

EXECUTIVE COMMITTEE MINUTES

Present: Baesu, Bearnese, Billesbach, Buan, Eklund, Gay, Herstein, Kolbe, Minter, Weissling, Woodman, Zuckerman

Absent: Krehbiel

Date: Tuesday, October 12, 2021

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 (*Kolbe*)

Kolbe called the meeting to order at 2:32 p.m.

2.0 Chancellor Green/VC Boehm

2.1 Consultation

2.1.A. Administrative personnel change

Chancellor Green noted that an email was sent out by EVC Spiller explaining that she was stepping down from her responsibilities as EVC. He reported that he will be announcing later this week an internal search to replace EVC Spiller and stated that it is difficult to do a national search during this time, in part because of the pandemic and people's reluctance to move. He stated that he believes we have potential talent on campus to fill this role and hopes that we can identify a successful candidate and have the person in place for the spring term. He noted that he has asked Kolbe to serve as co-chair of the search committee and he will be announcing the members of the committee later this week.

Billesbach asked if having an internal search will abrogate efforts to try and get racial diversity into an upper-level administrative position. He noted that if we have an internal diverse candidate that individual's position would then need to be filled. Chancellor Green stated that if this were to occur, we would then have to address filling that individual's position.

Billesbach asked if January would be a better time to conduct a national search.

Chancellor Green reported that recruiting nationally is difficult during these times and very few people are looking at a Provost or Executive Vice Chancellor position because it is a challenging position. He noted that the turnovers in these kinds of roles are relatively quite high, and even two years ago when we were working to fill the EVC position, the number of candidates was more limited than desired.

Woodman asked if there is any consideration of changing some of the responsibilities of the position which could make it more appealing. Chancellor Green stated that there would be no changes in who the person reports to or the structure of the position. He

pointed out that this position is complicated because while the position is similar to a Provost, we have a system Provost, and then the structure with a separate VCIANR also creates further complexity.

Woodman stated that we have a reputation for hiring internally and asked if this could be a reason for not as many people applying for open positions. Chancellor Green pointed out that over the 11 years he has been here some people have ascended to internal leadership positions, but they initially mostly came from outside the university.

Weissling asked if there will be an interim EVC. Chancellor Green noted that the plan is to have the application process open for 30 days and to conduct interviews soon thereafter. He noted that EVC Spiller will remain in the position until Thanksgiving and he hopes to have interviews conducted shortly thereafter, so hopefully the person could be in place before the spring semester begins.

Chancellor Green stated that the search to replace Dean O'Connor of the Hixson-Lied College of Fine and Performing Arts, is already operational and steps down from the role at the end of December.

VC Boehm reported that the candidates for the Dean of Extension have been interviewed and he expects to hear a recommendation from the search committee by the end of next week. He noted that feedback on the interview is being gathered and he intends to make an offer if there is a viable candidate. He pointed out that the person would be invited back in the first two weeks of November for the public vetting period which will occur around the state. He stated that the goal is to have a start date of January 1.

2.1.B. Journey on Anti-Racism and Racial Equity Themes/Action Plan

Chancellor Green reported that he and the senior leadership team has been working with the co-leaders of the Journey and they have developed a themes/commitment to action document which is planned for release in early November. He stated that there are five thematic areas and actions along with timelines that have been identified based largely from the input from the campus community.

2.1.C. Greek Summit/Fraternity Actions

Chancellor Green reported that Student Affairs has called a required Greek summit on October 23 and all members of the Interfraternity Council, and the Pan-hellenic Council are required to attend along with their executive leadership team, advisers, alumni cooperation, and house parents. He stated that there will be upwards of 300 people in attendance, and he will be speaking to them to lay out the challenges for Greek life in today's current climate. He pointed out that he will be very candid about what the challenges are, and he will share data with them about the number of complaints that have been filed and the issues that have arisen, but he will not violate anyone's confidentiality by providing the data. He pointed out that the fraternities and sororities will not be the only groups implicated, but they will be informed of where they lie in the situation. He reported that he also plans to speak about necessary reform if the Greek organizations are to have future success.

