

EXECUTIVE COMMITTEE MINUTES

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

Absent: Franco Cruz, Minter, Weissling

Date: Tuesday,

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 Chancellor Green/EVC Spiller/VC Boehm

2.1 What metrics are being used to decide on the level of university operations?

Chancellor Green pointed out that the metrics are based on health guidance provided heavily by local and area health care agencies. He noted that UNMC has provided the University with a 19-page checklist that is being used to guide us as we move forward in dealing with COVID-19. He reported that the checklist covers everything from people, to facilities, to events and the structure of classes. He stated that this week the Fall to Forward (F2F) committee will be reviewing the document and making it applicable to our campus.

Buan asked if multi-factorial analysis is based on the number of new cases, and the rates of increase in the number of COVID-19 cases. Chancellor Green stated that the number of caseloads occurring and the test load are all part of the equation. He pointed out that the University had considered dropping down to a Level 3 operations yesterday, but choose not to, although there was consideration of allowing some limited physical presence on campus next Monday, depending on what is happening locally with the virus. He reported that this was discussed at the Leadership Town Hall Meeting held recently. He stated that the caseload is increasing in the city of Lincoln and in Lancaster County, and the health care system for Nebraska, particularly in Lincoln, has been at very manageable levels.

2.2 What types of personal protection equipment (PPE) will be available and where? Who is responsible for this? What types of sanitation devices will be available and where?

Chancellor Green reported that this is being widely worked on and recently a decision was made to ship in 60,000 face masks. He stated that hygiene and sanitation are being enhanced and there will be hand sanitizer stations widely throughout the campus that will be monitored for ease of access and safe availability, plus there will be a protocol of disinfecting the campus on a real-time basis. He noted that air movement throughout

buildings needs to be considered, and the operational policies and procedures that will be put into place will follow the UNMC checklist.

2.3 Will vaccines to seasonal influenza be required, if not, why not?

Chancellor Green pointed out that legally this requirement could be challenged. Buan asked if it is true that students must have some vaccines before living in the dorms. Chancellor Green stated that this is possible, although he is not certain that this is required.

2.4 Will testing for a) active infection of the SARS-CoV-2/COVID-19 virus, and b) convalescent antibodies to the virus be available to students, staff, and faculty?

Chancellor Green stated that the intent is to have available antigen and antibody testing available on campus, with plans being developed for testing of all students and employees. He noted that the University of Arizona has recently developed an antibody test that will be used for the students, faculty, and staff, and he envisions the same thing happening here, particularly given UNMC's involvement in combating COVID-19.

2.5 How can the Senate help? Will there be Senate representation on the Forward for Fall committee?

Chancellor Green stated that seven faculty members, recommended by the Executive Committee, with expertise in teaching large classes, supply chain management, social networking and sociology/behavior (for contact tracing), disability accommodations, technology, have been asked to serve on the F2F Committee. He stated that the committee is being co-chaired by VC Wilhelm and AVC Goodburn.

Associate to the Chancellor Zeleny stated that the F2F committee is aiming to begin meeting tomorrow. Chancellor Green stated that the health framework is the first priority and the plan is to have a draft of this by the end of the week. He pointed out that we need to stay ahead of the curriculum planning for the students so they can plan their courses.

Associate to the Chancellor Zeleny stated that the F2F Committee is seeking to meet on May 6. Chancellor Green pointed out that the first priority of the committee is to develop the health framework which he hopes to see a draft on by the end of the week. He reported that a lot is happening regarding curricular planning because we need to stay ahead of the needs for the students to plan their course schedules.

2.6 Will there be Senate representation on the Budget Advisory Committee that will prioritize financial impacts of COVID?

Chancellor Green reported that there are two parallel tracks being launched for financial planning. He stated that the Vice Chancellors received direction last week to think of three contingency scenarios: 5%, 7.5%, and 10% cuts in our state-aided budget. He stated that EVC Spiller and VC Nunez will be co-chairing the COVID-19 budget advisory committee, and will look at a budget framework across UNL. He pointed out that this committee will not replace the work of the Academic Planning Committee. He stated that the committee is small and includes financial management professionals

within the University, administrators, and three faculty members: Professors Jennifer Clarke, Ken Bloom, and Martha Mamo. He stated that the committee has been charged with looking at the big picture of the budget framework across the university to see how we can approach a significant budget cut. He pointed out that a \$50 million budget reduction would roughly be 10% of UNL's state-aided budget.

