

EXECUTIVE COMMITTEE MINUTES

Present: Belli, Buan, Franco Cruz, Dawes, Fech, Hanrahan, Kolbe, Leiter, Peterson, Purcell, Renaud, Vakilizadian

Absent: Adenwalla

Date: Tuesday, March 26, 2019

Location: 201 Canfield Administration 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 2:30 p.m.

2.0 EVC Plowman and VC Boehm

2.1 Update about Business Centers and the Recommendations of the Huron Group Consultants

VC Boehm reported that there are three task forces generated by the N2025 group that are looking at developing an implementation strategy framework. One of these task forces is looking at how we support faculty, staff, and students with Human Resources, travel, and procurement services and to see if these services could be delivered more efficiently through people who specialize in these functions. He noted that the units, department heads, directors, the Senate and the APC will be reviewing and providing feedback on the ideas generated by the taskforce. He reported that the APC is planning to have periodic meetings with the co-chairs of the task force. EVC Plowman reiterated that the idea to create pods of business centers will be vetted with many different groups on campus.

VC Boehm stated that the RCM Committee is working on the plan to move to a hybrid RCM budget. He noted that the Committee hopes to have formalized ideas by September so the campus can move forward with its strategy. Belli stated that there is significant angst amongst the faculty members with the idea of having business centers. EVC Plowman pointed out that there will not be one centralized business unit, rather there might be five - seven different centers, but it will depend on what will be deemed to work the best for the faculty and colleges. She noted that the business staff of larger colleges have proficiency and expertise with routine work like SAP and human resources because they perform these tasks so frequently that they have become experts in these areas. She pointed out that for smaller colleges they don't have the same level of budgetary financial support and strategic support. She stated that she can envision a pilot business center for three of the small colleges, but noted that people working for the center would not necessarily be physically moved. She reported that the people working in these centers would have more volume of the business transactions and would become more proficient with them. She noted that the College of Business pulled these tasks up to the Deans

Office and it was found to work much better and faster because the people who worked on these business functions became experts in how to do them. Purcell stated that this is what Extension did and it has been very successful and helpful to the faculty. VC Boehm noted that in 2005 IANR went from 15 business centers to 8.

Belli stated that it is helpful to have a business person in the department who can help faculty, particularly those who can help with monitoring grant funds. EVC Plowman stated that the person located in your department may be doing other things, and when this person goes on vacation there will be someone else who can take over the work. VC Boehm pointed out that there is no way that we are going to be able to hit our target in the Big Ten without making sure we have processes in place that support the faculty.

Vakilzadian asked who would control the business centers. EVC Plowman stated that right now the task force is trying to figure out how we can save money in these processes which could free up funds that could go back to the departments. She pointed out that we are not going to get any additional funding from the State to help support our operations so it is critical that we find savings where we can.

Vakilzadian asked if the business center idea contradicts with the RCM budget plan. EVC Plowman stated that it actually will complement the RCM budget because units will be responsible for generating new revenue and they will be responsible for managing their costs.

Buan pointed out that one aspect of the angst people are having is because of their experience with powerless bureaucracy. She stated that from a business perspective if you have specialists it can improve things, but there has been some discrepancy in units in how business functions work. She noted that there is a concern that someone removed from the department will make administrative decisions that will negatively impact faculty members. She stated that there will be a need for communication and regular feedback to see how the business center concept is working. Kolbe stated that the faculty don't have a fear of change, but question what would happen if the business centers do not work well. He stated that the transition period could be difficult.

VC Boehm pointed out that we have 1,000 people on campus that manage the various business processes and 2/3 of them are embedded in the units and will stay there. He stated that the high frequency processing functions are being considered for the business centers, but there will still be a local person in a department. He pointed out that it will take some time to transition from where we are today to full implementation of the plan.

2.2 Why can't the statements on academic freedom being developed by the AAUP Censure Committee be considered policies?

EVC Plowman noted that she had asked a group of faculty and administrators to work together to see if they could agree on what academic freedom is and to create guidelines on it. She stated that she prefers that it be guidelines, but there are some who feel it should be a policy. She questioned what making it a policy would do, and pointed out that policies typically have repercussions if they are not followed. She stated that there

could be conversations about the statements that were created by the group. Hanrahan noted that the Senate Executive Committee reviewed the statements and made some suggestions, but there has not been any response from the group working on the statements regarding the suggestions.

2.3 Are there any issues that the Office of the Executive Vice Chancellor can identify that the Faculty Senate could assist with?

EVC Plowman stated that it would be great if the Executive Committee could discuss how we can work together on retention and how we could use the hours of the day and months of the year more fully in terms of how we schedule courses.

