EXECUTIVE COMMITTEE MINUTES

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

Absent: Fech, Vakilzadian

Date: Tuesday, February 27, 2018

Location: 201 Canfield Administration 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 Approval of February 2, 2018 Minutes
Peterson moved to approve the revised minutes. Motion seconded by Belli and approved by the Committee with one abstention.

3.0 Chancellor Green/VC Boehm
3.1 Budget Update
Chancellor Green stated that he thinks the University’s hearing with the Appropriations Committee went well and has resulted in very strong support for the University. He noted that Senators he has spoken with have reported that they have heard more about the issue of the University’s funding than any other issue, including hundreds of messages calling for supporting the University. He noted that particularly powerful were the testimonies of the students, and he pointed out that these students came on their own accord to testify.

Chancellor Green stated that the Appropriations Committee last Friday did their initial markup of the budget for higher education and there are four or five different options they could propose. He stated that he understands that the option they have selected is to keep the 2% rescission for this year which would result in an $11 million cut for the University system (and amounts to a one-time $5.5 million cash cut for UNL). However, the permanent cut for the next year of the biennium beginning on July 1 would be reduced to 1%. He stated that if there is a 1% permanent reduction it would amount to less than $3 million for UNL instead of $11.5 million which the Governor proposed. He reported that the next step will be for the Appropriations Committee to present its proposal to the Legislature and this needs to be done by March 9. He noted that the Appropriations Committee’s proposed budget will go to the floor of the Legislature where it will be debated and it could get amended. Chancellor Green pointed out that a factor that needs to be considered is the Forecasting Board’s report which will be coming out tomorrow.
Lee asked if the Governor has line item veto power. Chancellor Green stated that the Governor does have this power, but his veto would have to be upheld on the floor of the Legislature. He noted that a year ago the Governor did line item our budget. Woodman asked if the Legislature gets to vote on each individual line item. Chancellor Green stated that it will depend on how the Legislature chooses to dispense with the budget. He stated that one positive outcome has been that higher education has bonded together on the budget issue. Hanrahan asked how many votes would be needed to override the Governor’s veto. VC Boehm stated that 30 out of 49 votes are needed.

Lee asked if the radical property tax proposal being proposed is dead. Chancellor Green stated that it appears the revenue proposal is unlikely to emerge from the committee at this time. He noted that there are some Senators who are proposing a referendum on the ballot, but the proposal is major and would have serious consequences for the State’s revenue if approved.

Chancellor Green reported that he has met with the Academic Planning Committee about the proposed budget cuts at UNL, but the APC is currently on hold until the Legislature makes its decision on the budget. He pointed out that if we need to make programmatic cuts, he would have to go to the APC to start the budget cutting process. He stated that he is hopeful that we will know what will happen with the budget by the latter part of March. He noted that if we have a $3 million permanent cut as opposed to an $11 million cut, some reconsideration of the proposed cuts would need to occur. He pointed out that in discussions with the Vice Chancellors the importance of preserving degree programs as best we can is the focus of the discussion.

Purcell stated that she has been asked why the faculty and staff of the Northeast Research & Extension Center were asked not to speak to the press. VC Boehm reported that he has not told anyone that they cannot talk to the press, and neither has Dean Hibberd or Dean Clutter. He stated that he did send a message to the IANR’s leadership team asking them to coordinate with Leslie Reed of University Communications if a media outlet should approach them. Purcell asked if individuals can speak to the press. VC Boehm said yes, they could. VC Boehm reported that he went up to the Haskell Lab to meet with 12 of the 14 faculty and staff members there to discuss the budget situation. He noted that they were of course upset and he was asked questions, mostly about the probability of the cuts, but he explained to them, that at this time he could not say what the probability is for the Lab being cut. He stated that if IANR’s share of the budget cut were $1 million or less, he would recommend that the Haskell Lab stay open, but if the cut were more than $1 million, he would be left with no choice but to propose the cut. He noted that the Lincoln Journal Star incorrectly reported that the Rural Futures Institute was to be eliminated. Chancellor Green pointed out that the administration has repeatedly stated that it does not want to critically damage academic programs with the budget cuts, but if the Governor’s proposed cuts go through there would be negative consequences for the campus.

