

EXECUTIVE COMMITTEE MINUTES

Present: Belli, Buan, Dawes, Hanrahan, Kolbe, Purcell, Renaud, Vakilzadian

Absent: Adenwalla, Franco Cruz, Fech, Leiter, Peterson

Date: Tuesday, April 16, 2019

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 Vice Chancellor Barker

VC Barker stated that he has been meeting various people across the campus and he looks forward to learning more about the interests of the faculty and with what is happening on campus. He reported that his early assessment of the campus is that we need to coordinate and communicate our efforts with diversity and inclusion. He pointed out that a lot is occurring on campus in regards to diversity, but not everyone is communicating about it resulting in initiatives that aren't connecting. He stated that we need to figure out a better way to communicate centrally with what is happening on campus so we can identify opportunities for connecting. For instance, he recognizes that the academic process for hiring is different from staff hiring, but this doesn't mean that there can't be coordinated diversity efforts in hiring.

VC Barker stated that he is still trying to determine the best way to organize information about diversity efforts and initiatives and to get this information to the department levels. He noted that having liaisons in the colleges would be helpful, and suggested that open monthly meetings about diversity could be helpful. He stated that leadership development about diversity is needed for those in administrative positions.

VC Barker reported that he is still looking at the University and campus policies and practices and believes that identifying key priorities for the faculty and the Faculty Senate is important. He noted that he has had numerous experiences working with faculty on diversity issues and initiatives, and he is completely in favor of working with the faculty leadership.

VC Barker noted that there are four other people on campus who have diversity built into their role: Professor Gwen Combs, Coordinator, Office of the Executive Vice Chancellor; Charlie Foster, Assistant Vice Chancellor for Student Affairs; DaWon Baker, Diversity & Inclusion Director for Athletics; Karen Kassebaum, Director, Staff Diversity and Inclusion, Human Resources, and he has been talking with them about building a diversity team. He stated that the Office of Equity and Institutional Compliance, which

handles Title IX, can deal with racial discrimination, but there is a threshold of what the office can do. He stated that another neutral avenue would be through the ombudspersons positions and noted that they have the requirement of maintaining legality. Hanrahan noted that the ombudspersons will not start until the fall semester and the plan is to have a website that will direct people to the appropriate person they should speak to depending on the issue.

Buan stated that some faculty members from underrepresented groups can already be oversubscribed in doing service work. She pointed out that there is no incentive in our promotion and tenure process to reward additional service work that would be needed to increase diversity and inclusion on campus. She asked what could be done to reward people for their diversity work. VC Barker stated that he believes diversity work should be in the promotion and tenure process. He pointed out that this could be something that the Faculty Senate becomes interested in and suggested that he or Professor Combs could work with the Senate to develop a strategy for including diversity into the P & T process. He stated that conversations about the idea could begin in a meeting with the deans.

Buan reported that the Faculty Senate recently conducted a survey of non-tenure track faculty members and held a forum to provide more information for these members of the faculty. She thinks the non-tenure track faculty members are heavily populated by women and minorities which is an inequity. She stated that one idea to increase diversity of the faculty, which the Senate is discussing, is to convert some of the positions from Lecturers to Professors of Practice or to put them in a tenure track position. She stated that another idea is to have merit-based training programs that move Post Docs to into faculty positions at UNL. VC Barker stated that he is hoping to get a large database of the demographics of campus which will provide him with needed information for him to assess the dynamics of the campus. He stated that the idea of transitioning some temporary positions into tenure track lines has some promise and it would be a worthwhile effort to consider. Belli requested that VC Barker share the database with the Senate Executive Committee.

Vakilzadian noted that VC Barker has stated that he would meet with leaders from western Nebraska and asked if he was still planning to do this. VC Barker stated that he has been talking with VC Boehm and is still planning to visit western Nebraska. He noted that he sees part of his role to consider people's view of the University and to let them know that we are a member of the community. He pointed out that his visit is about making those connections with people throughout the state. Vakilzadian stated that we need to be educating people culturally to make them realize the importance of diversity and letting them know that the University is for everyone. VC Barker pointed out that one of the University's core beliefs is that we believe in the power of every person. He pointed out that holding to this belief will enable conversations to how people feel included and supported.

Hanrahan noted that there are some things in the Constitution of the State that can make diversity efforts difficult. VC Barker agreed that there are some things that present challenges at times, but he believes we can move things forward. Hanrahan pointed out that one of the things he has heard frequently is how the University relates to the overall population of the state. VC Barker stated that he wants to also look at the state demographics which could help make a compelling case of why we need more diversity. Kolbe pointed out that a major goal of the University is to increase enrollment and in order to do this we will need to recruit students not only from the state, but from out-of-state, and also from other countries which will help create a more diversified University. Buan stated that having a more diverse faculty and student body will help UNL compete for federal research dollars.

