

EXECUTIVE COMMITTEE MINUTES

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

Absent: Leiter

Date: Tuesday, May 30, 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*)

Purcell called the meeting to order at 2:31 p.m.

2.0 Announcements

2.1 Interviews of Associate Vice Chancellor for Faculty and Academic Affairs

The Executive Committee discussed the late notification of the interview times for the two internal candidates for the Associate Vice Chancellor position and not receiving a copy of the candidates' vitas in a timely fashion. The Committee asked Purcell to send Chancellor Green a letter on the matter and agreed to discuss the issue with Chancellor Green at a future meeting.

3.0 Approval of May 16, 2017 Minutes

Fech moved for approval of the minutes as revised. The motion was seconded by Lee and approved by the Executive Committee.

4.0 Athletics Director Eichorst

Eichorst thanked the Executive Committee for the invitation and stated that he enjoys collaborating with the Intercollegiate Athletics Committee. He noted that his passion is higher education and believes that Athletics is an extension of the academic mission of the university.

4.1 Friday Night Football Game Decision

Eichorst noted that the conversation to hold Friday night football games in the Big Ten began prior to his arrival at UNL, however, he was part of the final discussions with the other athletics directors, Chancellors, and Presidents of the Big Ten universities. He stated that adding the Friday night games would provide greater TV exposure for the universities. The plan is to have two games on the Friday of Labor Day weekend and four more in September and October. He reported that Nebraska's tolerance for the Friday night games is that it would only host a home game every third year and would play only one Friday night away game a year. He noted that all other Big Ten universities agreed to play Friday night home/away games except for Michigan and Penn

State (only agreed to play away games) due to the locations and large size of their stadiums (capacity 100,000).

Eichorst noted that his preference is to be extremely limited with having Friday night games, particularly due to the small size of our state and the impacts it would have on Friday night high school football games. He noted that we have an excellent working relationship with the state high school association and to compensate for the Friday night home game there could be a jamboree of high school football games held at the stadium on Saturday or they might move their games to Thursday.

Konecky asked what the Chancellor's position is on having Friday night games. She pointed out that there is considerable concern about having a football game on a day when classes are still in session because holding a game would pretty much require the campus be shut down. Eichorst stated that the Executive Committee would need to talk to the Chancellor to get his position on Friday night games.

Eichorst stated that he did not disagree with the concerns that were being raised. He noted that currently we have an obligation to play a Friday night game and at this point we need to manage the situation as best as we can. He reported that the Chancellors and Presidents are still discussing the six year trial period for these games.

Purcell asked how much the University was getting paid for hosting a Friday night game. Eichorst stated that there are no additional payments. Lee asked if there were any penalties for refusing to play a Friday night game. Eichorst stated that he is not aware of any penalties.

Adenwalla stated that she is concerned that Friday night games will force student athletes to miss more classes due to required travel time during the week. She noted that there are also lab classes that are held on Friday evenings and these are difficult to reschedule. Eichorst stated that some student-athletes might miss additional classes due to an away game being played on Friday night, but this rarely happens when the games are played on Saturday. Football students-athletes probably miss the least amount of classes of any of the sports.

Dawes asked if we are already committed to playing a Friday night home game. Eichorst stated that every third year we are scheduled to play a Friday night game here at UNL. Dawes asked if we do not have any control over these games. Eichorst pointed out that it is the Big Ten conference that schedules the games. Woodman asked if the Chancellor can withdraw our agreement to play a Friday night game, particularly if the Faculty Senate strongly opposes the idea because of the impacts it would have on the campus. Eichorst stated that the Executive Committee should express its concerns with the Chancellor. He noted that there are some merits with the initiative in that it would provide Nebraska with global exposure because few university football games are played on Friday nights.

Hanrahan asked what the penalties would be to us if we decided to pull out of the agreement to host a Friday night game. Eichorst stated that he is not sure what the ramifications would be.

4.2 Who has oversight of our recruiting program? Are recruiting hostesses still used? What are we doing to make sure what happened at Baylor does not occur here?

