

EXECUTIVE COMMITTEE MINUTES

Present: Bender, Lee, Nickerson, Purcell, Reisbig, Rudy, Sollars, Steffen, Woodman

Absent: Dawes, Joeckel, Konecky, Vakilzadian

Date: Wednesday, August 5, 2015

Location:

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

Bender called the meeting to order at 3:02 p.m.

2.0 Announcements

2.1 Chancellor Perlman's Response to Agenda Items

Bender noted that the Chancellor was unable to meet with the Executive Committee, but he did respond in an email to the majority of the agenda items that were listed. He noted that employees identified as Responsible Employees in accordance with Title IX would be covered by the indemnity provisions of the Regent's bylaws which covers employees for actions taken in the scope of their responsibilities as University employees.

Bender reported that the Chancellor does not have the final fall enrollment numbers yet, but he is hopeful that the figures will be high enough to prevent any further budget reductions. In regards to restoring the 1% raise for the staff the Chancellor responded that the 1% from last year's salary increase will be used for promotion increases this year and the following year. He stated that if the 1% was not used for the promotion increase this year and the next, the staff salaries would have been reduced in both years. Woodman wondered how promotion increases will be compensated for in the future. The Executive Committee questioned how not using the 1% for promotions would affect the staff's salaries in the next couple of years and felt that it needed to get clarification from the Chancellor when it meets with him again. Nickerson stated that the Faculty Compensation Advisory Committee discussed increasing benefits which would help overall compensation. Lee stated that one of the biggest benefits is retirement. Bender stated that he recently read the AAUP's annual salary study which included a column for total compensation, separate from salary. He pointed out that some comparisons of university benefits could be obtained through the report. He noted that how benefits are divided up at various universities would be difficult to look at, but we could at least get a gross overview of where we stand. Nickerson stated that he did not think the Executive Committee should try to restore staff salaries, but he hopes that in the future that nothing detrimental happens with their salaries. He believes that the best way to help the staff is to increase benefits. Woodman pointed out that it was probable, from the staff's perspective, actual money would be most helpful.

In regards to student housing on campus Bender reported that the Chancellor stated that a study will be conducted soon on Neihardt regarding possible renovations and the Board of Regents have been informed that reviewing the housing situation is among the next project on UNL's agenda, and one that will have to take place in association, or shortly after, the Pound and Cather dorms are demolished. He noted that this must occur before 2017 because of the Regent's fire code requirements. The Chancellor wrote that a feasibility study has been done on Burr and Fedde on East Campus, but they do not comply with the Regent's fire safety code and will no longer be used after the East Campus facility is completed.

Bender reported that the Chancellor wrote that there is a planning committee looking at a number of options for the use of the old CBA building. The Chancellor understands that there are traffic and pedestrian concerns with the construction of the new CBA building and they are being looked at, but some of this is inevitable with construction.

Bender stated that the Chancellor indicated that the campus is ahead of the game in regards to the accreditation process and former SVCAA Weissinger is managing the process. Sollars reported that there will be a gathering of the members of all the working groups sometime this fall semester.

Bender noted that he wanted to inquire about UNL police training after the incident that recently occurred with a University of Cincinnati police officer. He stated that the Chancellor felt that UNL police are well trained and contacted Chief Yardley to confirm this information. Lee stated that he knows of students that have had racial incidents in Lincoln with the Police and pointed out that there is a long history of racial profiling by campus police in this country. He stated that the question is what are the UNL Police doing about the problem of racial profiling? Steffen suggested that Chief Yardley be asked to meet with the Executive Committee. Lee suggested that we find out through some of the student groups on campus whether they have experienced incidents with the police.

