

EXECUTIVE COMMITTEE MINUTES

Present: Alloway, Bradford, Fech, Flowers, Ledder, Lindquist, Moeller, Prochaska Cue, Rapkin

Absent: Bolin, Hachtmann, Zimmers

Date: Wednesday, October 24, 2007

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 to Order

Bradford called the meeting to order at 3:05 p.m.

2.0 Chancellor Perlman/Vice Chancellor Owens/SVCAA Couture

2.1 International Outreach

Moeller stated that the campus is emphasizing outreach and noted that the Senior Administrative Team has taken trips to various countries recently to establish programs abroad. She is curious to know what kinds of international opportunities are being established for faculty members and students.

SVCAA Couture reported that each of the trips she has taken have been for different reasons. She stated that one of her trips to China was to participate in the Pan Pacific Conference which is sponsored by the Management Department of the College of Business Administration. She reported that her second trip to China was to work with Xi'an Jiaotong University City College which is UNL's partner institution in conjunction with the Confucius Institute. She noted that the opening ceremony for the Institute will be held on October 30th at 9:45 a.m. in the Van Brunt Visitors Center.

SVCAA Couture stated that while in China she worked on a degree partnership program with Xi'an Jiaotong University City College. She noted that the program is an undergraduate program. The first two years of the program the students will be at Xi'an Jiaotong University City College and the second two years will be at UNL. She stated that courses across the UNL campus can be taken by the students enrolled in the partnership degree program. She noted that the Colleges of Business Administration and Engineering have an arrangement with Jiaotong University already for UNL study-abroad programs. Those Chinese students who have signed up for the partnership degree program are doing some course work at Xi'an Jiaotong University City College and are learning English.

SVCAA Couture reported that there is a Chinese interest group on campus and 52 faculty members attended their initial meeting. She pointed out that the campus is trying to get

faculty members from across the university to get connected to all kinds of international efforts.

SVCAA Couture stated that she had a third trip to France which was in conjunction with the College of Engineering. The trip was to discuss a possible partnership with the University of Rouen. She stated that the partnership would include study tours and students can take courses at the University as well. She reported that there has been some discussion of bringing faculty members to the University to teach part time but this has not been developed yet.

SVCAA Couture stated that an international programs advisory council is being established. Members will include deans, ASUN representatives, and faculty members. She noted that recommendations for faculty members from each of the colleges have been made. She reported that the council will be chaired by Associate Vice Chancellor Fritz of IANR, and Associate Vice Chancellor Wilson from Academic Affairs.

VC Owens stated that two recent agreements have been made with countries south of the U.S. The first is with the Northwestern Center of Biological Research (CIBNOR) which is an organization within the National Council for Science and Technology (CONACYT) headquartered in Mexico City. This agreement sponsors Mexican students working on their graduate education outside of Mexico. He pointed out that UNL had a previous agreement with CONACYT but it fell off the list. It has now been re-established. He stated that the Mexican students who are now here on campus are studying in the School of Natural Resources. He stated that the exchange works both ways and includes faculty members although no faculty members have participated yet. A request was made for a faculty member from Mexico to come to UNL but it has been postponed because housing needs to be located for the professor.

VC Owens stated that the second agreement is with the Inter-American Institute for Cooperation on Agriculture (IICA) headquartered in San Jose, Costa Rica. He noted that this is an agency created to connect member states from all of the Americas (including the Caribbean) in the areas of agriculture and rural development. He pointed out that a great deal of U.S. funding is involved in this organization. He reported that the first visiting scientist was here from Costa Rica and worked with faculty members in Food Science and Technology.

VC Owens stated that there are profound reasons why we are making agreements with the Spanish speaking countries south of us and with China.

2.2 Replacing Parking Lost Due to Construction

Bradford reported that the Executive Committee has been speaking with Dan Carpenter about what happens to parking when a new building is constructed on an existing parking lot. He noted that Carpenter reported that incorporating funding for the lost parking in the cost of buildings built on parking lots is done on a case by case basis and is not automatic. Bradford stated that there should be a policy that states that lost parking will automatically be included in the cost of the project.

