

EXECUTIVE COMMITTEE MINUTES

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

Absent: Franco Cruz

Date: Tuesday, February 23, 2021

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 2:33 p.m.

2.0 Chancellor Green/VC Boehm

2.1 Follow-Up to University Bylaws Amendments Proposal

Chancellor Green stated that he believes we are in a very good place now that the amendments to the Bylaws have been formally presented to the Board of Regents. He noted that the Board will vote on the amendments at the April 9th Board meeting.

Chancellor Green stated that he is hopeful that the amendments to the Bylaws will get us removed from AAUP's censure list but that will be the AAUP's decision. Buan asked if the Chancellor would be contacting AAUP about initiating removal of the censure or would he reach out to the local chapter of AAUP, or does he think the Faculty Senate should reach out to AAUP's main office. Chancellor Green noted that it is not entirely clear to him what steps would be next. Hanrahan stated that he thinks it would be appropriate for the Faculty Senate to reach out to the local chapter, and possibly the national AAUP, to ask what the formal process is to get us removed from the censure list.

2.2 When will decisions be made about summer activities?

Chancellor Green stated that this is being discussed now, but he believes the final decision about summer activities will be made in mid-March. Eklund stated that he has heard that there may be some sport camps allowed but other activities would not be allowed. Chancellor Green stated that no decision has been made for summer yet, but he knows that it needs to be made soon in order to allow time for preparations for summer activities. He pointed out that safety policies will dictate what we can do, but he does not anticipate that some units could have summer activities while others could not.

2.3 Will there be a change to the academic calendar next year?

Chancellor Green stated that it is likely there will be changes but this is a system-level decision that has not been finalized yet. He noted that the fall schedule would return to its normal form starting at the regular time and having fall break. He pointed out that it is the spring semester that is under further discussion because of the proposal to start the

semester a week later and end a week later to accommodate a two-week interim session. Kolbe noted that the University-wide Calendar Committee is meeting this Thursday to have further discussions about the proposed calendar.

Chancellor Green reported that there was some discussion about getting to a unified calendar, but he does not think that will happen this year.

2.4 Unified scheduling – who will have input and who will make the decision for the campuses?

Billesbach asked who makes the decision to have a unified calendar. Chancellor Green stated that it is a system-level decision made by the University-wide Calendar Committee. He noted that we have always had a unified calendar up until this year. He pointed out that with a unified calendar the start and end dates of the semester and the commencement dates are the same with UNMC being the exception. He noted that in the past the fall and spring breaks may have been different for each campus, but it is his understanding that there is a desire to move to have the same scheduled breaks among the campuses. He stated that it would be a positive thing if UNL's breaks aligned with the Lincoln Public Schools. Kolbe noted that this is a goal of the University-wide Calendar Committee.

Hanrahan asked if it is anticipated that there would be a policy change which would allow students to move more easily throughout the system to take courses. Chancellor Green stated that he does not think there is an agenda for this and noted that students can already take online courses across the system, but he does not think the idea is to have students be able to pick and choose their courses over three or four campuses.

2.5 Will we have full in-person courses this fall?

Chancellor Green stated that our hope is that we will have more in-person courses this fall, but it will depend on the uptick of vaccinations. He pointed out that having faculty and staff protection from the virus is a priority. He reported that the Academic Affairs team is planning for more in-person courses but is also developing a contingency plan should it be needed. He stated that there is still an open question concerning large lecture classes and how those will be handled.

Woodman asked if there will be a requirement for people who take in-person classes to be vaccinated. Chancellor Green pointed out that it would be up to the government to mandate vaccinations. He noted that if the instructors and most students are vaccinated there will be a level of safety. Woodman asked if guidelines will be issued about getting vaccinations. Chancellor Green pointed out that we are already encouraging people to get vaccinated and will continue to encourage them to do so.

2.6 Is there consideration for conducting web conference classrooms for larger classes?

Chancellor Green noted that this is a question for EVC Spiller who was unable to attend the meeting today.

2.7 Is there any update on contract faculty improvements?

Buan noted that the Executive Committee asked for an update in January but there was no news to report on these improvements and the Committee wants to follow up on this issue. She asked if the earmark money for salary improvements that President Carter is planning would be used to bring contract faculty salaries closer to the salaries of our peers.

