

EXECUTIVE COMMITTEE MINUTES

Present: Bender, Guevara, Joeckel, Konecky, Nickerson, Purcell, Rinkevich, Ruchala, Rudy, Sollars, Steffen, Woodman, Wysocki

Absent:

Date: Wednesday, April 30, 2014

Location: Faculty Senate Office, 420 University Terrace

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

Nickerson called the meeting to order at 3:00 p.m.

2.0 Announcements

2.1 Events Manager Program

Nickerson reported that the administration will be making a decision soon on which events management program it will purchase, either TIPSPrevention or Navex, and an implementation team will be formed to help develop the parameters of the program. He said that the administration wants someone from the Executive Committee to be a member of the implementation team and he has asked Guevara to serve as the Committee's representative. He noted that the Executive Committee wants to make sure that faculty members are protected from unfounded rumors that might be reported to the program. He pointed out that he hopes to achieve in the future that any ad hoc committee created by the administration has a representative from the Faculty Senate on it.

3.0 Approval of 4/23/14 Minutes

Joeckel moved for approval of the minutes. The motion was seconded by Bender. The motion was approved.

4.0 Unfinished Business

4.1 Refine Agenda Items for Chancellor Perlman and SVCAA Weissinger for May 14 Meeting

Nickerson reported that the Executive Committee's meeting with Chancellor Perlman and SVCAA Weissinger has been postponed until May 14 to allow the Chancellor to meet with the Academic Planning Committee to address the proposed budget cuts. The Executive Committee identified the following agenda items for Chancellor Perlman and SVCAA Weissinger:

- Follow Up from APC Meeting on the CEEN and EE Merger
- Update on Presidential Search Committees
- Decision on CIC Academic Leadership Program Participants
- Participation of Administrators on Standing Committees
- Enrollment Number for Summer and Fall Semesters

- Western Governors' University – Impact on the University?
- ACE Subcommittee – Opinion About Having Two Representatives from Each College Serving as A Member To Allow Functioning of the Subcommittee

4.2 Follow Up on Conversation with University Registrar

Nickerson noted that the Executive Committee had a very productive meeting with University Registrar Morrell and Assistant University Registrar Dawson and wondered if there were any actions the Committee should take to help resolve the class schedule problems for faculty members. He pointed out that the main problem is with Tuesday, Thursday courses. Guevara stated that Assistant Registrar Dawson said he would look into the scheduling problem and check to see if MyRed can be changed to restrict students from registering for classes that meet on the different campuses and only have 15 minutes in between the classes.

Ruchala noted that in the Business College there are frequently only Monday-Wednesday classes which can interfere with students' schedules. She pointed out that some other Big Ten schools have this as their regular schedule and Fridays are left open for exams and other events. Nickerson pointed out that these Monday-Wednesday classes must not be in general purpose classrooms.

Nickerson stated that it would be better if the faculty across the campus would adhere to the course schedule. He stated that he did not realize that the Registrar's Office receives so many requests from individual faculty members (as opposed to designated departmental contacts) wanting rooms at specific times. Guevara suggested having the Senate pass a resolution requiring faculty members to adhere to the class schedule for general purpose classrooms. Konecky stated that it makes sense to have a policy that faculty have to adhere to the class scheduling guidelines. Guevara pointed out that the President of the Board of Regents wants the university to be held more accountable to the students and having a policy that would require faculty members to adhere to the course schedules would be beneficial to students. Ruchala stated that it should not be a problem for departments and colleges to designate a single person that could optimize the class schedules thereby eliminating the need for individual faculty members to contact room reservations.

Nickerson wondered if there should be a subcommittee that could examine the issue and come back with recommendations. He noted that there is already a task force in place that is looking at classrooms and suggested that the subcommittee could work with the existing task force to address the problem.

Rudy stated that students often complain more about the parking situation rather than the commute between the campuses because it is so difficult to find parking spaces. He noted that another problem is that the number of students for his classes has outgrown the capacity of the room but a larger room is not available. He asked if there was any discussion about moving classes to an earlier time in the day. Guevara stated that Registrar Morrell talked about best practices and how 25% of the classes should be scheduled for early morning, 50% during mid-day, and 25% later in the day.

Nickerson suggested that the Executive Committee wait until the classroom task force report is received before taking additional steps to help resolve the problem.

4.3 Follow Up on the Non-Tenure Track Faculty Forum

Nickerson stated that he was very pleased with the forum held on April 18 but wanted to know if there is anything else that the Senate needs to do. Woodman pointed out that there needs to be a follow up questionnaire to the original survey that was conducted a couple of years ago. He stated that other things that could be done is to show departments some best practices as to how non-tenure track faculty members are treated on campus. He noted that the role of a non-tenure track faculty member in terms of their department and expectations on voting issues should be discussed so it is recorded in the minutes. He stated that there should be discussion on what the minimum roles should be for these faculty members.

Rudy pointed out that there have been quite a few faculty members who have moved up through the academic ranks from non-tenure track positions and he thinks faculty rights are pretty seamless in his department. Woodman asked if non-tenure track faculty members have voting rights in Rudy's department. Rudy stated that there are no major distinctions between the tenure track and non-tenure track faculty members and they are able to vote on issues other than tenure. He pointed out that if a non-tenure track faculty member has graduate faculty fellow status they can serve on graduate committees. He noted that the only real difference is with temporary faculty members and they are not eligible to vote.

