EXECUTIVE COMMITTEE MINUTES

Present: Bender, Dawes, Fech, Hanrahan, Konecky, Lee, Purcell, Rudy, Woodman

Absent: Leiter, Reisbig, Steffen, Vakilzadian

Date: Tuesday, November 15, 2016

Location: 203 Alexander 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 (Woodman)
Woodman called the meeting to order at 2:32 p.m.

2.0 Announcements
2.1 Friday Night Football Games
Rudy reported that several of the Big Ten universities have declined to hold Friday night football games. The Executive Committee agreed to discuss the issue with Chancellor Green.

3.0 Approval of November 8, 2016 Minutes
Rudy moved for approval of the revised minutes. Motion seconded by Konecky and approved by the Executive Committee.

4.0 Unfinished Business
No unfinished business was discussed.

5.0 New Business
5.1 ARRC Report
The Executive Committee met with Professor Wes Peterson, Chair of the Academic Rights & Responsibilities Committee (ARRC), to discuss the final report of a recent ARRC case. Peterson pointed out that the Faculty Senate Executive Committee can discuss and make recommendations to the Chancellor, if the Chancellor has rejected any of the recommendations made by the ARRC special hearing committee that investigated the case. He noted that former Chancellor Perlman responded to the recommendations made by the special hearing committee, but the Executive Committee might want to bring some of its concerns to Chancellor Green to ensure that the recommendations accepted by former Chancellor Perlman are followed.
6.0 Interim SVCAA Kostelnik

6.1 Hiring Freeze and Budget Cuts Update

Interim SVCAA Kostelnik noted that President Bounds announced on November 7 that there would be a hiring freeze. She pointed out that this is a freeze, not a cut, and filling most empty positions will be put on hold. She stated that travel and large purchases will also be limited. She reported that a process has begun to consider exemptions to the freeze and the administrators have asked that active searches which have brought candidates to campus be exempted. She stated that President Bounds will want to know when the hiring date will be and rationale needs to be provided as to why the position should be filled. Lee asked if she will be the decision maker on these positions. Interim SVCAA Kostelnik stated that the SVCAA office is one of the levels for moving positions forward, but ultimately the Chancellor and President Bounds will decide whether a position should be exempt from the freeze.

Interim SVCAA Kostelnik reported that in stage two of the hiring freeze all of the open positions, both faculty and staff, will be reviewed and units are being asked to consider which positions really need to be filled, and which positions can wait. She stated that there needs to be good rationale for why a person should be hired immediately, such as whether enrollment growth in a program will be impacted if a position is not filled. Woodman asked if all new positions will be frozen. Interim SVCAA Kostelnik stated that the freeze applies to those positions that receive state-aided funds. Woodman asked if mission critical staff positions will be excluded. Interim SVCAA Kostelnik stated that the rationale for being excluded from the freeze would have to show that the position is urgently needed based on enrollments, research obligations or other such criteria.

Lee asked how long it will take for the decision to be made to exempt hiring for a position. Interim SVCAA Kostelnik stated that President Bounds will move as quickly as he possibly can on making decisions.

Woodman asked how open administrative positions versus faculty and staff positions will be considered. Interim SVCAA Kostelnik stated that the same principles would apply: how critical is the position, does it contribute to the greater good, and does the position leverage us for the work that needs to be done at the university. Woodman asked what the status is of the Executive Vice Chancellor and the Vice Chancellor of Research positions. Interim SVCAA Kostelnik noted the search for the EVC is considered an interview active position, but the VC of Research search has not been started and goes into the pool of positions that would need to be considered for exemption.

Woodman asked if the goals to increase enrollment will be postponed due to the impacts of a hiring freeze. Interim SVCAA Kostelnik stated that it is important to keep our eyes on the goals, but we will need to figure out some solutions as we go through this period of time.
Fech asked if there are other freezes beyond travel and hiring. Interim SVCAA Kostelnik stated that large purchases will be limited. She noted that we want to conserve, but we need to be smart about how we do it. She suggested that departments might want to consider focusing travel funds to junior faculty members who are just building their careers rather than giving everyone in a department money, but this is up to the departments to decide.

