

EXECUTIVE COMMITTEE MINUTES

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

Absent:

Date: Tuesday, March 8, 2022

Location: 201 Canfield Administration and by Zoom

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

Consultation Items:

Future of Work Taskforce

Chancellor Green reported that EVC Ankerson is leading the 12-person taskforce which will look carefully at the changes in the work environment and work policies for staff members. He noted that the taskforce has representation from the faculty, staff, and administrators from across the campus. He stated that the taskforce began work in mid-February and has already made good progress and will provide its recommendations to him in early April. He noted that the taskforce intends to survey staff members before finalizing its recommendations.

Billesbach asked what the expectations are for the recommendations. Chancellor Green noted that the university does not have a telecommunicating policy pertaining to work other than what was allowed during the pandemic. He stated that he anticipates the recommendations will address issues such as place of work, hybrid work, flexibility of work hours and other modes of work. He noted that he asked the taskforce to think very broadly and candidly pointing out that the nature of work around the country and here in Nebraska is changing dramatically making competition for good, qualified staff members more difficult.

Buan asked if the policies would be more short term or long term. She noted that consideration should be given if LPS is closed due to inclement weather because of the difficulty the closure can have on those faculty and staff with young children. Chancellor Green stated that the policy changes are intended to be for longer term.

Unified Academic Calendar for 2022-23 and Beyond

Chancellor Green noted that the campuses of the University modified their academic calendars to deal with the pandemic which has resulted in a desire to again have a unified calendar, this time with a January interim session. As a result, the University-wide

Calendar Committee worked on developing a new academic calendar which will go to the Board of Regents for approval in April. He reported that the calendar would be in place for the 2022-2023 academic year and pointed out that the calendar would be the same as this fall's semester, but the spring 2023 semester would start and end a week later. He stated that summer school would not be impacted but it would change the appointment letter start dates for faculty members. He noted that the changes to the academic calendar would line up our spring break with Lincoln Public Schools' spring break.

Woodman stated that he understands there has been some discussion about moving the fall break to the week of Thanksgiving and having the full week off. Chancellor Green stated that there is some strong resistance to this and pointed out that most universities do not do this. Woodman asked who was pushing back on the idea. Chancellor Green stated that it was from the other campuses and students, with many feeling it was too late in the semester for a break.

Athletics Considerations Relative to First Football Game in Ireland in August 2022

Chancellor Green noted that the first football game is the Saturday after the first week of classes and for those students attending the game in Ireland, approximately 175 of them, they would miss the first week of class. He stated that this would impact their ability to drop or add a course. He stated that administration is trying to determine a way to accommodate these students, possibly by providing them with a longer drop/add period.

2.1 Can you elaborate on the comment you made at the March 1 Faculty Senate meeting about the budget model being a budgeting tool and not an allocation tool. What does this mean for the colleges and the departments?

Chancellor Green stated that the new budget model is a budgeting tool that will provide greater transparency of the revenue and expenses in each of the colleges. He pointed out that each college will receive state allocated funding and noted that more information about the budget model will be provided in upcoming townhall meetings this semester.

2.2 What progress has been made with the plan to address sexual assault and misconduct on campus? The Executive Committee is hearing numerous complaints about the sexual misconduct training. What is the long-term plan for the training and are there thoughts about completely revising it? Are there any implications if a person does not feel comfortable taking the training?

Chancellor Green reported that at the beginning of the online training there is the ability for individuals to opt out of it, and as he mentioned at the Faculty Senate meeting, plans are being developed to include peer mentoring for students in addition to the online training. He suggested that the Executive Committee invite Professor Swearer, Chair of the Chancellor's Commission for the Prevention of Sexual Misconduct to discuss the work that the Commission is, or has, already done.

