

EXECUTIVE COMMITTEE MINUTES

Present: Billesbach, Buan, Dam, Dawes, Eklund, Gay, Hanrahan, Kolbe, Krehbiel, Minter, Weissling, Woodman

Absent: Franco Cruz

Date: Tuesday, June 16, 2020

Location: Zoom meeting

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 (*Buan*)

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

2.0 AVC Goodburn/VC Wilhelm

2.1 Fall to Forward Committee Update

Buan asked for a brief overview arching view of the F2F Committee. VC Wilhelm noted that the F2F Committee is just one of many committees working on campus to deal with the COVID-19 pandemic, and it serves as a coordinating body for everything that is happening, but it is not a governing body. He pointed out that the F2F has engaged with the Senate Executive Committee on many of the topics as we move through the decision process. He reported that the Emergency Operation Center continues to have a major role, particularly with the operational aspects of campus, and the Academic Planning Task Force is focusing on academic issues. He stated that the F2F is trying to define what the priorities are for us to be ready for the fall semester, and noted that the F2F is looking at CDC guidance, reviewing best practices for higher education, and has been in discussion with Pat Lopez from the Lancaster County Health Department to prepare the campus for the fall opening.

AVC Goodburn reported that initially the F2F looked at all of the guidelines and tried to identify the top level categories that needed to be dealt with: testing, managing interactions, facilities, travel, events, visitor groups, personal hygiene prevention, public hygiene practices, density reduction, instructional spaces, resident and student life. She noted that subcommittees were created to develop policies pertaining to the different categories, and each member of the F2F is on one or two subcommittees. She stated that the F2F is meeting daily, and the Committee is completing a framework that will be sent to the Chancellor and will be distributed to the campus on Thursday.

AVC Goodburn reported that the Chancellor approved an additional \$1.2 million from the CARES Act funding to go towards technology. She stated that classrooms with a usage rate of 65% or greater will be outfitted with improved technology to allow for remote teaching. She noted that this amounts to 319 classrooms that will be outfitted,

and pointed out that this technology upgrade will have a long lasting affect for the classrooms.

Buan asked why the recommended teaching mode is to be asynchronous. AVC Goodburn reported that this was the recommendation from the Academic Planning Task Force with input from the University Registrar's Office and Information Technology Services. She pointed out that on average, a classroom can only accommodate 30% of the students that it typically can hold if we are to maintain social distancing. She stated that the ideal is to move the largest classes to online format, and move the smaller size classes into the larger rooms, but we do not have as many large classrooms as we need to have the capacity to do this. She stated that in order to have synchronous activities, a set of students may have to alternate when they are in class. Buan stated that many faculty members are wondering about attendance policies and keeping the students engaged. She asked if more synchronous instruction can be done, with partial remote instruction so students can have the in-person experience of the class. AVC Goodburn noted that Dean Moberly is clustering student groups and alternating which classes they can put in the Law College's larger classrooms. She stated that she believes departments are looking at these options, and she knows that a spreadsheet for assessing classroom instructional needs went out to the Associate Deans to help with scheduling courses.

Woodman asked if a faculty member's decision to hold in person courses will super cede the college decision. AVC Goodburn stated that as a campus the Chancellor has committed to on campus courses, but what this looks like will vary from course to course and college to college. She pointed out that there are a number of factors that need to be taken into consideration. She stated that she believes instructors are trying to figure out the best way to deliver their courses in light of the constraints that we currently have. Woodman asked what would happen if the colleges are issuing guidelines to the departments, but they are contradictory from the statements being made by the administration. AVC Goodburn pointed out that the pedagogical approaches to the courses is up to the departments. Minter asked if the departments can let their college deans know what their technology needs will be for the courses they offer. AVC Goodburn reported that the classrooms will have at least the baseline technology including cameras, computers, and microphones.

Billesbach noted that with the extreme disruption to classroom scheduling there will more than likely be an increased amount of traffic between the two campuses. He asked if class scheduling has taken this into account, and would StarTran have the capacity to handle the increased traffic. AVC Goodburn reported that VC Nunez has contracted with an additional vendor which will provide extra buses that will have plastic coverings on the seats.

