

EXECUTIVE COMMITTEE MINUTES

Present: Bender, Dawes, Konecky, Lee, Nickerson, Reisbig, Sollars, Steffen, Vakilzadian, Woodman

Absent: Joeckel, Purcell, Rudy

Date: Wednesday, May 13, 2015

Location: Faculty Senate Office, 420 University Terrace

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 3:00 p.m.

2.0 Announcements

2.1 One year opening on Academic Planning Committee

Bender reported that he was notified that Professor Radcliffe, Mathematics, will be on leave for the upcoming academic year and needs to be replaced on the Academic Planning Committee. He asked that if anyone knows of a faculty member in the physical sciences (chemistry; computer science & engineering; earth & atmospheric sciences; mathematics; statistics; physics & astronomy; and any department in the Engineering college) who would be willing to serve on the APC should contact him.

2.2 Report on Enrollment Management Council and Academic Scheduling and Planning Advisory Group

Sollars reported that at the ASPAG meeting it was reported that the ACE program will be revisited during the upcoming academic year. She stated that the ASPAG is in the process of deciding how to reach out and get the faculty involved in the review process. Lee asked who would be reviewing the ACE program. Sollars stated that it has not yet been determined which individuals will be involved in the process, but that faculty will be fully involved. Lee pointed out that the program has to be controlled by the faculty because it is part of the curriculum which the faculty have governance over. Sollars noted that Director of Undergraduate Education Nancy Mitchell is coordinating the efforts and she will be contacting Bender about the review and the proposed process.

Sollars stated that a report on the current state of enrollment was provided. She noted that the current numbers are down just very slightly, although the projection is higher than it was in 2013. She stated that much of the decrease is in international student enrollment and the campus will be working with a company to help recruit more international students for future years.

Sollars reported that UNL will be partnering with Nelnet for students to be able to enroll in a tuition payment plan. Woodman wondered if there was an added cost for the

convenience of having a payment plan. Reisbig stated that she imagined that there would be some kind of fee. Lee stated that it is his understanding that only five or six companies are contracted with the government to offer these payment plans. Sollars pointed out that students still have the option of paying their tuition payment in one payment at the beginning of the academic year. Nickerson stated that he has heard that Nelnet's interest rates are high, but if we could offer lower interest rates it would be helpful to the students. Lee asked who was running the payment program. Sollars reported that this information was not provided.

2.3 Chancellor's Search Committee

Bender noted that President Bounds has sent out an email message soliciting nominees for the Chancellor's search committee. He reported that he and Nickerson met with President Bounds and Executive Vice President Fritz to discuss the search process and were asked to put together a list of possible search committee members. Nickerson noted that search committee members will include alum, students, Nebraska Foundation and athletic representatives, and general citizens as well as faculty and staff. Bender pointed out that in generating the list he and Nickerson looked for diversity across the campus, including gender, race, and rank, from all the different colleges. He noted that the list included some non-tenure track faculty members and junior faculty members. He stated that he would send the list to the Executive Committee.

3.0 Approval of April 29, 2015 Minutes

Vakilzadian moved for approval of the revised minutes. Reisbig seconded the motion. The motion was approved.

4.0 Unfinished Business

4.1 Revising Professional Ethics Statement

The Executive Committee reviewed and suggested further revisions to the preamble, section 1 and section 2 of the Professional Ethics Statement. Bender noted that the statement can be used in cases of professional misconduct, particularly in cases of egregious behavior. It was suggested that a subcommittee be appointed to review and propose changes to the Statement.

5.0 New Business

5.1 Report on Meeting with Dean Francisco Regarding Temporary Instruction Funds for Departments in Arts & Sciences

Bender reported that he met with Dean Francisco who stated that his two major concerns were making sure enough classes were available to students so their programs would not be interrupted and increasing stability for temporary faculty members. He noted that Dean Francisco is trying to move more of the lecturers and senior lecturers to professors of practice. Doing so will make planning easier for departments and increases stability for the faculty. He noted that Dean Francisco is generally concerned about the problems that accompany faculty members who are trying to put a life together but don't know if they will be employed the next year.