Weissling asked if the plan is to keep the same training. Chancellor Green stated that the online training will be kept but it will continue to evolve. Billesbach stated that the

online training is geared more towards the students and suggested that there be a more targeted training program for the faculty. Chancellor Green stated that he believes whoever takes the online training can learn something from it. Billesbach suggested that the delivery of the information in the training will influence what people learn from the program. He noted that for those who know more about Title IX the training may be tedious. Herstein stated that she is a member of the Commission and reported that a new subcommittee on education and communication was just formed to address some of the issues just raised and suggested the Executive Committee meet with the co-chairs of the subcommittee, Professor Lorna Dawes and Ryan Fette, Education and Outreach Coordinator from the Office on Institutional Equity and Compliance.

2.3 Are there any initial plans of how to address the staff salary situation that the Chancellor mentioned at the March 1 Faculty Senate meeting?

Chancellor Green reported that he is trying to advocate for more staff compensation through the budget planning process. He pointed out that the budget for the next biennium, FY 2023-24 and 2024-25, is now being drafted and the request for more staff compensation would be included in this budget request.

2.4 Some CASNR faculty have received notice that the teaching apportionments in CASNR have changed. Can you discuss this change and how implementation will be handled by the college and departments?

VC Boehm reported that Dean Heng-Moss sent a memo out to CASNR which was related to defining the teaching expectations of existing teaching apportionments. He pointed out that CASNR follows Regents Bylaws Section 4.3 regarding any change in apportionment and, for the most part, the change is mutually agreed upon, if not, the procedures in Bylaw 4.3 must be carefully followed. He reported that feedback from the faculty and unit administrators indicated that there was a need to simplify and make it easier to have discussions between a faculty member and administrator regarding apportionments.

Woodman asked if the changes in expectations could lead to an administrator telling a faculty member that they would have to teach more. VC Boehm pointed out that there is a long-standing definition in CASNR regarding how many credit hours a full-time faculty member on a 12-month appointment would teach and how many credit hours a full-time faculty member on a 9-month appointment would teach. VC Boehm suggested that Dean Heng-Moss would be the person the Executive Committee should meet with to have a more in-depth conversation about the issue.

2.5 Do you have any additional thoughts on the implications of a 2% service apportionment on faculty representation on committees, in faculty governance, and work/life balance? In sum, what are the long-term implications of such decisions on volunteerism and healthy workplace habits?

VC Boehm noted that he spoke about this in the fall with the Executive Committee as it applied to Extension Educators. He noted that previously he reported that IANR conducted a study looking into the service work of Extension Educators and the decision

was made to have 100% of their apportionment in their work responsibilities with the understanding that service was built into the apportionment. He stated the Dean Stoltenow agreed with the change in apportionment.

Regarding tenure-track line faculty members, VC Boehm stated that this is a philosophical question and given the 54 units in IANR, there are different mindsets regarding apportionment for service. He pointed out that service is different from volunteerism. He stated that chairing a promotion and tenure committee or a curriculum committee is considered service but serving on the Faculty Senate is considered volunteerism. He noted that every single faculty position has a description, and it says whether it is expected that the individual would be involved in some kind of service work. He stated that in IANR a large commitment of service would mean that the faculty member would be involved in service work for one day a week. He stated that he would be interested to learn what the service expectation is in Academic Affairs.

Billesbach stated that while service is considered an expected part of a faculty member's responsibilities, there are some faculty that receive no acknowledgement of their service work during their annual review. He asked why it is not being discussed during the annual review process when it is considered part of the work of a faculty member. He noted that a number of faculty question why someone would serve on the Faculty Senate or campus committees when it is not being considered during annual reviews and asked if the culture of this thinking could be changed. Buan asked if administrators adjust a faculty member's apportionment when they do service work such as chairing a graduate program or participate in recruiting and admission, both of which are very time consuming. VC Boehm agreed that chairing committees is a lot of work, and he will ask for an analysis to see if faculty members who have served as chairs have readjustments made to their apportionment.

