

EXECUTIVE COMMITTEE MINUTES

Present: **Fech, Konecky, LaCost, Lindquist, McCollough, Rapkin**

Absent: **Bradford, Eccarius, Franti, Hachtmann, Prochaska-Cue, Schubert, Zimmers**

Date: **Wednesday, March 4, 2009**

Location: **Faculty Senate Office**

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 to Order

Fech called the meeting to order at 3:03 p.m.

2.0 UAAD and UNOPA Representatives (Helen Fankhauser, John Dillingham, Brian Keiser, Mary Guest, Peg Johnson)

Fech stated that the Executive Committee has a goal to work more closely with campus organizations, especially during tough times. The purpose of this meeting is to share similar concerns and explore ways that the Executive Committee and UAAD and UNOPA can work together.

Lindquist asked what are UAAD and UNOPA. Fankhauser stated that UAAD is an organization on campus for managerial/professional employees. The organization strives to bring professional development to these employees and to provide a network. Keiser stated that UAAD provides workshops for people wanting to improve and grow in their skills. Dillingham noted that UAAD also brings in speakers to give presentations on various topics. Fankhauser pointed out that UAAD members serve as liaisons on various campus committees. Lindquist asked how many people are members. Dillingham reported that there are approximately 140 members. Fankhuaser noted that about 50 or 60 of these members are active.

Guest reported that UNOPA was established 46 years ago on campus and is associated with the state organization as well as the national organization. She stated that it is similar to UAAD in that it strives to bring professional development to office/service staff members. She noted that members can take the Professional Standards Program to become certified. She reported that people who receive this certification are often compensated for it at other institutions but not at UNL. She stated that approximately 80 people attend UNOPA's meetings.

Fech pointed out that there is concern about possible layoffs and how they will be meted out. Fankhauser and Dillingham stated that they have begun speaking with Nancy Myers, Director of Organization Development, and with Human Resources about the impacts of budget cuts. Fankhauser stated that most people are feeling that they will be

the one to get laid off and everyone is feeling vulnerable. Lindquist agreed and stated that this is true for everyone, not just managerial/professional or office/service staff. Keiser pointed out that if reductions in personnel are made consideration needs to be given to retaining people who can move the university forward in its overall development.

Guest noted that attending UNOPA or UAAD meetings takes some time away from one's job but administrative leave is allowed for these meetings. She pointed out that some employees are not able to attend meetings because their department is already short staffed and cannot afford to let the employee take the time off for the meetings. She noted that the administration encourages people to be involved in these organizations.

Griffin stated that Prochaska-Cue was unable to attend the meeting but wanted to know why the UAAD and UNOPA representatives on the Parking Advisory Committee voted in favor of raising parking fees, particularly when there is the possibility that there will be no salary increases. Guest stated that the UNOPA representative explained that \$2.00 of the increased fees will go into a fund to offset the cost of future parking. She noted that the campus is going to continue building parking garages and the UNOPA representative felt more comfortable with most of the increase being put into a fund to help offset some of the cost of these garages. She stated that the parking increase is not the biggest concern for UNOPA. She stated that people are more concerned that their jobs or hours might be cut and whether health insurance will be increasing. She noted that many people cannot afford to pay extra for health care.

Griffin pointed out that if people become financially pressured they will have to choose between having a parking permit and having health care insurance. She noted that most people will opt for health care over parking because there are other alternatives for parking such as using mass transportation or parking off campus.

Konecky stated that if the campus did not build parking garages there would be a real deficit in parking spaces. She noted that in the past there was a large increase in parking fees because in the past there was deferred maintenance of parking. She stated that she preferred small increments rather than a large increase in several years.

Dillingham wondered at what point should the campus stop looking at the issue of the number of parking spaces that are available and consider other options. He noted that at other institutions parking spaces in malls are rented and people are shuttled on buses. Konecky asked if people are using the perimeter lots. Fankhauser stated that those people who have chosen to park that far away usually park on the streets rather than pay the high parking fee.

Konecky noted that the goal is to get parking off of campus. She wondered why freshmen have not been denied the ability to park on campus although she acknowledged that this could be a recruiting issue. Dillingham stated that he knows of parents who do not let their son/daughter bring a car to campus during their freshman year. Griffin reported that in previous meetings when this issue has been raised the Executive

Committee was told that it is a recruiting issue because many students work off campus and need access to a vehicle.

Guest reported that UNOPA has not talked about budget issues yet because they are waiting to see what will happen with the budget. She stated that UNOPA is trying to get crisis prevention training on campus. She noted that this training would focus on communication skills and how people can help diffuse potentially violent situations. She stated that many of the secretaries, who are often on the front line, feel left out with preventive training. She pointed out that there are some offices on the outskirts of campus where people are more isolated and who might feel more comfortable if they had some training. She stated that VC Franco and Associate to the Chancellor Poser have been supportive but otherwise there has been difficulty in moving this forward. She stated that it would not be mandatory training and it could be open to faculty as well.

Fech asked if Guest could describe a situation where crisis prevention might be needed. Guest stated that it could involve an angry student, maybe one that has been academically dismissed or is frustrated because he/she doesn't know who to turn to for help. These are minor situations that have the potential of escalating. She stated that the situations usually involve students. Keiser pointed out that housing has had some issues with homeless people coming into the dorms. Konecky stated that she thought that access to the dorms is being changed. Fankhauser stated that at many of the dorms a key must be used to gain access to it.