Gay stated that he very much appreciates the Chancellor getting three very good faculty members involved from the start on the budget advisory committee. Chancellor Green pointed out that the committee is not a decision-making committee, but a consultative committee.

2.7 Access Back to Campus

Woodman noted that his department chair informed the faculty that there may be an easing of restrictions on who has access to campus starting May 11. He asked if there will be guidelines on who makes the decision to allow some people back to campus. Chancellor Green stated the ease back from level 4 operations will be a much more gradual return, but if a unit can bring some employees back while maintaining proper safety protocols, the units will have the authority to determine who can have access. He pointed out that if the curve in the number of cases continues to increase in the greater Lincoln area, UNL will stay on level 4 next week.

2.8 NCAA Lawsuit

Chancellor Green reported that the situation of filing a lawsuit against the NCAA is very unusual and came as a complete surprise to UNL. He noted that many details in the lawsuit do not reflect the records of the Office of Institutional Equity and Compliance reports. He pointed out that there are no lawsuits filed against UNL by any of the parties involved in the lawsuit. A spirited discussion ensued about the Senate's purview over athletics compliance matters. Chancellor Green noted that under the NCAA governance model the faculty athletics representative is directly involved with these kinds of issues, and pointed out that there is a super structure of the NCAA in place to investigate these kinds of issues. There also exists a Faculty Senate Intercollegiate Athletics Committee in this space. He reported that Professor Scott Fuess has been named the new faculty athletics representative and will begin his role on July 1, and that the Faculty Senate was involved in the selection process.

2.9 Is it expected that Emergency policy actions (e.g. Attendance, P/NP policy) will need to be carried into the Fall? (If so, the Faculty Senate must approve).

EVC Spiller stated that the F2F Committee is being constructed with faculty members and will take into account that we are an academic and a research institution and a community, and the Committee will address many of the questions that are being raised by the Senate Executive Committee. She pointed out that in our labs across the campus we have a strong safety culture which is why we are bringing the knowledge and expertise of these labs to the campus to help support our academic mission during the COVID-19 crisis to make our campus safe. She stated that having AVC Goodburn and VC Wilhelm as co-chairs will make the F2F a collaborative effort.

EVC Spiller stated that the policies that were collectively put into place recently were only for the spring semester and they are not currently in place for the summer. She stated that hopefully the pass/no pass policy will not be a question that arises in the fall, but if it does we will have to go through the process again of changing it, including getting Senate approval. She noted that the attendance policy might be more nuanced, and even if the campus is open, there may be some people who are not going to be able to come to campus. She pointed out that some international students may have difficulty in getting their visas, and there are some immune-compromised people who will be unable to attend classes in person. As a result there may need to be ongoing discussion about multi-module delivery of courses. She stated that F2F will work with various groups and campus chairs and she envisions there will be a range of solutions. She pointed out that she appreciates how quickly the Senate moved to address the academic policies, and hopes to have more time if changes are needed again in the fall.

2.10 How will social distancing be practiced on campus, in dormitories and commons like the Unions, dining halls, campus rec, in classrooms-studios-laboratories, at athletic events?

EVC Spiller noted that it is easy to take out half of the seats in a classroom, but the question is how to address people going in and out of buildings and interacting in places such as the Nebraska Union and the University Libraries. She stated that PPEs will be a campus issue, and some course delivery will probably be a hybrid of on-campus and remote instruction. She noted that over 320 faculty members have signed up for the Summer Institute's online teaching sessions.

2.11 How will domestic and international students be welcomed in early August? Orientation? Office assistance?

EVC Spiller stated that she is surprised by the number of international students that have registered for the fall, but we will have to wait to see how many are able to make it back to campus. She noted that some international students may not be able to come until after the semester begins, but we are looking at ways to welcome them, although this may be done virtually for some students.

2.12 How is Administration coordinating with Colleges and Departments (and vice versa)? How can faculty participate in troubleshooting ways to solve boots-on-the-ground issues? Have Departments begun to develop concrete plans? When will we know units are ready for Fall?

EVC Spiller recommended that these questions be submitted to the F2F for consideration.