Weissling pointed out that many junior faculty members are discouraged from doing **any** service work. Chancellor Green stated that they are usually discouraged because they need to focus on attaining tenure and promotion. He stated that he believes this is a cultural issue that is ingrained in the way the academy works.

Kolbe pointed out that the Faculty Senate is trying to encourage more faculty members to serve on various campus committees that require faculty members, and a 2% service apportionment is just not adequate in many cases. He noted that there are faculty members who consistently do a lot of service work while others don't do much at all.

2.6 How does IANR or the university as a whole train or prepare department heads, program directors, or engagement zone coordinators to evaluate faculty and communicate with faculty about their evaluation? How are administrators and/or supervisors taught/trained to handle conflict during a faculty evaluation?

VC Boehm stated that he discussed this with the IANR senior leadership team and noted that conflicts rarely occur and if it is anticipated that there would be a difficult conversation a faculty ombudsperson or someone from Human Resources is in attendance. He pointed out that if conflicts do occur, it is usually not around annual review or performance. He

noted that five years ago he created Associate Vice Chancellor Rich Bischoff's position which focuses on faculty and unit leadership success. He noted that AVC Bischoff meets with the faculty in academic units and discusses what a healthy platform should look like. He reported that Dean Stoltenow is working with Professor Varner and AVC Bischoff to provide more transparency with Extension evaluations.

27. Will the new alcohol sales bring any revenue into the academic mission of the university in the form of academic scholarships or salary raises for staff?

Chancellor Green stated that the Board of Regents has not decided yet whether alcohol sales will be at all university events, only setting of policy that individual events would need to come to the system President and Board for approval. He noted that the university had to work with the city in order to get approval to have alcohol at recent university events at the Pinnacle Bank Arena and it would take some time before it would be available in Memorial Stadium. He pointed out that the Stadium is not currently configured for alcohol sales, even in the concession areas.

Chancellor Green pointed out that there is a false perception that alcohol sales would generate substantial additional net revenue. He stated that by the time the costs are covered the net revenue for the university is only marginal. He noted that if approved the revenue would be shared with Athletics and the remainder would probably go to scholarships and additional program support.

Weissling asked if there was still a 5% tax on revenue generating units across the campus. Chancellor Green stated that in general this is correct, but there are exceptions. He noted that Athletics gets a 5% tax and prior to Covid \$10 million was being generated by Husker Athletics and was provided to academic programs. Billesbach asked if the 5% tax was the cap on Athletics. Chancellor Green reported that originally Athletics gave \$5 million a year to academics and then in 2017 an additional \$5 million was implemented which was used to establish scholarship programs for students, but due to the pandemic, there was no money from Athletics due to the loss of revenue. However, we still awarded the scholarships that were promised to students.

Woodman asked if the recently announced media contract with Athletics was a good one. Chancellor Green stated that it is a very good contract and approval of it will be on the April Board of Regents agenda. He noted that the whole business model for Athletics could be changing if legislation is passed requiring student-athletes be paid for competing.

2.8 Issues on the Horizon

Chancellor Green reported that last week a public statement was made on behalf of 90 different higher education institutions concerning the recent efforts to limit freedom of speech and academic freedom across the country. He noted that the conversation is escalating around the country, and we have our challenges here, but the university will not back away from academic freedom or tenure.

Chancellor Green stated that the Legislature is getting closer to deciding about the ARPA funds and it is looking positive for the \$25 million to construct a companion building to the

USDA facility at NIC. He noted that we are still waiting to hear about the funding for the expansion of the Holland Computing Center.

Chancellor Green noted that things are changing with Covid and there is considerable conversation, particularly about face coverings, about what the university will do if the risk dial goes to green. He stated that we are a little out of sync with the rest of the county, but no decisions have been made yet. Associate to the Chancellor Zeleny noted that the CDC stated that if a county had medium to low Covid cases, masks would not be needed for indoor events.

