

EXECUTIVE COMMITTEE MINUTES

Present: Bender, Dawes, Joeckel, Konecky, Lee, Nickerson, Purcell, Reisbig, Rudy, Sollars, Vakilzadian, Woodman

Absent: Steffen

Date: Wednesday, September 16, 2015

Location: 203 Alexander 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

Bender called the meeting to order at 3:10 p.m.

2.0 Announcements

2.1 Deans and Directors Meeting

Bender reported that he attended the Deans and Directors meeting where updates were given on the accreditation process and Title IX. He noted that Associate Dean Bellows reported that the accreditation process was on schedule and Professor Weissinger would be editing the first draft of the self-study report. He stated that the original draft is 175 pages long but needs to be reduced. He noted that the self-study report must be finalized by May and there will be several drafts prior to the final deadline. He reported that the site visit is scheduled for October 24-25, 2016.

Woodman asked what role the Senate plays in the accreditation process. Bender stated that he does not know what specific role the Senate plays but he suspects that the Executive Committee will be asked to provide input on self-study report before it is finalized. Nickerson pointed out that there are Committee members who are involved in some of the committees working on the accreditation process.

Bender reported that Director of Admissions Amber Williams gave an update on enrollment and noted that initially it was feared that there would be 400 students less this year, but an aggressive push by Admissions was able to increase enrollment so that we were up by 200 students. The number of minority students has increased, but not as much as the administration would like. He stated that Williams reported that the application program that was in place last year was difficult to use and she thought that is why so many potential applicants went elsewhere. He said that the system is now being simplified and is not asking for such detailed information as previously requested. He reported that True Red will be unveiled sometime this year. This is a program that will allow students who are admitted by November 2 to get accelerated scholarships. It is hoped that there will be a 400-500 increase in students for the 2016 class.

Bender stated that Director Susan Foster gave an update on Title IX and showed the web page for it (<http://www.unl.edu/chancellor/policymemoranda/20150624-title-ix-compliance>). She talked about the training that is still being developed and distributed the red RE door tags that will indicate who is a Responsible Employee (RE). He noted that a list of these people is also available on the website, although they are listed by title, not by name. He pointed out that the list will be revised over time and people should keep checking it. He stated that a brochure has also been developed and distributed. The brochure describes Title IX and what actions the students can take.

Lee asked if those people who are an RE because of their job title have been notified. Bender stated that he does not know if specific notices have been sent out but assumes they have been notified. Nickerson stated that the faculty at large should be notified as soon as possible about Title IX and what they need to do. Rudy pointed out that Athletics is doing half-hour face-to-face training sessions beginning next week on Title IX.

Bender stated that training for freshmen and transfer students has occurred with the use of a video but it was developed by a third party and contains some inaccuracies for UNL. Woodman stated that the video for students is about 45 minutes long and there are questions at the end that the student needs to answer. Lee pointed out that it would be difficult to get large groups of students together and suggested that it might be possible to get just the freshmen and graduate students into separate training sessions.

Rudy noted that he asked Director Susan Foster if all athletic trainers are considered a RE. He pointed out that the issue is that the trainers are all bound by HIPAA regulation and cannot reveal confidential information. Nickerson noted that this creates a conflict if these employees are considered an RE.

Nickerson asked if Sollars could give a comparison with the training she received earlier this summer on Title IX. Sollars reported that the training this summer was focused on the investigative process. She noted the Responsible Employees will be required to inform a person that they will have to notify the Compliance Officer. Woodman pointed out that training on privacy matters needs to be done quickly. Sollars agreed and stated that she thinks there may be REs that are not aware that they have to inform the person that the incident will need to be reported. She pointed out that employees considered Other Employees also need to be trained so accurate information can be provided.

Reisbig asked if it is possible for a student to stop a report at any time. Sollars stated that an RE must instantly tell a student that the information they provide will be reported, but she does not know whether the identity of every individual who initiates an assault- or harassment-related contact must be reported if the individual changes his or her mind. Reisbig wondered if a student can come back to an RE as a resource after an incident has been reported, and if so, must the RE report any further information that the student might divulge.

