EXECUTIVE COMMITTEE MINUTES

Present: **Belli, Dawes, Fech, Hanrahan, Lee, Leiter, Peterson, Purcell, Rudy, Woodman, Vakilzadian**

Absent: **Adenwalla, Latta Konecky**

Date: **Tuesday, March 13, 2018**

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 *(Purcell)*

Purcell called the meeting to order at 2:30 p.m.

2.0 Executive Vice Chancellor Plowman

2.1 Vice Chancellor for Diversity and Inclusion

EVC Plowman distributed a copy of the draft position description for the Vice Chancellor for Diversity and Inclusion. She reported that the document reflects feedback from the Diversity Council along with other groups such as the Chancellor's Commission on the Status of People of Color. She noted that the description has also been sent to the Africa and African-American Caucus of Faculty, the Deans, and now to the Executive Committee and she is looking for further feedback on it. Lee suggested that the Senate's Ad Hoc Committee on Diversity and Inclusion should look at the description as well and EVC Plowman agreed.

EVC Plowman reported that a major responsibility of the VC for Diversity and Inclusion is to provide regular, annual reporting on the success of our diversity efforts and to outline the improvements that have been made on campus. She noted that a suggestion was made to have the VC for Diversity and Inclusion report, not only to the EVC, but to the Chancellor as well, and the senior leadership team thought this was a good idea so this position will have dual reporting lines.

Lee stated that related to this issue is the question of whether it makes sense to have the Women's Center, LGBTQ Resource Center, and Oasis to report to the Vice Chancellor for Diversity and Inclusion rather than to Student Affairs. EVC Plowman stated that OASIS Director Charlie Foster will report to the VC of Diversity and Inclusion.

EVC Plowman stated that currently we will only be seeking a Vice Chancellor for Diversity and Inclusion, but some funds have been set aside to hire others for the office. She pointed out that the VC of Diversity and Inclusion will need to look at what positions she/he will want for the office. She noted that some positions already exist, but may be in a different unit. She stated that her office is trying to liaison with these people. She said there will be a full-time staff person.

Purcell asked how the VC for Diversity and Inclusion will work with Stancia Whitcomb Jenkins, Associate to the President and Assistant Vice President for Diversity, Access, and Inclusion. EVC Plowman stated that she spoke with Associate to the President Jenkins and asked if this was a redundant position, but she was told no. She pointed out that there is much that we need to do with faculty and student recruitment and retention at UNL to improve the campus.

EVC Plowman asked the Executive Committee to provide feedback about the position. She noted that the Chancellor is committed to moving on getting a VC for Diversity and Inclusion. Lee stated that it needs to be clear in the position description that any changes to the curriculum must be approved by the faculty. EVC Plowman stated that the VC for Diversity and Inclusion Office can act as a catalyst for courses, but it will be made clear that the faculty must approve any changes to the curriculum.

2.2 Strategic Planning Process

EVC Plowman noted that the Chancellor has launched the Nebraska Commission of 150 which will work to develop a strategic plan for the next 25 years for UNL. She reported that there is a steering committee of about 24 people and she and Professor Will Thomas, History, are co-chairing it. She stated that she has requested that an Extension Educator be identified to serve on the committee. Purcell recommended that an Extension Specialist should also be included.

EVC Plowman reported that the steering committee will oversee the strategic planning process and there will be eight subcommittees focusing on subjects such as mission and values, student experience, research, scholarship and creativity, engagement in Nebraska and beyond, economic development and innovation, diversity and inclusion, internal operations and infrastructure, campus community and faculty and staff roles. She noted that each of these subcommittees will have their own subcommittees and Extension personnel will absolutely be needed for the engagement in Nebraska and beyond subcommittees. She stated that efforts are being made to populate the committees and she has asked every dean to send out notices asking for volunteers to serve. Rudy asked how people can be nominated to serve on the committees. EVC Plowman said to just let her know.