Chancellor Green stated that the investigation and student conduct hearing process on the violations of the Phi Gamma Delta fraternity has now concluded. He stated that the fraternity was found guilty of violations of their probation related to alcohol, and it has been suspended for five years. He pointed out that the sexual assault case is an ongoing criminal investigation and was not a part of the decision to suspend the fraternity. He stated that Sigma Chi self-reported a sexual assault, and the issue has been handled and no further action is required because no complaints have been filed with the University in that matter.

Billesbach asked how egregious a violation must be for a Greek house to be banned from campus. Chancellor Green pointed out that it is very difficult for a Greek house to come back after a suspension of five years. He stated that the greater challenge is that the University does not own or operate these houses. He noted that the fraternity's alumni association owns the house so the University does not know what will happen with the building over the next five years. He stated that the fraternity is no longer considered a recognized student organization and therefore cannot have members. He noted that UNL has a reputation of being more aggressive in disciplining Greek houses than many other universities around the country. He stated that any hazing or alcohol incident that resulted in the death of someone would close a house down. Baesu asked if the University owns the property that Greek houses are on. Chancellor Green responded that most properties are owned by individual house alumni associations, but there are some where the University owns the land, and the houses have a long-term ground lease but own the structures on the land. Billesbach noted that the University has taken over some of the Greek houses' property in the past. Chancellor Green reported that the University has purchased the land from some of the houses that were previously moved or dissolved.

Woodman asked if the Chancellor would address the need for Greek houses to be less racially segregated. Chancellor Green stated that this gap does need to be bridged and we need to determine how to make this happen. He pointed out that there are minority fraternities and sororities at UNL, and they were specifically organized this way.

2.1D. American Rescue Plan Act (ARPA) Funding Requests

Chancellor Green reported that the state is scheduled to receive approximately \$1.1 billion in ARPA funds, and the Governor has put forward a plan for the Appropriations Committee of the Legislature to review how these funds will be disbursed. He noted that last Tuesday President Carter testified on the University's proposal for \$195 million of the funds. He reported that two of the proposed projects would relate directly to UNL, one is to rebuild and significantly expand the Holland Computing Center. He stated that the other project is partial support to build a public-private partnership commercial tech transfer facility to the USDA's National Center for Resilient and Regenerative Precision Agriculture that will be built at NIC.

Chancellor Green stated that the largest single proposal in the University's request would expand the Medical Center to UNK to focus on professional development for health care for rural Nebraska. He stated that a facility would be built to house a scaled back version

of UNMC with medical, nursing, and pharmacy capabilities. Kolbe asked if there is a plan to have faculty at the UNK facility. Chancellor Green noted that the funds from ARPA are one-time funds and there is the assumption that the University will have to continue to provide funding. He pointed out that the USDA Center will likely have programmatic funding from both the federal and state level.

2.2 Update on the number of Code of Conduct complaints because faculty/staff/students who are not complying with the mask policy.

Chancellor Green reported that he was informed that there have been relatively few complaints, a few relating to faculty, but the number is much lower than in the spring. Zeleny noted that if students are not in compliance with the mask policy, they are referred to the Student Code of Conduct office.

Chancellor Green noted that an open question is about the federal vaccine mandate and whether it would apply to the University since we are a public institution that does have some federal contracts. He stated that the President's Council will be discussing this issue in depth this week. He pointed out that it appears that if anyone is considered a federally contracted employee they would need to adhere to the federal mandate.

Chancellor Green stated that the Covid Taskforce is looking at what we should do next with Covid testing on campus. He noted that UNL's positive rates are low so we will likely change, probably going back to how it was done in the spring with more proportional level of surveillance testing across the general campus population. Zeleny reported that the number of daily cases is down, but the number of hospitalizations in the county has increased, and this will factor in to whether or not the Lincoln/Lancaster County Health Department will remove the mask mandate on October 28th.

Zeleny reported that there will be three booster clinics for any UNL employee no matter their age. He noted that education is considered a high priority sector which is why we are able to offer the booster to any employee.

2.3 People circumventing Wellness Attendants to enter buildings

Zeleny reported that most of the people who are circumventing the wellness attendants are faculty members and they are working on the individual cases to correct the problem.

2.4 How are people selected for the Academic Leadership Program and the Faculty Leadership in Academia program?

Chancellor Green stated that the programs have an application process and criteria that need to be met for selection. Gay asked for clarification about the research leadership program. Zeleny reported that this is sponsored by ORED with the focus to build interdisciplinary collaborative research teams.

