

EXECUTIVE COMMITTEE MINUTES

Present: Adenwalla, Belli, Franco Cruz, Fech, Hanrahan, Peterson, Purcell, Renaud, Vakilzadian

Absent: Buan, Dawes, Leiter

Date: Tuesday, December 11, 2018

Location: 203 Alexander Building

Note: These are not verbatim minutes. They are a summary of the discussions at the Executive Committee meeting as corrected by those participating.

1.0 Call (*Hanrahan*)

Hanrahan called the meeting to order at 2:33 p.m.

2.0 Chancellor Green/EVC Plowman/VC Boehm

2.1 What was the decision making process behind cancelling classes Wednesday? What was the financial cost for the day of mourning closure?

Chancellor Green noted that Governor Ricketts declared a day of mourning for the passing of former President George Bush, and according to State statute, state offices were closed. He pointed out that university employees are considered state employees. He reported that university offices were closed in 2007 for the passing of former President Gerald Ford and in 2004 for former President Reagan.

Chancellor Green reported that President Bounds and the Chancellors discussed the impact of the closure. He noted that no financial costs were associated with the closure other than there was possibly a reduction of utility costs for that day.

Hanrahan suggested that in the spirit of shared governance that the administrators consult with the faculty and student leadership should a situation like this arise again. Chancellor Green agreed, but pointed out that the university followed its previous precedent.

2.2 Status of the Student Code of Conduct

EVC Plowman noted that our Student Code of Conduct needed revising to make it more readable for students and both the Faculty Senate and ASUN have approved the proposed revisions. She pointed out that there is a system-wide Code of Conduct, but each of the campuses' has a slightly different variation tailored for that campus. She reported that ASUN President Hunter Traynor has taken the initiative to share the draft of the revised Code with the other Student Regents and she has shared it with the other campus Chief Academic Officers and hopes that the other campuses will be in agreement with the proposed changes. Additionally, the Vice Chancellors for Student Affairs are engaged with the conversation as well.

Adenwalla asked if we are waiting for the other campuses to support the proposed revisions. EVC Plowman noted that UNO and UNK are unionized and some of the revisions regarding the process for administrative sanctions may need to follow respective campus contracts, but she is hopeful that eventually the other campuses will approve the proposed revisions.

Hanrahan stated that if the Executive Committee could help move the proposed revisions along to let him know.

2.3 Administration's plan to address increasing concerns over security related to extremist political speech in Nebraska?

Hanrahan noted that statements have been made by a few politicians lately that have made some faculty members feel that they are subject to public attack on social media, and they have raised concern about their safety on campus. Renaud stated that the Executive Committee is hopeful that the administration will come to the defense of faculty members. Chancellor Green noted that when a person makes a statement in a public setting on their own time they take responsibility to support that statement, and the university feels that it is a private matter. He noted that in the case of Professor Kohen the administration was approached to take action and Professor Kohen was very complimentary of how the university handled the situation he was involved in.

Adenwalla asked when the university would step into a situation. Chancellor Green stated that the university would become involved if inappropriate action was taken against a faculty member because of their work. He reported that he will be addressing the issue of academic freedom and free speech in his State of the University address on January 15. He noted that in times of challenge we do not change what we believe, nor change our values, or what we do as a university.

2.4 Process for starting committees/policy taskforces involving Faculty

Hanrahan stated that in the idea of shared governance it would be helpful if the Office of the Executive Vice Chancellor consulted with the Senate Executive Committee when taskforces and committees are being formed to work on policies or procedures that impact faculty. EVC Plowman stated that she is receptive to the suggestion, but she sometime needs the ability to be able to quickly form a group when it is needed. She agreed with the idea to consult with the Executive Committee for longstanding committees or taskforces.

Belli asked for more information on the faculty leadership (FLAIR) initiative that was just announced. EVC Plowman stated that the idea for the program came from department chairs and directors who participated in leadership development meetings and who felt the need to have an initiative that would help prepare faculty members to serve as chairs. She noted that the Deans are supportive of the program.

Belli pointed out that the Academic Leadership initiative is an example of when shared governance is needed and suggested that the Executive Committee contribute to the training that will be provided. EVC Plowman stated that the Executive Committee

should be included in the presentation and training and she believes it is Vice Chancellor Walker's intent to include the Executive Committee, particularly in a session on "shared governance."