AVC Goodburn stated that with regards to course scheduling, the Academic Planning Task Force felt that it would be highly disruptive to try to expand the scheduling of courses because 18,000 students have already enrolled for courses in the fall and it would be too difficult to try to reschedule all of these students. She pointed out that congestion

will be reduced because only a third of the students can be in a classroom with the current physical distancing guidelines and this will affect the daily campus population.

Buan asked if there are any plans to change the cost of online courses for the fall semester. AVC Goodburn stated that she does not know of any discussions about reducing the cost of online courses. She reported that the thinking is to depopulate the campus with the faculty and staff and have as much of the workforce work remotely whenever possible. VC Wilhelm stated that so far discussion has been to keep the cost structure the same, and he imagines that more online courses will be added for the fall semester, but we want to encourage departments to think about how they can provide a good experience for students on campus.

Buan asked whether course evaluations will be used in annual evaluations of faculty members. AVC Goodburn stated that she has not been a part of these discussions and suggested that this be raised with the Academic Planning Task Force.

Hanrahan asked how many faculty members have requested accommodations for the fall. AVC Goodburn stated that as of last week 60 faculty and staff members have made the request, but she has not heard whether the requests have increased.

Buan asked if there are deadlines that the faculty need to know about. VC Wilhelm pointed out that our deadlines on just about everything are ASAP. He noted that with the framework coming out from the Chancellor this week, many of the early deadlines about things like accommodations and classroom scheduling have been determined, but there is still plenty of work to do across campus. He pointed out that we need to complete the plans for the fall semester by the end of July at the latest.

AVC Goodburn reported that the F2F Committee is working on testing and contact tracing and if we hire our own contact tracing people we will need to get it up and running soon. She noted that all units will be asked to identify a COVID-19 supervisor who will be kept informed of all the hygiene measures that the University is taking, and this person will be responsible for letting everyone in the department know about these measures. She stated that in regards to faculty expectations the F2F Committee is working on training which focuses mostly on course delivery and the critical and complex exercise of trying to have an engaged classroom.

Eklund asked if there is a plan or policy about bringing visitors to campus, especially students being recruited. AVC Goodburn stated that there are some guidelines about group events which was recently developed with a small group led by Executive Director for ASEM Matt Ellis. She noted that we are still very interested in recruiting students and the guidelines about on campus visits will be coming out in the framework on Thursday. She pointed out that remote and virtual options are needed so vulnerable students can have access to the recruiting program. VC Wilhelm stated that this is an issue that can vary daily and next week there will be another announcement about what July will look like on campus. He stated that incrementally we might be opening up some opportunities for visitors on campus and we will definitely watch to see what

happens. He stated that if things stay stable, we might be able to have more visitors on campus.

Because of the nationwide lack of standardized testing opportunities due to the pandemic, Kolbe asked if there has been discussion about what we are planning to do as far as providing scholarships. AVC Goodburn stated that she has not discussed this with Executive Director Ellis, but she will ask him about it.

Woodman noted that the changes occurring due to the virus are still overwhelming for faculty and asked if there is a concise way of communicating all of the changes that are occurring, perhaps a website where they can easily get all of the information. VC Wilhelm stated that the F2F Committee understands the communication challenges of the University, and the Committee has it on its worklist to address this issue. He stated that the idea is to make the finished document more readily available in one place. Weissling noted that even though she is on the Executive Committee, she only became aware of the deadline for requesting accommodations the day before the deadline date. AVC Goodburn stated that employees can request an accommodation any time. She noted that the June 15 deadline was to get faculty members to apply sooner due to the complexity of developing curriculum for the fall semester.

Buan stated that she has heard from a unit that there is a veiled threat that people will be evaluated on how well they deliver their courses. She pointed out that there needs to be significant messaging to make sure that people understand that they will not be evaluated because they are unable to work on campus. She is concerned that some people won't seek an accommodation, even though they are vulnerable, because they are concerned with how they will be evaluated by their supervisor. Woodman pointed out that this is particularly true for non-tenure track faculty members. He asked if these faculty members are getting paid for the work they are doing this summer to prepare for teaching in the fall. AVC Goodburn stated that if non-tenure track faculty members are not on a contract during the summer, they typically would not get paid.