Chancellor Perlman stated that it is true that prior to a particular date that there was no policy about replacing lost parking but he cannot think of any project in the last seven years that did not cover the lost parking. He pointed out that when parking has been covered it is at garage rates, not surface rates. Bradford asked if the funds are then sent to Parking & Transportation. Chancellor Perlman stated that it is the policy. He noted that this could be waived in exceptional circumstances but that has not happened.

2.3 Wellness Plan

Fech noted that during the month of October new members to the recreation center were offered free membership. Chancellor Perlman stated that these people had to go through the health assessment survey first. Fech asked how the health assessment survey went and whether people signed up for membership to the recreation center.

Chancellor Perlman stated that he did not know but he wants to see the numbers. He noted that the numbers will probably be low. He pointed out that until financial incentives are created health assessment surveys don't get an effective response rate. He noted that there are proposals underway at the system level that could create significant financial incentives for people who participate in a wellness program. He suggested that the incentive might be that those who participate may not get as much of an increase in their health insurance rates.

Griffin asked how the university would know if people were participating in the program. Chancellor Perlman stated that conditions would be picked that are relatively pervasive and capable of being monitored. For instance smoking can be monitored through blood tests. He stated that another is obesity which can be detected by measurable benchmarks. He noted that physician intervention might be needed in some cases. He stated that some conditions can already be monitored here on campus. He pointed out that he realizes that there are some conditions that cannot be easily controlled.

Bradford asked if there would be mandatory physical exams for employees. Chancellor Perlman stated that nothing in any programs he has heard discussed would be "mandatory" but employees might have financial incentives to participate. He stated that one incentive might be that the NU Credits may have to be earned. Chancellor Perlman stated that he knows there will be some resistance on campus to the wellness program but with health insurance continually increasing something needs to be done.

Fech pointed out that Extension personnel are across the state and cannot use the recreation center. He asked if anything would be done to compensate them for the cost of belonging to a gym where they live. Chancellor Perlman stated that he has not heard anything about the wellness program that suggests that participation in a fitness center has to be done at the UNL recreation center or that it is a measurable factor. Bradford pointed out that if participation at the recreation center is included in the wellness plan than some kind of compensation should be given to extension personnel. Chancellor Perlman stated that this makes sense to him.

Fech stated that he is glad to hear about the wellness program. He asked if the committee can be kept up to date with it. Chancellor Perlman stated that he believes the wellness program will happen. He noted that there is an effort to set a date at which time some form of wellness incentives will be revealed but there will be plenty of time for people to transition into the program.

2.4 Fund Raising for the Child Care Center

Fech reported that there is an ASUN committee that has been assigned to work on fund raising for the child care center. He stated that some students are discouraged that the child care center is not moving fast enough. He stated that he has been asked whether there was the possibility of getting any grant funding for the center or if there are any other ideas. He pointed out that the students involved in the committee realize that they will not see any benefits from the center. He asked if there are any opportunities for ASUN to participate.

Chancellor Perlman stated that UNL will have a child care center. He reported that the Whittier building is scheduled to start undergoing renovation and will include the construction of a child care center. He stated that the center will be available to members of the university. He noted that the university had pledged to provide the facility for the center but the cost of operating it will come from the users. He pointed out that it will cost the users a significant amount of money and that faculty members will be better able to afford this than students. He suggested that if fund raising is done that it be for creative scholarships to help students rather than for building the center.

Bradford asked if the university is still considering contracting the management of the child care center from outside. Chancellor Perlman stated that it is not because it is too expensive. He noted that the College of Education and Human Services has taken a keener interest in the center. He stated that Tish Roland, who directed the University Child Care program, has been hired and is helping to plan a curriculum that he believes the faculty will be comfortable with.