Hanrahan asked if the Appropriations Committee’s proposal holds and the University does not get cut as much as what the Governor wants, which of the academic programs that were proposed for budget cuts would go forward and will there be additional cuts.
Chancellor Green stated that if the Governor’s proposed budget was to hold we would still have to identify another $8 million in cuts. He noted that the four programs proposed for elimination amounted to about $3 million. He pointed out that UNK put forward their entire list of proposed budget cuts, but their circumstances are different because they have declining enrollment. He stated that if the Appropriations Committee’s proposal holds, we might not need to do some of the cuts that were announced on February 14 at the hearing. He noted that there were two large cuts in particular: the Haskell Lab and the Rural Futures Institute. Hanrahan asked if the campus could see a different set of cuts if the proposed budget situation changes. Chancellor Green stated that there would still be cuts, but perhaps not on the scale that were first considered. He pointed out that he and the other campus leaders would need to review the proposed cuts again.

Rudy noted that UNL’s administration is dedicated to preserving academic programs, but asked if the President will still continue to support the academic programs. VC Boehm pointed out that President Bounds has been consistent with his message that everything will be done to protect the academic integrity of our programs.

Belli stated that he has heard concerns from some people that the University is sitting on millions of dollars and asked if there is any basis to these opinions. Chancellor Green noted that this topic was discussed at some length at the Appropriations Committee hearing. He pointed out that when you have a budget the size of the University’s there is a perception that there is a lot of money available. He stated that the state dollars, tuition revenue, auxiliary funds, Foundation, and research funds are, in nearly all cases, restricted dollars which are used to cover specific expenses. He noted that the University has very little flexibility in using these funds. He stated that Housing revenue funds cannot be touched because the law requires that these funds go back to paying off the bonds. He stated that the University’s budget is complex and the funds that are not encumbered are really small and some of these funds were used when we went through the $7.5 million rescission in 2017. Woodman asked about the $250 million cash reserve. Chancellor Green pointed out that many of these dollars are encumbered funds, and we are below where we should be in the amount of our cash reserves for an organization of our size.

3.2 Campus Climate
3.2.1 In your opinion, do the recruitment strategies for higher administrative roles at UNL encourage the recruitment of minority candidates?
Chancellor Green reported that policies have been put in place to encourage recruitment of minorities, but we have not been as successful as we desire. Adenwalla asked if the administration has tried expanding the pool to include more minorities. She noted that she was recently on the search committee for the Vice Chancellor for Research and Economic Development and she does not think the search firm is looking deeply or long enough for candidates, or perhaps their data set does not include many minorities. Chancellor Green stated that the administration has used a different search firm to conduct three other searches in the last 18 months, and unfortunately, they had the same results. There were very few minority candidates. Woodman suggested that one solution
to the problem might be to offer higher salaries to attract people. Adenwalla stated that 
we need to do things differently and we need to review what is being done to attract 
minority administrators. She pointed out that the problem is systematic and needs to be 
addressed.

Peterson asked if there is any kind of initiative to try and grow our own administrators. 
He pointed out that UNL did have a leadership development program in the past. 
Chancellor Green stated that this has been discussed, but no plans have been developed 
yet. He pointed out that the Big10 Academic Alliance has an academic leadership 
development program and we have had five or six mid-level administrators go through 
the program each year since we have been a member of the Big10.

3.2.2 There are concerns regarding internal searches at UNL not being conducted 
fairly.
Woodman pointed out that there does not seem to be a set of procedures that are followed 
for internal searches. He noted that typically what happens is someone is appointed as an 
interim and then they get the position. He asked if there is a procedure to ensure that 
there is faculty input when there are internal hires. Chancellor Green stated that there has 
been a shift in philosophy with interim appointees, and noted that we have had many 
interim positions recently. He stated that one philosophy with interims is to appoint 
someone who is not interested in applying for the position, but he believes you should not 
restrict someone from being an interim because they could be a candidate at some point. 
He noted that there is an Interim Dean of the College of Engineering, but a national 
search is being conducted to fill this position.