Buan said to please let the Executive Committee know if it can provide more feedback from the faculty to the F2F Committee. AVC Goodburn noted that the framework from the Chancellor should help, but encouraged the Executive Committee to contact either herself or VC Wilhelm if there are other concerns.

3.0 NCAA Lawsuit (Professors Blankley, Wilkins, Fuess, and Potuto)

Buan asked for a brief overview of the charge for the Intercollegiate Athletics Committee, and information on the recent NCAA lawsuit that included Husker athletes, and whether student athletes receive special treatment in Title IX complaints. Wilkins stated that IAC oversees Athletics' relationship with the academic enterprise and is in charge of reviewing the schedules of athletic events making sure that Athletics follows the policies. The IAC also conducts a review of the life skills and academic support arm of Athletics, and is involved in reviewing how Athletics advises student athletes when they are contacted by law enforcement. He reported that the IAC conducted a review on Title IX procedures after the conviction of Dr. Nassar from Michigan State. He pointed

out that the Faculty Athletics Representative (FAR) is a member of the IAC and is involved with the review of the academic and life skills department.

Potuto, the outgoing FAR, reported that both the IAC and FAR have oversight responsibility of Athletics. She noted that the IAC is advisory, and the FAR is a voting, ex-officio member of the IAC. She noted that the FAR is a position appointed by the Chancellor and is required by the NCAA, and as FAR she has had direct line dual responsibilities in both Athletics' academic services plus NCAA academic issues.

Potuto reported that with any Title IX complaints the Title IX office on campus is the lead party handling the complaint, and if a student athlete is involved in the complaint the Athletics Department is notified. She stated that the FAR is only contacted if more information is needed. She stated that there is also communication between Athletics and Student Affairs if there are violations of academic integrity or student misconduct by a student athlete. She stated that once the offices have completed their investigation there may be additional aspects that Athletics take, and additional NCAA obligations may be triggered.

Weissling noted that the NCAA lawsuit involves a student athlete from UNL, and asked if there is any timeline of how the incident here evolved. Wilkins pointed out that the IAC only learned about the lawsuit from the press. Fuess pointed out that whenever a responsible employee hears of a Title IX violation the complaint goes to the Director of the Office of Institutional Equity and Compliance and then to the Title IX Officer. He stated that the incident that is part of the NCAA lawsuit was reported to former Associate to the Chancellor Tami Strickman and she conducted an investigation when the complaint was made.

Hanrahan stated that some violations occur during recruiting events and asked what the Athletics' policies are to govern recruits. Buan asked if the oversight of student athletes begins when they sign the commitment to come play for the University, or does it occur once they begin classes. Potuto reported that Athletics looks at the academic record, and to some extent the behavioral record, when an athlete is being recruited, but she does not think a record check is done. She pointed out that any Athletics' policies are followed.

Hanrahan asked what is being done to monitor the behavior of people coming to visit the campus to ensure that our students and community members are safe. Potuto stated that when recruits are on campus they are under the supervision of Athletics. She stated that in general, recruits on campus are monitored as to where they are staying, determining their schedule of events they are participating in, who their student host is, and acquiring receipts that the recruit incurs. She noted that if a recruit was on campus and got into an altercation or was involved in criminal behavior and Athletics becomes aware of the incident, the IEC office and the Chancellor would be informed and possibly the Campus Police. She pointed out that she does not know if the Title IX office would have jurisdiction over a recruit, but information would be provided to the appropriate office on campus.

Hanrahan asked if a student host has to undergo any training about reporting responsibilities that must be complied with. Potuto noted that student hosts are not with the recruit all of the time they are visiting campus, but the Student Code of Conduct must be followed and the teams have codes of conduct that they must comply with. Buan asked who would have the authority to report a Title IX incident committed by a recruit. Would it be a responsible employee or the student host? Potuto pointed out that the federal guidelines define who is considered a responsible employee, and she does not believe faculty members are considered responsible employees at the University. She said that she does not think there is a campus in the country that defines a student as a responsible employee.

Fuess stated that he was recently informed that most Athletics employees are considered responsible employees and have an obligation to report any incidents of a Title IX violation to the Office of Institutional Equity and Compliance. He noted that a line of communication with the appropriate people in Athletics to discuss recruitment oversight could be established. Wilkins pointed out that the recruiting process is fairly complex and suggested that the IAC could look into what the guidance and oversight is with the recruiting process.

