

## EXECUTIVE COMMITTEE MINUTES

**Present:** Fech, Flowers, Franti, Konecky, McCollough, Nickerson, Shea

**Absent:** Anaya, Berg, LaCost, Lindquist, Schubert, Stock

**Date:** Wednesday, July 28, 2010

**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.

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### 1.0 Call to Order

Fech called the meeting to order at 3:02 p.m.

### 2.0 Chancellor Perlman/Interim SVCAA Weissinger/VC Green

#### 2.1 Update on Faculty Apportionment Guidelines

Chancellor Perlman noted that Lindquist had raised a couple of questions with respect to the guidelines. He stated that the first question raised was in regards to how apportionment is defined. He stated that he agreed with this question and came up with the definition that apportionment be understood as not reflecting time or effort expended, but rather a faculty member's assumption of responsibilities and the basis upon which he or she agrees to be evaluated. He stated that he hopes units will craft metrics and benchmarks to be used in determining and defining a faculty member's apportionment value. These will be based on the unit's standards of research and teaching responsibilities. He noted that the metrics and benchmarks will be determined by discussion with college faculty and department administrators in accordance with the college and department bylaws governing the adoption of faculty personnel policies.

Chancellor Perlman stated that he was not quite sure about the concerns on the timing of when apportionments are done. He pointed out that this is covered in the Regents Bylaws. He noted that apportionment of duties is agreed upon at the original time of appointment. He stated that apportionment need not be changed each year but should be reviewed periodically to ensure documented apportionment is consistent with the faculty member's responsibilities.

Chancellor Perlman stated that he is trying to get guidelines in place so he can defend apportionment of duties of faculty members. He noted that with the Institute it is easier to do this because a faculty member's responsibilities are more defined within the context of their budgeting process.

Franti asked who is ultimately responsible for determining the description of apportionment for a faculty member. Chancellor Perlman stated that when heads or chairs evaluate a faculty member they should be reviewing apportionment as well. He

stated that a conversation should take place between the chair and faculty member to see if a faculty member's apportionment needs to be adjusted based on the work he/she is doing and the faculty member's responsibilities.

Flowers pointed out that he and other Executive Committee members have been involved in Academic Rights & Responsibilities Committee cases where evaluations have not been done systematically or not done effectively. He noted that there is a bed of unevenness across campus in terms of how faculty evaluations are conducted. Chancellor Perlman agreed and stated that he hopes these guidelines would provide some stable framework for chairs/heads to use.

Interim SVCAA Weissinger stated that she believes the deans will accept the changes being recommended.

Shea asked if the draft guidelines have been updated yet and whether the Executive Committee could get a copy of the guidelines when they are formally written and before they are finalized. Chancellor Perlman agreed to do so.

## **2.2 Likelihood of Legislature Special Session**

Fech asked if the Chancellor had any sense if the legislature was going to call a special session. Chancellor Perlman stated that there is no evidence that anyone is anxious to have a special session and noted that the Governor has indicated that he does not want one.

## **2.3 Budget**

Chancellor Perlman reported that he recently met with members of the Appropriations Committee and believes that all state agencies are facing the same circumstance with the budget. He noted that it is uncertain and unclear just what is going to happen with the next biennium budget but one factor will be how the stimulus package for K-12 education is viewed.

Chancellor Perlman stated with the uncertainty of the budget he feels it is incumbent for us to plan for some fairly serious budget challenges so we can be ready should we be hit with severe cuts. He stated that he doesn't want to pass a line of announcing cuts that would inflict unnecessary damage but we need to be prepared to reduce any damage that we can and we would be in a better position than if we wait until the last minute to deal with the cuts. He pointed out that if the cuts do not occur we can be in a position to make investments that would move the campus forward.

Chancellor Perlman reported that President Milliken is going to look at possible shared resources between the campuses to cut costs and something similar might be done on this campus with the colleges. He stated that he does not know for sure whether any savings will come from being a member of the Committee on Institutional Cooperation (CIC).

## **2.4 Innovation Campus Update**

Chancellor Perlman reported that efforts are still moving forward on the campus. He stated that the board of Nebraska Innovation Campus Development Corporation (NICDC) has been formed and hopefully the Board of Regents will approve a master lease to NICDC in September.

Chancellor Perlman stated that a master developer is being sought to take control of phase one of the campus and work is continuing with the city regarding sewers and other infrastructure.