Nickerson stated that he thinks having a description of best practices available for departments and college is appropriate and would be a good follow up to the forum. He asked that Woodman take the lead on this initiative.

Rudy stated that he gets the sense that some tenure-track faculty members see non-tenure track people as just a patch because a department(s) couldn't hire someone in a tenure track position. Woodman noted that he has sensed this as well. Rudy stated that the other part of the problem is that some tenure track faculty members feel they are settling (needs something) by hiring a non-tenure track faculty member. Woodman reported that a person attending the forum said that he was informed by his chair that there was a policy that a non-tenure track faculty member could not be paid more than 85% of a tenure-track faculty salary but was informed by a guest that this was not true. Nickerson pointed out that many people in attendance at the forum would like to get even 85%. Woodman noted the administration overseeing faculty appointments had returned letters of offer to departments for non-tenure track research faculty members because the salary being offered was too low. Nickerson stated that he has heard that some professors of practice were expected to get the same grant support as a tenure-track faculty member. Woodman pointed out that one of the problems is the idiosyncratic approaches departments take in regards to responsibilities for non-tenure track faculty members.

Nickerson stated that he assumes that a summary document of the forum will be written and suggested that a committee of three or four people be created to write the summary. Rudy volunteered to serve on the committee. Woodman pointed out that the forum did not address research professors adequately and this may be something the Executive Committee might want to consider doing in the future. He stated that people in the non-tenure track faculty positions should be treated similarly across the departments and suggested that there be guidelines that outline best practices to reach this goal. Nickerson suggested that the topic be discussed further at the May 14 meeting.

Rudy asked if extension educators were included in the forum. Woodman noted that extension educators were part of the survey but were not invited to the forum because, according to Professor Zoubek, they have a well-structured organization and have been part of the faculty for a long time and probably are more knowledgeable about their rights. Purcell noted that extension educators are considered 90-day employees and can be terminated with a 90-day notice. Woodman stated that this is true for non-tenure track faculty members as well. Sollars noted that east campus is having workshops for professors of practice but she does not know who is hosting them.

Woodman reported that non-tenure track faculty members have increased by 35% while the number of tenured faculty members has decreased. He wondered whether this might be a way for the administration to deal with the budget issue.

5.0 New Business

5.1 Lincoln Journal Star Article on New Dean of the College of Journalism and Mass Communications (CJMC)

Guevara stated that he did not think a decision was made on the personnel case at Central Michigan University involving the new dean of the College of Journalism and Mass Communications when UNL decided to hire her. Nickerson stated that he believes that we were not misled by the incoming dean. Steffen stated that hopefully everyone in CJMC received the memo from SVCAA Weissinger addressing the concerns. Bender reported that Interim Dean O'Hanlon sent the memo out to the faculty of the college when the issue first broke. He noted that the claims made against the new dean were so contrary to the impressions that he and other faculty members had from the new dean in all of their conversations with her.

Steffen asked what the issue was at CMU. Konecky reported that it was in regards to not stopping the tenure clock for someone on maternity leave. Nickerson pointed out that universities can vary greatly with their policies on tenure and maternity leave. Rudy pointed out that the person who filed the complaint only took two weeks of maternity leave and returned back to work. Consequently, the dean at CMU did not think the tenure clock needed to be delayed.

Woodman stated that according to the Lincoln Journal Star of April 29, 2014 the report from the CMU human resources office found that she violated the rights of the faculty member and admitted sharing personal information about the woman with other faculty

members as well as providing an adjunct male professor with a more preferable class schedule.

Ruchala stated that in reading all of the available documentation about the issue she viewed the problem as an institutional program. She noted that UNL did not have a uniform maternity policy until the 1990's. Before that time maternity leaves and delay in the tenure clock were negotiated by deans and done on a college-by-college basis. She pointed out that there is a lot more uniformity with the federal laws now, but if a university had an ad hoc policy it really becomes an institutional problem.

Joeckel asked if anyone heard of issues prior to the hiring of Dean Marron. Guevara stated that to his understanding no one has heard of any problems. Nickerson suggested that the faculty pay attention to see if there are any further decisions about the case.

5.2 Visit of MacArthur Fellows Program President Cecilia Conrad

Ruchala noted that Professor May from Economics is seeking some assistance from the Executive Committee for the visit of Cecilia Conrad of the MacArthur Fellows program. Guevara reported that he was contacted by Professor May and noted that she is not asking for financial support. He pointed out that the administration is not providing any kind of support. Nickerson noted that there is an interdisciplinary conference going on at NIC during the time Dr. Conrad will be visiting and he wondered whether she will be speaking at the conference. He suggested that the Executive Committee could contribute support and show interest which would make UNL look more attractive in being considered for the MacArthur awards. He said that he would contact Professor May to explore possibilities.

Ruchala stated that she will see if she can get more information from Professor May about the visit. Wysocki suggested that the Executive Committee ask the Chancellor and SVCAA directly why they are not supporting the visit. (Subsequent to the April 30 meeting, this issue has been appropriately resolved. Interim Executive Vice President and Provost Susan Fritz will be hosting a reception for Cecelia Conrad on the afternoon of Friday, May 16 at the Lied Center.)

The meeting was adjourned at 4:54 p.m. The next meeting of the Executive Committee will be on Wednesday, May 14 at 3:00 pm. The meeting will be held in 201 Canfield Administration. The minutes are respectfully submitted by Karen Griffin, Coordinator and Tad Wysocki, Secretary.