

EXECUTIVE COMMITTEE MINUTES

Present: Adenwalla, Belli, Franco Cruz, Hanrahan, Kolbe, Latta Konecky, Minter, Peterson, Purcell, Vakilzadian, Woodman

Absent: Buan, Fech

Date: July 30, 2019

Location: 201 Canfield Administration

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/Interim EVC Moberly

2.1 Latest Update on Enrollment Projections

Interim EVC Moberly reported that the July 22nd enrollments are slightly lower than anticipated, but the freshmen enrollment was almost exactly where we thought they would be. He stated that overall we are currently looking at a decrease between 2-3% in enrollment. He stated that undergraduate enrollment is down 1.3% from last year at this time. He pointed out that the number of credit hours generated is what is particularly important. He stated that there is strong emphasis on retention and the colleges are working hard to make sure the upper classman are returning.

Adenwalla asked if there is attrition with the freshmen class. Interim EVC Moberly stated that we currently don't have that information, but the oddest number was with the seniors. He noted that returning seniors were down 3.8% in the number of registered credit hours.

Hanrahan asked how we compare to the other campuses. Interim EVC Moberly stated that he does not know what the figures are yet for UNO and UNK. Chancellor Green noted that the number of engineering students at UNO has decreased over the last three years, but he does not know if this is indicative of their enrollment for this year. Chancellor Green pointed out that the loss in international students has a strong financial impact. He noted that other universities around the country are experiencing the same decrease. Adenwalla asked how much of the decline is in the Asian market. Chancellor Green stated that the freshmen data shows the proportionally the decline is not just Chinese students, there are significantly fewer Malaysian students as well.

Chancellor Green pointed out that it needs to be kept in mind that we graduated the largest number of degree holders in the past two years than we ever have before. He noted that while it is good that we are graduating so many students, it creates a deficit for us if we are down in enrollment. He stated that resident and non-resident students are

about the same rates, but we are down in the number of first time freshmen from Illinois, and this is probably due to the fact that the University of Illinois is recruiting heavily for their in-state students as well as stiffer competition in the Chicago market from other peers.

Purcell asked if this is the last year for the IANR program of agricultural students from Rwanda. Chancellor Green stated that it is the last year, and the original pilot group of students graduated in May. He noted that the last group of freshmen students from Rwanda will enter the program this fall.

2.2 Update on AVC Diversity Hire

Interim EVC Moberly reported that an offer has been made for the Assistant Vice Chancellor for Diversity & Inclusion and negotiations with the candidate are underway.

Hanrahan suggested having a standard practice of setting up a Zoom meeting anytime there is a presentation of a candidate for Assistant Vice Chancellor or above. He pointed out that only a day's notice was given on the presentation for a recent administrative hire.

2.3 Update on the President's Search

Chancellor Green reported that he has not received any updates on the President's search. He stated that he knows that the search committee met and discussed the scope of the position and nominations are actively being recruited. Zeleny pointed out that there will be a faculty listening session with the search firm on September 3, from 2:30-3:30 in the City Campus Union, Auditorium.

Hanrahan asked if there has been any further response to the request to add a Senate representative from UNL and UNO. Chancellor Green stated that he does not believe there will be any changes to the current membership of the search committee.

Belli asked if there will be any public meetings regarding the search. Chancellor Green stated that he presumes the meetings will be confidential, but he would think that public updates on the progress of the search will be made. Belli stated that it will be interesting to see if the search committee updates its list of "pillar of strengths" to include diversity and inclusion.

2.4 Update on Lecturer Committee

Interim EVC Moberly thanked Hanrahan for providing him with a list of names of possible faculty members to serve on the Ad Hoc Lecturer Committee. He noted that Dean Button is working on finalizing the Committee and that many of the faculty members recommended by Hanrahan should be on the Committee. He stated that the membership of the Committee will hopefully be finalized by mid-August and a charge for the Committee is currently being developed.

2.5 Progress report on issues identified by Dear UNL Group

Chancellor Green stated that he has been out of town recently, but is aware of the recent article, and noted that the list of demands in the article did not contain any new demands.

He reported that he has already met twice with the group and demands are being reviewed with great care to determine what can be done to improve our process. He pointed out that there are a number of demands that are not within our jurisdiction. He stated that he thinks that what will come out of this is more advocacy for the students, and more education about Title IX and how it works.