2.13 Are funds available to help units plan for Fall? For instance to transition course delivery, provide PPE, etc?

EVC Spiller stated that some funds will be available to help with fall courses. She stated that providing PPEs will be a campus issue. Hanrahan asked if there has been any discussion about aerosols and transmission of the virus. He pointed out that some institutions are recommending 15-20 foot social distancing. EVC Spiller stated that this is a good question, and she has seen some discussion about the need for greater social

distancing for certain classes such as singing. She stated that this is a specialized question that the F2F committee and the departments should discuss.

Kolbe stated that having more multiple sections of a course could be a possible solution for teaching in the fall. He asked what would happen to faculty apportionments if multiple sections are opened, but additional people cannot be hired to teach them. EVC Spiller stated that this is a question that the F2F committee needs to address. She pointed out that all of the variations for individual courses needs to be considered. One model might be okay for some classes, but not for others.

Woodman noted that merit raises are based on matrixes, and faculty can have a good year and then another year that is not as good. He pointed out that more than likely there will be no salary increases this year, and asked if the COVID-19 situation will be taken into account later when there are salary increases again. EVC Spiller stated that this is a question that requires a lot of careful thought, although she does not think it is unreasonable to ask about it.

Buan asked EVC Spiller if she has validated that colleges and departments have started their planning for the fall. She asked whether the F2F will have dialogues with the departments and units or whether uni-directional information would be provided. EVC Spiller pointed out that she does not want to prescript the work of the F2F committee. She reported that she knows that some colleges may be further along than other colleges in their planning. She pointed out that the F2F committee will be responsible for creating a framework that will provide the answers to many questions, but some departments might need more specific information. She stated that there will absolutely be a dialogue and not just uni-directional information. She stated that people on the F2F are also on some different task forces and they can refer some things to the other working groups for the answers. She pointed out that anyone with brilliant ideas should send them to the F2F committee.

Eklund stated that he appreciates the Chancellor stating that he is not buying into all of the pessimism about having courses on campus again. He asked if we are in consultation with other Big Ten universities. Chancellor Green stated that we are absolutely talking with our colleagues at other Big Ten universities, and there are meetings of the Provosts, the Big Ten Academic Alliance, and other groups. He stated that there are conversations occurring on almost every level and functions at the institutions, but there will be variations in the approaches taken by each institution because of geographically based local conditions and policies. EVC Spiller noted that the Big Ten Provosts are meeting weekly, and the Big Ten has put together a medical advisory team with experts from every university. She pointed out that UNMC is represented on this team. She noted that Rutgers University has a saliva test it is using and UNL wants to be part of this conversation. She stated that the general goal is to learn as much as possible what other institutions are doing that is working well, and to share this with our colleagues.

2.14 There are issues with Follett Bookstore and the ability of Faculty to adjust to COVID. What are we doing to manage books and required course materials?

EVC Spiller stated that she would need to confer with others about this issue in order to answer the question.

2.15 Is there guidance for pre-tenured faculty? Contract faculty?

EVC Spiller stated that she discussed this with AVC Walker. She said that all pre-tenured faculty members currently working at the University are eligible for the tenure clock extension. She reported that what has changed was not the policy itself, but a streamlining of the process so individuals can just state that they are requesting the extension due to COVID-19 rather than requiring each individual to write a narrative providing reasons for the extension.

Buan asked if this applies for all pre-tenured faculty members or just those applying for tenure consideration soon. EVC Spiller stated that those pre-tenured faculty members who are close to applying for tenure can submit a request immediately. She stated that for those faculty members who are early in their careers, they can request it later. She pointed out that the offer does not expire. She noted that no decisions have been made for faculty members who do not work here yet, but she imagines that the same considerations will apply next year. She reported that she has received a lot of notes from faculty members stating that they don't plan to take the extension, but they appreciated knowing that it has been offered.

EVC Spiller stated that contract faculty renewals occur at the college level. She noted that these appointments are not subject to the hiring freeze that was put in place by President Carter. She stated that she is encouraging colleges to be proactive as possible about contract renewals because there is a lot of uncertainty occurring at the college level.