Eichorst reported that there is a campus ambassador program managed by Admissions Office that have both male and female hosts, who provide campus tours for visiting, prospective student-athletes. He pointed out that we have straight forward policies for recruiting and high standards for appropriate behavior. Lee asked if the ambassadors just provide tours or do they socialize with the student-athletes. Eichorst stated that the ambassadors socialize with the athletes while they are providing tours. Rudy asked if guidelines are provided regarding what can and can't be done at recruiting sessions. Eichorst noted that we have some of the most sophisticated and robust recruiting systems in college athletics and hosts are provided with education of rules. He pointed out that we want student-athletes to come here for the right reason which is academics. He stated that Professor Potuto, our Faculty Athletics Representative, is heavily involved in making sure that Athletics adheres to university policies and procedures and that we comply with NCAA regulations. Woodman stated that his experience with Athletics has shown that those involved, from administrators, student-athletes, coaches and fans are very well behaved and respected. Eichorst stated that the goal of Athletics is to be extremely transparent and have the student's health, safety, and welfare at the heart of what we do.

Hanrahan asked if boosters are involved with recruiting. Eichorst stated that according to NCAA policies, boosters are not allowed to be involved with recruiting efforts. He pointed out that Athletics does much to educate boosters on the rules and regulations concerning university athletics and we are very firm with our supporters not overstepping their bounds.

4.3 What Title IX training do Athletics staff undergo? Update on the two Title IX complaints involving student athletes.

Eichorst reported that Athletics personnel receive Title IX training as responsible employees and for dealing with student-athletes. He stated that the training is conducted by the Office of Equity and Institutional Compliance and all staff and athletes receive educational information regarding Title IX. He pointed out that we have a very strict Title IX policy and guidelines for student-athletes and there have been many discussions regarding the various issues relating to Title IX. He stated that his philosophy is to deal head on if anything seems outside of the ordinary.

Eichorst stated that Athletics is not involved in any Title IX investigations. He noted that investigations are handled by the Office of Equity and Institutional Compliance and coaches are not involved in an investigation unless they are called in to provide information to the Office of Equity and Institutional Compliance. He pointed out that Athletics takes the issue very seriously and has a very close working relationship with the Office of Equity and Institutional Compliance, the UNL Lincoln Police.

Lee stated that over the years he has had many African American student athletes in his classes. He asked what Eichorst's sense is in how they are treated in the community. Eichorst noted that there is always room for improvement, but by and large he believes the student-athletes are respected and treated fairly. He stated that many of the student-athletes will go to the coaches or administrators if there is something of concern and we will follow up.

Rudy asked how Michael Rose-Ivey was treated after he knelt during the national anthem before a football game. Eichorst reported that Rose-Ivey spoke with Coach Riley first and that he and the Chancellor were also involved in the conversation. He pointed out that Rose-Ivey's action was not to show his lack of patriotism, but to show that things are not alright for many people in this country. He reported that he informed Rose-Ivey and the other students that we would support their actions as long as they were willing to explain the situation and their personal story publicly. He noted that Rose-Ivey is a terrific leader and handled it well. He pointed out that Rose-Ivey spoke to his teammates about what he wanted to do, but told them he would not kneel if they felt that he shouldn't.

Hanrahan stated that he heard that after findings have been rendered on a Title IX investigation that involved a student athlete, it goes back to Athletics. Eichorst reported that Athletics will take a look at the findings to see if further follow through is needed. He noted that there could be a situation if there was an arrest or allegation is made, but Athletics will speak with the Title IX officer to see how best to manage the scenario. He pointed out that both of the Title IX cases that involved student athletes last year have been resolved to the satisfaction of the university.