Hanrahan noted that we have 15 weeks in our semester while most universities have 14. Peterson reported that he was on the committee that looked at eliminating dead week (now called the 15th week policy). He stated that one issue that came up is that there are 14 Mondays during the semester while the rest of the days meet for 15 times. He reported that one suggestion was to have class on Monday of the 15th week, then have two or three days for students to study, starting finals on the Thursday and Friday of the 15th week and completing finals on Wednesday of finals week. He pointed out that having finals end on Wednesday also provides the Office of the Registrar more time to prepare for graduation. He reported that when the idea was proposed there was a lot of pushback.

Buan stated that for faculty in the STEM fields there is the issue of how much time you should spend in getting grants as compared to spending time with students. She noted that spending more time with students helps with retention, but doing this impacts work on research grants.

EVC Plowman reported that it is known that in courses where there is a mid-term and a final that student retention is impacted because students do not get early feedback on how they are doing in the course. She stated that earlier feedback on student performance helps the students and she encouraged faculty members to consider this and the other ideas discussed above.

EVC Plowman stated that the University of Texas is teaching at-risk students in a new way and the results have been promising. She noted that we should look into this to see if it would be successful here. She reported that the new Teaching and Learning Center should also be helpful with our efforts to retain students. VC Boehm stated that we need to meet the needs of students and some students need help in certain areas. He stated that we should lean on our Professors of Practice to assist with our retention efforts as their mission is student success and they do not have to be involved with grant writing tasks. Hanrahan pointed out faculty involvement is needed in whatever efforts are being considered, and the sooner the better.

2.4 What are the plans since the IANR promotion and tenure committee was voted down?

VC Boehm noted that the vote to create an IANR promotion and tenure committee failed by only 10 votes. He stated that much was learned from the experience. He pointed out that the IANR Bylaws state that all faculty members, including Extension Educators, are enfranchised on all issues whether they are personally impacted by the action that is being voted on or not. He stated that every group of faculty members had people who voted, and of those who voted 50% were in favor of the proposal. He stated that the group least favorable to the idea was the tenured faculty. He noted that concerns were raised about the composition of the committee with some people wanting a representative from each of the 15 units and others feeling that non-tenure track faculty members should be included, although he has not heard of this occurring at other institutions.

Peterson stated that he thought VC Boehm did a very good job of explaining the need for the committee and suggested that he be more involved in getting the information out to the faculty. Franco Cruz pointed out that the listening session he went to was poorly attended by the faculty, yet many faculty members had questions shortly before the vote was taken. VC Boehm reported that Associate VC Bischoff visited the departments and worked with the chairs of the units' promotion and tenure committees. He stated that the IANR administration has learned a lot since the vote and he is optimistic that there will be a super majority in favor of the creation of the promotion and tenure committee when it is proposed again in IANR.

Buan stated that one concern she is hearing is that the administration was going to push the formation of the committee even though the vote failed. VC Boehm stated that he does not see the outcome of the vote as a failure, but a chance for further conversations about promotion and tenure. He pointed out that faculty participation in the promotion and tenure process is one of the most important components of shared governance.

Griffin reported that some Extension Educators may have felt that they did not need to vote since the promotion and tenure committee does not apply to them. VC Boehm pointed out that if an IANR Bylaw change that affected only Extension Educators was proposed, all faculty members in IANR would still need to vote, and the same is true in the case of trying to establish a promotion and tenure committee. Buan stated that there may be non-tenure track faculty members who are not aware of this. Purcell stated that as an Extension Educator she would not be affected by the proposed change, but she would have liked to have heard from faculty members what they thought of the idea rather than just hearing from the administrators. Buan suggested that VC Boehm try to obtain written feedback from people who may not have voted stating the reason for their decision not to vote. Purcell suggested having a few faculty members list the pros and cons of the proposed promotion and tenure committee would be beneficial.

2.5 What is the policy for when search consultants are used for a hire?

EVC Plowman stated that there is no policy for when consultants are hired. She stated that they tend to be hired when we haven't been in the search market for some time or if there is concern that we will not get a strong pool of candidates. She noted that a search

consultant is being used for the search of the Dean of Libraries because we have not had to search for a new Libraries dean for many years.

Belli asked if search consultants have been beneficial to hiring. EVC Plowman stated that they have and although the Dean of the College of Education and Human Sciences became an internal hire, she noted that there were three strong outside candidates amongst the finalists. She acknowledged that there were some tradeoffs with using search consultants though.

2.6 Possible Senate Executive Committee and Administrators Retreat

Item postponed due to a lack of time.