Peterson pointed out that he just recently served on the search committee for the Director 
of the Honors Program and there was a process that was followed. He noted that he had 
to go through the search committee training process for it and he thinks there is a fairly 
good procedure in place for keeping searches moving forward and for considering outside 
candidates. He pointed out that you want a good person to fill the interim position so you 
do not want to restrict who can and cannot serve in the position based on whether they 
might be a candidate.

Chancellor Green stated that he believes there is a valid concern that we have had too 
many internal searches in the recent past, but some of these are the consequence of the 
amount of turnover that we have had with the administration transition coupled with 
budget constraints.

3.2.3 Update on Vice Chancellor for Diversity and Inclusion Position
Chancellor Green reported that EVC Plowman is moving forward with getting the search 
going. He noted that she recently met with the Chancellor’s Commission on the Status of 
People of Color to get their feedback and opinion about the position. VC Boehm 
reported that EVC Plowman stated that she will be forwarding the position description to 
the Executive Committee. Chancellor Green noted that this will be a new administrative 
position, but the funding for it was identified some time ago from the Academic Affairs 
budget.
3.3 UNL faculty are not unionized, while UNK and UNO faculty are under a union contract.

3.3.1 What are the advantages of UNL faculty and the UNL campus at large to not be unionized? What do you consider to be the disadvantages?

Chancellor Green stated he has never worked at a unionized campus so he is not directly familiar with advantages of being unionized. He stated that it seems like campuses that are unionized have different views of shared governance, which he thinks would be problematic for a campus with a strong history of shared governance like UNL. Purcell asked if he has ever talked with Chancellors from unionized campuses about the subject. Chancellor Green stated that he thinks other Chancellors would feel that they would have a different relationship with the faculty. He pointed out that when he speaks with the Executive Committee he feels like he is part of the group, but he is not sure whether Chancellors at unionized campuses would feel the same.

Peterson stated that he did a sabbatical at the University of Delaware which is unionized and noted that Rutgers University is unionized. He pointed out that these campuses have a much better sabbatical (at UNL, a faculty development leave) program than we do because at the unionized schools any earnings they make at a university where they are doing their sabbatical is in addition to their salary at their home university and they receive 75 percent of their salaries for a full-year sabbatical as opposed to 50 percent at UNL. He stated that here the requirements are that a person’s salary be capped so she or he doesn’t receive total pay in excess of the UNL salary.

Chancellor Green noted that historically, UNK and UNO work through their bargaining unions ahead of the University’s salary increase process. He noted that President Bounds has set the salary increase across the system at 1.75% in the current biennium on the basis of the collective bargaining on those campuses. He stated that there was a time in the past when the faculty at UNL and UNMC choose not to take a salary increase due to budget constraints, but UNK and UNO did not have that option.

Chancellor Green stated that the reallocation of funds at the system-level is not a result of the unionized salaries, but due in part to the fact that UNO has too high a level of adjunct and part-time faculty members - which is impacted by a lack of budget resources, as he understands the situation. He stated that this is a long standing problem that needs to be addressed.

3.4 Procedures for including Faculty Senate in searches when hiring an administrator who will be involved with faculty decision-making.

VC Boehm noted that he is still learning all of the processes on campus and he has learned that all search processes are coordinated by the Office of Institutional Equity and Compliance (IEC) which has to approve everything from the position description, to the composition of search committee members, their training, and which candidates make the short list for interviews. He noted that his first experience making a permanent hire would be for the new Associate Vice Chancellor for Faculty and Academic Leader Success position. Purcell pointed out that the Senate Executive Committee usually
interviews candidates for Associate Vice Chancellor positions and it was involved in the interview of Associate Vice Chancellor Walker. VC Boehm apologized for not involving the Senate Executive Committee, but that this expectation was not conveyed to him by the IEC. He suggested that Faculty Senate Executive Committee let IEC know of this expectation. Peterson pointed out that faculty members were involved in the interviewing process for the Associate Vice Chancellor for Faculty and Academic Leader Success position.

VC Boehm reported that there would be national searches for the Dean of CASNR and the Dean of CEHS. He stated that there are also four unit head positions that need to be filled within IANR. Purcell reported that the Executive Committee is involved in the Dean interviews but not unit leaders.

3.5 Update on Vice Chancellor for Research and Economic Development
Chancellor Green reported that the search for a new Vice Chancellor for Research and Economic Development is nearing an end. He noted two candidates were brought back in for additional interviews and EVC Plowman is now in the process of finalizing the position in concert with him.