4.4 What is the additional money from the Big Ten going to be used for?

Eichorst noted that over the six year integration period when UNL joined the Big Ten we received about \$60 million a year less than the other members of the conference. With our integration period over, we will be receiving additional funds. He reported that Athletics is self-sufficient, receives no campus/state subsidies, is no longer in debt and thoughtful consideration has been given over the last three years in strategic financial master planning on how the additional funds will be used. He pointed out that expenses are increasing like the tuition increases for student-athletes on scholarships, food, housing, and other support services like the laptop program so the additional funds will be very helpful. In addition, a new gymnastics facility is needed due to the Mabel Lee Hall renovations and the north stadium desperately needs improvements. He pointed out that we are the last school in the conference that has not improved our main sports medicine space and consideration needs to be given to making improvements.

Eichorst noted that Athletics pays all of its direct expenses from campus services and has been paying the 5% campus auxiliary assessment on revenue which goes back to the campus and they have been asked to increase the amount to help offset the recent campus budget issues of the campus. He pointed out that being a member of the Big Ten is extremely valuable for the entire campus and Athletics has been very thoughtful and

careful about managing their resources. He reported that over 50% of Athletics' annual budget is reliant upon tickets sales and conference revenue, but contrary to popular belief, Athletics is not awash in cash. Woodman asked how we get the money from the Big Ten. Eichorst stated that the funds are managed and distributed by the conference office. He noted that the Big Ten shares all of the revenue equally to full conference members.

Eichorst stated that we have moved up quickly in our academic success of student athletes in the Big Ten. He noted that we were academically at the top tier of the Big 12, but when we entered the Big Ten we were at the bottom. He stated that he hopes to leverage our resources and improve our academic standing even more.

Lee questioned the BTN and whether it does service for student athletes. He stated that BTN seems to show a lot of games previously played. Eichorst reported that the BTN covers more Olympic and female sports than other networks and there is considerable coverage of the various sports. He pointed out that from now until the fall there are no live competitions going on so programming is being filled with replay of other sports. Peterson asked why more track and field competitions aren't shown. Eichorst responded that it is difficult to cover these competitions because there are so many events going on simultaneously, but most of the championship events are televised either live or delayed. He pointed out that we try to get as much exposure as we can with the sports coverage.

Purcell noted that at a faculty governance conference last year at Michigan State President Lou Anna K. Simon spoke and believes football will not be in existence in 25 years due to health concerns for the players. Eichorst pointed out that football is safer now than ever before and research/education continues on how to make the game safer. He stated that another real concern is soccer which had twice as many concussions than football.

Hanrahan asked how football ticket sales are compared to previous years. Eichorst reported that the trend is up. Season ticket renewals for football, volleyball, and basketball tickets have been in the normal range and contributions to Athletics has increased.

4.5 Are medical decisions made independently from a coach's influence?

Belli inquired about the protocols that are in place when a concussion occurs to a student-athlete. Eichorst reported that there is very significant concussion protocol that is followed and an outside physician makes the decision on whether a student has a concussion. Rudy pointed out that NCAA rules state that an athletic trainer can also independently remove any player that they feel is at jeopardy. He stated that we conduct about three different tests to determine if someone has suffered a concussion, but each test is only about 80% accurate even when all three tests are combined.

Eichorst stated that soccer is the sport that is of major concern for concussions. Rudy pointed out that with football there are the athletic trainers, coaches, and others on the field to make assessments on whether a student-athlete has suffered a concussion, but the same is not true in soccer. Vakilzadian asked what happens if a student-athlete is

seriously injured. Eichorst reported that the university has catastrophic injury insurance through the NCAA. He noted that the Big Ten has been a leader in having an independent medical person sitting in the press box who can stop the game and ask for an evaluation of a student if there are concerns that the athlete has suffered a concussion or other injury. Hanrahan asked if the medical doctor is a local person or someone from outside the area. Eichorst stated that the league office along with UNL's Dr. Albers, Director of Athletic Medicine, select who will be the medical person in the press box. Rudy noted that this person can also review an injury on iPads through game feed.