VC Barker thanked the Executive Committee for meeting with him and stated that he is looking forward to working with the Senate.

3.0 Office of Equity and Institutional Compliance - Title IX Issue (Associate to the Chancellor Zeleny)

Zeleny reported that last summer the decision was made for the campus to follow the best practices of the other Big Ten universities by having on-campus victim advocacy services. As a result two people were hired to fill the role of advocates for students, and another person has recently been hired. He noted that advocacy can be in many different forms, but it is targeted for sexual assault and harassment victims. He reported that Victim Advocacy is housed in the Health Center and the webpage provides pertinent information to assist students (<https://victimadvocacy.unl.edu/>). He stated that as a result of the creation of Victim Advocacy the campus discontinued its contract with the Voices of Hope organization.

Zeleny pointed out that the Institutional Equity and Compliance Office, usually called the Title IX office, is a neutral office which was required by a federal Civil Rights act. He stated that the IEC is separate from Victim Advocacy, and the IEC represents a neutral body that is responsible for conducting an investigation of incidents of sexual discrimination and all forms of sexual harassment that is reported. He noted that this office is very different from the Victim Advocacy.

Purcell and Buan pointed out that there needs to be clear communication and advertisement regarding the Victim Advocacy office and the difference between it and Institutional Equity and Compliance. Belli asked what people should do if they are a victim of sexual harassment and/or assault. He asked whether students need to go to both offices. Renaud stated that it is upsetting that students do not know where they should go when there are incidents of sexual assault or harassment. Zeleny stated that if there is sexual assault usually the police are the first resort, but in all other cases it would be best if people go to Victim Advocacy first because an advocate will more than likely accompany the person to the Office of Institutional Equity and Compliance and help explain what is going on and be supportive. Buan asked if IEC recommends that a person go to Victim Advocacy. Zeleny stated that IEC provides additional information regarding other resources that a person can go to.

Dawes stated that what is disturbing in the Daily Nebraskan article is that Voices of Hope is not portrayed as providing different services than IEC, yet the IEC is being criticized for not doing their job. She pointed out that the police and IEC are not advocates that is the primary role of Victim Advocacy and Voices of Hope. She reminded the Executive Committee that Title IX only looks at the evidence and stated that it is important to have an office that does this. She wondered what happens afterwards to both parties if a Title IX investigation is not found in favor of the victim.

Kolbe stated that there needs to be a link to the resources that are available. He pointed out that these resources need to be easily accessible for students, perhaps on a University webpage. Hanrahan stated that it would be good to promote the information about the available resources in the beginning of the fall semester when students return to campus. Dawes pointed out that students need to know that the first place they should go to is Victim Advocacy who will then help, stay and advocate for the victim as they give their reports to the police and Title IX if they choose to do so. Kolbe noted that the one credit hour library course is no longer available, and suggested that a course be developed for incoming freshmen that provides sexual harassment training.

Zeleny pointed out that UNL does not require faculty and staff to go through an annual sexual harassment training. Hanrahan noted that the training is available in Firefly, but it is geared more towards students, but employees are supposed to be recertified each year. He suggested having someone speak at the November Senate meeting because getting recertified on the training could coincide when people are going through open enrollment for the health care benefits.

4.0 Announcements

No announcements were made.

5.0 Approval of April 2, 2019 and April 9, 2019 Minutes

Hanrahan noted that he made additional changes to the April 2nd minutes and asked if there were any further discussions or concerns. Hearing none he asked for a vote of approval. The Executive Committee approved the revised minutes.

Hanrahan asked if there were any corrections or discussions on the April 9th minutes. Hearing none he asked for a vote of approval. The Executive Committee approved the revised minutes.

6.0 Unfinished Business

6.1 Senate Bylaws and Rules Committee

Hanrahan stated that he wanted to announce to the Senate that the Executive Committee is reconstituting the Senate Bylaws and Rules Committee to review and update the Senate Bylaws. The Committee discussed whether a specific charge should be given to the Bylaws and Rules Committee. There was discussion on changing the date when the term for officers would begin and when the term for new senators would start.

6.2 Draft Resolution on Lecturers' Termination Notice

Item postponed due to lack of time.

6.3 Faculty Survey Comments

Item postponed due to lack of time.

7.0 New Business

7.1 Interview Questions for Dean of Libraries' Candidates

The Executive Committee worked on developing questions for the candidates for Dean of Libraries.

The meeting was adjourned at 4:41 p.m. The next meeting of the Executive Committee will be on Tuesday, April 23, 2019 at 2:30 pm. The meeting will be held immediately following the Faculty Senate meeting and will be held in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.