Chancellor Green stated that EVC Spiller will need to address this question. He pointed out that in his State of the University address that the University's budget request to the Legislature included faculty and staff salary increases and it is moving forward in the Legislature. He stated that the funds President Carter is setting aside to bring faculty and staff salaries up to our peers is for the non-unionized campuses. He reported that he has begun conversations with President Carter on how this will be done in the beginning of the fiscal year in July and he will report back to the Executive Committee as things develop.

2.8 Many instructors for classes that serve international students are contract faculty. How has the drop in undergraduate international students affected these faculty and courses? What are the plans for the foreseeable future?

Buan noted that the decrease in international students is affecting some programs such as English as a Second Language. She asked if the decrease in international enrollment is temporary or whether longer term adjustments will need to be made. Chancellor Green stated that the hope is that the decrease in enrollment is temporary, but it will probably be a multiple-year recovery process. Minter noted that English as a Second Language has dual reporting and reports up to the AVC for International Affairs. She stated that we need to watch out for these faculty members as we deal with the decreased international enrollment.

2.9 Is there any plan to pull back approved faculty lines if there is a delayed or failed search?

Chancellor Green stated that he is not aware of any plans to pull back approved faculty lines.

2.10 How will tuition remission scholarships be paid and who will be paying for Regents Scholarships?

Hanrahan noted that last year there was discussion about the IBB model requiring colleges to pay for their scholarships. He asked how the Regents Scholarships will be paid for.

Chancellor Green reported that the IBB model has been developed where remissions will be made by the college where the students' major is located. He noted that it is similar to the path of tuition revenue. He pointed out that there is a differential effect here because there are Regents scholars across the campus, but some fields like Engineering have a higher proportion of these scholars. He reported that UNL has a much higher number of Regents scholars, at a higher academic qualification level, than the other campuses.

2.11 Bias Incident Reporting Review and Next Steps

Chancellor Green stated that some incidents occurred last fall prompting him to ask for a top to bottom review to see how the campus handles the reporting and resolution of biased incidents. He reported that he asked Professors Catherine Wilson and Susan Swearer to conduct a review and they have interviewed approximately 45 people across the campus from administrators to students. He noted that the findings of the review were presented to him over the holiday break and it clearly shows the need for a bias procedures team to manage the process when incidents occur. He stated that we need to make people more aware of how to report incidents, pointing out that many people do not know about the TIPS prevention line. He stated that the report he received is very helpful and he is moving forward to set up a bias procedures team and he will make a public announcement when this team is in place.

2.12 Establishment of a Chancellor's Collaborative to Prevent Sexual Misconduct and Annual Required Training Across UNL Faculty, Staff, and Students

Chancellor Green noted that UNL's Collaborative on Sexual Misconduct provided its report to him last fall and he has been vetting it since then. He stated that the Collaborative worked for 11 months and developed a very thorough and complete report which can now be found on the web (https://sexualmisconduct.unl.edu/docs/committee_report.pdf). He reported that there were a number of recommendations made in the report, some of which have already been done, and there are a few things that we will be moving forward on, one of which is to set up a Chancellor's Collaborative to Prevent Sexual Misconduct. He noted that the Chancellor's Collaborative will be set up for the upcoming academic year and it will be a permanent Collaborative. He stated that members will include faculty, staff, students, and potentially community members and he will probably be asking for the Faculty Senate's assistance.

Chancellor Green stated that one of the strong recommendations from the report was to require annual sexual prevention training across each constituency of the campus. He stated that work has begun to be able to provide this training and it will be rolled out this next academic year. Buan asked if the training will be tailored to the different constituencies. Chancellor Green stated that there will be separate training and reported that the Office of Institutional Equity and Compliance has been working on this for several years. Gay asked if there has been any consideration about efficacy of the training. He questioned what would happen if the number of sexual misconduct cases does not decrease even after the training. Chancellor Green stated that we will be looking to see if the training is effective, and if there is little improvement in the rate of cases, this will need to be addressed.

