

## EXECUTIVE COMMITTEE MINUTES

**Present:** Adenwalla, Buan, Franco Cruz, Fech, Gay, Hanrahan, Kolbe, Minter, Peterson, Purcell, Vakilzadian, Woodman

**Absent:** Latta Konecky

**Date:** Tuesday, January 28, 2020

**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.

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### 1.0 Call (*Hanrahan*)

Hanrahan called the meeting to order at 2:30 p.m.

### 2.0 Announcements

#### 2.1 Proposed Policies on Sexual Relations and Bullying

Hanrahan reported that he sent Associate VC Walker an email stating that the Executive Committee could not support bringing either the proposed Sexual Relations or Bullying policy to the full Senate at this time. He provided Associate VC Walker with the Executive Committee's feedback, and she thanked the Committee for its feedback.

#### 2.2 AAUP Censure

Hanrahan stated that he contacted Hans-Joerg Tiede, Senior Program Officer of the AAUP, regarding UNL's censure, and efforts to be removed from the censure list. He informed Tiede of the proposed changes to the Regents Bylaws. Hanrahan noted that he will reach out to AAUP once the proposed changes to the Bylaws have been approved to see if the changes will be sufficient to allow the removal of the censure for UNL. He pointed out that it is possible that the Board may not approve the changes until November since the Board only meets every other month.

#### 2.3 Concussion Protocol

Buan reported that the Big Ten has been discussing concussion protocol for protecting student athletes. She stated that representatives from the Big Ten universities who are on different athletic boards or committees have been participating in the discussion. She stated that if anyone is interested, there will be a meeting on February 3 at 8:30, which they can attend.

### 3.0 Approval of January 21, 2020 Minutes

The Executive Committee minutes were approved.

### 4.0 President Carter

President Carter wanted to introduce his management style which he sees as the CEO of the University system, and pointed out that he has very good Chancellors who are all

competent in what they do and he feels no need to micromanage them. He noted that he sees his role as ensuring that the Chancellors have the needed resources to not only continue their work, but to enable the University to grow.

President Carter reported that when there are hard decisions that need to be made he tries to pause and do more listening before making a decision, and he is a strong believer in that you don't let perfect get in the way of good enough. He stated that he is currently focusing on meeting faculty, staff, and students and he is doing a deep dive at UNL first, meeting people and touring the campus seeing not only the new buildings, but the old buildings in need of some repair or replacement. He pointed out that most buildings have a 40-year cycle, but there are some on campus that are almost 100 years old.

President Carter stated that he has met with many members of the State Legislature and he has the opportunity in this short legislative session to learn the processes and procedures with the unique Unicameral of the State. He pointed out that the University budget is not being considered in this legislative session, and he plans on using the time to find common interests with the Legislators which will allow him to build discussions on the value of education.

President Carter stated that he is deeply involved in working on a strategy for the University system. He noted that the strategy is for the whole University, not just for him, and he has asked the Chancellors to put together a team to work on developing a strategy. He reported that he wants team members representing the various groups on the campuses, and recently learned that there was no one from Extension. However, he is already in the process of fixing this. He noted that there will be an initial meeting soon where he will lay out what the team will be doing. He stated that he is envisioning the team creating a document that will present an assessment of where the University is now, where we should be going in the next five years, and how we can improve our resources. He noted that the document needs to speak to the value of education and should be universal in or out of the state, and it also needs to address how we are going to grow the University, and not just in numbers. He pointed out that he has been excited to see all of the great work that has been done here already and believes this is a phenomenal university. When looking at the four campuses he stated that UNL is the flagship campus where it all started, and he wants to keep UNL this way because it helps the other campuses, which have their own unique mission, to be successful. He noted that the N150 Strategy and the N2025 Strategic Plan should help inform the University's strategy, although he does not think the University strategy needs to be as detailed.

President Carter reported that he is enjoying being here and working with such professionals, and noted that he has already been traveling to other parts of the State to meet and talk with people. He stated that he would be happy to come back and talk with the Executive Committee whenever he is available.

#### **4.1 How can the Faculty Senate help him get connected with the faculty at UNL?**

Hanrahan thanked President Carter for meeting with the Executive Committee and asked how the members can be of help. President Carter stated that he wants to feel a

connection with the faculty, and he understands that there was some angst about his academic background and experience being different, but he appreciates the faculty and he represents all of the constituents of the University. He noted that he has been teaching, in a different manner, all of his life, but he has a great passion for it, and it is the reason he is here. He pointed out that he wants the faculty to be successful.