4.6 Midweek game schedules and additional support for student athletes

Eichorst stated that Athletics tries to minimize games during the week as much as possible and works to provide the student-athletes with a significant amount of academic support. Peterson noted that UNL allows students to miss 20% of their classes. Eichorst noted that this is a policy that was developed by the Intercollegiate Athletics Committee. Griffin pointed out that the policy was approved by the Faculty Senate. Rudy reported that Professor Potuto has voiced frustration with student-athletes having to travel long distances for games, particularly if they are during the week. He questioned whether the Big Ten is paying enough attention to the scheduling of games. Eichorst stated that he believes the Big Ten is aware of the scheduling and noted that there are many considerations that must be taken into account when game schedules are prepared. He pointed out that Professor Potuto and Executive Associate Athletic Director Leblanc are aware and very careful about games scheduled during finals week.

Adenwalla asked if there is much variation in graduation rates with the different sports. Eichorst stated that the graduation rates for student-athletes is fairly consistent across the sports. He reported that we lead the nation with 327 Academic All Americans and have 17 NCAA top award winners. The average cumulative GPA in 2016 was 3.211 for student-athletes which is the highest it has been in Nebraska history, but he noted that it does take faculty and staff members willing to work with the student-athletes to help make the student successful given all of their additional time demands. Hanrahan asked if there are rules for studying when student athletes travel. Eichorst stated that team rules vary, but we do all we can to support such as WiFi is available on the buses and in hotels for the students to use so they can study. He noted that the student-athletes themselves typically feel that they are most academically successful when they are competing because they have to stay so focused.

Vakilzadian asked what percentage of student-athletes become professional athletes. Eichorst stated that it varies but less than 1% make it professionally and their career is usually less than five years.

4.7 Some Big Ten schools' administrations control parking and concessions. Can such a model be used here?

Woodman noted that in light of constant budget crises whether revenue from parking and concessions can be put towards the campus budget. Eichorst pointed out that parking is already under the control of the campus administration and we pay for direct parking expenses. He stated that concessions is managed by Athletics, but part of this revenue is

already shared with the campus thru the auxiliary assessment. He pointed out that most of the other Big Ten universities subsidize their athletics department, but that is not the case here. He noted that UNL is one of only 10 universities in the country according to the Chronicle of Higher Education that is not subsidized and makes a contribution back to its campus. We contribute the most of the Big Ten universities as a percentage of budget. He reported that Athletics recently contributed \$3 million in sales tax revenue to the State and also provided the City of Lincoln with \$936,000 in direct sales tax revenue.

Woodman asked what guidelines are provided to the coaches and staff regarding how they are to interact with faculty members about academic issues. Eichorst pointed out that the department has strict guidelines and that only certain department staff and, of course the students, are permitted to talk to their faculty. Coaches are not allowed to get involved with academic matters. He noted that Athletics wants to make sure that the student-athletes get a true college experience and are to be treated like general students. For example, he stated that we might be one of the few schools in the nation that doesn't give student-athletes priority registration.

5.0 Unfinished Business

No unfinished business was discussed.

6.0 New Business

6.1 Report on Faculty Compensation Advisory Committee (FCAC) Meeting

Woodman reported that the FCAC recently held a meeting which was well attended by the members. He noted that the Committee reviewed peer faculty salary analysis summary data provided by IRADS and evaluated salary discrepancies. He stated that with respect to gender equity the tables showed that the gap between salaries paid to female versus male faculty members had reduced since the 2015-16 academic year. Peterson asked if any statistically significant gaps were identified. Woodman stated that none were identified, but the net dollar effect over a career could be very large given the cumulative nature of salary increases and retirement accumulations. He noted that the number of female faculty members has increased significantly since the last report and is now the highest it has been since 1990.

Woodman reported that the number of minority faculty members has increased by 17% from last year, and the salary of minority faculty members in comparison to the rest of the faculty continues to show a favorable trend in equal pay. He noted that a question was raised about getting separate data for under-represented faculty members because there appears to be a greater number of underrepresented minorities in the humanities and a greater number of non-underrepresented minorities in the STEM areas. He pointed out that IRADS said that underrepresented faculty members can only be identified by an M indicating a minority. He noted that employees self-choose whether to identify themselves as a minority. He stated that it is believed that the salary differences between minority faculty members in the STEM fields versus humanities would be significant.