2.2 Academic Scheduling and Planning Committee

Sollars reported that the Academic Scheduling and Planning Committee recently held its first meeting of the academic year. She noted that the Explore Center has been employing the COMPASS program to guide students who are undeclared past 27 credit hours toward appropriate majors. She pointed out that the goal is to get these students to declare a major so they graduate on time. She noted that for students in Architecture, CBA, and Engineering, where a 2.5 GPA is required for admittance, registration holds are being put in place until an appropriate major is selected. Woodman asked if there was any reason for the 27 hour cut off. Sollars reported that working with these students has been successful in getting them on course to graduate and there is consideration to expanding this to students at risk in the 2.0-2.5 GPA range.

Sollars reported that the TK 20 Assessment system has been purchased and it will assist with the assessment of the ACE 5 year review. She noted that each outcome has been previously assessed, but this year there is to be a review of the entire ACE program. She

stated that Director Nancy Mitchell, Undergraduate Program Education, is working on establishing faculty groups to work as steering committees for each ACE outcome. The working groups will establish rubrics and faculty members are being sought to serve on each of the steering committees and next week Mitchell will actively seek recommendations from the Associate Deans to serve on these committees. She noted that general feedback will be gathered from the faculty. During the second semester there will be an overview and the heads of each subcommittee will assess how the ACE program is proceeding. She stated that Mitchell is hoping that the Senate can help get the word out to the faculty to provide feedback.

Nickerson stated that it is important to have some people on the overview committee who might not think favorably of the ACE program, otherwise the strong dissenting voices may not be heard. Sollars pointed out that the findings will be disseminated and there will be an analysis so she suspects that any flaws in the program will be identified. Lee questioned if the criticism is towards general education in general or specifically to the ACE program. Nickerson stated that he has heard complaints specifically about ACE. Woodman noted that people originally thought that ACE was a paper sink, but the requirements have changed making the program less cumbersome.

Reisbig said she is curious to know if there is a different perspective on the ACE program from those faculty members who are trained as teachers, to those who haven't been formally trained in teaching. She speculated that those faculty members who have had formal training in teaching might be more critical. Lee stated that he thinks the value of assessment is the feedback to the faculty, but there is none of that now except for ACE 10. Lee stated that the assessment for ACE has not been smooth. Sollars stated that the TK 20 Assessment system is supposed to fix this problem and there will be a signature assignment that will be held up against the established rubric.

Lee stated that he does not think his department received feedback on the ACE courses other than ACE 10. Sollars pointed out that if the ACE courses were recertified there should have been feedback provided. Reisbig noted that if each department is doing what it is supposed to do it should be talking about the process and assessing whether the ACE outcomes have been met.

3.0 Approval of July 22, 2015 Minutes

Rudy moved for approval of the minutes as revised. Motion seconded by Purcell and approved by the Executive Committee.

4.0 Unfinished Business

4.1 Input for Director Susan Foster on whether faculty should be considered a Responsible Employee under Title IX

Bender reported that the Executive Committee needs to provide feedback to Director Susan Foster regarding whether faculty members should be classified as Responsible Employees under Title IX. Rudy questioned whether people would automatically assume that anyone who has authority, or is perceived to have authority, would be considered a Responsible Employee. Woodman stated that he does not think the average person will

distinguish between who is and isn't a Responsible Employee. Reisbig pointed out that the same would probably be thought of TA's.

Steffen stated that he has two primary concerns: the first is getting the problem recognized and getting the student to the right resources to assist them; the other is that academic advisors should be non-responsible people so students can go to someone to talk about an incident without concern that it has to be reported. Rudy stated that his concern is if a student perceives a faculty member is a Responsible Employee but the faculty member is not and has not received any training. Bender pointed out that everyone will get some kind of training.

Lee stated that if the goal is to get rid of domestic violence we want as broad a network as possible. He suggested that the number of confidential people on campus, the ministers and counselors, should be increased. Reisbig stated that she is concerned with narrowing down the number of people students can go to who don't have to file a mandatory report. She noted that there are a lot of shame issues involved with sexual assault and she does not want a person to keep silent because they fear that it will be reported when this is not what they want. Sollars stated that many universities list all employees as a Responsible Employee. She noted that students should be directed to confidential resources. Reisbig suggested talking with Associate Director Jan Deeds of Gender Programs/Women's Center to get her input. She stated that representatives from Victims' Advocates would be helpful for students.