2.16 How is extension being supported in their work? What happens when county and university guidance/operations differ?

VC Boehm reported that Extension does programming in all 93 counties and has a physical presence in 83 of them. He noted that there are approximately 400 Extension personnel, and as of January 1, Extension was organized from five districts into 11 engagement zones, with each zone having a coordinator. He noted that Extension is also organized by focus areas with accountability regions so you can easily look up who has responsibility for a specific focus area in each county.

VC Boehm stated that the first priority in supporting our Extension people is safety. He noted that the University is working with 23 different city, county and district level health departments who all have their own interpretation of what is considered safe. As a result, Extension is in the position of having to visit with officials from each county and their respective health district professionals to understand what safety guides are in place. He pointed out that at present, 28 counties in Nebraska have no reports of COVID cases and they have a different posture towards safety guidance than those counties with cases. He

believes that we are heading into a time when there may be a different set of guidelines for each county depending on their COVID-19 case load.

Gay asked if 4-H is entirely run by the University or is it a standalone program that works closely with Extension. VC Boehm noted that 4-H is a national organization, and in Nebraska it is part of the University. He noted that it is uniquely funded by federal dollars dating back to 1914, but we have a legal binding arrangement with the counties and the 4-H program. He stated that the University's Extension is excellent, and it is a fantastic collaborative model between the counties and the University, although it is a complicated arrangement. He reported that the counties in Nebraska contribute \$9 million into Nebraska Extension with much of this targeted to 4-H. Dam noted that in the past when individual County Boards of Supervisors - or County Commissioners, depending on the county - needed to make budget cuts and felt that Extension personnel involved with the 4-H programs were considered non-essential employees and should be terminated. She pointed out that what they didn't realize is that if they made these cuts the counties would lose all rights and privileges of having a 4-H youth program because of this joint funding model.

Billesbach asked what set of rules apply to Extension personnel in counties that have no reported cases of COVID. He asked if they are still restricted from traveling and meeting with people. VC Boehm noted that all Extension personal are University employees so the fall under the University's rules. He stated that it is complex because some of the Extension offices are located in the county courthouses, but we have moved our Extension people to remote engagement to keep them safe. He noted that this is a busy time with our food producers who need to have access to the expertise of our Extension people, and noted that some of the Extension faculty are traveling, one person to a vehicle and they are wearing masks, and taking precautions. He pointed out that these Extension Educators are on the front line of keeping a critical part of the food system going in this country.

Dam pointed out that in the Extension offices there are county-based staff that are paid by the county, and in Dodge County when the notice came for Extension employees to work remotely, permission needed to be obtained from the county for the county employees to work remotely. She noted that through a memorandum of understanding county paid staff follow the University's protocol. VC Boehm reported that there are dynamic conversations taking place with each of the counties and the zone coordinators are good at facilitating these discussions, but one of the main questions is how can we do things safely.

Buan asked if Extension is being included in the F2F committee memberships. Associate to the Chancellor Zeleny stated that at least one person from Extension has been asked to serve and that is Professor Krehbiel.

Chancellor Green noted that the livestock situation is very serious. He pointed out that Nebraska is the number one red-meat producing state in the United States, and while we have some advantages due to being somewhat isolated, the supply chain of livestock is seriously being disrupted. He noted that the State is already looking at what this means

both emotionally and economically, and the human element of the impacts of the disruption in the communities is very challenging.

VC Boehm reported that he is talking almost every day with colleagues across the U.S. that are dealing with the same problems we are facing. He stated that by watching what was happening with universities on the coasts we were able to make some smart decisions that allowed the University to keep many of our critical research operations going.

2.17 Update on Title IX Search

Chancellor Green noted that two searches are in progress. He stated that the search committee for the Director of Institutional Equity and Compliance screened and interviewed four candidates and is forwarding its recommendations. He noted that EVC Spiller has just discussed the finalists with the search committee for the Associate Vice Chancellor for ASEM and the search will be moving into the interviewing stage.

Hanrahan noted that Interim Title IX Director Counley is on maternity leave. He asked who is serving as Interim. Chancellor Green reported that Assistant Vice Chancellor McDowell from the Office of Student Affairs is temporarily acting in this role.

