

EXECUTIVE COMMITTEE MINUTES

Present: Bender, Guevara, Nickerson, Reisbig, Rinkevich, Schubert, Sollars, Woodman, Wysocki

Absent: Anaya, Joeckel, Ruchala, Zoubek

Date: Wednesday, November 13, 2013

Location: 201 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 to Order

Guevara called the meeting to order at 3:06 p.m.

2.0 Chancellor Perlman/VC Green/SVCAA Weissinger

2.1 Concerns of Courses Being Considered for Profit Only

Guevara stated that he has been approached by several faculty members with concerns that a particular dean is only interested in what profits can be made on a course. He stated that there is concern that a new policy is being created that only courses with monetary value will be offered. SVCAA Weissinger noted that one of the great things about a research university is that the faculty is the sole designer of the curriculum. She pointed out that those faculty members who choose to become administrators have to think more about budgets. She stated that at this time when the campus is trying to accomplish so much she can imagine deans and chairs asking if certain courses will produce enough credit hours to generate revenue.

Guevara stated that the concerns brought to him are that it is an administrative strategy that is being followed and that only profitable classes will be taught. He reported that one dean is trying to do this regardless of whether a course is needed to complete a program. Chancellor Perlman pointed out that it is difficult to respond to this question without the particulars. He noted that when he was teaching he felt that there were a number of classes that he felt were important for students to have in order to become lawyers (all the ones he taught), but now that he is an administrator he has a different view when budgets are taken into account. He pointed out that there is really no way that a course can be calculated as to whether it is profitable or not, but there might be some gentle pressures within units and colleges to offer courses with higher enrollments.

Guevara stated that he struggles with the idea of a dean looking at courses only if they offer a profit. He indicated that for many graduate programs, the 900 level courses are in many cases lower enrollment than all other classes offered, and that having profitability as the main factor when deciding to fund a course does not speak well for graduate education at any college of the University of Nebraska. Chancellor Perlman noted that we do have financial restraints and we are under a budget deficit. He stated that he does

think deans and chairs need to be careful about the courses that are offered, but cost is not the only criteria that should be used when making these decisions. He also observed we do not have a practice of making a financial analysis of the revenue and expense associated with each course.

2.2 How Would Changes in Apportionment Change the Evaluations of a Faculty Member?

Woodman noted that the Chancellor discussed these changes in his state of the university address and asked if there have been many changes to apportionment and if the evaluations have changed. He pointed out that how a faculty member should be evaluated should be clearly documented. Chancellor Perlman stated that he always thinks that things should be well documented for purposes of evaluation. He noted that faculty members should know what they are being evaluated on and why. He stated that he has seen apportionments, particularly on city campus, that never change although the work of the faculty member has changed. He noted that some faculty members do great research but very little teaching, yet they continue to carry a 60/40 apportionment. He asked how someone could be evaluated on work they are not doing. He stated that faculty members who receive a grant and want to spend a significant portion of their duties conducting research should discuss this with their chair so they can have a reduced teaching load and this change should lead to a change in apportionment of responsibilities.

SVCAA Weissinger stated that evaluations are one area where there is clear documentation. She stated that technically every year departments are to send to her office a list of new apportionments and department chairs are to use these new apportionments when conducting evaluations. She noted that a positive way to think about apportionment is through the evaluation process. Woodman asked if this actually happens. Chancellor Perlman stated that this is the question because Academic Affairs does not see many changes coming through. SVCAA Weissinger stated that departments need to use the talents of the faculty and reward them for their talents. She stated that all faculty members and chairs should be able to talk openly about apportionments.

Nickerson stated that he thought this happened all of the time in departments and those who are not doing as much research can request to do more teaching. Chancellor Perlman stated that in some units this is occurring. SVCAA Weissinger stated that she is inviting the deans to have a more specific focus on this issue. She reported that the deans know that she is going to sit down and talk with them to see if there are any changes of apportionment in their college and to ask them if there is a way to have conversations with the chairs to address this issue.

Guevara noted that some faculty members might be reluctant to permanently change their research apportionment. Chancellor Perlman pointed out that the change is not permanent and the Regents Bylaws gives faculty some say in being able to change their apportionment.

Nickerson noted that it is good to have this discussion in the minutes because it can remind faculty members that they should be having these discussions with their chairs.