Moeller pointed out that the Ruth Staples Child Development Laboratory has a two year waiting list and is a marvelous program. Chancellor Perlman agreed but pointed out that it is not a good program for child care because of the limited hours.

Chancellor Perlman stated that he did not want the students to think that they are raising funds for a facility that most will probably not be able to afford. Bradford noted that it might be a good idea to get faculty more involved. He suggested that money raised be used to help students or staff use the facility.

Chancellor Perlman pointed out that there is a range of child care facilities that are available in Lincoln which could leave one asking why the university would want to have its own facility. He stated that there are good reasons the prime one is because it would help with recruiting new faculty members. He noted that proximity of the child is a big issue for parents.

Bradford asked what would happen if the child care center is built but there are not enough people using it to support it. Chancellor Perlman thought that unlikely but stated that the facility could be turned into a research facility.

2.5 Other Issues

Vice Chancellor Owens reported that the Board of Regents recently approved an alcohol policy for academic courses. He pointed out that this policy applies to courses where the subject is in connection with alcohol such as the wine appreciation course in Agronomy & Horticulture and the beverage courses in the new degree program in Hospitality, Restaurant, and Tourism Management. He noted that the policy is very explicit and there are specific rules that must be followed. He stated that the policy will be posted on the Business & Finances website.

Bradford asked if the students are carded in the class. Vice Chancellor Owens stated that they are and a copy is taken of their identification which protects not only the instructor but the student as well.

Chancellor Perlman stated that things are going pretty well on campus but he is a little anxious about the Senate's ad hoc Diversity Committee. He stated that he is concerned that the committee is focusing just on one issue that faculty were concerned with in last fall's draft diversity document. He noted that some faculty members felt there was language in the original draft that could be interpreted as preventing academic freedom. He pointed out that while this is important there is more that is needed in the plan such as best practices for recruitment and retention and actions the campus needs to be taking to ensure diversity.

Bradford reported that he has been assured by Professor Moshman, chair of the Diversity Committee, that these other things are being worked on and that there is a deadline. Bradford stated that Moshman will be giving the Executive Committee an update on December 5th and the diversity plan will be completed by March. Bradford stated that he passed on the Chancellor's concerns to the committee about wanting to have focus on recruitment and retention. Ledder noted that it is the Executive Committee's impression that recruitment and retention are major components of the diversity plan.

Chancellor Perlman stated that an issue to be aware of is that Ward Connelly has targeted Nebraska as one of the states he wants to use to try to get rid of Affirmative Action. He noted that the implications would be broader than the university but we would be affected by it if the initiative is approved. He noted that the Senate may want to think about this and might consider making statements about it.

Ledder asked why Nebraska is targeted because there do not seem to be any high profile cases here. Chancellor Perlman stated that there are some programs that have limited space where Affirmative Action could come into play. Ledder suggested that perhaps Nebraska has probably been targeted because it's easy to present ballot initiatives.

Chancellor Perlman noted that it is a small state and it does not cost a lot of money to get the word out on an initiative.

2.6 Guidelines re Criteria for Research Faculty Ranks

SVCAA Couture distributed a copy of the guidelines. She recalled that last year the Professor of Practice title was approved and criteria developed for promotion in this rank, and the promotion guidelines for research faculty were created this year because none existed. She reported that a subcommittee of faculty members and deans put together the guidelines and the Research Council reviewed them. She noted that the guidelines provide an articulated way in which colleges might participate in promoting research professors through the ranks. She pointed out that currently it is unclear what kinds of promotion benefits come with the research faculty positions. She stated that the document is meant to parallel the Professors of Practice guidelines. She reported that the guidelines are in place and the colleges can use them. She pointed out that the research faculty ranks are already approved by the Board of Regents and therefore the guidelines did not need to get approval from the Board.

Ledder stated that he is confused because in his experience “research assistant professors” positions are for post doctoral students and these are not renewable contracts.