Guest stated that they have tried to get funding to help welcome new office/service employees to UNL but they have not been successful. She stated that UNOPA has developed a packet of information that would assist new employees and not many of these packets have been needed recently, as the number of new hires has been declining.

Fankhauser stated that UAAD has done more with recruiting new employees. She pointed out that belonging to one of these organizations provides a means of communicating with other people on campus. Fech noted that it is an issue of training and retention. Guest stated that providing a network for people aids in retention. She noted that sometimes the only way to advance at the university is to take a different position and both UNOPA and UAAD provide good networks for people that can assist them in moving into a different position.

Dillingham asked what the mode of professional development is for faculty members outside of their specialty area. He asked how they become aware of the university's business processes or other university procedures. Lindquist stated that there is no single event or location that provides this kind of information. Griffin noted that there is a new faculty orientation meeting but thinks that the information provided at this meeting is limited. Konecky stated that in some departments this information is provided.

Guest reported that in some cases staff members have been asked to take on the responsibility of two jobs if one of the positions has been vacated since departments are

trying to cut back on expenses. She noted that most of these people are happy to have a job, but this practice could lead to potential problems in the future.

Keiser stated that he is the UAAD representative to the Chancellor's Wellness Committee. He reported that on March 24, Mark Fenton, a renowned motivational speaker on fitness, will be speaking on campus. He stated that there are other wellness programs on campus such as the smoking cessation program. He pointed out that the biggest problem in getting the Wellness Program functioning is the lack of funding and getting communication out about it.

Konecky stated that she wished there could be a wellness reimbursement account. She pointed out that the Recreation Center is not always convenient for people to use and it would be helpful if membership to another gym could be subsidized. Fech noted that there are about 400 faculty/staff members in Extension that do not live and work in Lincoln.

Fech stated that the Executive Committee was informed that NUFLEX was going to have a wellness component. He asked if this is still being planned. Keiser stated that he did not know the answer to this question. Fankhauser pointed out that the wellness director left the university so there has been a break in leadership.

Fech thanked the UAAD and UNOPA representatives for meeting with the Executive Committee. He stated that the Committee will continue working with these organizations on common interests. He noted that the Committee seems particularly interested in the crisis prevention training and he will raise this issue with President Prochaska-Cue.

3.0 Announcements

3.1 Committee to Investigate the Cancellation of Dr. Ayers' Visit

Rapkin reported that the committee met several times. He stated that one new piece of information that came to light is that one of the forces mobilizing people to protest Dr. Ayers' visit was Rush Limbaugh. He stated that the committee is trying to think of solutions or partial solutions to get faculty members more engaged in the process if a speaker is going to be dis-invited. He noted that one option might be to have involvement of the Academic Rights & Responsibilities Committee or the President of the Faculty Senate.

3.2 Documents on Life Sciences Report

Lindquist announced that he has received a copy of the documents that were sent to the team that will review life sciences within IANR. He noted that all of the department heads within IANR received a copy of the documents. He stated that the documents will be available for anyone to review.

3.3 Ad hoc Committee on Research Misconduct Policy

Lindquist reported that the committee hopes to have a finalized document to bring to the Senate in April. He stated that the idea is to have the document voted on as a replacement for both the Academic Rights and Responsibilities Procedures for

Professional Misconduct-B (PC-B) and the current Vice Chancellor for Research (VCR) policy document. He noted that both of these documents needed to be replaced. One of the problems with the PC-B procedures it is that a special hearing committee is formed with people who might not have the knowledge to make judgments on research in particular fields. The primary problem with the VCR document is that the Federal Regulations it was based on had since been replaced.

LaCost stated that she thinks the tone of the ad hoc committee has shifted and there is now more cooperativeness. She commended Lindquist on the amount of work he has done and noted how conscientious he has been on this committee.

4.0 Approval of 2/18/09 Minutes

The committees were not approved due to the lack of a quorum. Griffin stated that she will seek approval for the minutes via email so that she can get them distributed to the Senate.

5.0 Unfinished Business

No unfinished business was discussed.

6.0 New Business

6.1 Review of Senate Meeting

Fech stated that there was an article in the Lincoln Journal Star about President Milliken Speaking to the Appropriations Committee and the impacts that budget cuts could have on the university. Konecky noted that the article reports President Milliken as stating that the university could suffer a \$45 million deficit but Chancellor Perlman stated that it was \$32 million.

Fech stated that the article states that the university rolled out four new initiatives and needs to decide on whether to appeal the special master's decision to increase salary raises on the unionized campuses.

Fech pointed out that comments written on the accompanying blog to the article were mostly negative towards the university.

The Committee agreed that a copy of the resolution passed at Tuesday's Senate meeting on LB 674 should be sent to Senator Nantkes, author of the bill, and to Senator Avery, Chair of the Government, Military & Veterans Committee.

6.2 Executive Committee Elections

The Committee reviewed that three new members, a President-Elect, and Secretary will be need to be elected for the Executive Committee at the April 28th meeting. The Committee considered possible candidates for these positions.

The meeting was adjourned at 5:00 p.m. The next meeting of the Executive Committee will be on Wednesday, March 11th at 3:00 pm. The meeting will be held in 201 Canfield

Administration. The minutes are respectfully submitted by Karen Griffin, Coordinator and David Rapkin, Secretary.