2.7 What are ways the faculty and Academic Affairs can collaborate to improve enrollment?

Fech stated that we do not know what the economic impact will be for the University because of the natural disaster that occurred in Nebraska. He noted that many ranchers, farmers, and business owners suffered extreme losses which could impact their ability to send their children to the University. EVC Plowman stated that the University is very concerned for everyone impacted by the disaster. She reported that the enrollment management offices on each of the campuses are working on ideas on how the University can help students impacted by the flooding. She reported that the NU Foundation has set up a fund to help students, faculty, and staff who are facing immediate financial difficulties because of the disaster. She stated that every single admission policy procedure is being reviewed to see if adjustments can be made to assist impacted students. She noted that a real concern is that 1500 students who have applied for admission to the University are from the impacted areas in Nebraska. Fech stated that Extension Educators would like to partner with the University in any way to assist the people of the state impacted by the disaster.

Buan wondered if the disaster could impact enrollment for the University for years. EVC Plowman reported that this is unknown, and at this point there have been less than 10 students who couldn't return to campus due to the flooding and we are working with them to try and accommodate their situation. She noted that a dorm was opened during spring break to provide housing for students who could not get home because of the flooding. She stated that the number of students who expressed a need for assistance was less than anticipated.

EVC Plowman stated that Dean Hibberd is spearheading the coordination of the University of Nebraska system's efforts to assist the State with the recovery process. She noted that it will probably be 18 months to 2 years for the State to recover. She stated that Dean Hibberd is meeting with the Deans of the colleges to see if there are faculty members and staff who can assist with the recovery, and both she and VC Boehm are contributing funds to establish a summer student service ship where students work as a pair to help in recovery efforts.

EVC Plowman reported that student retention will be a major focus which the faculty can assist with. She pointed out that it is much less costly to retain students than to recruit new students. She stated that reports will be produced to see what groups of students have lower retention rates and what support we could provide them to help make them successful. She stated that consideration is being given to using the academic calendar more fully, to use summer sessions more, to provide courses at different times, and to use more hours of the day to offer courses. She hoped that faculty members would be open to teaching a course at a different time than it has been traditionally taught, and she welcomes any suggestions faculty members might have to help improve our student retention rate.

Kolbe asked if there is any way to get data on why some groups drop out more than others. EVC Plowman stated that it could be that they do not feel welcomed, but we need to target groups so we could specifically address the reasons why they do not return. Buan suggested that grade replacement could be an issue in that some students may not have a good experience in a course, but it is difficult for them to take the course over to replace the lower grade. EVC Plowman stated that the plan is to consider many things, one of which could be to have students who are on the edge of admission take courses over the summer that could help them so they could be admitted in the fall.

EVC Plowman reported that overall our retention rate is getting better, but we need to improve to an 80% graduation student retention rate. She pointed out that we know that a college education ensures a better life for people.

3.0 Chancellor Green

Chancellor Green called into the meeting while he was traveling to discuss the announcement of President Bounds' decision to leave the university. Chancellor Green stated that he admired the President's decision and understands his reasons for it. Chancellor Green reported that the transition will be smooth and he has had assurances that the transition will begin in the next few weeks. He pointed out that everything will remain on schedule.

Hanrahan asked if the Chancellor foresees any issues with an Interim President in place related to the pending bylaw changes that specifically relate to the AAUP censure. Chancellor Green stated that this is unknown at this time. He pointed out that until conversations are held with the Board of Regents it is difficult to answer some questions. He stated that things that have been proposed will not be slowed down because of the President's announcement. Hanrahan asked if the search for a new Vice President of Information and Technology and CIO will continue or be put on hold until a new President is found. Chancellor Green stated that he does not anticipate that there will be any slowdown at Central Administration and business will continue as usual.

Kolbe asked if there have been any signs of changes for funding the University due to the flooding. Chancellor Green stated that he did not think so, but he understands that the needs of the State still need to be determined.

4.0 Announcements

4.1 March Board of Regents Meeting

Hanrahan reported that the Duo Authentication System and security issues will be discussed at the March 25 Board of Regents meeting. He asked if the Executive Committee would like to invite the people who speak on the Duo system to meet with the Committee sometime in the fall. The Committee agreed.

Hanrahan reported that the Faculty Senate Presidents are meeting with President Bounds and Associate VC Currin to discuss concerns with health insurance.

4.2 Ombudspersons

Hanrahan reported that an announcement will be made soon. It is expected that ombudspersons will be online in the fall semester.

5.0 Approval of March 12, 2019 Minutes

Hanrahan asked if there were any revisions or discussions regarding the minutes. Hearing none he asked for unanimous approval of the minutes. Motion approved by the Executive Committee.