Rudy noted that the largest salary gaps in comparison with our peers depended on the college. Woodman stated that the gap for faculty members in the University Libraries

compared with their peers was very significant. Peterson noted that we have two different peer groups and asked which one was used. Woodman stated that the standard peer group identified by the Regents was used. He noted that only three of the Big Ten schools are in this peer group.

Woodman stated that last year's money was given to the deans to deal with salary compression and inversion issues, but there has never been a report on how this money was actually used. He reported that the FCAC is asking that this report be generated.

Woodman reported that UNL continues to lag behind its peers in benefits as well as salaries. He noted that the data provided this year did not include information on whether our total compensation is still the lowest of the peers. Peterson suggested that an adjustment for cost of living might need to be considered when reviewing this information. Purcell stated that this would only be done if the same thing is done for the President's and Chancellor's salaries. Adenwalla asked if a comparison study of the administrators' salaries can be done. Hanrahan pointed out administrators' responsibilities can vary greatly so it might be better to weigh in university assets, number of faculty, and number of students when considering the data.

Woodman reported that last year the FCAC recommended that improvements be made in tuition remission because it would help provide greater benefits with minimal cost. Rudy suggested that fees also be considered.

Woodman stated that the FCAC also discussed the university having Health Savings Accounts, but it was pointed out that our deductibles do not meet the federal criteria for eligibility. He stated that the minimum deductibles would have to be \$10,000 - \$12,000.

Woodman reported that the FCAC discussed the salary gap between female and male Extension Educators at all ranks. The salary comparison for Extension Educators showed that male fully-promoted Extension Educators received on average 12.6% higher salaries than females. For Assistant Extension Educators males received 10.7% higher salaries than females, and for Associate Extension Educators the difference was 9%. Woodman pointed out that the values are 10%-12%, but the overall average difference was 18% which seems incorrect. Purcell reported that she is communicating with Institutional Research, Analytics, and Decision Support (IRADS), about analyzing Extension Educators' salaries compared to their focused areas and she will also ask IRADS about the discrepancy. Woodman stated that the Committee is going to request that salary comparison analysis be conducted for non-tenure track faculty members.

Woodman noted that the FCAC plans to meet in the fall and also wants to meet earlier in the spring semester.

6.2 Minor Revisions to Conflict of Interest Policy

Purcell reported that Director of Research Compliance Sarah Frizzell has requested that a minor change be made to UNL's Conflict of Interest Policy. The revision is to change the Associate Vice Chancellor for Research and Economic Development member of the

COI Research Committee to Institutional Official. She noted that currently Professor Hoyt, Sociology, is serving as the Institutional Official and he is not the Associate Vice Chancellor for Research and Economic Development. Furthermore, federal regulations do not call for the member to be an Associate Vice Chancellor. She pointed out that the change means that a faculty member can serve on the COI Research Committee rather than an administrator. Peterson moved to accept the proposed revisions. Motion seconded by Adenwalla and approved by the Executive Committee.

6.3 Agenda Items for Chancellor Green, EVC Plowman, VC Boehm

The Executive Committee identified the following agenda items for Chancellor Green, EVC Plowman, VC Boehm:

- Tuition Increase, Efficiencies, Budget Cuts - What's Next?
- Emeriti Status for Staff
- Concerns with Timing of Interview for Administrative Positions
- Friday Night Football Games
- Any further considerations for changes in final exam schedule
- Tim Carr has been appointed to the post of Interim Associate Vice Chancellor and Dean of Graduate Education, yet there is a national search on for a replacement for his position as department chair of Nutrition and Health Sciences. Is this a normal operating procedure?
- Extension Educator Gender Pay Inequity
- 5% tax - Where are these dollars actually going?
- Reaction to Harvey Perlman's article in the Omaha World-Herald Midland Voice on June 4, 2017

The meeting was adjourned at 4:31 p.m. The next meeting of the Executive Committee will be on Tuesday, June 13, 2017 at 2:30 pm. The meeting will be held in 201 Canfield Administration Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Konecky, Secretary.