

EXECUTIVE COMMITTEE MINUTES

Present: Belli, Franco Cruz, Dawes, Hanrahan, Leiter, Peterson, Purcell, Renaud, Vakilzadian

Absent: Adenwalla, Buan, Fech

Date: Tuesday, October 16, 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 2:31 p.m.

2.0 Announcements

2.1 Meeting with EVC Plowman and VC Walker

Hanrahan reported that he will be meeting with EVC Plowman and VC Walker later this week to discuss the Executive Committee's Ad Hoc Committee Addressing the AAUP Censure and whether or not they would like to appoint two administrators to serve on the Committee.

2.2 Meeting with Interim Vice Chancellor Nunez

Griffin reported that the Executive Committee is scheduled to meet with Interim VC Nunez, Business and Finance, on October 30 to discuss the plan to change the budget model.

3.0 Approval of October 2, 2018 and October 9, 2018 Minutes

Hanrahan asked if there were any revisions to the minutes to the October 2, 2018 minutes. Hearing none he asked for approval of the minutes. Minutes unanimously accepted by the Executive Committee.

Hanrahan asked if there were any revisions to the minutes to the October 9, 2018 minutes. Hearing none he asked for approval of the minutes. Minutes unanimously accepted by the Executive Committee.

4.0 Unfinished Business

4.1 Senate Canvas Demonstration

Hanrahan stated that, while Canvas is used primarily by instructors for courses, it can be used to provide better communication between Senators and the Executive Committee. Purcell pointed out that Extension Educators do not use Canvas. Leiter made a motion for Hanrahan to set up a Canvas site for the Executive Committee. Renaud seconded the motion, but questioned who would use it. He suggested that it be piloted with three or four Committee members. Peterson seconded this idea. Leiter, Renaud, Vakilzadian and

Dawes volunteered to try Canvas out. Hanrahan called the question. Motion approved with one abstention.

4.2 Ad Hoc Committee Addressing the AAUP Censure

Hanrahan stated that he created a narrative listing the events that occurred in association with the suspension of Courtney Lawton and questioned whether this should be shared with the Ad Hoc Committee. Peterson did not think the Ad Hoc Committee should be given the information. Leiter suggested that the narrative could be made available to the Committee if it feels that the information is needed, but it should not be part of the charge to the Committee. Dawes pointed out that she and Professor Konecky created a list of all of the articles that were written on the incident with Lawton and this could be made available to the Committee, but she stated that the members need to make their own analysis. Leiter agreed and stated that the Committee needs to come to its own conclusions. He stated that the Committee can do an investigation and it should have free rein to do what it feels is needed.

Hanrahan reported that he shared the draft charge of the Ad Hoc Committee with Professor Kohen, who is the AAUP local chapter President, and Kohen is onboard with the Committee. He noted that AAUP will decide who will be the two representatives on the Committee, and if EVC Plowman is in agreement with the Committee, she will appoint two people to serve on the Committee.

Hanrahan stated that he would entertain a motion to endorse the syllabus for the Ad Hoc Committee. Purcell moved to accept the syllabus. Peterson seconded the motion. The motion to endorse the charge for the Ad Hoc Committee Addressing the AAUP Censure was approved by the Executive Committee.

The Executive Committee suggested faculty members from the Academic Rights & Responsibilities Committee, the Executive Committee, and the Faculty Senate to serve on the Ad Hoc Committee. Hanrahan stated that if EVC Plowman accepts the charge for the Committee he will contact the suggested faculty members to see if they would be willing to serve. Renaud pointed out that the Committee should be made public once the members are known. Hanrahan stated that the Committee's charge and membership will be added to the List of Committees on the Faculty Senate webpage.

Leiter asked if the committee members on the now defunct Ad Hoc Committee to Review Policies and Procedures in Place and Executed Following the Suspension of Courtney Lawton have been notified that the Committee is no longer viable. Hanrahan reported that they were informed that the Committee was suspended and pending approval of the new Ad Hoc Committee, the first Committee would be disbanded.

4.3 Resolution in Support of NU Budget Request

Hanrahan noted that revisions were made to the proposed resolution to support the NU budget request. Peterson moved to accept the resolution. Motion seconded by Vakilzadian. Belli stated that exact language of the resolution has yet to be finalized and requested that the motion be tabled until the next meeting. Hanrahan stated that in the

meantime, he would consult with Associate to the Chancellor Michelle Waite to see how the resolution should be revised. The Executive Committee unanimously consented to tabling the motion until the next meeting.

5.0 New Business

5.1 Report on Faculty Compensation Advisory Committee (FCAC) Meeting

Hanrahan stated that the FCAC recently met and will be reviewing salary equities by college, rank and departments. He noted that some colleges seem to have more balance in terms of salaries. Purcell stated that the FCAC will be looking deeper at gender equity down to the department level.

Purcell reported that the FCAC asked Institutional Effectiveness and Analytics to look at salaries and the cost of living for our peer institutions and to compare it with UNL. She noted that Assistant Professors are on target, but the Associate Professors salaries are truly lagging, and Professors fair pretty well in comparison to our peers. Franco Cruz asked if the jump in salary from Assistant to Associate Professor at UNL is minimal. Hanrahan said yes. Purcell pointed out that the FCAC will be focusing on Associate Professors and how their salaries can be made more equitable. She noted that more information regarding this issue will be considered by the Committee in May.

Purcell stated that Dawes has been instrumental in getting the Libraries to purchase five books that help women, and others, to negotiate salaries. She noted that she has also sent Dawes five pdf documents that people can also review. Hanrahan stated that he will include this information in the November Faculty Senate newsletter. Purcell pointed out that the administrators on the FCAC stressed that the books and documents should be shared with graduate students and post docs too. Dawes stated that she will get the books in print and in electronic format. She noted that people can view the electronic format for a 140 days before it will no longer be available to them, unless they check it out again.

Purcell reported that it is her understanding that the health savings account that the Executive Committee has been pushing for is going to be available this fall when employees sign up for their benefits.

Purcell stated that the FCAC also has requested that tuition remission be given for graduate hours. EVC Plowman stated at the FCAC meeting that Chancellor Green had requested an analysis of tuition remission benefits of our peer institutions. EVC Plowman will bring that data to the next FCAC meeting, which will be the end of November or early December.

5.2 Agenda Items for Chancellor Green/EVC Plowman/VC Boehm

The Executive Committee identified the following agenda items for its meeting with the administrators next week:

- Update on ombudspersons. Have people been hired and when will they begin?
- Clarification on proposed changes to Regents Bylaw 4.4.5. Why is it

- being changed and not being removed, and what is the status of giving Extension Educators longer notice of termination.
- Clarification on proposed revisions to Regents Policies 4.3.2 regarding tenure and continuous appointment reports.
 - RCM Budget Model.
 - Office of Executive Vice Chancellor reviewing student credit hour by each professor? Why?
 - Plans to improve faculty development leave?
 - Revenue projections for the state and budget implications.
 - Is enrollment of lower income students down?

The meeting was adjourned at 4:07 p.m. The next meeting of the Executive Committee will be on Tuesday, October 23, 2018 at 2:30 pm. The meeting will be held in 201 Canfield Administration. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.