

EXECUTIVE COMMITTEE MINUTES

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

Absent:

Date: Tuesday, September 14, 2021

Location: 201 Canfield Administration

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 2:30.

2.0 Chancellor Green/VC Boehm

2.1 Consultation

2.1.A. Sexual Misconduct Syllabus Statement and Mandatory Training/Education

Chancellor Green noted that he spoke at the recent Faculty Senate meeting and to the public about the plans to take additional steps at UNL to increase education and advocacy on sexual misconduct. He reported that ASUN would also like to have a required syllabus statement providing website links to available resources about sexual misconduct. He noted that providing student peer mentor-based training and increasing the number of care advocates on campus are just some of the changes being made.

Chancellor Green reported that he is in the process of formalizing the Chancellor's Collaborative to Prevent Sexual Misconduct and noted that faculty, staff, and students will have representation on the Collaborative.

Woodman asked if the UNL Police are the right group to be looking into sexual assault cases. Chancellor Green stated that his is also being taken into consideration. Chancellor Green noted that the vast majority of cases reported are not advanced for investigation by the complainant and Chief Ramzah has pointed out that investigations proceed at the pace of the victim. He stated that when an alleged sexual misconduct case is reported to the Title IX office an investigation occurs, and if it is determined that a violation has occurred, it goes to the Student Conduct Board for disciplinary action. He reported that if it is a criminal case, the Title IX process is automatically initiated.

Billesbach asked if there were any statistics regarding the number of student violations that have occurred and what the outcomes have been. Chancellor Green stated that all incidents are reported through the Clery Act and the crime

statistics for UNL can be found at <https://scsapps.unl.edu/PoliceReports/ClerySummaryReport.aspx>.

Weissling stated that she knows people who have approached the Title IX office and have not had a good experience. She asked if there are ways to look at the system to see if improvements can be made so people know that their case is being heard and that the University cares about them. Chancellor Green stated that while the Title IX process and Office run parallel to the care and advocacy for victims, they are separate. He pointed out that Title IX must follow federal regulations which have changed over the years because of different national administrations. He stated that the care of victims begins with each victim being referred to a care advocate, and we have now increased the number of care advocates to help victims. Baesu pointed out that there needs to be better training of supervisors, so they know what needs to be done if a sexual misconduct occurs with people under their supervision. Buan noted that the Chancellor's Commission on the Status of Women has heard staff members saying it is difficult for them to take the time off from their job which is needed to go through the Title IX process.

Chancellor Green stated that he is listening and hearing the concerns and stated that UNL will continue to move forward with efforts to improve safety on campus for everyone.

2.1.B. Grand Challenges Implementation

Chancellor Green reported that the Office of Research and Economic Development (ORED) has now rolled out the first wave of request for proposals focusing on one of the seven Grand Challenges themes. He noted that over a four-year period, \$40 million, or \$10 million per year, will be committed to proposals and ORED has put forward a plan to solicit catalyst grants that are related to the themes. He stated that proposals will need to be submitted this semester and notifications will be sent out in February.

2.2 When is the actual census date for enrollment and when are budget allocations made to colleges based on enrollment?

Chancellor Green stated that our census date is the sixth day of class in the fall semester, and he has been scanning the enrollment numbers at our peer institutions. He stated that our decline is paralleling Iowa and Iowa State with the largest decline being in international students. He stated that he hopes that we will see a smaller decrease in enrollment decline for the spring semester than in previous years, in part due to students graduating earlier in May rather than in December.

Woodman asked if the decline in international enrollment is being experienced by other U.S. universities. Chancellor Green stated that this is correct. He pointed out that one reason why we and Iowa State have a larger decline in international students is because we became dense with students from mainland China over the

last decade, with 60% of our international students being from China at the peak of international enrollment. He noted that other universities were somewhat more diverse in their international student enrollment, and he has already had discussions with AVC Davis about how we can diversify and increase our international student population.

Chancellor Green stated that colleges do not get the tuition when it first comes in but at the end of the year. He stated that the actual enrollment number over the year is determined at the end of the current fiscal year.

2.3 Will the promotion and tenure process deadlines be extended due to the impact of the pandemic on research for pre-tenure faculty members.

Chancellor Green stated that this is a good question for EVC Spiller. VC Boehm noted that the option for faculty members to extend their tenure clock because of the Covid pandemic was instituted last year. To his knowledge this is still in place. He indicated that within IANR efforts are being made to ensure that conversations take place during the evaluation process that address the pandemic's impact – both positive and negative - on one's teaching, research, extension/outreach and service. He stated that some people realized that they did not need to take the extension, but that the impacts of the pandemic may impact the trajectory of faculty members for years. He reported that the administration is taking this problem very seriously, and it is an important issue to address because we want to attract and retain amazing talent which is key to our competitive advantage.

Zuckerman stated that due to the pandemic she has not been able to collect data or write a justifiable testing plan, and she asked what is going to happen to those faculty members who are caught trying to be promoted from associate to full professor. Buan echoed this concern and pointed out that the inability to conduct research is also impacting graduate students who are trying to establish a research record for employment. VC Boehm noted that even someone well set for promotion might be impacted in their journey from associate to full and the administration is going to have to remember the hardship and complexity that some faculty members have experienced through no fault of their own. He stated that not only do we need to infuse doses of humanity and grace during the pandemic, but afterwards as well. Chancellor Green pointed out that not only has research been impacted, but also teaching and engagement and the institution will have to be very attentive to these impacts. VC Boehm stated that there needs to be constant dialogue between himself, EVC Spiller, AVC Walker and AVC Bischoff to address the situation.