Adenwalla said that she had the sense that many of the victims of sexual harassment/assault are traumatized and do not know how they can resume to their normal life. She suggested that viewing it from this perspective might change how the Title IX office deals with these incidents. Hanrahan suggested the university have a counseling program that victims of harassment/assault can go to for assistance. He noted that we need to create an environment where these students feel safe. He stated that we should be more proactive and have programs that could provide support and help to students which could help prevent similar concerns. Chancellor Green noted that this is at the root of the problem. He pointed out that we do provide two full-time counselors to help these students which is a change from a year ago when we previously had a contract with Voices of Hope. He stated that making greater awareness of the issues and what can be done is something he wants to look at. He noted that this includes required annual Title IX training for faculty and staff. He pointed out that many institutions require this training.

Minter stated that one thing we don't want to do is to normalize bad behavior. Adenwalla pointed out that faculty members don't have the power or knowledge on what should be done with these cases. Minter pointed out that the sense of powerlessness could be addressed at the deans and chairs level. She noted that what is really needed is a change of culture. Chancellor Green stated that is why it is important for faculty and staff to have training, but years ago, after considerable discussion, the decision was made not to require the annual Title IX training. He stated that the awareness of training and educating faculty and staff would be one positive outcome from the Dear UNL demands. He pointed out that we want to have good training, and we need to consider how students become informed about Title IX and the process of it. Purcell suggested that we might need a program to help men to be gentlemen. Chancellor Green pointed out that if there was a program it would be to educate everyone on how they should behave. He reported that there has been some discussion about whether including a Title IX statement on the course syllabi would be helpful.

Chancellor Green stated that another consideration is whether to make all faculty and staff responsible employees and they would have to report any incidents that they become aware of. Kolbe pointed out that support of this idea could be really split on campus. He stated that he prefers having students feel that they can come and talk to him without concern that he is going to report anything. Hanrahan stated that the Senate would support the administration's efforts to make improvements with the Title IX process.

Chancellor Green noted that we have to operate within the law, and we cannot, as a public institution, try to be more than what the law states. He pointed out that Title IX is a very difficult system to work within because the language is subjective and a

preponderance of evidence is required. He reported that the Secretary of the Department of Education is wanting to change Title IX, but at this time universities do not know what changes will be made, although there could be changes regarding investigations which would include live hearings with cross-examinations and all evidence in the investigative proceedings would be available to both parties.

Woodman noted that the original focus of Title IX was about gender equity in sports. He stated that the Omaha World Herald recently reported that the football roster was increased at the expense of women's sports and asked if this was correct. Chancellor Green pointed out that this did not occur. He stated that the football roster has increased by the number of walk-ons, and there has been an increase in the number of positions available on women's teams.

2.6 What oversight is the University conducting on student athletes who have recently been charged with drug possession and other criminal charges?

Hanrahan asked if the football athletes recently charged with crimes will play in the first game. Chancellor Green noted that he is not aware of any announcement having been made about this. He cautioned about drawing conclusions about a student because they are an athlete. He pointed out that if a crime is committed that would eliminate a student from participation on campus the same rule would have to apply to student athletes. He stated that the case with the football player charged with crimes in California has not been resolved yet. He pointed out that the situation with possession of marijuana has become more complex because in some states the use of it is now legal. He noted that any student who violates the Student Code of Conduct will face consequences for their actions from the university.

Adenwalla stated that the football team is a reflection of the university and some of the players are on scholarships. She stated that she does not think they are being treated exactly the same as other students. Chancellor Green pointed out that students across the spectrum are involved in Code of Conduct violations. He stated that Coach Frost has said clearly that he holds his athletes to a high standard and that he has high expectations of his players. He also said that he expects more from his players because they are in the public eye. He noted that we have 22 sport teams on campus and these things occur in every sport, but football is the more visible sport.

2.7 Update on 2025 Strategic Plan

Chancellor Green reported that the strategy team worked on their draft identifying seven aims for the strategic plan. He noted that work will continue on the draft and the four co-chairs will meet at the leadership retreat being held next week. He noted that the plan will emphasis more research, but not at the expense of education. He stated that he feels very good about the plan.

Hanrahan asked what the next steps will be. Chancellor Green stated that he hopes that the plan will be vetted with the campus sometime in the beginning of the fall semester. Zeleny stated that narrowing down the scope of the plan to a five-year period was probably the most difficult part of the plan.