2.5 Decrease in Investment of the College of Arts & Sciences

Adenwalla reported that there has been an ongoing conversation in the College of Arts & Sciences (CAS) regarding depreciating resources in comparison to the other colleges and discussions about the RCM budget model have brought the issue to the forefront. She pointed out that in proportion to the number of credit hours produced and the number of service courses offered by CAS the resources have shrank. EVC Plowman stated that the resources to CAS may have had a slight decline, but in looking at the number of faculty in the College in 2018 there were 374 faculty as compared to 377 in 2009. She noted that the mix of faculty members has changed so that there are more Professors of Practice, but this has been done to use teaching faculty when teaching capacity was driving the need for a position and in that way continue to protect the research efforts of tenure-track/tenured faculty members. She pointed out that if a dean needs to fill teaching needs that professors of practice often bring great teaching expertise and energy to a college, are often more economical, and help meet demand for classroom instructors.

EVC Plowman reported that in 2010 the College of Business (COB) started charging differential tuition because the college was significantly underfunded. She stated that the number of tenure track faculty members has now increased to 77, and the College made a commitment to hire more Professors of Practice to allow tenured faculty to focus their efforts on research. She noted that the differential tuition rate infused COB with a substantial amount of resources. She pointed out that the RCM budget model would actually benefit CAS, particularly if our model is based on credit hour production and enrollment numbers.

Adenwalla noted that CAS has double the research expenditures and brings in a significant amount of research funding. She pointed out that research expenditures cannot be doubled if we concentrate on hiring Professors of Practice. EVC Plowman agreed. She stated that CAS is a huge college and within the college there is the challenge of directing faculty resources to where they are most needed. She pointed out that in departments that primarily concentrate on teaching, tenure track faculty members are not always the best solution to the hiring need. Adenwalla noted that while some departments do not bring in a lot of research money they still conduct research and need to be funded. She pointed out that Engineering is planning on hiring 25 faculty members. EVC Plowman reported that CAS is hiring about 19 faculty members. She stated that the RCM budget model will provide units with the power to decide how it wants to use its funds.

Chancellor Green pointed out that looking at the data that was provided on a per FTE basis across faculty lines, CAS does not lead the other colleges. He noted that the university made a decision a number of years ago to make differential important investments in Engineering and that new resources for programs of excellence would go

to Engineering, but the net growth of faculty members was only 16. He stated that Engineering still has needs in order to move forward to reach its full potential.

Chancellor Green pointed out that the recent growth in faculty in IANR was with existing dollars. No additional resources were given to the Institute. He noted that EVC Plowman's point regarding the RCM budget model is well taken and the new model should benefit CAS.

Adenwalla asked if it is the priority of UNL to emphasize Engineering over CAS. Chancellor Green stated that the intent is to grow Engineering for the university, and to meet the mission and needs of the State. Vakilzadian pointed out that our Engineering program is probably the smallest in the Big Ten.

Belli noted that with state funding declining or remaining static there seems to be a greater need for investing in tenure track faculty who can help increase our research expenditures, but he is not seeing this happen in CAS. VC Boehm pointed out that every college would like more faculty positions, but we need to agree with some common measures of productivity and we need to take care of the faculty members we already have. He noted that we do not have the resources for an inclusive hiring fund or a dual career fund that would assist us in hiring new faculty members. He stated that if we have a net zero gain in our budget hard decisions will need to be made on where best to put resources, but these are discussions that need to occur at the local level.

Belli pointed out that it seems strategically wise to put investments into faculty that will help bring in research expenditures. Chancellor Green agreed, but noted that we need to look at where the research dollars are coming from both in research grants through federal agencies and collaboration with private industry. He pointed out that one of the reasons that UNMC is increasing its research success is because they are investing strategically in areas of increased federal research funding, primarily through NIH. He noted that part of the rationale for expanding Engineering and IANR is because these are areas where greater research funding is possible. Renaud pointed out that colleges have different needs that have to be considered. For instance, the College of Journalism and Mass Communications need faculty members to teach classes and is consequently hiring a significant amount of Professors of Practice which will allow tenured faculty to conduct research.

Adenwalla pointed out that we want to remain as a university that supports the humanities. EVC Plowman stated that conversations are beginning with the deans about how we measure our progress. She noted that for some units journal publications may be a measure. She pointed out that the humanities and social sciences could excel with these kinds of measurements. She believes that the departments will want to determine what they value and how they can measure their progress.

