

## EXECUTIVE COMMITTEE MINUTES

**Present:** Bearnese, Boudreau, Eklund, Kolbe, Kopocis, Krehbiel, Latta Konecky, Lott, Minter, Paul, Weissling

**Absent:** Baesu, Zuckerman

**Date:** Tuesday, November 8, 2022

**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 (*Minter*)

Minter called the meeting to order at 2:30 p.m.

### 2.0 Chancellor Green

#### 2.1 When will the Future of Work Taskforce report be made available to the Executive Committee?

Chancellor Green stated that the report was submitted in late July, and we are now in the implementation development phase for some, but not all the recommendations. He noted that the major recommendations are being implemented and he is happy to share the report with the Executive Committee. He stated that the out take is that the alternative work policy is being implemented and the University system is putting forward an alternative work policy that would amend the existing policy. He reported that the expectation is that the policy will be effective January 1 and noted that this affects staff positions only.

#### 2.2 With the many changes that are occurring with ITS due to the need for increased cybersecurity, it is important that faculty/staff/students receive information about what these changes are and how they can impact people's work. We want to verify that UNL's IT unit is free to correspond directly with UNL faculty about shifts in IT policy and UNL faculty specifically want to know, in accessible language, what their obligations are under the newly revised EM 16.

Chancellor Green stated that UNL's IT unit does have the ability to communicate with the faculty, which he hopes is already occurring, and pointed out that there is a website (<https://its.nebraska.edu/policies-processes/responsible-use-of-university-computers-and-information-systems>) at the system level the provides information. Associate to the Chancellor Zeleny pointed out that the website includes a summary of the timeline and a FAQ section.

Minter stated that at the recent Faculty Senate meeting questions were raised that are specific for UNL and a suggestion was made to have a FAQ specifically for UNL. She noted that she recently met with CIO Tuttle and suggested this, and he

is working on developing one for UNL. Latta Konecky pointed out that the FAQ on the system website is very generic and suggestions were also made at the Senate meeting to have a FAQ that is more student oriented. Minter suggested putting the UNL FAQ on the UNL ITS website.

**2.3 What do you see as the most important selling features for talking to students about coming to UNL? Can a list of talking points be created and distributed to all faculty and staff since it has been stated that everyone needs to help with recruitment? Should there be talking points specifically for prospective students and a different set for their parents?**

Chancellor Green stated that in comparison with many other universities, our size and personalization to assist students, our cost, and care of students, our values, the value of a four-year degree, and our goal of providing experiential learning opportunities for students is unique – in addition to our high level of academic quality. He noted that ASEM could produce a list of talking points.

Minter pointed out that some faculty, such as those in the Hixson-Lied College of Fine and Performing Arts and Nebraska Extension, do a great deal of recruiting but comments have been made by faculty members that recruitment materials are not reaching the faculty. Eklund noted that faculty members don't get access to home addresses and very few phone land lines exist for faculty to contact prospective students. He stated that he has established Instagram, Snapchat, and other means of electronic communications in order to recruit students. He noted that he was able to get a lot of attention from prospective students when Missouri was identified as a state where students could attend UNL at close to in-state tuition rates.

Chancellor Green stated that the perception of higher education and its value has become diametrically skewed by political affiliation, but when people were asked about the economic value of attaining a degree, 85% of people stated that having a degree was highly valuable.

**2.4 Having technology that works in the classroom is essential if we are going to try to increase enrollment. What is the plan to ensure that our technology is in working order for next fall?**

Minter stated that she senses that students are excited about coming to UNL because it would provide a higher technological experience for them, but the Senate has heard numerous complaints about the technology not working well in some classrooms. She noted that each fall there seems to be problems with Eduroam and people's ability to connect with it. Weissling pointed out that technology problems in buildings across the campus are affecting the student's learning experience, noting that when a student cannot see the PowerPoint presentation in a class, it becomes a problem.

Chancellor Green stated that he does not know if the difficulties occurring in classrooms has been mapped out so we can address what the real issues are with

the technology. He stated that we need to have a sense of what the issues are across the board.

Weissling stated that having up-to-date instructions available on how to start the technology in a classroom would be helpful. She pointed out that every time you walk into a classroom it is a new learning experience with the technology. Latta Konecky reported that at UNMC there is an IT person in the room at the beginning of a class and a phone number is available in the room should there be any technological difficulties. Chancellor Green pointed out that UNMC has its own computing system separate from the university-wide system.

Eklund asked if each college has its own technology people. He noted that the IT staff in his college has been cut in half, but their in-house IT people have been successful in helping the faculty. Chancellor Green stated that the number of IT people in a college varies across the campus.

Kopocis stated that an issue with classroom IT is uniformity. She stated that while a faculty member can figure out how to use the computer in one classroom, it may not be the same in another classroom. She pointed out that every building is so different and there is no uniformity in updating classroom computers. Some get updated while others don't.