2.8 How can the Faculty Senate be more helpful to the onboarding of new faculty?

Interim EVC Moberly stated that it is his understanding that the Faculty Senate President would have a longer period of time to speak at the New Faculty Orientation. He noted that both the Senate President and President of the Local AAUP Chapter are being asked to speak on academic freedom and free speech. He suggested that Hanrahan and Woodman speak to Associate VC Walker if there were other things they would like to address.

Woodman asked if the New Faculty Orientation is open to non-tenure track faculty members. Interim EVC Moberly stated that he believes it is. Purcell pointed out that in the past it was open to all new faculty including Extension Educators.

Belli pointed out that a recent Senate survey of non-tenure track faculty members indicated that those non-tenure track faculty members with only a few years of service do not know anything about the Academic Rights & Responsibilities Committee and the Employee Assistance Program. He suggested that information on these resources should be provided to them at the orientation meeting.

Minter pointed out that some lecturers are hired very last minute and may not be on the invitation list for the orientation. She suggested that some kind of information session be held later just for the lecturers.

2.9 Progress report on the Ombudspersons Office

Interim EVC Moberly reported that Professor Marjorie Kostelnik and Professor Rodrigo Franco Cruz have been hired as the ombudspersons. He noted that they will spend the first few months training and the plan is to have them ready by November 1, or by January 1, at the latest. He stated that a website will need to be created.

Purcell questioned whether Kostelnik will have difficulty serving the faculty interests since she has been an administrator for so long. Hanrahan pointed out that the search committee discussed this issue with Kostelnik and the committee members did not have any concerns. He noted that the role of the ombudsperson is to listen and point faculty members to the different processes and resources that are available to them to help resolve an issue. Interim EVC Moberly pointed out that Kostelnik is now a faculty member, not an administrator. Adenwalla noted that some faculty members may be hesitant to go to Kostelnik because of her previous role as an administrator. Franco Cruz pointed out that this is one of the reasons for having two ombudspersons.

Woodman asked what percentage of FTE is for the ombudspersons. Hanrahan stated that they each will have .25% FTE for being the ombudsperson. Interim EVC Moberly noted that Kostelnik began training this summer and Franco Cruz will have training in the fall.

2.10 Motorcycle Parking on R Street

Chancellor Green noted that parking on R Street has been converted back to parallel parking and there are now bike lanes. He reported that there will be some motorcycle parking available.

2.11 Will the Walter Scott Engineering renovation include making the University's computer system more secure from natural disasters?

Chancellor Green reported that the computing system is actually housed in Nebraska Hall. He noted that UNL's computing system is entirely backed up at UNMC. Purcell asked if UNMC has back up. Chancellor Green stated that it does at UNO, and reported that there is redundancy throughout the university system.

Chancellor Green reported that the Walter Scott Engineering renovation project is on track and the Walter Scott Link will be coming down in September. He noted that he has been out on the road doing fund raising and the program statement for the next phase of the Engineering Complex project will go to the Board in October. He reported that the plan calls for a new \$85 million building to be constructed across N. 17th Street.

2.13 Issues on the Horizon

Interim EVC Moberly reported that he has informed the College of Journalism and Mass Communications that the search for a new dean will begin soon. He stated that he has asked the faculty for nominations for the search committee. He reported that Dean Ankerson, College of Architecture, will chair the search committee and he will consult with the Senate Executive Committee about the members of the search committee. Woodman asked if it would be an internal search. Interim EVC Moberly stated that it will be a national search.

3.0 Announcements

3.1 AAUP Summer Conference Workshop

Hanrahan reported that he attended the AAUP Summer Conference Workshop last week and noted that Professor Lindquist, a Senator from Agronomy & Horticulture, and Professor Wonch Hill, a Senator representing the At-Large Center District, were also in attendance. He stated that the workshop was very informative and he would provide the Executive Committee with a summary of the workshop. He noted that one of the ideas the speakers at the workshop emphasized was to demand university administrators improve academic freedom.

3.2 Meeting with AAUP's Joerg Tiede

Hanrahan reported that he spoke with Joerg Tiede of the AAUP who stated that the AAUP continues to believe that Courtney Lawton is due some kind of remuneration from the University, and if this is not done, UNL will remain on the AAUP censure list. He stated that when he last spoke with the Chancellor about remuneration the Chancellor pointed out that Lawton received her contract pay.