SVCAA Couture stated that the positions can still be used for post doctoral students and there are also some cases where contracts may be extended beyond a year. She stated that the guidelines are to let people know that there is a range of research appointments that are permissible. She noted that it is up to departments to decide how long they want people in these positions. She pointed out that research professors are usually on soft money and promotions are not handled within the general salary raise pool.

Moeller asked how this will affect us. She pointed out that nationwide tenured faculty members are now down to 32%. She questioned whether these guidelines might further erode the number of tenured professors. SVCAA Couture stated that in terms of the research professor tracts she does not anticipate any wide ranging changes. She pointed out that when the guidelines for the Professor of Practice were written it was felt that there should be guidelines for research professors too. She noted that she has not seen a substantial increase in the number of Professor of Practice positions and pointed out that departments are very careful about determining how many of these positions are established.

Moeller asked if there were any percentage figures for the number of tenured track faculty members at UNL. Chancellor Perlman noted that there has been a decline in these positions. Bradford asked why this is happening. Chancellor Perlman stated that it is mainly due to resources. He pointed out that the Professor of Practice positions may require less money.

Ledder stated that replacing tenure track professors with Professors of Practice could result in less research being conducted. Chancellor Perlman pointed out that the downward trend of tenure track positions started long before the Professor of Practice

positions were created. He stated that the purpose of the guidelines is to recognize the work of the research professors and reward them for their work.

SVCAA Couture stated that administrators realized that some of the research professors have been here for a long time but some of them have not been recognized in any way. She stated that the guidelines are designed to provide departments with an opportunity to recognize the work of these people.

Ledder asked how many people are already on campus who might qualify for being a candidate for a Research Associate Professor and Research Full Professor. SVCAA Couture stated that she can get this figure to the Executive committee.

Alloway asked if other universities have Professors of Practice ranks, allowing faculty at that rank here to move to similar positions at other schools. SVCAA stated that any research institution would likely have a research professor faculty rank and an increasing number of universities now have a Professor of Practice position faculty rank too.

Bradford stated that he is concerned that the Senate was not consulted on these guidelines. He pointed out that the Senate represents the faculty, including the research faculty and particularly in regards to the evaluation and promotion processes. He stated that the Senate would have liked to have seen the guidelines before they were considered finalized. He pointed out that the committee members who worked on the guidelines were administrators. He stated that this is about the third time that Academic Affairs has operated without consulting with the Senate on faculty matters. He stated that he would like to see the Senate have the ability to have input on these things when they are being considered rather than after the fact.

SVCAA Couture stated that the considerations with the Professor of Practice did go through the Senate and she considers these guidelines to be parallel. She pointed out that the faculty is in control of the tenure process. She noted that the deans on the committees took the guidelines back to their own colleges for review and the Agricultural Research Division, which is most affected by this, reviewed it. She stated that the Research Council reviewed it as well and she understands there was a lot of discussion with the faculty on the Council about it. She stated that there was no attempt to keep the faculty out of the process and she felt that those faculty members responsible for this area had a great deal of input into the guidelines.

VC Owens stated that there no overt intentions of excluding the Senate. He noted that the guidelines were developed to clarify some procedures that were already being used for a long time. He pointed out that these positions are not new ranks.

Bradford stated that the positions are not really just a college decision. He stated that tenure and promotion decisions are done at the department level but must also pass through Academic Affairs. He pointed out that since research faculty members are represented by the Senate he believes that the Senate should have been included in reviewing the guidelines.

SVCAA Couture stated that it was not her intent to leave the faculty out of the process. She stated that she does not want to work crosswise with the Senate and stated that the faculty is the central partner in everything we do. She stated that in the future she will be very careful to make sure that the Senate is involved in the development of any policies or practices that affect the faculty.

VC Owens stated that he is comfortable with having the Senate look at the document. He noted that the guidelines could be used in the meantime until the Senate has had chance to respond. SVCAA Couture noted that there are always evolving policies on campus and that it is important to have a comfortable process that includes everyone.