2.13 IBB Model 2021-22 Implementation-Establishment of an IBB Model Advisory Committee, Socialization of Model and Process Leading up to July 1, 2021

Chancellor Green reported that on July 1 the first year of the implementation process for the IBB will begin and during this year we will be following and tracking the resources and expenses for the actual year, and budget decision making will occur in the following

year. He stated that we will be working towards FY23 when the budget will be fully implemented. He pointed out that we will also need to improve enhancements that have been worked into the IBB and reported that work occurred during the past fall to incorporate more of the 2025 incentives into the budget process. He noted that EVC Spiller led the work on developing the enhancements. He reported that the tuition remission has now been accounted into the model in an appropriate way, as well as distance education.

Chancellor Green pointed out that one of the implementation steps with the IBB is to develop an IBB Advisory Committee which will look at the process and structure of the budget model. He stated that this Committee would look at the model on an ongoing basis and advise him if adjustments need to be made. He reported that he is working on developing the structure and frame of the Committee and plans to have it in place with the beginning of the fiscal year. He stated that it is important between now and July 1 that there is further socialization about the model so it will be better understood and noted that he is working with Professor Bloom on how to accomplish this task. Buan stated that Bloom has been soliciting faculty input and the Executive Committee will work with him to provide some questions and input on how to acquaint the campus with how the budget model will work.

2.14 Issues on the Horizon

Chancellor Green reported that the University is carefully following the next stimulus bill that Congress is working through and he believes the University could receive another \$43 million. He noted that the CARES Act provided \$15 million and the December stimulus provided almost \$24 million. He stated with the proposed new stimulus half of the funds would go to students. He noted that the State of Nebraska is slated to get just under \$1 billion outside of higher education, but we will need to see what Congress' final decision is with the stimulus.

Chancellor Green stated that the capital renewal bill is being received favorably in the State Legislature. He noted that this bill would provide funding over the next forty years and would provide \$1 ½ billion for replacement of buildings and to address standing deferred maintenance needs. He pointed out that there are 900 buildings in the State inventory and 600 of them are at UNL. He stated that this bill is very important to us and will allow us to replace outdated buildings such as the Westbrook Music building.

Buan asked how much of a priority will it be to improve the safety and security of our buildings. Chancellor Green stated that improvements will be across the board and we have many buildings with deferred maintenance needs. He stated that as we renovate spaces we are going to try and upgrade them to what we need. He pointed out that one of the reasons we are particularly excited about the passing of this bill is due to the current low interest rates which we can lock in for future investments. He noted that if the bill passes, we will have to set aside 2% of the cost of capital renewal projects annually to create a deferred maintenance fund to be used for these future projects.

Hanrahan asked if the severe winter weather this year will create agriculture revenue problems. Chancellor Green stated that he is not aware of any problems, and in fact, the agricultural community is coming off a reasonably good year, in part due to some stimulus support. He noted that while the severe weather has been difficult, it does not have the effects of the floods a few years ago.

Kolbe asked if there was any plan to have some in-person graduation this year. Chancellor Green stated that there is a lot of conversation going on about this and we are moving forward with a modified in-person experience. He noted that the Commencement Committee is working hard on this effort and there is a proposal to have the graduate and Law ceremonies at the Pinnacle Bank Arena, but they would be spread out. He stated that some of the ceremonies would occur at the Pinnacle Bank Arena, but they would be spread out. He stated that there is a plan to use Memorial Stadium for two undergraduate ceremonies with the graduates on the field and spectators in the stands. He pointed out that this was tried several years ago, and it snowed which is of course is a concern here in Nebraska and the Commencement Committee is already thinking of a contingency plan if the weather does not cooperate. He stated that the plan is to be able to make an announcement by the middle of March about graduation ceremonies.

3.0 University Budget Governance – Professor Bloom, Faculty Associate to the Chancellor for Budget Model Implementation

The Executive Committee met with Bloom to discuss the prospect for a University Budget Governance Committee. Buan noted that the faculty have consultation over broad swaths of the university, and she thinks faculty can have significant input on a budget governance committee. She stated that when she spoke to the Chancellor about this kind of committee, he was very supportive of receiving consultation about the IBB.

