

EXECUTIVE COMMITTEE MINUTES

Present: Adenwalla, Belli, Dawes, Fech, Konecky, Lee, Leiter, Peterson, Purcell, Rudy, Woodman

Absent: Hanrahan, Vakilzadian

Date: Tuesday, May 16, 2017

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*)

2.0 Announcements

2.1 Email Message about Employee Rights in Response to Requests from News Sources

Purcell reported that she forwarded an email message to the Executive Committee from Steve Smith, News Director at UNL about employee rights when being asked to respond to reporters. She pointed out that some of the rights include not being forced to do an on-the-spot interview, having the ability to respond in writing, asking the reporter to tell you exactly what his/her story is about and your specific place in it, asking who else will be interviewed, and knowing that you have the option of remaining silent.

3.0 Approval of May 2, 2017 Minutes

Konecky moved for approval of the revised minutes. Motion seconded by Rudy. Belli expressed uncertainty whether the one-third estimate of non-tenure track faculty to total faculty at UNL, an estimate which had been stated in the Executive Committee meeting of May 2, excluded not only Extension Educators, but also Research Professors in the calculation. Motion was approved with one abstention.

4.0 Unfinished Business

4.1 Update on Faculty Survey - Question 1

Purcell reported that 243 faculty members which represented 44.95% of the total respondents, answered question 1 which asked to describe one idea outside of salary and parking that would benefit your employment at UNL. She noted that several themes emerged from the comments that were received. The themes related to benefits, administration, collaboration, buildings/physical environment, research, undergraduate teaching, travel, faculty time, promotion/evaluations/career development, budget/revenue/funding, UNL values, increased appreciation, culture, IT support, Extension, grants, semester timing faculty support, and on-line courses.

Konecky pointed out that comments made by various faculty members indicate that there seems to be a lot of misinformation, particularly in regards to health insurance. Rudy

suggested having Assistant VC Bruce Currin, Human Resources, come to a Senate meeting to provide information regarding benefits. Dawes suggested that there needs to be open sessions so faculty members can ask questions regarding benefits. Fech noted that when information is provided to the Senate via a guest speaker, this information needs to be shared with their colleagues in their unit.

Difficulties for international students were identified in responses made to question 1. Lee and Adenwalla pointed out that some international students are flunking out because they don't have a good comprehension of the language. Konecky wondered what kind of support facilities we have on campus to help international students with academics. Peterson pointed out that we don't do a good job of teaching academic integrity. He stated that it would be good to bring international students in during the summer to educate them on how to be a good student. Rudy noted that academic integrity is also a problem for U.S. students. Lee suggested inviting Director of International Student/Scholar Office Karen Cagley in to speak about the difficulties that international students encounter.

Lee stated that the comments seem to indicate that there is a lot of misunderstanding about the Professors of Practice positions. Woodman pointed out that since the positions have been created there have been many differences in how duties are allocated between department/units. Some departments use Professors of Practice as advisors in addition to their role as primarily teaching faculty. He stated that there needs to be a clearer definition of the Professor of Practice positions. Belli stated that administrators seem to attribute tenure-track faculty members as more involved in research work and non-tenure track faculty members as more involved in teaching. Konecky pointed out that this can vary from college to college. Lee stated that the College of Arts & Sciences is trying to create a lot of prestige for Professor of Practice.

5.0 New Business

5.1 Board of Regents Meeting

Purcell noted that the Board of Regents are scheduled to meet on June 1 and they will set the tuition increases at that meeting.

5.2 Upcoming Faculty Compensation Advisory Committee Meeting

Purcell stated that the Faculty Compensation Advisory Committee (FCAC) would be meeting later in the week and she wanted to conduct a straw poll vote of the Executive Committee about whether faculty should receive salary increases given the budget situation. Adenwalla pointed out that the faculty at UNL are already underpaid in comparison to our peers and this makes it difficult to hire new faculty members. She noted that the 6% salary increase that President Bounds received is still bothersome to many faculty members. Rudy noted that health insurance costs are going up by 10% and if the faculty do not get a salary increase they will be bringing home less pay. Peterson pointed out that UNL typically gets the same percentage of increase that UNO and UNK receive and this year their increase is 1.75%. He stated that the 1.75% goes into the faculty pool, but some of this is usually set aside for promotions and used by directors and deans, although the FCAC usually argues against this. He stated that the question is

how the set aside funds are to be used. In the past they have been used to increase salaries in departments that are significantly behind their peers or to provide a larger salary increase for those faculty members who have had an exceptional year.

Purcell stated that UNL last year lagged further behind its peers. She pointed out that a recent report from the Institutional Research Analytics Decision Support (IRADS) office showed that the UNL Peer Faculty Salary Analysis dropped one point from last year from -4.2% to -5.2%. Another report from IRADS showed that male Extension Educators are paid 12.6% more than female Extension Educators. For Assistant Extension Educators the difference was 10.7% higher for males than females, and for Associate Extension Educators the difference was 9.0%, again with males receiving more than females.

Purcell asked the Executive Committee if the faculty should receive salary increases regardless of the budget situation. The vote was unanimously in favor of the faculty receiving a salary increase and the increase should be in accordance with the bargaining campuses.

5.3 Agenda Items for Vice Chancellor Askren

The Executive Committee identified the following agenda items for Vice Chancellor Askren:

- How has the transition to Canvas gone?
- Findings of the President's Task Force on Information Technology: are there any controversial suggestions and should we have already been doing some of the suggestions?
- Would there be a savings if land lines were eliminated?
- Improving IRADS depository of information that has been gathered by groups or organizations on campus.
- Report on IT security efforts

5.4 Agenda Items for Athletics Director Eichorst

The Executive Committee identified the following agenda items for Athletics Director Eichorst:

- Friday Night Football Decision
- Who has oversight of our recruiting program? Are recruiting hostesses still used?
- What Title IX training does the Athletics staff undergo? Update on the two Title IX complaints involving student athletes.
- What is the additional money from the Big Ten going to be used for?
- Are medical decisions made independently from a coach's influence?
- Midweek game schedules and additional support for student athletes.

The meeting was adjourned at 4:30 p.m. The next meeting of the Executive Committee will be on Tuesday, May 30, 2017 at 2:30 pm. The meeting will be held in 203 Alexander Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Konecky, Secretary.