2.3 Insight Into the Resignation of the PKI Director and How Will a New Director be Hired?

Chancellor Perlman reported that Mike McGinnis, the previous PKI director, resigned from his position to pursue other opportunities. He stated that the current interim director, Scott Snyder, is Associate Vice Chancellor for Research and Creative Activity at UNO. Chancellor Perlman reported that he does not know of plans for a search yet. SVCAA Weissinger reported that the leadership group overseeing PKI hopes to have a one year interim phase in order to get the new structure established with the idea of re-inventing the Executive Director role.

2.4 Current Status of Hiring a New Director of Biotechnology

Nickerson stated that the director of biotechnology is a key position for the status of all of the core facilities on campus and he was wondering if there will be a search for a new director or whether the position is being redefined. VC Green reported that Professor Deb Hamernik is serving as interim director through June of 2014. He stated that the plan is to recruit someone internally for the position and a faculty advisory committee has been established to conduct the internal search. He noted that the idea is to conduct a search for six months, but if an internal director cannot be found, a national search will be conducted. He pointed out that this position would be tied to a faculty position.

Nickerson noted that the director of biotechnology's opinion would matter about funding and keeping core facility managers in place. VC Green stated that he understands there has been some concern with the closing of the flow cytometry center. He noted that the Virology Center is associated with this core facility and provides partial funding for it. Nickerson pointed out that it is important to have a good full time technician to handle the samples brought to a core facility or otherwise it will not be successful. He stated that he could see UNL sharing a core facility with UNMC or if there is a core facility that is too expensive for one university to have, it could be shared with other universities, but he does not know who would make this kind of decision. VC Green reported that Interim Director Hamernik would in consultation with VC Paul.

2.5 Update on Deans Searches

SVCAA Weissinger reported that the Journalism dean's search is nearing the process of naming finalists which she hopes to make public in approximately two weeks. She noted that there was a very good pool of candidates and the search committee is optimistic that they will have a good slate of candidates. She stated that she hopes that interviews can be conducted in the beginning of December and she is very pleased with the work that the search committee has done.

SVCAA Weissinger stated that she just checked with Dean Poser, chair of the Arts & Sciences dean's search committee. She noted that there will be a longer phase of developing an applicant pool for Arts & Sciences with the hope that there will be a good number of nominations. She stated that she understands that the search committee has set

a date in January to review the applications and she guesses that there could be on campus interviews at the end of February or beginning of March.

2.6 Request for Faculty Senate President Elect to be included in CIC Academic Leadership Program as done by other CIC Universities

SVCAA Weissinger reported that she is not aware of the practice of earmarking any of the spots for the CIC Academic Leadership Program. She pointed out that the program is specifically intended to take those with some administrative experience, and who are seriously interested in continuing in administrative work, to create a really rich learning experience. She noted that the UNL attendees have been interim deans, associate deans, or chairs and reported that the nominations to attend the ALP come up through the deans. She stated that she has heard great things about the program and many people who have attended the program have gone on to become deans or other administrators.

Guevara stated that at the recent CIC Faculty Leadership Conference he spoke with several other Faculty Senate Presidents who said that their institution routinely sends either the Senate President or President Elect to the ALP. SVCAA Weissinger stated that the ALP is a much more narrowly focused program and is clearly for those who are seriously considering becoming an administrator. She pointed out that anyone with this aspiration can be nominated. Nickerson asked if the Faculty Senate can make a recommendation. SVCAA Weissinger stated that the Senate can certainly submit a nomination.

Woodman asked if SVCAA Weissinger thinks that a Faculty Senate President could benefit from attending the program. SVCAA Weissinger stated that it is a narrowly calibrated program and she did not know how beneficial it would be. Woodman asked if she would be willing to confer with the Provosts of the Big Ten universities who do see the benefit of sending their Senate leadership to the ALP. SVCAA Weissinger stated that she would be happy to do this.

2.7 Hiring Updates for IANR Faculty

VC Green noted that 36 positions were available and 28 people have been hired so far. He reported that advertisements for these positions were placed in February and the searches moved quickly. He stated that 2 of the 28 positions are double hires. He reported that there are 4 searches that are at the offer stage. He stated that of the remaining positions 3 of these will be reopened to get more candidates. He noted that 3 positions are on hold because they are located in Scottsbluff and currently there is an interim director at the research and extension center. He stated that he wants to have the director in place before hiring new faculty members. He reported that he has been pleased with the hires and the process and hopes to have it completed early next year.

