

EXECUTIVE COMMITTEE MINUTES

Present: Baesu, Bearnese, Boudreau, Dawes, Eklund, Kopocis, Lott, Shrader, Tschetter, Vakilzadian, VanderPlas

Absent: Bouma, Leiter

Date: Tuesday, November 5, 2024

Location: East Campus Union, Great Plains Room A

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 (*Eklund*)

Eklund called the meeting to order at 3:57 p.m.

2.0 Announcements

2.1 Formation of President's Club

Eklund reported that the Presidents of the Faculty Senate, Staff Senate, ASUN, and Graduate Student Assembly plan on meeting regularly throughout the academic year.

3.0 Approval of October 29, 2024 Minutes

Griffin noted that she has not heard back from the Chancellor's office or Interim CIO Haugerud about any revisions to the draft minutes. The Executive Committee decided to postpone approval of the minutes until next week's meeting.

4.0 Unfinished Business

4.1 Exit Interviews

Eklund noted that previous exit interviews were conducted by Professor Combs through the Office of Diversity and Inclusion, but these no longer occur due to the closure of the ODI. He asked if the Executive Committee felt that exit interviews should be conducted again for faculty members and whether the information gathered could be shared with the Chancellor and with the Senate Executive Committee. The Executive Committee agreed that exit interviews should be conducted and Shrader asked what information should be shared. Eklund stated that some of the research he has seen about exit interviews showed that a main reason for female faculty members to leave is to be with their spouse/partner. Some other reasons were being overworked and low salaries. VanderPlas pointed out that only aggregated information should be shared.

Dawes reported that organizations use exit interviews to make improvements, and they often have specific questions that are asked to help them make the organization better. She stated that it would be up to the Human Resources department to decide who should see any data from the exit interviews. She pointed out that Professor Combs started conducting exit interviews with underrepresented faculty members to see why so many

were leaving the university. She noted that having information can help the university address issues which could help retain faculty members.

Bearnes reported that Extension has been conducting exit interviews for a long time, but the information gathered from these interviews has never been shared in any format. She stated that the people who conduct the exit interviews are fellow staff members that are appointed by administrators and the information went back to the administrators.

Baesu stated that she is aware that exit interviews are conducted on students in the Engineering college and the data is analyzed in order to help with retention. She questioned what will happen now that we don't have the Office of Diversity and Inclusion. She pointed out that the university should also have a better dual career program.

Lott stated that the exit interviews can be a very productive tool for Human Resources because trends can be identified, and issues can be addressed if needed. He pointed out that questions can be asked to see why diverse people are leaving and that Human Resources should view exit interviews as a useful tool.

5.0 New Business

5.1 Agenda Items for EVC Ankerson and VC Zeleny

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

- Can exit interviews for faculty be conducted again and can the aggregate data from these interviews be shared with the Senate Executive Committee?
- How will the proportions of budget reductions for the colleges be determined?
- What is happening with the system level's look at duplicating programs?
- What are we going to do about programs or departments that do not meet the CCPE requirements but teach many service courses for students in other majors?
- The Faculty Senate approved the creation of a Faculty Budget Committee. Would you as EVC and VC of Business and Finance be willing to partner with the FBC?
- Does the student health insurance cover ob/gyn care?
- There are concerns about the political ads that appeared to be associated with the university but were paid by members of the Board of Regents.

The meeting was adjourned at 4:51 p.m. The next meeting of the Executive Committee will be on Tuesday, November 12, 2024, 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.