Chancellor Green reported that the second round of interviews for the Chief Communications and Marketing Officer were just completed yesterday. He noted that three additional candidates, all of national scope, were interviewed and they were all very impressive. He stated that he hopes to make an announcement soon regarding the hiring of this critically important lead position for University Communications.

3.6 Update on Plans for the 150th Anniversary
Chancellor Green reported that there is a team, headed by former Professor Meg Lauerman and Associate to the Chancellor Mike Zeleny, to start planning for the 150th anniversary. He noted the team is starting to accumulate ideas and there is an ideation session scheduled for next week. He stated that a Foundation campaign is beginning and the 150th anniversary will be focused on for UNL initially. Rudy reported that he is a member of the 150th planning committee and the committee is scheduled to have its first meeting next week.

3.7 Issues on the Horizon
Chancellor Green reported that on Monday, March 5 he will hold a Town Hall meeting and the primary point of the conversation will be about the strategic plan development that is being launched. He stated that an outside consulting firm has been procured to help with the strategizing efforts. He stated that he will announce a steering committee for the process which will help guide the campus through the strategic planning process. He noted that his goal is to have the strategic plan completed by the end of the year. Lee asked if faculty members will be on the steering committee. Chancellor Green reported that faculty members will be the majority of the committee members with the exception of a dean and one of the co-chairs.
Chancellor Green stated that there will be a larger group of about 75 people working underneath the steering committee who will be engaged with the campus.

Chancellor Green wanted to address the most recent concerns about safety and security on campus. He pointed out that it is often difficult for the campus community to understand that even when we carefully and appropriately address these kinds of issues, we are often not at liberty to talk about specific actions with students because of various federal and state regulations. For example, the Family Educational Rights and Privacy Act, restricts disclosure of specific information on students. He stated that it is a great concern to him that universities are limited in being able to fully inform the campus of what is being done to address cases such as what we have recently experienced. We will always work to uphold the law as it is written, but he wanted to assure the campus that action has indeed been taken to assure the utmost campus safety.

Vice Chancellor Boehm reported that he has asked for assistance of Assistant to the Chancellor Tami Strickman in regards to how the IEC goes about screening the diversity of candidate pools given that IANR is in the process of launching a number of unit leader positions. He pointed out that he is very committed to diversity and inclusion and will pause searches where the pool of candidates is not diverse. He shared that while he believes IANR has done an admirable job in attracting amazingly diverse talent at the assistant faculty ranks that his leadership is not diverse and that he is committed to changing this. He distributed a summary of data on the faculty demographics for IANR looking back to 2007. Before discussing some high-level observations, he stressed that this was only the first step in assessing and understanding the inclusive excellence of IANR’s faculty and that these data will conjure up more questions than answers. A number of Executive Committee members immediately began asking questions to which VC Boehm noted that they were asking all the right questions but as he said, this was only the start of a long journey. VC Boehm noted that these trend data demonstrate some positive trends such as the high degree of diversity – nearly 43% - among recent tenure track assistant professors. He also pointed out, however, the observation this diversity - - in the 2007 and 2012 tenure track assistant professor cohorts decreased as these faculty members progressed from assistant to full professor rank. He stressed that this was one of the areas where more data collection and reflection were needed but knew that one reason for this ‘melt’ was that other institutions with more robust diversity hiring initiatives were likely hiring our amazingly talented and diverse colleagues away. He acknowledged that there could be other factors at play and that more focus and investigation was needed to know what was happening. VC Boehm shared that while he was optimistic about IANR’s ability to enhance its inclusive excellence within its tenure track assistant professor cohort that when it came to his IANR’s senior leadership team – center directors, academic unit leaders and deans - that his current team is not very diverse in part because the pool of highly qualified candidates for these positions gets smaller and less diverse – a trend that will take time and an intentional effort on the part of many to reverse. He reported that his unit leaders know that they need to look at diversity at all levels in IANR, but it will take some time to get greater diversity in leadership positions – especially when hiring from within given the biased leadership
team that he inherited. He stated his plans to share the data he just shared with the Senate Executive Committee with IANR’s academic unit leaders and IANR’s faculty leaders.