Woodman asked who makes the decision to buy a new computer for a faculty member. Interim SVCAA Kostelnik stated that she assumes that departments and colleges have their own policies regarding the purchase of computers.

Woodman asked what the status is of the tenure and promotion process given the impending budget cuts. Interim SVCAA Kostelnik stated that she has never seen any changes with the process with any of the budget cuts. Hanrahan stated that with the last budget cut he heard that some people were denied promotion. Interim SVCAA Kostelnik stated that she has never heard of any quota on promotion and tenure and has never personally known anyone denied of tenure because of a budget cut.

6.2 Procedures for Non-Tenure Track Faculty Members and Inclusion in Department and College Governance Documents
Rudy reported that the Ad Hoc Committee on Best Practices for Non-Tenure Track Faculty Members found that the university is making good headway in having procedures for Professors of Practice, but there is little documentation supporting lecturers, senior lecturers, and research faculty members. He asked how the campus can ensure that these people do not get left behind. She stated that, to date, departments and colleges have had their own rules regarding how much lecturers are included in the processes and life of each department.

Interim SVCAA Kostelnik stated that lecturers and senior lecturers have different obligations than is true for Professors of Practice and Research Professors and can be hired on a semester-to-semester basis, depending on enrollment. Regardless of their position, everyone should feel that this is a good place to work and should be respected. She stated that the administration would like to know what challenges these employees face and if they are working under onerous conditions.

6.3 Will the Procedures Being Developed in the College of Arts & Sciences on Professors of Practice Become Standard Across the Campus?
Lee stated that the College of Arts & Sciences is developing procedures that will require Professors of Practice to be promoted within six years or they will be terminated. He asked if this will become a standard practice across the campus. Interim SVCAA Kostelnik stated that there is a campus-wide process in place that allows Professors of Practice to move through promotion, but the colleges have different environments and can make some of their own requirements, such as whether a national search has to be conducted. She pointed out that the Board of Regents did stipulate that a terminal degree is required to be a Professor of Practice. She stated that Interim Associate VC Walker is
currently doing an assessment of the colleges to see if there are some commonalities with policies on Professors of Practice.

Interim SVCAA Kostelnik stated that, unlike tenure track faculty members, there are no guidelines from the Board of Regents stating that Professors of Practice must be promoted after so many years or they are terminated.

Woodman noted that one of the frustrations voiced by lecturers and senior lecturers is that some of them are not told they have a contract until a week or two before a semester. Interim SVCAA Kostelnik acknowledged that this was a difficult situation for the lecturers and the units that hire them.

6.4 Extension Educator Resolution Status
Purcell asked what the status is of the Extension Educator Resolution. Currently President Bounds has not submitted the resolution because of concerns of the budget cut. Purcell noted that the second part of the resolution just updates the current Bylaw. She pointed out that the Regents Bylaws states that the Corporation Secretary can change out dated information without Board approval. Interim SVCAA Kostelnik suggested that a statement from the Executive Committee pointing this out might be helpful.

6.5 Chancellor Green’s Message on Living by Our Core Values
Lee asked if the Chancellor’s recent email message about civility and respect on campus was generated by incidents that occurred on campus after the recent elections. Interim SVCAA Kostelnik reported that some incidents, primarily verbal harassment and negativity has occurred on campus and through social media. She stated that the Chancellor’s statement was designed to say that such behavior is inappropriate.

Lee asked if the TIPS line is being monitored for complaints. Interim SVCAA Kostelnik stated that the line is being monitored, not only for students, but for faculty and staff who might not feel comfortable on campus. She pointed out that we are a community and we are obligated to treat one another with respect.

The meeting was adjourned at 4:58 p.m. The next meeting of the Executive Committee will be on Tuesday, November 29, 2016 at 2:30 pm. The meeting will be held in 203 Alexander. The minutes are respectfully submitted by Karen Griffin, Coordinator and Allison Reisbig, Secretary.