## **2.5 Transportation to and from Innovation Campus**

Fech noted that the consultants for the Innovation Campus had pointed out the need for good transportation between East, City, and Innovation campus. He asked if any more concrete ideas have been formed about how this can be accomplished.

Chancellor Perlman stated that with the input provided by the master planners we have an understanding of potential bus routes that would address this issue. He pointed out that it is somewhat premature to be working on this aspect of the campus plan.

Nickerson stated that the Executive Committee was wondering whether some kind of transportation beyond buses would be considered. He noted that the Executive Committee was trying to think of a means of transportation that faculty members would be more encouraged to use. He remembers that years ago there was some discussion of having a light rail system between the campuses using the abandoned rail lines in town. He stated that now would be the time to set a good transportation system between the campuses to avoid having Innovation Campus feeling isolated.

Chancellor Perlman stated that he did not think we would lose anything if we don't address the transportation issue at this time. He pointed out that getting a bus route that people will understand will be just as effective.

## **2.6 Future Closing of 17<sup>th</sup> Street – Safety Concerns**

Fech noted that the Knoll Residence Center will be coming on line with the fall semester and the Executive Committee discussed the safety of large numbers of students crossing 17<sup>th</sup> street.

Chancellor Perlman stated that the master plan of the university and the city calls for turning 16<sup>th</sup> and 17<sup>th</sup> streets into non-through streets. He stated that there cannot be a complete elimination of the streets because there needs to be access to the residence halls. He pointed out that changes to these streets cannot occur until the transportation sector of the Antelope Valley Project is completed. He stated that once the Antelope Valley Project roadway is connected the way people get around the campus will be set up. He noted that if we close down these streets the campus will own them and will have to maintain them.

Nickerson asked if the Chancellor foresees any problems with the closing of 17<sup>th</sup> street. Chancellor Perlman stated that there is no money in the Antelope Valley Project to purchase 17<sup>th</sup> and 16<sup>th</sup> streets. He stated that traffic on 16<sup>th</sup> street has been somewhat restrained since the closing of the Holdrege Street bridge. He stated that it would be at least two or three years before there is even a possibility of closing the streets and he does not know what the city's feelings are about this possibility.

### **2.7 Update on Further Academic Consequences of Joining the Big Ten**

Interim SVCAA Weissinger reported that she took a team of people to the University of Illinois-Champaign about a month ago and another team will be going there soon to learn more about UNL being a member of the CIC. She pointed out that we are in the beginning of the transition phase of being a member of the CIC and we do not have any specifics yet.

### **2.8 Possible Retirement Buyout**

Fech reported that inquiries are being made to some Executive Committee members about a possible retirement buyout. Chancellor Perlman stated that a retirement buyout plan is an option that some other institutions have used to deal with budget cuts and the administration is examining some of these plans, but no decision has been made to offer a retirement buyout at this time.

Fech noted that there could be a long term savings with a buyout plan but it could be costly up front. Chancellor Perlman stated that it depends on the plan. He stated that the administration is trying to get some sense of what the other institutions are experiencing with buyout plans. He noted that there are some people who feel that the buyout plan offered during the 2003 cuts was not advantageous because the cost of the plan had a longer impact than anticipated.

Fech asked if a buyout plan would apply to all faculty members. Chancellor Perlman stated that it can only apply to tenured faculty members. He pointed out that a state law prohibits people for being paid for work they have not done but tenured faculty members, in essence, have a property right in tenure that can be sold back to the University.

### **2.9 Update on Efficiency Plans as Required by LB 935**

Fech asked if efforts are underway to create an efficiency plan as required by the legislature. He noted that there is a limited amount of work that we can do on the plan before September 1 since many faculty members are not on campus.

### **2.10 Salary Increase for Some**

Fech stated that an email message was received from a faculty member stating that some people in Sponsored Programs received substantial salary increases. Chancellor Perlman stated that the rules regarding salary increases is that there are no general salary increases but an increase is allowed for promotions and for reclassifications. He stated that the people might have had a position classified into a higher bracket which would account for the increase. He noted that there have been some commitments made to increase salaries in order to counteract outside offers made to people. He pointed out that many of these

commitments were made before the salary guidelines came out. He stated that any other salary increases have to be approved by himself and President Milliken.

Chancellor Perlman stated that there is the tradition on the staff side of providing a slight increase in salary if a person received a new certification or increase in education pertaining to their job. He stated that he is sympathetic with these increases but he is exploring whether this is permissible given the current budget situation. He stated that a few increases might be given for this reason but there would have to be justification for it.