Ledder stated that he believes there are some different perspectives on faculty representation. He noted that with the GEAC committees the faculty members were told that they had representation but the difference is that those faculty members were chosen by an administrator, not the faculty. Faculty don't always feel well represented when the representatives are not chosen by the faculty. He asked how people are counted when they have a faculty appointment but yet work in administration. Are they classified as faculty? Bradford noted that administrators have different concerns from the faculty.

Moeller noted that the Senate had to insinuate itself into the ACE program process in order to be involved. She stated that the Senate had to point out that the Regents Bylaws clearly states that the Senate acts on academic matters that cut across the colleges. She stated that the Senate had to invite itself into the ACE process and has been very active. She stated that the same thing occurred with the reaccreditation process. She stated that the faculty needs to feel that we become part of the infrastructure when decisions are made that affect the faculty and the curriculum. She pointed out that more than likely the faculty will be on the same page as the administrators and it would show that the faculty and administration are coming forward together to work on things.

Ledder noted that there has been a real change with how the ACE proposals were handled this year and it has been much more inviting. As a result, the process seems to have gone more smoothly. SVCAA Couture stated that the administration asked for clarification on how the curriculum gets approved and wanted to try to find out who had control over it. She pointed out that there was some confusion and noted that several parties have a stake in the general education program.

Ledder pointed out that there were two independent issues with the ACE program. He stated that the Executive Committee decided not to contest the issue of whether the Senate needed to approve the ACE proposals and choose to endorse them rather than fight about it. He pointed out that the Senate still felt that it was important to have an unofficial role in the process because it is the only body on campus that has faculty representatives from each of the colleges. SVCAA Couture stated that the Senate has been very helpful in the process.

Bradford pointed out that the earlier you get the faculty involved the more you quell people from being suspicious of the administration.

3.0 Announcements

3.1 Meeting with VC Jackson

Bradford reported that the Executive Committee will be meeting with VC Jackson on November 7th to discuss parking on campus as well as any other business matters she may have.

4.0 Approval of 10/10/07 Minutes

The Committee approved the minutes as amended.

5.0 Unfinished Business

5.1 Reduction in Force Procedures

Bradford reported that he spoke with Professor Shea about the Reduction in Force Procedures. He stated that Shea and Associate Dean Rosson are still reviewing the comments made by Past President Beck and they will be reporting to the Executive Committee soon.

6.0 New Business

6.1 January Senate Meeting

Bradford stated that Professor Potuto has offered to speak to the Senate about athletics and academic issues in athletics. He noted that the Intercollegiate Athletics Committee will be giving its report at the meeting. The Committee agreed to have Potuto speak.

Ledder stated that he would like to know if there are restrictions on travel time for students who are NCAA athletes and who are also on their national team. Bradford stated that anything outside of college athletics is treated like any other absences. Ledder wondered how often this happens. Bradford pointed out that probably more often than is realized.

6.2 Senate Representative to the Coalition on Intercollegiate Athletics (COIA)

Bradford reported that the Senate joined the COIA a number of years ago. He stated that the current representative is Professor Logan Peters but she is on leave. He stated that the Senate needs to develop rules for how the representative is appointed and for how long.

Bradford stated that he will try contacting Logan Peters to get more input on the COIA. He suggested that the Senate might decide to get out of the association.

Alloway noted that at the very least the Senate should get a report on how the COIA is doing if it is still an active group.

6.3 Diversity Committee Deadlines

Bradford stated that Professor Moshman will be meeting with the Committee on December 5th and will give a status report. He stated that he informed Moshman that the plan needs to be completed before spring break so the Senate has time to act on it.

The meeting was adjourned at 4:45 p.m. The next meeting of the Executive Committee will be on Wednesday, October 31 at 3:00 pm. The meeting will be held in the Faculty Senate Office. The minutes are respectfully submitted by Karen Griffin, Coordinator and Rick Alloway, Secretary.