

## EXECUTIVE COMMITTEE MINUTES

**Present:** Anaya, LaCost, Nickerson, Purdum, Rinkevich, Schubert, Shea, Struthers, Varner, Wysocki

**Absent:** Anderson, Irmak, Lindquist

**Date:** Wednesday, July 13, 2013

**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.

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### 1.0 Call to Order

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

### 2.0 Announcements

#### 2.1 Update on Health Care Audit

LaCost reported that she received a phone call from VP Dietze who told her that a few issues are still being worked out on the report of the health care audit but it should be completed in the near future. Nickerson stated that he is interested to see how much money is being saved due to the audit. He pointed out that employees who went through the audit all went through some personal space sacrifice and they should be informed of the results of the audit.

#### 2.2 Review of Faculty Senate Bylaws

LaCost reported that she will be working with Shea to review the Senate Bylaws to see if updates need to be made. She noted that the review will be conducted in late August or September.

#### 2.3 Upcoming Meeting with Dr. Mitchell, Director of General Education

LaCost reported that Dr. Mitchell will be meeting with the Executive Committee in late August or early September to discuss the civic engagement requirements for undergraduate students.

### 3.0 Approval of 6/29/11 Minutes

Wysocki moved that the minutes be approved as amended. Nickerson seconded the motion. The motion was approved.

### 4.0 Unfinished Business

#### 4.1 Chancellor Perlman's Response to Message on Suspension of Pay Policy

LaCost reported that the Chancellor briefly stated at a previous meeting the idea of drafting a suspension of pay policy. She noted that his intent was to have the Executive Committee recommend some procedural constraints on the Chancellor when he or she has made the decision to suspend pay, not for the Executive Committee to draft a policy

on when pay can be suspended. She asked if the Executive Committee should revisit this issue based on this recent clarification. Nickerson pointed out that it would have been helpful to have this clarification much earlier because the difference in what the Committee thought the Chancellor wanted and what his intent is are poles apart.

LaCost noted that the Chancellor has to call an advisory group together after there has been a specific action of suspension of pay. Nickerson wondered if the Chancellor is comfortable with meeting with the Executive Committee after suspending a faculty member's salary. LaCost suggested that the Executive Committee should look at the existing procedures to see who would serve on the small advisory group. She stated that she will check the Board of Regents Bylaws and with the Chancellor about this.

## **5.0 New Business**

### **5.1 Questions for Dean of ARD Interviews**

The Executive Committee discussed possible questions for the candidates for Dean of the Agricultural Research Division.

Purdum stated that there is a real deterioration of facilities on east campus, with many of the buildings constructed in the 1960's, and while some updates have occurred the university has not kept up with replacements. She noted that this is probably occurring across the country at other universities. She stated that a question that should be asked of the candidate is how you rebuild infrastructure with declining budgets and what opportunities he has had in rebuilding infrastructure.

Varner suggested asking what the candidate's background is in Extension and his vision of regarding how Extension and Agricultural Research can interface. He stated that another question is the role of applied research at an institution such as UNL. Nickerson suggested asking how many associate deans the candidate thinks they will need.

### **5.2 Diversity in IANR Administration**

Purdum stated that several interim department heads in CASNR have recently been named to replace retiring faculty members. She noted that while there are no problems with these individuals, collectively there is no longer any diversity at this administrative level. She pointed out that CASNR's student enrollment is very diverse and it is important to create an environment where students feel comfortable and diversity is a contributing factor in creating a more comfortable environment. She stated that this may be the opportune time to raise the diversity issue in IANR and this is an issue that needs to be discussed with VC Green.

Anaya pointed out that diversity has to be valued in an organization if the organization is to succeed in becoming diverse. She stated that a beginning place is having targeted recruitment. She stated that head hunters will look at people who currently hold similar positions, but if the faculty knows of someone in the field who would be a good candidate for a position, it is the faculty's responsibility to recruit these people. She noted that while there are a lot of factors that are involved in recruiting and retaining a

diverse faculty, diversity has to be part of the culture of the department and college in order for it to succeed.

Wysocki stated that there is no clear policy regarding having a diverse search committee. He pointed out that there should be a clear statement that there should be diversity on search committees. Purdum stated that there is no policy that a percentage of the search committee members must be diverse, but there has to be at least one member from a minority group.

### **5.3 Agenda Items for SVCAA Weissinger**

The Executive Committee identified the following topics of discussion with SVCAA Weissinger on July 27:

- progress on meetings with departments and colleges
- policy on non-tenure track teaching loads (what is the mean and standard deviation for teaching loads across the board)
- inconsistency across departments with apportionment guidelines
- clarification on opportunity hires
- new things taking place since joining the Big Ten
- summer sessions discussions
- continuing problems with My Red
- timeframe for replacing VSIP faculty members
- Office of Undergraduate Studies responsibilities
- structure for special fees and accountability of these fees
- update on the search for the Dean of Fine and Performing Arts
- problems with department name changes being entered into the system

### **5.4 Executive Committee Retreat**

The Executive Committee identified Friday, August 19 as the afternoon for the retreat to work on developing the goals for the Senate for the upcoming academic year.

The meeting was adjourned at 4:22 p.m. The next meeting of the Executive Committee will be on Wednesday, July 27, 2011 at 3:00 pm. The meeting will be held in 201 Administration Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Pat Shea, Secretary.