Bender stated that a short-term issue is with the uncertainty of fall enrollments. He noted that Dean Francisco is concerned that he is receiving contradictory signals over fall enrollment. If the enrollment growth is 3% or less, Dean Francisco believes the College of Arts & Sciences can manage courses without additional resources, but if the growth is larger he will need to get some additional resources to staff the courses and he has already been in conversations with the Chancellor and SVCAA about the possible situation.

Nickerson stated that he applauds the effort to shift lecturers to professors of practice. He thinks the shift may be a result of the public efforts the Senate has made regarding non-tenure track faculty members.

Bender reported that a long term issue for Arts & Sciences is the result of the VSIP. He noted that the last VSIP led to a reduction in more than \$500,000 for faculty lines in the College. He pointed out that just this year the College was finally able to get back to the point of where it was before the first VSIP was offered in 2010, and now it is looking at another three year period of having less money. Woodman stated that the number of faculty lines and money associated with them shouldn't have gone down for the College. Bender pointed out that less money is available the year that the VSIP occurs because the colleges have to cover the salaries of the retired professors and cover the courses that these people taught. He noted that faculty lines have to be brought back to the college and then searches need to be conducted to file the positions which all takes time. He stated that Dean Francisco is trying to put the responsibility for handling the VSIP at the department level. Initially this may result in combining some under enrolled sections of courses and managing the department curriculum. He noted that most department chairs and faculty have been doing this and Dean Francisco has been encouraged by their willingness to be as efficient as possible, but he has always tried to help the chairs that need more assistance.

Bender reported that he discussed the non-tenure track faculty forum that will be held on October 9 with Dean Francisco and the Dean is interested in participating. He also suggested inviting three other members of the Arts & Sciences faculty who could contribute to the forum. These include the Associate Dean for faculty and the chair of a committee that he has formed to look at issues connected to non-tenure track faculty and mentoring young faculty members. Bender stated that he will invite these people to the forum.

Lee asked if Dean Francisco spoke specifically about the situation in Modern Languages and Literature. Bender stated that Dean Francisco did not specifically speak about the department, but stated that Math and English were critical departments because their courses are service courses for many programs. Lee stated that he spoke with Professor Abel, chair of the English department, who informed him that approximately 2/3 of the temporary faculty they hired previously will not be retained. Bender stated that this issue should be raised with Interim SVCAA Green when the Executive Committee meets with him in July. He noted that more information on enrollment figures should be available by then. Nickerson wondered when department chairs would find out their enrollment

figures for the fall. Lee asked if freshman registration has taken place yet. Konecky stated that this will not occur until the summer. Woodman pointed out that Registration should be able to project the enrollment numbers.

Nickerson noted that there seems to be conflicting reports. Administrators are saying that the courses can be covered, but the chairs are saying that they cannot cover all the courses. Reisbig wondered if temporary instructors might be teaching multiple courses in the fall rather than just one.

Vakilzadian pointed out that multimedia classrooms with remote access and other technology are heavily scheduled and it is difficult to get classes into these rooms. He noted that in some of these classrooms the equipment is very old. Woodman stated that a simple question for administrators is how they think they can improve the campus if departments go from having 16 instructors down to 3. Vakilzadian noted that finding classrooms that can handle a large number of students is very difficult. Lee pointed out that having large classes for some departments does not work. He stated that English composition is an example because of the grading that is required on the numerous essay assignments. Reisbig pointed out that in turn this can affect other departments if students cannot write well.

5.2 Report on Faculty Compensation Advisory Committee

Nickerson reported that the FCAC looked at comparisons of faculty salaries at UNL, its peers, and reviewed comparisons by gender. He stated that the Committee looked at compensation in its broadest terms and also considered benefits, including how much some faculty members have to pay for providing their own computers, printers, and cartridges. He noted that the FCAC wants to review tuition remission next year and look at other possible benefits. He reported that, at the time, it is unknown what the salary increase will be for this year, although the estimate is that it will be 3%. He pointed out that the Chancellor's effort to replace the 1% salary increase that was used to cover budget deficits this year will be addressed. He stated that he has written a draft recommendation which will be shared with the members of the FCAC and the final document will be sent to the Chancellor.