Woodman asked if category 1 classes would still be required to wear masks. Chancellor Green stated that these classes could request masks be worn but not required if the risk dial goes to green. Weissling asked about clinics. Associate to the Chancellor Zeleny stated that the CDC guidelines for childcare remains consistent and the same is somewhat true for clinics but there are some indications of changes with the requirements for clinics.

Billesbach asked about the university's legal letters to the three Republican gubernatorial candidates respectfully asking them to refrain from using NU's logos and other marks in their advertising campaign. Chancellor Green pointed out that this is not unprecedented, and it has occurred numerous times over the years. He stated that the university lawyers sent the letters and do so anytime some one is violating or profiting from the use of the university's copyrighted logos and other university marks.

3.0 Announcements

3.1 Replacement of VidGrid

Woodman reported that YuJa is the primary vendor being considered to replace VidGrid but it first needs to be piloted and ITS is looking for volunteers to test it later in the spring. Anyone interested should sign up at <https://app.smartsheet.com/b/form/b4632941e1204619a263c611702187ed>.

4.0 Approval of March 1, 2022 Minutes

Billesbach moved for approval of the minutes and motion seconded by Eklund. The motion was then approved by the Executive Committee.

5.0 Unfinished Business

5.1 Academic Calendar Changes

Kolbe noted that there would be no change to the fall break for the 2022 fall semester, but there is still some discussion occurring about changing the fall break in the future to the week of Thanksgiving. He reported that he has received concerns from faculty members who conduct field trips during the fall break while the weather is still good, and he does not think the students would support the change. Woodman noted that he is not as concerned with changing the fall break to Thanksgiving week as he was when there was a proposal to shorten the semester to 14 weeks.

Billesbach asked if a later end date to the spring semester would be compatible with summer sessions. Woodman noted that there would probably not be the break between

the spring and summer semesters as there has been. Kolbe stated that it could be that one of the summer sessions could be shortened. Woodman noted that departments across the campus use the summer session in various ways, such as the Cedar Point research courses are held for three-week sessions through the summer.

Herstein asked if there needs to be discussion about faculty members receiving an increase in their salary if they teach during the interim session in a hybrid model or use a different kind of modality. Kolbe pointed out that the J interim session and summer sessions are not required teaching and faculty get paid in addition to their annual salary if they teach during these sessions.

5.2 Update on BMAC

Minter reported that most of the formulas for the new budget model have been agreed upon and there is a plan for how to calculate head counts and majors based on their year's numbers. She noted that the deans have agreed to the formulas, but there is concern about the effect the pandemic has had on numbers. She stated that everyone agrees that the budget model should move forward on July 1 with the understanding that units and colleges would be held harmless if their numbers are lower due to Covid. She stated that research centers are still problematical and there is recognition that there are some limits to the model, but we are at a stage where it needs to be implemented.

6.0 New Business

6.1 Agenda Items for EVC Ankerson

The Executive Committee identified the following agenda items for EVC Ankerson:

- Proposal for Compensating Faculty Senate Executive Committee Members.
- Plans for the use of revenue generated by alcohol sales.
- What is her perspective on the budget model and how close is it to being ready. With her experience as a former dean, does she have reservations about the budget model?
- What exactly has been changed with the Regents Scholarships and what criteria is used for selecting students now that the ACT scores are optional. Has the demography of Regents Scholars changed?
- Where are we in the process of codifying the tenure and promotion guidelines? Has work continued on developing a promotion track for Professors of Practice that was originally set in motion by previous EVC Spiller?
- Is there training for new department chair and heads on how to evaluate faculty and communicate with faculty about their evaluation? How are administrators and/or supervisors taught/trained to handle conflict during a faculty evaluation?
- Anonymous evaluations of administrators

The meeting was adjourned at 4:40 p.m. The next meeting of the Executive Committee will be on Tuesday, March 22, 2022, at 2:30 pm. The meeting will be held in the Nebraska Union,

Platte River Room North. The minutes are respectfully submitted by Karen Griffin, Coordinator and Kelli Herstein, Secretary.