Buan thanked the IAC members for meeting with the Executive Committee. She stated that she hopes this meeting communicates to the faculty that the majority of the Athletics employees are considered responsible employees. She noted that faculty want to know that we are taking care of our students, and other students need to be aware that the University is protecting them. She stated that the Executive Committee wants to be a conduit to see if there is an opportunity to improve the reporting timelines for any violations of student conduct that may occur.

4.0 Announcements

4.1 Town Hall Meeting

Buan reported that at the Town Hall meeting last week the Chancellor talked, at length, about the anti-racism initiative that the campus will be working on over the next few years. She noted that he mentioned that one of the biggest challenges is in dealing with the anti-affirmative action language of our state constitution, and how he has been working with Vice Chancellor Barker to focus on inequities across the campus.

Buan reported that the Chancellor also talked about the alternative work strategies, and emphasized that supervisors need to be flexible. She stated that guidelines pertaining to the alternative work policies will be coming out soon.

Buan stated that EVC Spiller reported that undergraduate enrollment is better than anticipated to date. She stated that a report from the Forward to Fall Committee was given by VC Wilhelm who pointed out that the campus is working closely with UNMC and the Health Center about using contact tracing apps. She noted that the question was asked why we are going back to in-person classes in the fall instead of staying with just online courses. She reported that the answer was that it is part of our mission to be engaged with the students and that students need, and want, to have the in-person

experience of classes. Hanrahan stated that the Chancellor should be asked for the data on the survey of students that was recently conducted. Dam reported that she is hearing that students are being encouraged, by non-university people, to take a gap year in their education if they want the true on-campus experience.

4.2 Meeting with University President Carter

Buan reported that the Faculty Senate Presidents from all four campuses will be meeting with President Carter to discuss the budget situation.

4.3 Faculty Senate Diversity and Inclusion Committee

Buan noted that a call for faculty volunteers to serve on the Senate Diversity and Inclusion Committee was recently sent out. She reported that 42 faculty members volunteered to serve and she will be making the decision on who to appoint to the committee soon.

5.0 Approval of June 2, 2020 Minutes

Buan asked for any further revisions to the minutes. Hearing none she asked for approval of the minutes. The minutes were approved by the Executive Committee. Buan noted that the requested information on the cost of consultants has not been received yet, but will be attached to a subsequent set of minutes.

6.0 Unfinished Business

6.1 Faculty Survey

Buan noted that she distributed the draft survey to the Executive Committee. The Committee suggested revisions. Woodman moved to approve the survey and to send it out to the faculty. Billesbach seconded the motion. Motion approved.

6.2 Status of Proposed Revisions to Regents Bylaws

Buan reported that there is still discussion going on about the proposed revisions to the Bylaws, and she is working with Associate to the Chancellor Zeleny to arrange a meeting between the Executive Committee, members from the General Counsel Office, and Executive Vice President Fritz to discuss the revisions.

7.0 New Business

7.1 Proposed 15th Week Policy

Buan noted that the Academic Planning Task Force is asking the Executive Committee to approve the temporary changes to the 15th week policy to correlate with the modified fall semester. Minter pointed out that in the regular policy there is a deadline date when instructors can require students to turn in assignments. She pointed out that that faculty will need to pay particular attention to this for the fall semester. Woodman asked if the changes were just for the fall semester. Buan stated that it was just for fall 2020. She then called the question. The Executive Committee approved the temporary changes to the policy.

7.2 Faculty Town Halls

Buan suggested the Faculty Senate conduct several Faculty Town Hall meetings as a means to provide an outlet for faculty members during these challenging times. She pointed out that there has been significant messaging from administrators on down, but not the other way around. She stated that the concerns of the faculty need to reach the ears of the Executive leadership team and suggested that the Chancellor, EVC Spiller, and VC Boehm could be invited to the meetings.

The meeting was adjourned at 5:10 p.m. The next meeting of the Executive Committee will be on Tuesday, June 30, 2020 at 2:30 pm. The meeting will be conducted via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.