.

Dussault: After the Fall meeting, someone suggested to change "major appointing unit" to "the candidate, the faculty review committee, chair, or the Dean."

Wendy Smith (CSMCE): What about split appointments? Does that mean all units?

Deb Minter (English): Supports the idea that PoPs don't come up for review so frequently. How about "an appointing unit"?

Button: A change to "an appointing unit" is a bit vague. Naming the line of supervision describes who it means.

Jody Kellas (Comm Studies): I think we need to clarify what we mean by "appointing unit", and whether to include the Dean.

Steve Lahey (Classics & Religious): There are appointments across colleges and there will likely be more. We need to consider the role of other colleges.

Dussault: Our policies relate to activities in our college only.

Eric Malina (Chem): This is about triggering a review, which means it will return to the faculty. The review committee seems appropriate but different programs may have different structures.

Jody Kellas: I propose to change "major appointing unit" to "an appointing unit..."

Clinton Rowe (Earth & Atmos): "...according to that unit's policies"

Deb Minter: Change "major appointing unit" to "an appointing unit according to that unit's policies."

Jeff Mower (Ag&Hort; SBS): Would like to speak against passing this proposal. This document says that PoPs will be hired by an external search. But, there are many Lecturers across the university who have no path forward to becoming a PoP.

Dussault: The procedure is to do an external search, but there have been internal promotion of lecturers that were based on documented arguments.

Button: Many lecturers apply when PoP positions are advertised.

Jeff Mower: I have evidence that Asst PoPs are usually promoted in less than six years, whereas the guidelines say it would be unusual to promote earlier than six years. This indicates you are not following your guidelines and should not approve changes to them.

Many voices at once with rapid back and forth, during it was generally accepted that it doesn't typically take six years for promotion to Assoc PoP.

Button: Do you have a specific motion?

Jeff Mower: I have other objections.

Button: We've heard your concerns. If you don't have a specific motion, I'll have to ask you to give up the floor. After Mower started to voice another objection, the Dean called point of order.

Button: If there is no further discussion, we are ready to vote on the motion that now includes the friendly amendment to change "major appointing unit" to "an appointing unit according to that unit's policies."

Vote: Approved unanimously.

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

Button: Open to questions to any of the committees.

a. Executive Committee (See agenda appendix page 16 for details)

b. Promotion and Tenure Committee (pages 16-17)

Griep: Will the relationship between Postdocs and Research Professors be addressed while updating the Research Professor guidelines.

Dussault: There is a greater heterogeneity among postdoc appointments, and among research professors that makes it difficult.

Mike Herman: Research professors are on soft money, which makes them distinct from Professors of Practice.

c. Curriculum and Advising Committee (pages 17-18)

d. Committee on Student Academic Distinction, Awards, and Appeals (pages 19-20)

e. Assessment Committee (page 20)

f. Research Advisory Committee (pages 20-21)

g. Endowed/College Professorships Committee (page 21)

h. Inclusion, Diversity, Equity, and Access (IDEA) Committee (page 21)

i. Academic Freedom and Freedom of Speech Committee (page 22)

The meeting adjourned at 4:56 pm.

Minutes respectfully submitted by Mark Griep