6.0 Unfinished Business

6.1 Resolution on Workload Calculations

Hanrahan reported that Associate VC Walker had suggested that the Faculty Senate consider having a policy that mandates that deans publish how workloads are defined. He noted that Academic Affairs has found that what is considered a full workload in one department is defined differently by another department within in the same college. He stated that the impetus behind the idea is to create more equality in workload for faculty members of the same rank, but in different departments.

Leiter pointed out that there is a fundamental problem in trying to standardize apportionments and responsibilities across the campus. Buan suggested that perhaps there could be standardization within colleges. She asked what faculty can do if they are not happy with their apportionment. Peterson noted that they can request a change of the department chair, and if denied, they could go to the college committee as outlined in Regents Bylaw 4.3. Leiter pointed out that each group should decide what the apportionments should be given their discipline and department needs. Buan stated that the idea does not address quality issues. Hanrahan noted that the idea to standardize does not involve quality, but is rather looking at the number of hours involved in the person's workload. Buan pointed out that the units should decide what their goals are and how these will be attained.

Hanrahan noted that the Executive Committee was not receptive to the idea to mandate that deans standardize apportionment of responsibilities.

6.2 Resolution on Lecturers 90-Day Notification

Hanrahan suggested the Senate consider a resolution giving all special appointments notification of termination length based on their years of service. He stated that the

length of termination notice would be similar to what is provided for Professors of Practice and Research professors.

Vakilzadian asked for clarification on the Lecturer position. Hanrahan pointed out that Lecturers are intended to be temporary positions, but a number of departments have rehired the same person for many years, but while these people have been employed by the university for lengthy periods of time, they rarely receive promotions or salary increases.

Kolbe noted that asking or forcing departments to make the change being considered would require getting position approvals for units from upper administration. Hanrahan suggested that the change could be similar to a post doc, who after five years, must either leave the university or become a research professor which would require the department/college providing a position for you. Purcell noted that former Chancellor Perlman had pointed out several times that having lecturers is based on financial decisions.

Peterson suggested that Hanrahan draft a resolution for the Executive Committee to consider.

7.0 New Business

7.1 Report from Associate VC Currin on Mental Health Providers in UMR

Hanrahan noted that he has been speaking with Associate VC Currin regarding mental health providers that are part of the UMR system, or who are being recruited to join UMR. (See attached report.)

7.2 Executive Committee Elections

Griffin noted that the Senate Executive Committee elections are quickly approaching and only one person has stated that they would run for election. She stated the nominees are needed for two Executive Committee members.

The meeting was adjourned at 4:32 p.m. The next meeting of the Executive Committee will be on Tuesday, April 2, 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.