2.8 Process for Reserving Hotel Space on East Campus

VC Green reported that the builders are saying that the hotel might be available by January 1 although he believes it is more likely to be sometime early in 2014. He stated that reservations will be handled by the Business Office of IANR and information on how

to make reservations, including rates, will be sent out. He noted that 13 studio units will be available for rentals.

2.9 Housing for Undergraduate Students on East Campus

VC Green reported that east campus is on the front end of identifying what the next step will be in regards to housing. He noted that the two current halls are quite aged and have lived out their usefulness and by 2017 they are required to have fire protection which would be too expensive to do and exceeds the value of the housing. He reported that the east campus leadership team has been in discussion with the Director of Housing Sue Gildersleeve about what options are available to replace the existing buildings. He stated that he hopes that student housing will be rebuilt as there seems to be a demand for a minimum of 475 beds based on a study conducted last fall. He reported that some non-student housing units are being considered and evaluations are being made about housing for graduate students as the current small facility located on east campus for graduate students will close after this year.

Chancellor Perlman pointed out that trying to meet the need for housing on east campus is challenging. We are also exploring interest in the private sector. He noted that there might be some opportunities along the perimeter of the campus because UNL controls some of the property.

Nickerson asked if the housing on Starr Street is for graduate students. SVCAA Weissinger stated that it is graduate student housing for families. Chancellor Perlman stated that this housing is also presenting some issues because it too has to be brought up to the fire code and due to age and value of the properties it is not really worth the expense to the university.

2.10 Follow Up on Library Changes – Love and CYT

Guevara reported that Dean Busch's presentation to the Faculty Senate was very good and cleared up a lot of concerns. SVCAA Weissinger noted that the Academic Planning committee voted last week to approve or support the program statement for the renovations to Love North. The program statement then went to the Chancellor and then to Varner Hall and will eventually require approval of the Board. Chancellor Perlman stated that he believes it may go to the Board in January.

SVCAA Weissinger stated that Dean Busch and the library faculty members continue to have meetings with individual departments to discuss the changes and gather input on what texts need to remain and there are still two more open forums.

Guevara noted that SVCAA Weissinger is obviously aware of the petition that has been circulated. He asked if she had formally received the signed petition. SVCAA Weissinger stated that she has had good conversations with the faculty member that initiated the petition, and many other faculty members, but she has not yet received the petition results.

Nickerson stated that he can understand the concerns that were raised, but he was satisfied after seeing how willing Dean Busch is to rearrange what texts are kept to address the faculty concerns. SVCAA Weissinger stated that the conversations about Love North has attracted a lot of attention, but the fact is that here has been a process every year of selecting which holdings should be kept in the Libraries and what can be moved to storage. She stated that she has been very impressed with how the departments' faculty and the Libraries have influenced each other's decisions. She stated that another wonderful by-product of the conversations is that faculty members who are not in book-based disciplines came to understand the difference in how other faculty members obtain their research and realized that not all information is in digital format.

Woodman asked if the decisions as to what books will go where will be made after the satellite branch is obtained. SVCAA Weissinger stated that the satellite branch will need to be identified before the process of moving texts can begin. She pointed out that Dean Busch says that one of the requirements is that the satellite faculty has to be close to either one of the campuses.

2.11 Rural Futures Institute and Conference Feedback

VC Green reported that the conference went very well and the engagement of the participants was very high. He noted that there were 540 participants from 22 states and abroad pushing the limits of the conference facility. He stated that the conference addressed the semantics of what needs to be done in rural areas. He reported that the incoming director for the Rural Futures Institute, Chuck Schroeder, will assume that position on December 1.

2.12 Reallocation of Lab Space

Nickerson reported that a colleague was threatened by the Beadle Space Committee to be removed from his lab to accommodate new hires. He pointed out that the larger question is what the university has agreed to when it signs off on a grant because the grants specify information on the availability of adequate lab space. He wondered what the legal implications would be if someone with a grant was removed from their lab.

VC Green stated that he just learned about this situation today and it is his understanding that there is a space allocation committee of faculty that manages the space. Nickerson pointed out that Biological Sciences only has one voting member on the committee. VC Green stated that he finds it hard to imagine that this person's lab space would not be in the Beadle Center and that the discussion is around how to better utilize the existing space as new faculty members come to campus. Nickerson noted that it is the collective understanding that when grants are obtained and the university signs off on them that the researcher has the existing space to do the work that they have told NSF they are going to do. VC Green stated this is certainly the case.