2.6 Share data analysis of the tuition remission benefits of our peer institutions.

EVC Plowman reported that the University of Nebraska offers 15 undergraduate credit hours per academic year in tuition remission. She noted that the University of Iowa

offers up to 4 credit hours, the University of Michigan offers 12 credit hours per year, the University of Minnesota will offer 100% tuition remission if an individual is getting their first degree, Maryland offers up to 8 credit hours per semester, the University of Wisconsin offers 18 credit hours a year, Ohio State offers 10 credit hours per term, Penn State offers 16 credit hours per year, and Northwestern offers 90% of the tuition. She pointed out that we are comparable to our peer institutions in the Big Ten.

2.7 What is the status of the next installment of gender equity pay for those Extension Educators who did not receive their full gender equity payment?

VC Boehm reported IANR Human Resources is working with Dean Hibberd and his team to make another series of parity adjustments that will take place in January 2019. He pointed out that the parity adjustments that have already been made and that will be made by Nebraska Extension are not solely related to gender, but include adjustments made to get our 4-H/Youth Educator's salaries on parity with educators working in other focus areas.

Purcell wanted to thank VC Boehm for all of his work on making the parity adjustments happen.

2.8 What is the policy on using vacation time for IANR faculty members who are planning to resign?

VC Boehm stated that IANR adheres and follows UNL policy guidelines and practices related to all Human Resource matters. He stated that UNL's policy related to Resignation and Dismissal is available on line at <https://hr.unl.edu/policies/resignation-and-dismissal/>. He noted that the policy indicates that employees that are resigning have two options as to how/when they choose to handle accrued vacation leave balances:

- a) an employee can choose to resign and receive a lump-sum pay-out of any accrued unspent vacation leave (up to 280 hours) as part of their final paycheck;
- b) an employee can choose to use/exhaust a portion of, or the entire balance of their accrued vacation leave prior to his/her/their last official day at work (i.e. your stated and agreed upon resignation date).

He stated that in both of the above cases the employee is required to be present on her/his/their "last day at work." Similarly, employees are not authorized to take leave after their official "last day of work." He reported that according to UNL Human Resources, the vast majority of resignations abide by the last day-payout method with the remainder opting to exhaust their accumulated vacation followed by the "last day at work" to adhere to policy. Purcell asked if there was no longer an IANR policy and a City Campus policy regarding retirement/resignation and accrued vacation time. VC Boehm pointed out that there has only been one policy. He noted that there was some miscommunication and misinterpretation with a recent resignation in IANR, but this has since been resolved.

3.0 Announcements

3.1 Academic Walk

Belli reported that he and Vakilzadian attended the meeting on the Academic Walk which is a plan to celebrate those who have done outstanding work for the university. He noted that consideration for where the walk would be located was discussed with the space immediately south of the Mueller Tower being strongly considered. He reported that several designs were presented, but no decision has been made on what the recognition structures would look like. Peterson asked if the Walk would be a permanent installation. Belli stated that it would and a contractor would be needed, but funds have to be raised for the project.

Vakilzadian reported that there will be another meeting in January to discuss the plans further. He pointed out that the steam tunnel running underneath the identified area could raise some issues. He stated that another possible location for the Walk would be near the stadium, in front of Bessey Hall. Belli stated that while past achievements want to be recognized, room needs to be left for future achievements as well.

3.2 Special Fees Committee Update

Vakilzadian reported that the Special Fees Committee reviewed 32 requests on lab fees. He noted that some were to remove or reduce fees, some were to add fees. Of these requests one was denied, 11 required further revisions, and the rest were approved.

4.0 Approval of November 27, 2018 Minutes and December 4, 2018 Minutes

Hanrahan asked if there were any corrections or suggestions for the November 27 minutes. Hearing none he asked for unanimous consent to approve the minutes. The minutes were approved.

Hanrahan asked if there were any corrections or suggestions for the December 4 minutes. Hearing none he asked for unanimous consent to approve the minutes. The minutes were approved.

5.0 Unfinished Business

No unfinished business was discussed.

6.0 New Business

6.1 Non Tenure Track Forum

Hanrahan noted that earlier in the semester the Executive Committee discussed having a non-tenure track forum. He asked Belli, as President-Elect, to work on developing the forum. Belli stated that he will ask former Senate President Woodman to work with him to help develop the forum.

The meeting was adjourned at 4:36 p.m. The next meeting of the Executive Committee will be on Tuesday, January 8, 2019 immediately following the Faculty Senate meeting. The meeting will be held in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.