Minter noted that EM 16 has taken up a lot of people's time recently. She suggested that there be a meeting with UNL's IT people to see if we could start making some progress on technology in the classroom.

Chancellor Green stated that he does not have a good understanding of the scope of the issue, but as described he can certainly imagine how frustrating it is for faculty members. He stated that he will have UNL's IT look into the issue to get it resolved.

## **2.5 What is your perspective on the extent of our graduate programs' competitiveness and how can they be more competitive?**

Chancellor Green noted that there are two parts to the question. He stated that the administration just met with the leaders of the Graduate Student Assembly (GSA) to look at how competitive we are with our assistantships. He noted that there is variability across the campus in the graduate assistantship support that is provided and the availability of it. He stated that he has a sense that we have not returned to the pre-Covid level of recruiting graduate students.

Minter pointed out that Covid impacted the speed at which graduate students could move through their graduate work and suggested that this could be a factor. Chancellor Green stated that during the pandemic graduation numbers for graduate students was lower but this May there was a 15% increase in the number of Ph.D. students who graduated. He noted that there is a slow down nationally in the number of graduate students in both resident and non-resident students and

pointed out that typically during a recession the number of graduate students increases, but in these times, it is difficult to predict what will happen.

Chancellor Green reported that last spring he met with GSA President Donesky and other GSA leaders who wanted to look at assistantships for graduate students. He encouraged them to look into it and to create a comparative data set with our peers. He noted that the data set the GSA created indicated that even with adjusting for cost of living, we lag our peers in the Big Ten considerably. He stated that the administration is currently looking to ensure that the correct data has been used in the data set.

Minter asked if fundraising efforts are ever targeted to providing graduate student stipends. Chancellor Green stated that it can be more challenging because people don't always understand the need for it, but it is not impossible. He reported that there are several large Foundation funds that support graduate students and one of the key priorities of the upcoming University of Nebraska Foundation comprehensive campaign is to raise funds to provide scholarships for undergraduate and graduate students.

**2.6 Should the 2008 Faculty Residency Expectation Policy be revised given the changes of the workplace since the pandemic and the university's push for more online teaching?**

Krehbiel noted that Kansas State University is advertising positions stating that people that are hired can live anywhere. Paul asked if the policy pertains to all faculty or just teaching faculty. Associate to the Chancellor Zeleny stated that he believes the policy is for teaching faculty members. Chancellor Green stated that he knows of people who live in Nebraska but teach at other universities and noted that this is not something new. He stated that the policy should probably be revised, but only for faculty teaching online only. Minter noted that she has seen a number of faculty members interested in having a hybrid teaching option and there are a lot of conversations about the expectations to meet in person.

**2.7 Update on Capital Campaign**

Chancellor Green reported that the Foundation's capital campaign fund will be launched publicly on November 18. He noted that there will be a live virtual event for the campus community, and it will be broadcasted. He stated that this campaign will be more about support for students, but will include fundraising for some capital projects, endowed chairs, and student programmatic support. He stated that each college has developed its own goals.

**State Employees and Scholarship Funding for Community Colleges**

Bearnes noted that the Governor had sent a notice that state employees can get tuition reimbursement for their dependents at state and community colleges, but employees of the University were not eligible and asked if the Chancellor knew why University employees were excluded. Chancellor Green pointed out that University employees are considered as independent employees of the state rather

than a state employee. He noted that whenever state funds are used to cover things like travel, University employees must follow the state policies.

### **3.0 Announcements**

#### **3.1 Senator Needed for the Council on Inclusive Excellence and Diversity**

Minter asked if any Senator has indicated interest in serving on the Council on Inclusive Excellence and Diversity. Griffin responded that no one has contacted her and stated that she would send an email out to the Senators to see if anyone is interested.

#### **3.2 Dedication to First Responders at Halsey**

Krehbiel reported that she recently attended an event dedicated to the first responders at Halsey National Park. She noted that the people in the community really want to have the camp rebuilt. She noted that in attendance were the summer staff, program staff, counselors, high school students and college youth. She pointed out that seeing all of these people reunite and hearing their stories about being at the camp and how it helped them reminded her of the power extra-curricular communities can have for young people. Lott noted that some of the camp counselors date back to the 1970's and they have continued their friendship over the years. He pointed out that the camp provided the young people with a connection to the university beyond athletics, and he noted that political candidates running for office around the Halsey area are very supportive about rebuilding the camp site.

### **4.0 Approval of November 1, 2022 Minutes**

Minter asked if there were any further revisions to the minutes. Hearing none she asked for approval of the minutes. Lott moved, Eklund seconded, and the Executive Committee voted to approve the minutes.