Krehbiel asked if there needs to be discussion about whether the requirements for tenure and promotion need to be adjusted. Gay stated that he thinks our standards are not high enough, but Weissling pointed out that the requirements can vary greatly from unit to unit. Baesu asked if there was a separate form that is available for faculty members to provide more information to better position

themselves for promotion and/or tenure. VC Boehm stated that IANR has such a form, but an inquiry would need to be made to EVC Spiller about this.

2.4 UNL Covid Numbers

Chancellor Green reported that we are seeing a decrease in the number of positive Covid cases since the recent peak and noted that the decrease is being reported by the medical community, the Lincoln/Lancaster County Health Department (LLCHD), and on our campus. He stated that our weekly positive rate the week of August 7th was 4.59% and for the week of September 11th it is down to 2.32%. He noted that the LLCHD's mask mandate is scheduled to end after September 30th and a decision will need to be made soon as to whether it will expire or be extended.

Chancellor Green stated that the University is watching to see if the mandatory vaccine for federal employees will be required of institutions that receive federal funding because this will definitely impact us. He reported that the number of people signing up with the vaccine registry is increasing with almost 22,000 people registered. He stated that compliance with being tested is high with a little less than 7,000 being tested per week.

Krehbiel asked if the Covid travel policies are still effective. VC Boehm stated that travel for bona fide business is allowed. Billesbach asked if there are plans to take IANR back to the regular approval process. VC Boehm stated that the second approval process will be looked at and noted the administration is trying to empower the decision making at the local level.

Kolbe asked about the Chancellor's comments at the Faculty Senate regarding the number of people leaving the workforce. Chancellor Green stated that the administration is studying the data and there is a body of evidence accumulating societally which is being considered the "great resignation." He stated that there is a growing number of people who are coming out of the pandemic and making changes to their life in terms of how they work, their careers, or whether to retire. He stated that it is absolutely true that all employers are struggling with the labor market. Woodman asked if the increase in workload due to combining department centers or the UNL requirement for many to work on campus only were having an impact on the number of people leaving UNL.

3.0 Announcements

3.1 Covid Vaccination Clinics on Campus

Kolbe reported that there will be Covid vaccinations clinics at the City and East Campus Unions this week for both first and second shots.

Krehbiel asked if the University Health Center (UHC) will be administering flu vaccines. Kolbe stated that the UHC is planning for 6,000 flu vaccines for students. He noted that because of the expected high demand UHC many not be able to accommodate vaccines for faculty and staff.

4.0 Approval of August 24, 2021 Minutes

Billesbach moved for approval of the minutes. Motion seconded by Gay and approved by the Executive Committee.

5.0 Unfinished Business

5.1 Statement from Members of the Campus-wide Collaborative on Sexual Misconduct

Minter noted that the statement written by some faculty members of the Collaborative on Sexual Misconduct has been revised to address concerns raised by the Executive Committee. The Executive Committee then discussed the statement. Baesu asked if the Executive Committee can check to see if the recommendations being put in place are working. Buan agreed that the Committee should support the letter of our faculty colleagues and calls for a critical evaluation of the procedures and advocates for stronger punishment for violations of the Student Code of Conduct. The question was asked whether there are universities that have banned the Greek system. Herstein pointed out that even though Greek houses can be banned from being on campus, they can still exist with housing off campus.

Minter suggested the following “We join our faculty colleagues who served on this Campus-wide Collaborate on Sexual Misconduct and endorse their statement calling on campus leadership to provide periodic updates on progress toward the report’s recommendation and their call to be included in conversations regarding best practices for their implementation.” The Committee reviewed the statement and discussed how the members of the Collaborative should release their letter. Buan moved that the Executive Committee endorse the Collaborative’s statement. Herstein seconded the motion which was approved by the Executive Committee. The Committee agreed to work on the endorsement language over email and to follow-up with representatives of the Collaborative about next steps.

5.2 Executive Committee Goals for 2021-2022

The Executive Committee approved the final draft of the Executive Committee goals. Billesbach moved for approval of the goals. Herstein seconded the motion, and the Executive Committee approved the motion. Griffin noted that the goals will be presented to the Faculty Senate at the October 5th meeting.

6.0 New Business

6.1 Three Faculty Members Needed to Serve on the Course and Lab Fee Committee

Woodman, Billesbach, and Eklund volunteered to serve on the Committee.

6.2 Request for Aggregated Data on Faculty Evaluations

Kolbe reported that he received a request from AVC Walker to share the aggregated data from faculty evaluations to the Center for Transformative Teaching. Kolbe pointed out that he strongly objected to this idea. Woodman stated that the Faculty Senate should

strongly object to this and noted that the data from the standardized online evaluation forms is concerning due to the low numbers of evaluations being received.

6.3 Review of Big Ten Peers on Compensation for Service on the Faculty Senate

Gay reported that he has forwarded information he gathered from our Big Ten peers on whether they provide compensation for service on the Faculty Senate. He asked that this item be on the agenda for the next committee meeting.

The meeting was adjourned at 4:49 p.m. The next meeting of the Executive Committee will be on Tuesday, September 21, 2020 at 2:30 pm. The meeting will be held in the City Campus Union, Chimney Rock room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Kelli Herstein, Secretary.