EVC Plowman reported that there will be a meeting with the consultants on March 29 and all of the subcommittees will be included. She noted that each subcommittee will be in charge of developing ideas for their particular focus and the steering committee will gather all of the information. She stated that hopefully a lot of the work of the subcommittees can be done this semester and the consultants will synthesize the information that they have heard. She pointed out that when the consultants come back to campus they will want to meet with various groups such as the Senate Executive Committee and the Academic Planning Committee. She stated that in the fall the consultants will return to campus and they will have the beginnings of a strategic plan.

Rudy reported that the steering committee held its first meeting and he reported that he has never seen that constituency, who have such a diversity of experience, in one room at one time. He stated that he thought the facilitators were very good and they challenged the committee to think big and to not only define who we are now, but what we want to become. He stated that one of the challenges is that there will be a lot of different committees and we run the risk of creating a brand that is not in line with our mission. EVC Plowman pointed out that the branding has to feed into the strategic plan.

Vakilzadian asked if anyone interested will be involved in the efforts. EVC Plowman stated that the deans have been asked to identify people and an invitation will be sent out to everyone. She pointed out that she wants to make sure the each college is represented on each of the subcommittees. Rudy stated that both staff and administrators should be included, particularly on the subcommittee focusing on internal operations and infrastructure.

Lee asked if the mission and values subcommittee will do its work first and then the other subcommittees will begin their work. EVC Plowman stated that the consultants suggested that the subcommittees should work at the same time. She noted that each of the subcommittees will have a chair that is a member of the steering committee. Rudy noted that the steering committee will meet more often than the committee. He stated that if the subcommittees are not reflecting back the mission and core of the campus than the chair will need to report this back to the steering committee. He noted that currently our mission statement is very generic and we need something that is specifically Nebraska. EVC Plowman stated that our mission statement will drive us to move forward.

2.3 Concerns of Similar Committee Makeup for Searches

Purcell reported that she has been receiving comments about this concern from faculty members. She pointed out that we need to utilize all of the faculty for searches instead of resorting to the same people. EVC Plowman stated that she can understand this and that it is a legitimate concern that she will address.

2.4 Instructional Budget Cuts to Colleges

Rudy noted that Teaching, Learning, and Teacher Education reported that they were being told that they would lose $350,000 in teaching assistantship funds. Purcell reported that other departments in other colleges are also getting these kinds of cuts. EVC Plowman pointed out that these are decisions being made by the deans, and are a college level issue because the cuts are not coming from her office.

EVC Plowman noted that every dean was asked to look at their budget and to consider what their weakest programs were. She pointed out that this was a hard question to ask deans and some colleges did not want to cut any programs, so they looked to see if there were other ways to deal with the budget, but nothing has really happened yet. She noted that the university is still waiting for the legislature to decide on the budget.

Lee asked where we are on the RCM budget model. EVC Plowman reported that Interim VC of Business & Finance Bill Nunez has been asked to develop a hybrid of an RCM model and he has a small working group looking at how this has worked at other universities. She pointed out that we are at least three years away from implementing anything, and it will need to be shadowed for a while to see if will work.

Vakilzadian asked if the faculty's travel concerns have been addressed by the budget reduction task force team. Purcell reported that Senior Associate to the President Marjorie Kostelnik is definitely listening to the concerns that have been raised and we now have four faculty members from UNL that are now members of the BRT Travel Team. She noted that the BRT Travel Team received over 400 email messages about the concerns and over 400 attended the listening sessions that were held on the campuses. She pointed out that she is still waiting to hear back from Senior Associate to the President Kostelnik to get some answers to the questions that have been raised. She pointed out that there is continued discussion about the mileage reimbursement and she was informed that the policy would be re-evaluated after two years.

EVC Plowman noted that she has been meeting with each of the colleges and the very first thing that gets mentioned is in regards to the travel policy changes. She noted that Central Administration wanted to phase in the changes to the travel policies first with domestic travel and then international travel. She pointed out that a downside to not having these changes is that the budget reductions to the campuses would be greater because we are looking at these budget reduction efficiencies to help offset the budget cuts. Dawes noted that you cannot get the savings from conference rates if you don't go through the travel agencies used by the conference organizations. She questioned what savings would be found if you have to use Travel and Transport instead.