### **5.0 Unfinished Business**

#### **5.1 Update on Meeting with CIO Tuttle**

Minter reported that she met with CIO Tuttle and proposed the idea of creating a FAQ for UNL. She stated that he was excited about the idea, and he informed her that he and his staff had been thinking of doing something similar. She stated that CIO Tuttle will be meeting with his staff on Thursday and will discuss the idea with them. She also reported that the Information Technology Services Committee (ITSC) will be meeting on Friday, and CIO Tuttle stated that he would discuss the idea with the ITSC.

Minter noted that she had sent the Executive Committee an email inquiring whether to invite Vice President Blackman, Information Technology Services, to speak at a full Senate meeting and the Committee agreed that he should be invited. She stated that she would send an email to VP Blackman to invite him to a meeting along with Assistant Vice President Haugerud.

Minter reported that faculty members continue to be concerned over confidentiality and privacy issues with the changes to EM 16. She noted that she asked CIO Tuttle what kind of confidentiality agreement IT employees sign to ensure confidentiality when they work on university and private devices, and she stated that he will be forwarding a copy

of the confidentiality agreements IT employees must sign. She reported that the IT employees not only have to sign the confidentiality agreement when they are hired but have to resign it during their annual review.

Eklund asked if there was any further discussion about looking at high-risk data users and low-risk data users. Minter stated that she thinks the UNL FAQ documents will address this issue.

Minter suggested having ITSC Chair Professor Nixon and CIO Tuttle meet with the Senate in December.

## **5.2 Update on Faculty Senate Policy on Acceptable Use of Software Systems Management and Deployment Tools**

Minter reported that she contacted both ITSC Chair Professor Nixon and CIO Tuttle asking them to consider the Senate's policy and to make recommendations on how the Senate should move forward with it given that it is now no longer in compliance with EM 16.

## **5.3 Faculty Wellness Survey**

Minter noted that she sent a link out to the Executive Committee members on a faculty wellness study done regularly by Cornell University to provide an example of the kinds of questions we might want to include in the Committee's planned Faculty Wellness Survey. She asked if there was anyone interested in serving on a subcommittee to work on the survey. Paul and Krehbiel volunteered and Kopocis and Kolbe stated they were both interested in serving but could not participate until January. Griffin suggested asking Zuckerman when she returns from leave in January to see if she would be interested.

The Executive Committee then discussed what kinds of information the survey would be seeking. Paul pointed out that we need to be mindful of other surveys that are being done for the same population and Minter suggested that we check with the President's office to see when the Gallup survey will be conducted again. Suggestions were made to ask faculty members what could be done better to improve their working conditions, questions regarding apportionment and workload, if they receive communications about relevant policies, what are the stumbling blocks for them to be a successful professor, if they have taken on extra duties since 2020 and if they are still doing them, and if they feel that supported by your chair and dean. The Committee pointed out that a survey would not be ready for distribution until sometime during the spring semester.

## **5.4 Conflict of Interest Resolution Committee Update**

Minter reported that she and Professor Peterson, chair of the ARRC, met with Emeriti Professor Hoyt who is a Research Compliance Officer with ORED, and two others who coordinate the CIRC to discuss whether the Faculty Senate President needs to serve on the Committee. She pointed out that the CIRC reviews conflict of interest contracts and training is needed to conduct these reviews.

Minter pointed out that part of the CIRC guidelines is regulated by the federal government which now has some new language requirements that need to be included in our guidelines in order for us to be in compliance. She stated that there might be a proposal for some changes to the way the paperwork flows through the committee as well as participation by committee members. One idea is to have someone from Business and Finance to serve on the committee to make sure state policy's regarding federal grants and being followed. They would also like to add 3-5 faculty members as voting members to provide more expertise in diverse subject matters. She pointed out that Professor Peterson felt that the ARRC chair should continue to serve on the Committee as an Ex-officio member. She stated that there was discussion about having someone from the Senate Executive Committee serve on the CIRC. Griffin suggested having the Faculty Senate President appoint a designee to the Committee from the Senate. Minter reported that ORED will have a draft of proposed changes to the Executive Committee in either mid-December or January.

## **6.0 New Business**

### **6.1 Agenda Items for EVC Ankerson**

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

- Are exit interviews being conducted for faculty members who leave UNL?
- What is the status of the proposed revisions to the Guidelines for the Evaluation of Faculty?
- How is the new budget model working in the colleges and is there any data available on it yet?
- Updates on recruiting efforts. What resources are available to faculty to help them recruit students, how can ASEM help faculty members, and can talking points be created for faculty and staff to help recruit students.
- What is UNL's plan for online teaching now that NU Worldwide has been decentralized? Are there initiatives to help faculty get up and running with online classes?
- Update on the work of the University-wide Calendar Committee.
- What is the status of the University of Nebraska High School program?

The meeting was adjourned at 4:53 p.m. The next meeting of the Executive Committee will be on Tuesday, November 15, 2022, at 2:30 pm. The meeting will be held in the Nebraska Union, Big Ten Conference Room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Signe Boudreau, Secretary.