Bloom stated that he thinks the Faculty Senate should robustly advocate for the role of a budget advisory committee and Buan stated that now is the time to start a conversation about a committee and what information it needs to operate. Bloom noted that the committee is meant to be advisory and pointed out that there is a distinction between what is happening on a long-term basis with the IBB and what is happening on an annual basis. He stated that he thinks the Chancellor would like more consultation about the ongoing basis of the budget model. He pointed out that it is important to ensure that colleges or departments are not trying to game the system to increase their revenue.

Bloom reported that he does not think the budget model is finished yet. He noted that the N2025 Strategic Plan came out after the consultants on the budget model helped us to develop our model and now it needs to be adjusted to accommodate goals and strategies recommended in the N2025 Strategic Plan. He suggested that there be a study group that will completely review the budget model every few years to see if it is working properly and whether there needs to be adjustments. He stated that at some point we need to ask questions whether some things are still of value to us.

Bloom pointed out that there is an annual cycle of developing a budget, and to some extent the support units' expenses needs to be considered first because it would determine

how much the colleges will be assessed for these activities. He noted that once the primary units know how much they will be charged, they can then develop their own proposals. He pointed out that the budget model is just that, a model and he questioned whether it must be strictly followed. He stated that if a model gives a result that is not in the best interest of the university, we should have the ability to override it.

The Executive Committee and Bloom then discussed the possible composition of the committee members. There was discussion about faculty members on the committee, and whether it should be populated mostly by faculty members, but there was also consideration of whether each of the Deans should be members, whether Vice Chancellors should be included, and possibly staff and students. Buan stated that the committee should be proportional. Bloom noted that there will be a lot of work for this committee, but he hopes the greater transparency of the budget model will lead to greater trust.

Buan asked what kind of data faculty need to see from the IBB. Bloom pointed out that there are associated metrics that drive the model, but the numbers should be public. Buan suggested that there be a IBB website dashboard. Bloom agreed and stated that he is hoping that the website will provide considerable information. He pointed out that works needs to be done on defining the procedures.

Buan stated that she would revise the budget governance document she created to reflect today's discussion and that she would share it with the Chancellor when she meets with him on Thursday.

4.0 Announcements

4.1 Email Message to EVC Spiller and AVC Walker Regarding Including Contract Faculty Members on Department and College Committees

Buan reported that she sent an email message to EVC Spiller and AVC Walker requesting their assistance in helping department and college leaders to understand the importance of encouraging full participation of all faculty members in shared governance at the department and college level. She stated in the email that many contract faculty members do a significant amount of teaching in a department, yet they are not allowed to participate on curriculum committees. She noted that she has not yet received a reply.

4.2 Instructional Continuity Taskforce

Buan reported that EVC Spiller has convened an Instructional Continuity Taskforce and it includes Senate representation. She stated that the Executive Committee will be kept informed as the Taskforce conducts its work.

4.3 Indigenous Land Statement

Buan reported that she was contacted by a faculty member asking about an Indigenous Land Statement for UNL. She noted that she has forwarded the proposed statement to VC Barker and the Senate Diversity and Inclusion Committee to ask about whether such a statement is being considered. Chancellor Green stated that a group of faculty members

and VC Barker have been working the past six months to develop a statement and he is going to be forming an American Indian Indigenous Advisory Board.

5.0 Approval of February 16, 2021 Minutes

Buan asked if there were further revisions to the minutes. Eklund moved for approved of the minutes. Motion seconded by Billesbach and approved by the Executive Committee.

6.0 Unfinished Business

6.1 Proposed Change to Faculty Senate Bylaws

Buan reported that Senate Bylaws need to be revised to reflect the change in the organizational structure of Nebraska Extension. She stated that she worked with Dam, Griffin, and Billesbach to come up with the proposed language which would be presented to the Faculty Senate at the March 2 meeting as an emergency motion. She noted that the reason for the emergency motion was to get the change implemented in time for the Senate district elections. Billesbach moved that the proposed changes be presented as an emergency motion to the Senate. Motion seconded by Dam and approved by the Executive Committee.

The meeting was adjourned at 5:00 p.m. The next meeting of the Executive Committee will be on Tuesday, March 2, 2021 at 2:30 pm. The meeting will be conducted via Zoom. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.