Billesbach stated that there is confusion about the hiring freeze and whether administrative searches have been curtailed. Chancellor Green reported that guidance has been given to the units regarding active searches. He stated that it will be a local decision to decide whether the position is mission critical and whether the search should be completed. He pointed out that the two administrative searches discussed are considered critical to our mission and far along in the search process. He stated that the hiring freeze applies to any new searches, and he already denied four requests to conduct searches. Billesbach noted that the administration has mentioned that we may need to look internally to fill some of the positions, and asked if current searches will need to start over to look for internal candidates only. Chancellor Green stated that this could happen for some positions, and it is possible that we may evaluate the need for some positions.

3.0 Announcements

3.1 Town Hall Meeting

Buan reported that she attended the recent Town Hall meeting where the big announcement was about the Forward to Fall Committee. She noted that the question was raised whether there will be faculty representation on the Committee. She thanked the Executive Committee for recommendations of members to the F2F Committee.

Buan noted that the Chancellor stated that there would be no new administrative appointments, and there were questions about 9-month and 12-month contracts beginning for the fall. She stated that the response was that departments would be working on these over the summer.

3.2 Meeting with Professor Swearer

Buan reported that the Executive Committee will be meeting with Professor Swearer on May 19th to get an update on the Title IX Working Group. She noted that Dawes was on

the policy committee and Hanrahan was on the intervention committee. Dawes reported that the policy committee was very good and they met with former Title IX Director Tami Strickman. She stated that the committee went through all of the policy documents that were located in different places at the University. She noted that they also met with two student groups, including some students who have gone through the Title IX process. She noted that the committee also had a very good meeting with Voices of Hope. She stated that a report will be submitted by August 15th.

Buan reported that on June 16th the Executive Committee will meet with Professor Blankley and Wilkins from the Intercollegiate Athletics Committee, and Faculty Athletics Representatives Professor Potuto and Fuess to discuss the NCAA lawsuit. She noted that she also invited Executive Associate Athletics Director Jamie Vaughn who stated that he would get back to her about the meeting.

Buan stated that there is a huge interest in trying to understand all of our Title IX policies, and it is important that we have clear policies that apply to all students. She reported that in speaking with ASUN President Roni Miller about the Student Code of Conduct, concern was raised about the overreaching of the University into student life off-campus. She stated that she also detected that the prevalent opinion among students is that student athletes get special treatment. Hanrahan stated that the question needs to be asked whether our policies were followed if student-athletes have violated the Code of Conduct.

4.0 Approval of April 28, 2020 Minutes

Buan asked if there were any revisions to the minutes. Hearing none, she asked for approval of the minutes. The Executive Committee approved the minutes, and there was one abstention.

5.0 Unfinished Business

5.1 Letter to Professor Hames

Buan reported that a letter was sent to Professor Hames congratulating him on his election to the National Academy of Sciences.

6.0 New Business

6.1 Collaboration Between Colleges and F2F Committee

Buan asked the Executive Committee members if a new committee would be formed in their college to consider the recommendations put forward by the F2F Committee for classes this fall, or whether an existing committee would be used. Woodman noted that Minter had raised the question in an email message whether there was any indication that the F2F committee would be working formally in any way with college committees. Buan stated that EVC Spiller indicated that the communication would be an iterative process, but she questioned whether any communications flow plan has been developed. Hanrahan stated that communications are already occurring in his college, but this could be because one of the members of the F2F committee is in his college. Buan stated that we need to make sure that there is a two-way communication process, and noted that it is important that we determine how the Senate can get information to the F2F committee. She stated that she would like to invite AVC Goodburn and VC Wilhelm to speak with

the Executive Committee. Gay suggested that it might be useful to have them meet with the Executive Committee regularly. Buan stated that AVC Goodburn indicated that she will provide reports every few weeks.

6.2 Cheating with Chegg

Gay reported that there is a huge problem in Physics with mass cheating through the use of Chegg, an online education technology company. He stated that this is a real problem for academic integrity and something that the Faculty Senate needs to be aware of. Buan pointed out that with classes going to Zoom we need to stay ahead of academic integrity issues. Gay reported that the issue was raised to EVC Spiller but her response did not address the concern.

Buan noted that the Academic Integrity Committee recently sent a document to the Senate Executive Committee to seek input from UNL faculty relating to experiences with content-sharing platforms. She noted that this will be on the agenda for the Executive Committee's meeting on May 19th.

The meeting was adjourned at 5:01 p.m. The next meeting of the Executive Committee will be on Tuesday, May 19, 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.