2.13 Changes to Flexible Spending Accounts

Chancellor Perlman reported that Varner Hal makes the decision on how the flexible spending accounts are managed. He noted that he is not an enthusiast of the provision

that you forfeit money if you do not spend it all by the end of the year but this is currently a federal requirement. Woodman pointed out that Director Clayton, Benefits, said the remaining money was used to cover operating costs and losses of the flexible spending account program.

Nickerson stated that it was also discussed at the Senate meeting how difficult Wage Works is to use. He noted that many people have had difficulties filling out the forms on line. Chancellor Perlman agreed and stated that he still fills out the claim forms by hand.

2.14 Follow Up on whether there is a Policy for Hiring a Faculty Spouse for Non-Academic Positions

Chancellor Perlman reported that there is the same policy in place as for faculty dual hires. Woodman asked whether there is something that says that the spouse will be given greater consideration for a position. Chancellor Perlman stated that the same kind of negotiations have to occur. SVCAA Weissinger pointed out that the department chair of the faculty member should contact the hiring individual to let them know that the person has an additional connection to UNL. She noted that there is an institutional value in taking a closer look at a person's resume in these kinds of situations.

2.15 Timeline Extension for Enrollment Growth

Chancellor Perlman noted that the reasons for the extension in enrollment growth were articulated in his email message to the campus. He stated that the thought was to take the pressure off of some people who might be inclined to make compromises as the 2017 time line nears. He stated that it is a judgment call in how the institution would grow and how quickly. He pointed out that we basically lost two years because recruiting efforts and admissions were not as fully developed as they are now. SVCAA Weissinger noted that the extension does not change anything about the pace and the growth of what we want to do.

SVCAA Weissinger stated that the academic component of the campus was saying that we have to be able to predict course enrollment with all of the additional students. She noted that this year the freshmen class had 550 more students than last year. She stated that the curriculum and faculty are needed to meet the increase and we need things like a more sophisticated room assignment system and student services need to be scaled to meet the larger enrollment.

Guevara asked if there are any indications regarding next year's enrollment. SVCAA Weissinger stated that it is way too early to make any predictions but applications so far this year are looking very good, relative to last year. She noted that it is entirely possible that the last two data points of the past two years are building a trend.

Guevara asked if the campus will speed up the building of the infrastructure if we reach the 30,000 enrollment. SVCAA Weissinger pointed out that we want to continue our growth in all ways.

3.0 Announcements

No announcements were made.

4.0 Approval of November 6, 2013 Minutes

Wysocki moved for approval of the minutes as revised. The motion was seconded by Rinkevich. The motion was approved.

5.0 Unfinished Business

5.1 Update on ACE Ad Hoc Committee

Nickerson reported that he spoke with Professor Peterson, former President of the Senate who was also a member of the founding ACE committee, to discuss the history of the program. He stated that he also met with Professor DeFusco, member of the University Curriculum Committee, who informed him that the UCC ACE Subcommittee is meeting on November 25 to consider changes for the ACE governing document. He reported that he will be attending the meeting to observe. He stated that he hopes to discuss the proposed changes to the recertification process with the Executive Committee next week. He noted that he is open to hearing suggestions of what modifications need to be made so the document is changed to address the concerns of the faculty.

5.2 CIC Survey

The Executive Committee worked on completing the CIC Survey on Faculty Governance.

6.0 New Business

6.1 November 20 Executive Committee Meeting

Griffin reported that the Academic Planning Committee has requested to meet with members of the Executive Committee to discuss the idea of adding a non-tenure track faculty member to the APC. The Executive Committee agreed to meet with the APC.

6.2 Executive Committee Spring Schedule

Griffin asked the Executive Committee if they want to meet on January 8. She pointed out that it will be the only Executive Committee meeting before the January 14 Faculty Senate meeting. The Executive Committee agreed to meet on January 8.

The meeting was adjourned at 4:34 p.m. The next meeting of the Executive Committee will be on Wednesday, November 20 at 3:00 pm. The meeting will be held in the City Campus Union, Regency Room B. The minutes are respectfully submitted by Karen Griffin, Coordinator and Toni Anaya, Secretary.