3.0 Announcements

3.1 Amendments to Proposed Class Attendance Policy

Purcell reported that she has been receiving amendments from Senators regarding the proposed changes to the Class Attendance Policy and she has passed these on to ASUN. She noted that a motion might be needed to accept a new document given all of the recommended changes she is receiving. She reported that she has asked ASUN Rep Sam Brower to get a copy of the newly proposed revisions to her by March 23 so the Executive Committee can review them at its next meeting on March 27.

Woodman pointed out that Lee and Peterson will need to accept the amendments to the policy since they made the motion to accept the proposed changes. Hanrahan stated that amendments to a motion should be approved individually, or a slate of suggested amendments could be presented and voted on as a large amendment.

Woodman stated that there needs to be a statement in the policy that the faculty member sets the attendance policy and appeals are up to the faculty member. Purcell pointed out that one of the major concerns of the students is to list mental health as one of the cases of possible absences, and this may be one of the few proposed revisions that gets accepted by the Faculty Senate.

3.2 Commencement and Honors Convocations Committee

Rudy stated that the CHCC is recommending changes to the commencement ceremonies next year. He stated that they are trying to have more ceremonies to lessen the length of time required for each ceremony. He noted that having additional ceremonies will require more Marshals and the goal is to expand the number of them to 36. He pointed out that in the past it was the responsibility of the deans to identify people to serve as Marshals and this may need to be done again. He reported that Professor Vanessa Gorman, History, was elected chair of the Committee.

4.0 Approval of February 27, 2018 Minutes

Hanrahan moved for approval of the revised minutes. Motion seconded by Peterson and approved by the Executive Committee.

5.0 Unfinished Business

5.1 Representation of Professors of Practice on UNL Committees

Vakilzadian reported that he has spoken with a non-tenure track faculty member who is concerned that non-tenure track faculty members are not represented on committees, specifically the Academic Rights & Responsibilities Committee and the Academic Rights and Responsibilities Panel. Peterson noted that he has been working on revising the ARRC procedures and the revisions will also include adding non-tenure track faculty members. He pointed out that revisions for these two committees requires not only Faculty Senate approval, but approval by the Board of Regents as well.

Griffin noted that non-tenure track faculty members serve on the various other committees and they are sent the email asking people to serve on committees.

6.0 New Business

6.1 N150 Commission Subcommittee Members Needed

Rudy stated that the subcommittees for the strategic planning efforts need volunteers and he distributed a volunteer sheet to the Executive Committee. He suggested that people could nominate someone if they believe that person would be interested in participating. He noted that the subcommittees will work over the summer and about 15-20 people are needed for each subcommittee.

6.2 Suggested Revisions to February 6 Executive Committee Minutes

Purcell noted that Associate VC Goodburn indicated that there was an error in the reporting of a request from her office to change a course time in a department. Lee moved that there has been a clarification from the Associate Vice Chancellor and that he misunderstood what had occurred so this section of the February 6, 2018 minutes should be deleted. Rudy seconded the motion. Motion approved.

6.3 Software for Anonymous Voting

Purcell reported that a faculty member has suggested that an anonymous voting system should be used for conducting the elections for the Academic Planning Committee, Academic Rights & Responsibilities Committee, and the Academic Rights and

Responsibilities Panel. Griffin noted that she has looked into using such a system in the past, but it would not allow her to provide a link to the personal statements or webpages of the faculty members running for the position. However, she will check again over the summer to see if she can find a system that works that would not be costly.

The meeting was adjourned at 4:29 p.m. The next meeting of the Executive Committee will be on Tuesday, March 27, 2018 at 2:30 pm. The meeting will be held in 201 Canfield Administration. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Latta Konecky, Secretary.