President Carter stated that he was asked at a recent IANR meeting what three words he would use to define strategy. He reported that they were: growth, retention, and culture. He pointed out that retention pertains to not only students, but faculty and staff as well, and noted that the faculty salaries at UNL in comparison to Big Ten peers is low and he hopes to work with Chancellor Green and others to try to resolve the issue. He pointed out that currently it would take \$13 ½ million to fulfill the 7.5% salary increase request to bring the UNL faculty up to the mid-point of their peers, as pointed out by Dr. Hanrahan at the Board of Regents' meeting on December 5, 2019.

President Carter stated that possibly the most important part of the strategy has to do with culture. He noted that he is still learning about the culture on each of the campuses, but he believes that for however good we are, we have another level to go to make our brand better, and we need to do this to successfully recruit out-of-state students. He pointed out that making our brand better may take some time, but we need to start thinking about this when we develop the University strategic plan.

#### **4.2 Faculty Representation at the Board of Regents Level**

Hanrahan noted that the faculty have felt that they have been shut out at the upper system governance level while the students have a seat on the Board of Regents, yet it is the faculty and staff who are the permanent members of the University. He pointed out that colleagues at some of the other Big Ten universities have thought it strange that we don't have some level of faculty participation with the Board. He asked if there could be faculty representation, at least on some of the Board's committees.

President Carter noted that the Regents have authoritative oversight and are responsible for making major decisions. He reported that in reading the Chronicle of Higher Education everyday he has followed some of the other news about other university boards, and can say that while Nebraska might not be perfect, it is better than at some other institutions. He noted that he will be going to Washington D.C., along with some of the Regents, to meet with AGB Search firm, leaders in higher education searches, to learn about best practices at other universities. He noted that the argument could be made that the Faculty Senate President is the representative of the faculty to the Board, but he is willing to look at whether there can be a fit with a faculty member serving on the Board's committees. He pointed out that while he might be able to have some influence with the Board, it is ultimately the Board's decision to make.

#### **4.3 Update on Efforts to Remove UNL from AAUP Censure**

Hanrahan noted that the Senate was informed that the proposed changes to the Board of Regents Bylaws were to come back to the campuses for some modifications to the proposed language, but they have not been sent yet. President Carter stated that he would

like to see UNL off the censure list, but the number one action that we need to ensure is that we have a process in place where a punitive judgement cannot be made until all of the facts are received. Hanrahan asked if President Carter has seen all of the proposed changes. Chancellor Green noted that he has given President Carter the draft and briefed him on the change in language being proposed by Central Administration.

Hanrahan asked if all four campuses would need to recertify the change in language being proposed by Central Administration. He noted that if this were to happen the changes to the Bylaws may not occur until November. President Carter stated that the simplest thing is to have a well-defined process, and pointed out that he likes to move things along when things are ready.

#### **4.4 How will he lead greater sustainability on campus?**

President Carter stated that he is a champion on climate change and he believes in having conversations about it. He pointed out that we need to look at the right formula, taking into consideration the infrastructure of the campus, and he has talked to the Foundation about the percentage of investments it has with fossil fuel companies. He noted there are deep conversations occurring about this issue, and the student body is going to press the issue further. He noted that he has told the student leadership that there needs to be discussion in a responsible and mature way, and any changes will be made because it is the right thing to do, which could lead to some divestiture of fossil fuel companies.

Buan pointed out that UNL faculty and students are actively developing sustainable technologies, and Extension has been actively promoting sustainability in the State. She noted that UNL has a real opportunity to make a big impact with sustainability. President Carter agreed that Extension is already having an immediate impact and there are more opportunities with sustainability that can be done through Extension. Peterson pointed out that we should not neglect the behavior of our campus community. He stated that in some buildings lights are left on 24 hours a day, 7 days a week, and this could be remedied with little cost and with some behavioral changes.

Gay pointed out that we do not do enough to promote the Water for Food Institute which is a unique strength for us and which really sets us aside from other universities. He noted that the issues with water are only going to get worse within the next 50 years, and for the University to grow and expand we need to be known for our strengths, and water research is one of them. President Carter agreed, and stated that he believes we need to consider what our top five strengths are, and then ensure that we excel at these areas. Chancellor Green noted that the N2025 Strategic Plan focuses on the Water for Food Institute and water security.