Nickerson stated that UNL is doing well in terms of male/female salary comparisons, but this is something that the campus needs to stay vigilant on. He noted that previously faculty data were provided only for tenured and tenure track, but no data were provided on non-tenure track faculty members. He reported that this information has now been requested. Woodman noted that there was no mention of research professors. Nickerson stated that data on these faculty members was not requested because most of them are paid from grants. Woodman pointed out that Past President Schubert had stated that some research professors are on hard dollars and he suggested that the data on research professors also be requested. Nickerson said that he would do so.

Nickerson reported that a request has been made to provide median salary figures in addition to the average figures. He pointed out that the median salary figures are more

indicative of actual salaries. Bender noted that variance and standard deviation figures were also requested. Woodman suggested that the salary range should also be provided.

Nickerson stated that there was a heated discussion regarding the quality of benefits and a more serious effort is being requested to address coverage of orphan diseases. He suggested that we should use our connection with the CIC to see what other Big Ten schools are doing in regards to this coverage. He suggested the Big Ten schools could work collectively to get health insurance coverage that individual universities might have difficulty obtaining. Konecky noted that we are a self-insuring university and wondered whether other Big Ten schools are the same. Nickerson stated that he does not know. He stated that Assistant Vice Chancellor Chauche will inquire to see how other Big Ten schools are dealing with orphan diseases. Bender pointed out that when an employee has to go out of system to get health care coverage they wind up paying more than the university's plan suggests you will have to pay. He noted that we are given misinformation in terms of what our health package will pay for. Steffen stated that we should be lobbying for in-system coverage of services that are not provided in Nebraska. Lee noted that Nebraska has no specialists that treat Lyme disease and people have to go to Kansas City to see a specialist. Woodman pointed out that out of system physicians can charge whatever they want and Blue Cross/Blue Shield will only cover what they think is reasonable. Nickerson stated that he is suggesting that if 15 universities have their own insurance plan it might actually act as a unit to provide some extra insurance coverage for things that are not covered otherwise. Konecky pointed out that it could include a lot of other specialists. Steffen stated that one requirement might be that people have to go to cities within the CIC.

Lee asked if there has been any progress with the CHI. Nickerson stated that he has not heard of any changes but there is some concern with how the situation with CHI impacts the university employees.

5.3 Departmental Support Provided for Faculty Computers

Bender noted that many faculty members in the STEM field are paying computer expenses out of their own pocket. While some faculty members can buy computers through start-up packages, the computers become outdated and need to be replaced. Nickerson noted that many funding agencies will not pay for a principal investigator's computers. He thinks departments should provide the computers and noted that there is a 48% overhead charged on grants which should be used towards the purchase and upkeep of equipment. Konecky pointed out that this is a departmental issue. Reisbig reported that her department has a five-year rotation for providing faculty members with new computers.

5.4 Date for Annual Executive Committee Retreat

Griffin reported that August 19 appears to be the best day for a majority of the Executive Committee members to meet for the annual retreat although she is still waiting to hear back from a few members. She will let the Committee members know when the date is determined.

5.5 Invitation to View UNL Sustainability Efforts

Bender stated that the Executive Committee has been invited to tour some of the sustainable buildings on campus and asked the Executive Committee if they wanted to accept the invitation. The Executive Committee suggested more information about the tour be obtained.

5.6 Petition Opposing Closure of Southwest Entrance to City Campus Rec Center

Bender reported that he received an email message from Emeritus Professor Bleed asking the Senate to sign and support a petition against the closure of the southwest entrance of the City Campus Recreation Center. Konecky wondered what the reasoning is for the closure and suggested that Stan Campbell, Director of Campus Recreation, be contacted about it. Dawes asked why the closure is being opposed. Bender stated that it is much more convenient for people coming from the west side of campus to use the southwest doors.

Woodman wondered if other Big Ten schools provide free access as a benefit for faculty and staff to their recreation centers. Steffen pointed out that the Rec Center is paid for through student fees. Konecky noted that some employees would rather have reimbursement for gym membership as a benefit.

The meeting was adjourned at 4:54 p.m. The next meeting of the Executive Committee will be on Wednesday, May 27, 2015 at 3:00 pm. The meeting will be held in the Faculty Senate Office. The minutes are respectfully submitted by Karen Griffin, Coordinator and Allison Reisbig, Secretary.