Woodman pointed out that there was no diversity at all this year in the people selected for either the Academic Leadership Program or the Faculty Leadership in Academia program and whether and whether this was in part due to implicit bias in the selection process. Chancellor Green stated that he does not know if the pool of applicants was diverse, and

he does not know how those selected compare to previous years. He stated that he does recall there being discussion in the early years of the Big Ten Academic Alliance's Academic Leadership Program about diversity. Woodman pointed out that including diverse faculty members to participate in these programs would enable us to have greater diversity in leadership positions.

2.5 Extension Educators Having Difficulty in Obtaining Supplies from Admissions to Distribute to Potential Students

Kolbe reported that Extension Educators are essential in recruiting students but there have been complaints that they are having difficulties getting the folders of information and other supplies from Admissions that are needed for recruiting. Eklund noted that he coordinates several big events during the summer, and he also has difficulty getting supplies to give to perspective students. VC Boehm noted that the supplies used to be provided by Admissions, but they are no longer providing pens and pencils, and this is supposed to be provided by Extension. He stated that he would check to see what is going on.

2.6 Does the UMR Contract Come Up for Renewal this Year?

Chancellor Green reported that the UMR contract was for three years and the process for reviewing and possibly renewing the contract will start next year with the Board deciding in mid-2023. Billesbach asked if an RFP will be issued. Chancellor Green stated that he believes so and noted that the process would be handled by the system administration.

Kolbe reported that the Executive Committee was discussing the health benefits gap that occurs when someone is first hired. Zeleny stated that if someone's employment begins on the first of the month they would get covered, but if they start later in the month the health coverage wouldn't start until the following month.

2.7 Native American and Indigenous Advisory Board

Chancellor Green reported that the morning of Indigenous People's Day he was attending the installation of the Dr. Susan La Flesche Picotte statue, the first Native American physician, on Centennial Mall. He stated that the first meeting of the Native American and Indigenous Advisory Board was held on Sunday. He noted that the co-leaders of the advisory board are the four tribal chairs in Nebraska, and members of the Board include leaders in higher education, K-12 leaders, NGO leaders, and Senator Brewer. He stated that discussions during the four-hour meeting included ways to have open access to the University for Native and Indigenous students. He pointed out that we currently only have 53 students at UNL who are enrolled Native Americans.

Bearnes stated that she works with the tribes in the northeast corner of the state, and she asked how many Native American students go to UNO. Chancellor Green stated that UNO is a little more successful in recruiting Native American students, but our numbers have been increasing. He stated that we are exploring tuition-free attendance at all levels for registered Native Americans, and living costs are also being looked at. He stated that what is particularly needed is a support network for student success which is dedicated to Native Americans.

Chancellor Green stated that a land acknowledgement statement from the University is being worked on with the advice of the tribal leaders.

3.0 Approval of September 28, 2021 and October 5, 2021 Minutes

Kolbe asked for approval of the revised September 28, 2021 minutes. Billesbach moved for approval. Motion seconded by Baesu and approved by the Executive Committee.

Kolbe asked for approval of the revised October 5, 2021 minutes. Gay moved for approval of the minutes. Motion seconded by Baesu and approved by the Executive Committee.

4.0 Unfinished Business

4.1 Incentives for Faculty Senate Service (Gay)

Gay asked for the agenda item to be postponed so he could further work on the proposal.

5.0 New Business

5.1 Guidelines for the Evaluation of Faculty

Woodman pointed out that the Guidelines for the Evaluation of Faculty are out of date and need to be revised. He noted that the Guidelines do not even mention the Professors of Practice faculty. Kolbe stated that he would speak to AVC Walker about it and discuss whether a committee of faculty and administrators would need to be formed to revise the guidelines.

Eklund noted that faculty members are evaluated anonymously by students and asked why faculty can't provide anonymous evaluations of administrators. Woodman proposed that there be a formal agenda item to discuss this issue.

5.1 Identify Possible Faculty Members to Serve on the EVC Search Committee

The Executive Committee identified faculty members to recommend to the Chancellor for serving on the EVC Search Committee.

The meeting was adjourned at 4:41 p.m. The next meeting of the Executive Committee will be on Tuesday, October 19, 2021, at 2:30 pm. The meeting will be held in City Campus Union, Chimney Rock Room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Kelli Herstein, Secretary.