#### **4.5 How to improve faculty salaries?**

President Carter stated that improvement in faculty salaries needs to be tackled, and as we look at the next budget cycle we need to get more on par with the rest of our peers. He noted that we will not be able to get enough funds out of the Legislature to address the entire problem, but suggested if we could get a 2-3% increase it would be a start. He stated that he plans on giving the Legislature a forecast of the funding that is needed in

order to sustain the University, and how much funding is needed to grow the University. He asked for patience while he tackles the problem, and pointed out that this issue is a priority for him. He noted that UNL did receive some additional funding for salaries last year which Chancellor Green dispersed. Chancellor Green noted that .4% of salary funds was put into the retention pool allowing UNL to make some small progress with salaries.

Hanrahan asked if the proposal to develop clinical care and research buildings on UNMC to the tune of \$1-3 billion will impact the funds available with the Legislature. President Carter stated that the next hospital complex would be funded out of a different pool of funds. He pointed out that he has told Chancellor Gold and others involved that the project cannot impact the University's budget. He also informed Chancellor Gold that he could not offer any assistance in obtaining funding from the federal government to help with the complex because he is a recently retired Admiral and is currently restricted from speaking to any federal agency. He noted that he believes the health complex would be a great addition to the State, but pointed out that many things need to fall into place before it could become a reality.

#### **4.6 Update on the Resolution for Extension Educators**

Purcell stated that the Faculty Senate passed a resolution in 2016 on proposed changes to the Regents Bylaws to have the termination notice for Extension Educators lengthened from the 90-day notice they now have. She noted that during the 2003 budget crisis some Extension Educators had their position terminated which was easy for the University to do because of the existing shortened termination notice. She pointed out that Extension Educators are in the forefront in communities throughout the state representing the University, and many are fully promoted and have been with the University for a long time. She requested that President Carter make a quick decision regarding lengthening the termination notices for Extension Educators.

Chancellor Green noted that the proposal was approved by the Senate and the UNL administrators when he was Vice Chancellor of IANR, and it would be much appreciated if the President could look at the proposal. President Carter reported that he has told his staff that he wants to revisit this, and he wants to consider it. He noted that there may be some risks in regards to funding, but he thinks these are relatively small risks. He stated that when the Bylaws are rewritten he wants to elevate these faculty members, and the NCTA faculty, because their importance and connections to our state and the rural communities is essential. He stated that he will need to speak to his leadership team to obtain more information before moving forward.

Fech stated that lengthening the termination notice for Extension Educators would be analogous to the changes made not that long ago to Professors of Practice and some other non-tenure track faculty members, and would make it more equitable for Extension Educators. He stated that the first part of the proposed changes clearly identifies Extension Educators as faculty, and the second part addresses the length of the termination notice. Chancellor Green noted that it would be good if this could be on the April Board of Regents agenda.

#### **4.7 Improvement of Mileage Reimbursement Rates**

Purcell shared a document showcasing the mileage rates of the Board of Regents Defined Peer Institutions. President Carter stated that he understands the disparity between us and other states in terms of mileage reimbursement rates. He noted that recently the University's mileage rate increased from 25 cents to 29 cents, but increasing the rate to the current IRS rate of 57.5 cents would take approximately \$1 million. He questioned whether improving the rate by half of the difference would be sufficient. Hanrahan pointed out that Iowa has a tier-system where someone just driving to the airport gets a lower reimbursement rate than someone using their car daily to conduct their work. He suggested that the University consider a tiered system to see if that would be more cost efficient.

Purcell reported that if an employee rents a University vehicle to conduct work, and goes over the mileage they estimated, that employee is then charged 37 cents a mile by the University. She wanted to thank Nebraska Extension Agricultural Economist Jim Jansen for his assistance in helping document the mileage information that she provided. President Carter thanked her for doing the work of compiling the information and stated that he wants to take a deeper dive into looking at the issue.

President Carter stated that he would like to learn more about what motivates the faculty, and particularly those who serve on the Senate and other committees because it is big undertaking that is often not recognized. He stated that he would like to understand the faculty's overall vision of governance and to hear more about their perspective. Hanrahan noted that President Carter has been invited to speak to the Faculty Senate at the April 7<sup>th</sup> meeting.

The meeting was adjourned at 4:13 p.m. The next meeting of the Executive Committee will be on Tuesday, February 4, 2020 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 Joan Latta Konecky, Secretary.