

## EXECUTIVE COMMITTEE MINUTES

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

**Absent:**

**Date:** Wednesday, September 9, 2015

**Location:** Nebraska Union, Georgian A

**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

Bender called the meeting to order at 3:03 p.m.

### 2.0 VC Green

#### 2.1 Tenure and Promotion Numbers from the Past Year

VC Green reported that in IANR 19 faculty members were promoted and received tenure, 19 received a promotion, and 1 was tenured without promotion. He stated that in Academic Affairs 24 faculty members were promoted and received tenure, 21 were promoted, and 2 received tenure. Lee asked if tenure was denied at all. VC Green stated that he knows that 2 faculty members were denied tenure in Academic Affairs, but he did not have the details of where in the process this occurred. He reported that in IANR there was a case that was denied earlier in the process but later was approved.

Lee asked what circumstances lead to tenure without promotion. Sollars pointed out that some faculty members are hired as associate professors without tenure but later received tenure.

#### 2.2 Two Computing Engineering Programs in Different Departments in the Engineering College

Vakilzadian noted that there are two Computer Engineering programs within the same college. One is with the Computer Science and Engineering department, which has been in existence for a long time, and the other is with Electrical and Computer Engineering department with the actual program being located in Omaha. VC Green pointed out that this is an artifact from the merger of the Electrical Engineering department and the Computer and Electronics Engineering department. He reported that both of the programs are accredited computer engineering programs, under the same accrediting body. He stated that the idea is to move towards one program over time, but the campus is not able to accomplish this yet. Vakilzadian pointed out that the two programs are similar and it does not make sense to have two very similar programs.

VC Green reported that he has been visiting each of the colleges on City Campus to learn more about them and just visited the College of Engineering yesterday. He pointed out

that we are only in the first year of the merger of the two Engineering departments and he discussed with Dean Wei what the next phase of the merger will be to integrate the departments into one cohesive unit. He reported that Dean Wei hopes to resolve some of these issues in the next year and he asked that the faculty be patient while the merger is fully completed.

### **2.3 Update on Guidelines for Extension Educators Serving as Members of Outside Boards**

Nickerson noted that the major goal of the Senate with the Guidelines is to make sure that Extension Educators' rights are protected. VC Green reported that there has been continued effort to create the document and it is still under development. He noted that currently Dean Hibberd is discussing the document with the General Counsel's office but pointed out that the General Counsel is not supportive of the document, although faculty believe it is needed.

Bender reported that he just came from a meeting with Dean Hibberd who mentioned the Guidelines. He stated that Dean Hibberd stated that General Counsel basically does not want anyone interpreting the Regents Bylaws and felt that the Guidelines does this. Lee wondered if the Bylaws regarding Extension Educators needs to be revised. Steffen questioned whether the issue could be addressed in the UNL Bylaws. Woodman noted that a document would provide guidance to faculty members in the future who may face this issue so that they do not have to try and interpret the Regents Bylaws.

Bender suggested that the Executive Committee address the issue in a future meeting.

### **2.4 Efforts to Replace Dean of Enrollment Position**

VC Green noted that Dean Cerveney stepped down from the position at the end of June and currently Associate VC Goodburn has assumed the role on an interim basis. He reported that the position description is being finalized and it will be advertised soon. He pointed out that the position will become an Associate Vice Chancellor position. He stated that the title of Dean of Enrollment was not appropriate given that there is no oversight of an academic program involved with the position. He noted that a consultant was hired this year to review our ASEM efforts. The consultant advised that we needed to incorporate analytics into our enrollment management program as opposed to being focused more in the front end of the pipeline through recruiting and admissions. He stated that steps are being put into place that will allow us to be more successful in recruiting students. He reported that the goal is to have a person hired and in place by the first of the year.

Woodman noted that our undergraduate enrollment is slightly lower this year and asked if we are tapped out with getting Nebraska students. VC Green stated that we are not tapped out with Nebraska students and this is what is being looked at. He stated that we are looking at the yield we thought we should have had and it is clear that we lost more students than desired in several of the Nebraska markets to other schools. He noted that we lost a number of students from the Omaha area to Iowa State. He reported that we are looking at these markets and trying to determine why we lost these students.

Woodman stated that it seems like really good academic students are leaving the state and asked what we can do to retain these students. VC Green pointed out that it is not realistic to think we can keep all of the good students, nor should we do so, but he thinks we are losing some academically gifted students. He stated that we are getting out-recruited with some of these students and ASEM needs to determine why and where we are losing these students. He pointed out that he continues to hear from outside constituents that we are getting out-recruited in Nebraska.