Adenwalla asked what success in diversity and inclusiveness would look like to the Vice Chancellor. Vice Chancellor Boehm stated that gender parity would be one measure of success. He shared his own experiences of being a graduate student and looking around the room at a national conference and being impressed by the gender parity he observed. He lamented the fact that most plant pathology departments across the country are stuck around 36% gender parity three decades later. He stated that he is trying to be an effective partner in working to get IANR more diversified and he will work closely with the faculty on this issue. Lee pointed out that in recent focus groups conducted by the Ad Hoc Committee on Diversity and Inclusiveness, LGBTQ students reported that they knew of faculty members on East Campus who would not disclose they were gay. Vice Chancellor Boehm stated that this does not surprise him, but his desire is to move IANR forward so everyone feels comfortable. Belli pointed out that it would be interesting to see the same kind of data for City Campus.

Vice Chancellor Boehm reported that there has also been an active discussion led by AVC Judy Walker and Tami Strickman about establishing ombudpeople at UNL. He shared that while at Ohio State University he was part of faculty governance that worked on establishing an ombudsman there. He stated that since his arrival that he has been thinking about this issue, talking to faculty and other leaders who have been serving informally in this kind of position within IANR, and believes that there is a real need for an ombudsperson in IANR. He noted that any feedback or counsel would be appreciated as he was working on next steps. He shared that several people on campus have already indicated their willingness to serve in this role. He pointed out that an ombudsperson does not report to administrators or faculty governance, and they would annually put out a report. Purcell asked if individuals have already been identified for the position. Vice Chancellor Boehm reiterated that he has heard from three individuals interested in being considered for such a position if created. Adenwalla asked if these are tenured faculty members. Vice Chancellor Boehm stated that they were tenured.

Lee asked if an ombudsperson would have any kind of power to act on any complaints or issues that are raised. Vice Chancellor Boehm stated that the ombudsperson is an informal place where faculty members can go to vet concerns and to seek impartial feedback or to obtain information where they should go to resolve an issue. He stated that he has drafted a one-page description which he will forward to Purcell to distribute to the Executive Committee. Peterson noted that the lawyer that works with the Academic Rights & Responsibilities Committee and Panel thinks that too many complaints go to the ARRC, and that these could be handled by an ombudsperson. Vice Chancellor Boehm stated that he wants to move aggressively on getting an ombudsperson in place in a manner that is consistent with OAA ongoing efforts.
4.0  Announcements
4.1  Faculty Member Needed to Serve on Pepsi Contract Renewal Committee
Rudy reported that an Executive Committee member is needed to review the Pepsi contract with UNL. Purcell stated that she would be willing to serve since she is probably the Queen of Diet Pepsi with the amount that she drinks.

5.0  Unfinished Business
5.1  Campus Climate Poster Statement
Purcell asked the Executive Committee to review the campus climate poster statement. The Executive Committee reviewed and recommended changes to the flyer. The flyer then states, “I stand with students, staff and faculty at the University of Nebraska--Lincoln who are targets of hatred, violence, bigotry and misogyny. HATE WILL NEVER WIN Together we make the University of Nebraska-Lincoln a great place to learn and grow.” Purcell noted that the flyer will be presented to the Senate for approval, and if approved, will be sent to the faculty for them to decide whether they want to print the poster and place it on their office door. She was asked to contact an appropriate faculty member to add graphics to the poster. Lee moved to approve the revised poster. Motion seconded by Hanrahan and approved by the Executive Committee.

5.2  Resolution to Support University Funding
Purcell presented a draft resolution to the Executive Committee calling for the State Legislature to support funding for the University. The Committee reviewed and revised the resolution. Lee moved for approval of the resolution. Motion seconded by Leiter and approved by the Executive Committee. Purcell asked if the motion should be presented as an emergency motion. Lee moved and Hanrahan seconded a motion to present the resolution as an emergency motion at the March 6 Faculty Senate meeting. Motion approved by the Executive Committee.

The meeting was adjourned at 4:40 p.m. The next meeting of the Executive Committee will be on Tuesday, March 6, 2018 immediately following the Senate meeting. The meeting will be held in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Latta Konecky, Secretary.