3.3 Recommendation to Provide Increase to Lecturer Salaries

Purcell reported that she spoke with Chancellor Green and encouraged him to provide a small increase in Lecturers' salaries now while the Ad Hoc Lecturer Committee works. She noted that the recommendations from the Ad Hoc Committee will not be made until March 1, and the university needs to show its concern for the Lecturers, particularly given the statements recently made by former EVC Plowman that she would fix the problem.

3.4 UNL CIO Heath Tuttle

Woodman reported that Heath Tuttle, who has been with Information Technologies on campus for a number of years has been hired as CIO. He stated that he thinks Tuttle will perform well in this role and suggested that Tuttle be invited to speak to the Faculty Senate sometime this fall.

4.0 Approval of July 2, 2019 and July 16, 2019 Minutes

Hanrahan asked if there was any discussion on the July 2nd revised minutes. Hearing none he noted that the July 2nd Executive Committee minutes were approved.

Hanrahan asked if there was any discussion on the July 16th revised minutes. Hearing none he noted that the July 16th Executive Committee minutes were approved.

5.0 Unfinished Business

5.1 Draft Resolution to Revise Regents Bylaw on Search Committees for Chief Executive Officers

Belli reported that he drafted the resolution to revise the Regents Bylaws to include that Faculty Senate Presidents from each of the four campuses be appointed to the search committee for the position of President. He pointed out that the resolution also calls for any search committee for a senior administrative position at the level of Chancellor or Vice President include at least two faculty members appointed by the Senate Faculty President of the respective administrative unit. He pointed out that the proposed revisions would need to be approved by the Faculty Senates at all four campuses in order for the changes to be presented to the Board of Regents.

The Executive Committee discussed how many faculty members should be represented on the President's search committee. Kolbe moved to add language that states that in addition to each of the Faculty Senate Presidents an additional faculty member will be appointed. Adenwalla seconded the motion. The motion was approved.

Woodman moved to add language to the Chancellor or Vice President search committee to add at least three faculty members appointed by the Senate Faculty President. Motion seconded by Kolbe and approved by the Executive Committee. The Committee approved moving the proposed resolution to the Faculty Senate during the October Senate meeting.

6.0 New Business

6.1 RCM Committee Update

Peterson reported that the RCM Committee was provided with a breakdown of the parameters that would be used with the incentive-based budget model. He noted that for general undergraduate tuition 75% of the tuition would go to the college of the instructor and 25% would go to the college of the student. He pointed out that if the instructor and all of the students are from the same college, 100% of the tuition would go to the college. He reported that the Honors College will be considered as academic support. He noted that indirect costs will go directly to the college generating the funds. He stated that other formulas, such as state appropriations and extension funding are included in the baseline model statement for the colleges.

Peterson stated that of particular importance is the driver portion which is basically the cost pool for the college. He noted that Academic Support, Square Footage, Research Support, and Student Support are in the cost pool. He pointed out that the student support is based on the proportional share of student head count. Hanrahan asked if this is the number of students within the college. Peterson stated that it is. He reported that the drivers will determine how much the college will be taxed.

Hanrahan asked if the budget model addresses what incentives there are to prevent colleges from creating their own version of general education courses in order to increase their student credit hour production. Woodman pointed out that the University Undergraduate Curriculum Committee will have to carefully review any new proposals to see if colleges are trying to create duplicate courses. Hanrahan stated that the Senate needs to be careful of the work of the UUCC to make sure that colleges do not attempt to increase their numbers by adding courses that are already in existence in other departments. Peterson suggested that Undergraduate Education Director Sollars should be consulted about the best way to do this.

6.2 Hazard Mitigation Survey Questions

The Executive Committee began reviewing the questions for the survey which will help formulate the hazard mitigation plan. The Committee made some recommendations, but will finalize the work at its next meeting on August 13.

6.3 New President's Salary

Hanrahan reported that he has learned that there is consideration of providing the new President a base salary of \$650,000 per year, and along with the other provisions the total compensation would be about \$1,000,000. He noted that part of the one million is deferred compensation that would be given for good performance. Adenwalla pointed out that the salary would not be so disturbing if faculty salaries were more in line with our peer institutions. Hanrahan asked if the Executive Committee felt that it needed to write a letter to the Board of Regents or to the press protesting the high salary. The Executive Committee decided that the timing was not right to send a letter.

The meeting was adjourned at 4:58 p.m. The next meeting of the Executive Committee will be on Tuesday, August 13, 2019 at 2:30 pm. The meeting will be held in 203 Alexander Building.

The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Latta Konecky, Secretary.