

1. Minutes approval for Dec.2024: Motion to approve, seconded. Unanimously approved
2. Update on College affairs
 - a. Challenges we face include
 - i. Budget Federal Grant Reductions: External Funding changed F&A costs at federal level from 55% to 15%, with financial impact to be substantial.
 1. Termination of funding by Feds for DEI include 13 grants, effecting \$1.3M in costs.
 2. CAS/ORI/units have partnered to deliver some bridge money for temporary amelioration, perhaps \$130K at this point.
 3. This was more of audience comment/question than my update: Standard model of assessing merit by attaining grants is now no longer sustainable for strategic planning, given the dystopian reality.
 - ii. Internal Budget of NU has \$25M deficit; asked all colleges to address \$5M in Spring 2025. CAS complied by surrendering vacated faculty lines from retirements and resignations. Potential UNL reduction of about \$20M over next year. In preparation for possible reduction, will conduct a strategic planning process which will include metrics-based assessment.
 1. Next week Chairs and Directors to be apprised of these metrics, followed by timeline and process by which to restructure for all departments. These metrics likely to be Procrustean.
 2. Vertical reallocation is what is meant here; this is not across the board, which has happened too often.
 3. Assessment and planning will likely run over the summer. Assessments likely to dovetail into a planned set of system assessments designed to inform a “dashboard” tied to the NU System Strategic Plan and goals.
 - iii. Dussault discussed pressures on academic institutions stemming from federal government policy, exemplified by Department of Education “Dear Colleague” letters. NU system responded by calling for campus-level reviews. College chose to not pre-comply but to simply be watchful and consult with Institutional Equity and Compliance where that seemed merited. Until now, very few changes have been made since we have been observing state laws for several years. Regents’ decision to remove references to DEI has yet to be defined for us to change matters. Dussault noted planned continuation of DEI Coordinator and praised work of Professor Dance, noting efforts to promote clarity, equity, and inclusivity in P&T standards.
 - iv. Dussault notes that CAS merits high regard and should not regard any of the treatment to come as condign.
 - b. Awards and Recognition include Sherri Fritz election to NAS, other notable awards received by CAS faculty, including national ranking for Communication Studies debate teams.
 - i. Students receive Truman scholarships, Gilman scholarships.
 - ii. 7 members of faculty P&T, 13 more promoted.
 - iii. Increase of student numbers admitted to Freshman class.
 - iv. Foundation campaign, target for next year \$81.5M; at nearly \$70M, we are ahead of schedule.
 - c. Changes in Deans office include Dussault as acting dean, Abel as acting dean for faculty, Eve Brank named dean for research. Recognition of everybody else on 12th floor CAS team.

- d. Griffin recognizes Chad Brassil for his value in providing the campus and CAS with the data to inform decisions on courses and teaching.
- 3. Committee Reports
 - a. Question from Luis Othoniel Rosa, Department of Modern Languages and Literatures, about IDEA wanting to see people from Latinx community on this committee.
 - b. Stage asks why Faculty Hiring Committee has not met, major issue has been no room for new hires. Normally 15-20 searches; this coming year, few opportunities for non-required searches.
- 4. Recommendation from CAS Curriculum and Advising Committee:
 - a. Deletion of Russian Major and Russian minor originated in the Department of Modern Languages & Literatures because no permanent faculty to deliver the curriculum. 100 and 200 courses will remain on books, if the possibilities arise. Department of Modern Languages & Literatures is not happy to do this. Reanimation is a logical possibility, but nothing more.
 - i. Why not keep the program “paused” rather than killing it? Because it represents false hope.
 - b. Deletion of Russian major: 26 Y, 3 N
 - c. Deletion of Russian minor: 26 Y; 3 N
- 5. Questions and Feedback
 - a. Jones asks about metrics for graduate programs and respective justice consequent to losing faculty lines. These were decided at EVC level, where balance regarding metrics was attempted at cross-disciplinary level. This remains open to discussion. Next, Jones asks about metrics for joint appointments; exact splitting is impossible and likely to be a problem.
 - b. Brassil notes that incentive-based budget tried to address this; SCH information available for those interested, observing that there are 4 ways to discuss SCH production. This may be useful when this problem of split appointments arises. Jones observes that these metrics seem very complex; Brassil and Griffin assures that all contingencies will be considered.
 - c. Luis Othoniel Rosa notes that interdisciplinary units are likely to be punished by metric analysis. Bloom notes that metrics are only one piece of the analysis, as recognized by APC.
 - d. Courtney Hillebrecht wants more information about the coming process. Dussault expects possible restructuring across the campus and university that will be contingent on ongoing conversations.
 - e. Radu asks who has the final say; recommendations will be presented to EVC and Chancellor prior to APC.
 - f. Dance notes that (e-mail/identity) migration was poorly timed. This sentiment was widely supported by assembly. In response to questions about who should be notified of dissatisfaction, Dussault and Kimbrough stressed the CAS IT group helped to solve and ameliorate problems but that contacts should be made with ITS, with Dussault or Kimbrough as options if there are communication difficulties.
- 6. Adjournment motioned and seconded, universally approved 1645.

Respectfully submitted,

Stephen Lahey