Bender stated that under Title IX if all faculty members are Responsible Employees they would have to report an incident as soon as a student confides in them. He stated that Foster would have to conduct an investigation, but if you could talk to that person confidentially you could help them out in letting them know what options they can have. He noted that he spoke with Director Susan Foster about Academic Rights & Responsibilities procedures because if the University wanted to revoke tenure of a faculty member accused of sexual assault/harassment an investigation by a special hearing committee of the Academic Rights and Responsibilities Panel would need to be conducted and the hearing could become public if requested by the accused. Sollars pointed out that the student would need to be made aware in these cases that the incident could become public knowledge.

Reisbig questioned why it is important to have all faculty members listed as Responsible Employees, is it to protect the University? She pointed out that we certainly don't want a faculty member to cover up for someone, who might be a colleague, who has been accused of wrong doing. Sollars stated that she likes the idea of expanding the pool of those people on campus who are confidential resources. She noted that it is hard to imagine that a student would believe that action would not be taken if they talked to a faculty member.

Lee asked what level of confidentiality Director Susan Foster can provide. He noted that it does not have to go to the police if the student is over 18. He questioned whether the student still has some control over the situation. Reisbig stated that right now she does

not have the perception that the student retains any control. She said that procedures need to be established. Sollars pointed out that if there is a perceived threat to the student the police need to become involved.

Lee stated that he thinks the Executive Committee needs to go back to the faculty to see what they are thinking in regards to all faculty members becoming Responsible Employees. Woodman suggested that faculty members should be considered as Other Employees but with training so they can inform a student what the options are. Reisbig stated that having administrators as Responsible Employees who are required to make a report would allow students to still confide in a faculty member. She suggested that the classification of employees under Title IX could be reassessed in few years to see if changes are needed.

Reisbig suggested meeting with Associate Director Jan Deeds to discuss the issue of what would be the best for students who are victims. Bender and Reisbig agreed to meet with Associate Director Jan Deeds and to report back to the Executive Committee. Woodman suggested having an email vote on the issue once Bender and Reisbig have reported on their meeting with Associate Director Jan Deeds since the Executive Committee needs to respond to Director Susan Foster.

5.2 Coordinator Job Change

Lee moved to support the change in Griffin's position so she becomes coordinator of the Faculty Senate and the Academic Planning Committee. Nickerson seconded the motion. Woodman stated that he has concerns that there has not been discussion on what the Senate could be rather than just talking about getting additional help in to assist Griffin as she assumes the additional responsibilities. He noted that this change could provide the opportunity to define what the role of the Faculty Senate could be with additional help in the office. He is also concerned with the additional workload for Griffin. He pointed out that additional help would allow the Senate to have greater communication with satellite committees. Additionally, the upcoming CIC meeting hosted by UNL will place an additional load on Griffin. Griffin noted that justification needs to be made for an additional position and responsibilities need to be defined before the position can be approved. Reisbig suggested requesting during the transition process that we assess whether additional help is needed, and if so, how much of an FTE is needed. Lee pointed out that it will be valuable to the Senate and faculty governance to have Griffin as a conduit to the APC.

Bender asked if the Executive Committee was in agreement with the change to the extent to which additional personnel may be needed because we may want to enhance the efficiency of the Senate office. The motion was approved.

5.3 Draft of Revised Professional Ethics Statement

Agenda item postponed due to lack of time.

6.0 New Business

No new business was discussed.

The meeting was adjourned at 5:04 p.m. The next meeting will be on Wednesday, August 19, 2015 beginning at noon for the annual Executive Committee retreat. The meeting will be held in the City Campus Union, Heritage Room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Allison Reisbig, Secretary.