### **2.11 Issues on the Horizon**

Chancellor Perlman reported that he is getting ready for his annual state of the university address. He noted that research funding is up and things are moving forward on the campus. He stated that administratively some great things have happened with the hiring of VC Green and the three new deans. He reported that the new deans are creating excitement in their colleges and among constituents. He stated that there are negotiations still in progress for some top notch faculty members and he gathers that young faculty members that were attracted this year are of a high quality.

Fech asked if any enrollment figures are available yet. Interim SVCAA Weissinger stated that she does not think the figures have been compiled yet. She noted that the formal figures will be released on the sixth day of classes.

Chancellor Perlman noted that we will be benchmarking ourselves against a different set of institutions with the switch to the Big Ten. He reported that he and Associate to the Chancellor Nunez have been looking at the data of the Big Ten schools and where we sit in relation to them. He noted that currently we are at the bottom. He noted that we are not the smallest school in the Big Ten but we are one of the smallest schools. He pointed out that there will be a lot of opportunities for us with the Big Ten and our ability to partner in specific areas with some of the member institutions should be beneficial for us. He reported that the Commissioner of the Big Ten was recently on campus.

McCullough noted that one of the for-profit colleges for the nursing degree has been closed down and she asked if this college is going to reemerge and be an issue again. Chancellor Perlman stated that the tuition numbers for that particular college are two and a half times higher than our tuition costs. He noted that for profit education is a growing area and is now receiving attention from the government but getting to be more competitive.

Interim SVCAA Weissinger stated that she is glad that the Senate is interested in the CIC. She stated that it will be very interesting on many levels and will provide connections to new colleagues. She stated that there is strong interest in brokering connections between the campuses. She reported that a team from the CIC staff will probably be here in September.

Nickerson stated that individual faculty members would be interested in hearing how they can broker these connections. He noted that there has been a lot of talk about how beneficial belonging to the CIC will be for faculty members here but it would be helpful to have examples and details about the potential benefits.

Interim SVCAA Weissinger stated that one of the first things faculty members might experience is that faculty members of Big Ten universities tend to meet as a group at every conference they attend. She noted that some UNL faculty members are already being invited to meet with these groups.

Chancellor Perlman stated that he does not want to give faculty members the false impression that all kinds of invitations will be rolling in from the Big Ten schools. He noted that the Big Ten has an identity because all of the institutions are alike in that they are public institutions and are high quality research institutions. He stated that the Big 12 did not have such a strong common identity. He stated that advantages will occur if faculty members here seek them out.

Interim SVCAA Weissinger stated that she thinks belonging to the Big Ten will influence our undergraduate student recruitment and faculty recruitment immediately. She stated that she believes that the applicant pool for the SVCAA position will be different than it would have been two months ago because of our membership in the Big Ten.

VC Green noted that he attended a symposium on graduate education in the beginning of the summer and all of the participants were from Big Ten schools. He stated that he was impressed with how the CIC facilitated discussion on ways to better present graduate education.

### **3.0 Announcements**

No announcements were made.

### **4.0 Minutes of 7/14/10**

No changes were made to the minutes.

### **5.0 Unfinished Business**

No unfinished business was discussed.

### **6.0 New Business**

#### **6.1 Emergency Management Documents**

The Executive Committee reviewed the documents prepared by the UNL Police. McCollough stated that she thought the documents were a good idea. She pointed out that there is no way to communicate with the faculty when they are in their classrooms. It was pointed out that UNL alerts can be made to cell phones and email accounts.

Flowers pointed out that the tornado alarms being tested every month are training people to ignore the alarms. He questioned whether it is really necessary to test the alarms every month.

Nickerson suggested that anyone with suggested changes to the document contact Griffin about them by Friday.

## **6.2 Chancellor's Committee on Wellness**

Shea pointed out that he serves on the Chancellor's Committee on Wellness and suggested having Kimberly Barrett, UNL Wellness Coordinator) briefly speak to the Senate about the mission and goals of the campus wellness program and planned activities for the 2010-2011 academic year. The Executive Committee agreed.

The meeting was adjourned at 4:22 p.m. The next meeting of the Executive Committee will be on Wednesday, August 11, 2010 at 3:00 pm. The meeting will be held in the Faculty Senate Office. The minutes are respectfully submitted by Karen Griffin, Coordinator and Pat Shea, Secretary.