REPORT ON MENTAL HEALTH CARE PROVIDERS

| to UBH | City | State | Zip | Servicing Provider Name |
|--------|---------|-------|-------|-------------------------|
| 1 | Lincoln | NE | 68512 | KELLI D BREMER |
| 2 | Lincoln | NE | 68512 | NANCY J GERRARD |
| 3 | Lincoln | NE | 68512 | DANIELLE I BUDA |
| 4 | Lincoln | NE | 68502 | CAMIE L NITZEL |
| 5 | Omaha | NE | 68124 | JANET P MCGIVERN |
| 6 | Lincoln | NE | 68516 | TINA M VEST |
| 7 | Omaha | NE | 68124 | SARAH L JONES |
| 8 | Lincoln | NE | 68516 | DEBRA A NEWMAN |
| 9 | Lincoln | NE | 68516 | SERENA E MACAULEY |
| 10 | Omaha | NE | 68144 | BRIER A JIRKA |
| 11 | Omaha | NE | 68114 | ANGELA M HEIM |
| 12 | Omaha | NE | 68137 | PAULA A WHITTLE |
| 13 | Omaha | NE | 68124 | MICHAEL J SEDLACEK |
| 14 | Omaha | NE | 68124 | GINA M FRICKE |
| 15 | Lincoln | NE | 68506 | STEVEN B BLUM |
| 16 | Lincoln | NE | 68528 | GAIL A LOCKARD |
| 17 | Lincoln | NE | 68516 | BRAD A RIDDLE |
| 18 | Lincoln | NE | 68506 | ELI S CHESEN |
| 19 | Omaha | NE | 68127 | PATRICIA E WICKS |
| 20 | Omaha | NE | 68106 | LISA M BECK |
| 21 | Lincoln | NE | 68516 | AMY L CHATELAIN |
| 22 | Omaha | NE | 68104 | KENDRA K MCCALLIE |
| 23 | Lincoln | NE | 68508 | KAREN K SHARER-MOHATT |
| 24 | Lincoln | NE | 68502 | LINDSAY N SALEM |
| 25 | Omaha | NE | 68144 | MARYLEE T COADY-LEEPER |
| 26 | Omaha | NE | 68144 | CONCEY S RAMOLD |
| 27 | Lincoln | NE | 68510 | DEANNE L ISAACSON |
| 28 | Omaha | NE | 68144 | JENNIFER H CYR |
| 29 | Lincoln | NE | 68502 | DANIELLE S BAUER |
| 30 | Omaha | NE | 68124 | CHERYL J BUDA |
| 31 | Lincoln | NE | 68510 | MICHAEL J RODGERSON |
| 32 | Kearney | NE | 68848 | CLINT P MALCOM |
| 33 | Lincoln | NE | 68505 | EDWARD M STRINGHAM |
| 34 | Omaha | NE | 68102 | MEGAN E SMITH SALLANS |
| 35 | Norfolk | NE | 68701 | MICHAEL B LACROSSE |
| 36 | Omaha | NE | 68132 | LOUISA W FOSTER |
| 37 | Lincoln | NE | 68506 | ELISHA A SIECK |
| 38 | Lincoln | NE | 68502 | JOSE GARY B NADALA |
| 39 | Lincoln | NE | 68502 | MELISSA L QUICK |
| 40 | Lincoln | NE | 68510 | LISA M JONES |
| 41 | Lincoln | NE | 68506 | ANN M HAMILTON |
| 42 | Lincoln | NE | 68510 | MERIBETH B TENNEY |
| 43 | Omaha | NE | 68132 | ROBERT D NEVE |
| 44 | Omaha | NE | 68144 | ERICA L KUBE |
| 45 | Omaha | NE | 68144 | JANICE K CAUDILL KUHN |
| 46 | Omaha | NE | 68114 | KATHLEEN S OCONNOR |
| 47 | Omaha | NE | 68144 | JACQUELINE L MARYMEE |

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|----|-----------|----|-------|--------------------------|
| 48 | Lincoln | NE | 68506 | MARIANNE A BASKIN |
| 49 | Omaha | NE | 68144 | THOMAS J HALEY |
| 50 | Omaha | NE | 68144 | KAREN E BAUMSTARK |
| 51 | Lincoln | NE | 68510 | SUSAN ! OUTSON |
| 52 | Omaha | NE | 68144 | YESHIM ! OZ |
| 53 | Omaha | NE | 68144 | CHRISTINE J COOK |
| 54 | Omaha | NE | 68127 | LISA M BASILE |
| 55 | Lincoln | NE | 68502 | TRISHA A JOBMAN |
| 56 | Omaha | NE | 68104 | JANE DODSON MARTIN |
| 57 | Omaha | NE | 68102 | JANNETTE J DAVIS |
| 58 | Lincoln | NE | 68516 | KATHLEEN A DOMBROWSKI |
| 59 | Omaha | NE | 68102 | TIMOTHY B SWISHER |
| 60 | Lincoln | NE | 68502 | TINA D HOFFMAN |
| 61 | Omaha | NE | 68164 | CRYSTAL P ANZALONE |
| 62 | Lincoln | NE | 68506 | DEBRA S HICKS |
| 63 | Lincoln | NE | 68502 | MICHELLE A LEMON |
| 64 | Omaha | NE | 68132 | NANCI R NILLES |
| 65 | Lincoln | NE | 68510 | REBECCA K BRAYMEN |
| 66 | Omaha | NE | 68114 | STEPHEN J ABRAHAM |
| 67 | Papillion | NE | 68046 | KAREN D SIGLER NAEGELE |
| 68 | Omaha | NE | 68106 | ANNE E BARKER |
| 69 | Lincoln | NE | 68505 | COLETTE L WHEELER |
| 70 | Lincoln | NE | 68506 | DEBORAH K PERRIN |
| 71 | Lincoln | NE | 68508 | LINDSAY A TWETEN |
| 72 | Lincoln | NE | 68516 | MARCIA L CARLSON |
| 73 | Lincoln | NE | 68510 | DUOL W RUT |
| 74 | Omaha | NE | 68124 | BRIAN D LUBBERSTEDT |
| 75 | Omaha | NE | 68106 | MARY J HANIGAN |
| 76 | Lincoln | NE | 68510 | LAWRENCE KAGAN |

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|----|---------------------------|
| 27 | trying to recruit |
| 17 | already contracted |
| 7 | in credentialing |
| 21 | refused or not elig |
| 4 | unable to contact |

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