Woodman suggested that the RE sticker include a short statement saying information pertaining to a Title IX incident must be reported. Members of the Executive Committee

felt that a statement would be too lengthy. Bender reported that Director Susan Foster and Director Heath Tuttle, Academic Technologies, are developing a statement providing information on Title IX that will appear on Blackboard in the near future. The statement will have a link to the Title IX information page. Konecky stated that there should be a link providing more detail, whether it is through Blackboard or through Tips Prevention, if someone wants to report an incident. Bender pointed out that this should be fairly easy to determine if people go to the Title IX webpage. Woodman noted that brief, poignant, clear statements are needed to assist students who may be in a traumatized state when they are accessing the information. Joeckel suggested that in large classes the department chair, or a designated person for the unit, could make a statement at the start of classes informing the students of Title IX, how it works, and who the RE is in the department. He stated that students may hear this three or four times, but that would actually be helpful. He suggested that faculty members may also want to have a statement on their syllabi.

Reisbig stated that it would be helpful to have some resources available to provide faculty information. Joeckel said that it would be a good policy to have all of the multiple points relating to Title IX on a card or sheet that could be provided to employees. Woodman noted that most buildings now have TV screens with messages scrolling across them and suggested that information about Title IX could be displayed there.

Woodman wondered what recording responsibilities an RE would have and whether they are obligated to record all of the details of a reported incident. Joeckel stated that the website for REs (<http://www.unl.edu/equity/unl-title-ix-responsible-employees>) has information on what they must do if a student talks to them about what happened. Konecky pointed out that training has not occurred yet and many of these questions will probably be answered at the time of training.

Purcell stated that she was curious to know how Director Susan Foster learned of the rape that occurred at the Sandoz dorm and Foster said she was contacted by the Police.

Bender reported that Director Susan Foster also provided an update at the deans and directors meeting regarding the Office of Civil Rights investigation of the campus. He noted that the OCR has been in contact with the campus and is fairly happy with the actions the campus has taken and has postponed its site visit.

3.0 Approval of September 9, 2015 Minutes

Joeckel moved for approval of the minutes as revised. Motion seconded by Konecky and approved by the Executive Committee.

5.0 Unfinished Business

5.1 Revisions to Professional Ethics Statement

The Executive Committee reviewed and discussed proposed revisions to the Senate's Professional Ethics Statement. Lee, Rudy, and Reisbig stated that they would make further revisions to the document based on suggestions made by the Committee members. Sollars stated that she will send concerns regarding the research section to Lee.

5.2 Faculty Members Needed for Lab and Course Fee Committee

Griffin noted that two more faculty members are needed to serve on the Lab and Course Fee Committee. Woodman pointed out that members of the Committee review proposals for fees online and meet once towards the end of the semester to approve or deny requests. Griffin noted that the faculty members do not have to be a member of the Executive Committee or the Senate. Bender asked that anyone interested contact Griffin.

6.0 New Business

6.1 Meeting with Dean Hibberd

Bender stated that one of the topics of discussion with Dean Hibberd should be about the guidance document for Extension Educators that was drafted earlier this year. He noted that in discussions last week with VC Green the idea was suggested that the Faculty Senate consider a motion to request approval from the General Counsel for a guidance document for Extension Educators to clarify whether they can serve on the boards of non-university organizations. Woodman stated that he believes this is a good idea, otherwise Extension Educators will be trying to interpret the Regents Bylaws whenever they are asked to serve on a board. Bender noted that having the document would also provide uniform application of the policy across the state. The Executive Committee agreed to discuss the idea of bringing a motion to the Senate after it meets with Dean Hibberd.

Lee noted that another topic of discussion for Dean Hibberd is the possibility of getting multi-year contracts for Extension Educators and to give them some protection like what is now being proposed by the Board of Regents for Practice Professors and Research Professors.

The meeting was adjourned at 5:08 p.m. The next meeting of the Executive Committee will be on Wednesday, September 23, 2015 at 3:00 pm. The meeting will be held in 203 Alexander Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Allison Reisbig, Secretary.