Woodman asked if consideration is being given to decreasing out-of-state tuition. VC Green pointed out that tuition rates is a Board decision. He noted that eventually there may be concern with whether we are reaching a tipping point with the number of out-of-state students. Currently 30% of our students are from out-of-state. He stated that he does not think we are at the threshold yet and that we are not topped out with Nebraska students.

Bender asked what other universities are doing to recruit students that we aren't. VC Green reported that UNO is branding their campus by branding to the student profile, particularly in the greater Omaha area. He pointed out that UNK is down in enrollment numbers for the second year running. He noted that the population in the 100 mile radius surrounding Kearney is decreasing which may account for the lower enrollment numbers there.

VC Green pointed out that ASEM has done a good job, but we are faced with much larger challenges. By default Admissions had to shift more of its resources to recruiting out-of-state students and this has been done effectively, but the resources need to be balanced. He noted that he has heard for years that we do not recruit the top students in Nebraska as hard as we could and while things have improved, we will work to improve in this area.

Woodman asked who sets the Regents scholarships because academic standards, such as ACT scores, are different at each campus. VC Green stated that each campus determines the requirements for a Regents scholarship. Woodman stated that he thinks this may be a reason why some of the students choose to go to UNO. VC Green pointed out that the campuses should not be competing amongst ourselves. He stated that we are still not getting all of the eligible students from Nebraska into the system overall. Purcell stated that as a parent she was told by a guidance counselor that the best scholarships are at UNO. VC Green noted that this is a result of setting different levels of requirements for the Regents scholarships. He pointed out that tuition on the campuses is also unequal. Purcell asked if the student fees are higher at UNL. VC Green stated that overall they are because we have more research intensive and lab-based students.

Lee recalled that when Cerveney came to UNL he insisted on having the title of Dean and an elaborate argument was made to support the position. VC Green stated that he never fully understood why the position was considered a dean because a dean should direct an academic program. He reported that other peer institutions were examined and in almost

every case the head of enrollment management is an Assistant or Associate Vice Chancellor or Vice Provost.

Rudy asked if there has been any discussion with President Bounds about changing the admissions requirements for each campus. VC Green noted that we have a relatively open admission process. He stated that what has been discussed is to have a common application for the University rather than for a specific campus. He noted that this came up about 15 years ago but has been very much opposed by UNL, in part because of concerns that out-of-state students likely do not realize that there are three different NU undergraduate campuses.

Lee asked if there will be a change in who the Associate Vice Chancellor of Enrollment will report to. VC Green pointed out that only the title of the position will change, not who the person reports to which is the Senior Vice Chancellor for Academic Affairs.

## **2.5 Update on Building Facilities on East and City Campus**

VC Green reported that the new Business College is underway and is scheduled to be completed in two years. He stated that planning is beginning for what will happen with the old CBA building. He noted that the Love North Commons is almost completed. November 1 the building will get turned over from the construction company and furniture will be moved in. He stated that Love North is scheduled to be open in the spring semester and will be dedicated in March.

VC Green reported that the Veterinary & Diagnostic Center, a \$45 million project, on East Campus is underway and the East Campus Recreation and Wellness Center is now open. He stated that the Old Biochemistry building is now gone and work is beginning for a new dorm. This will be a two year project.

VC Green stated that Central Administration is working on its capital request which is done every ten years. He stated that President Bounds is completing the proposal and a number of projects involve buildings on UNL.

Purcell noted that the basketball courts on N. 17<sup>th</sup> street are being removed and asked what is going in this spot. VC Green stated that a new dining hall facility is scheduled to go there because there will no longer be a dining facility once Cather Pound dorms come down. He stated that some work is continuing in Manter Hall. Nickerson stated that facilities are needed for new faculty members. VC Green pointed out that the package will address deferred maintenance and will focus on renewing and renovating some facilities with much of the focus on instructional and research needs.

Nickerson stated that funding for graduate students has not increased in 20 years. He pointed out that this relates to how we are going to instruct all of the new students coming to campus. VC Green stated that he is particularly concerned with focusing on increasing graduate student enrollment and has already challenged IANR to do so significantly in the next three years.

### **3.0 Meeting with the Isaacson, Miller Search Consultants**

The Executive Committee members discussed qualifications they would like to see in a new Chancellor with the search consultants from Isaacson, Miller.

### **4.0 Announcements**

No announcements were made.

### **5.0 Approval of September 1, 2015 Executive Committee Minutes**

Joeckel moved for approval of the minutes. The motion was seconded by Steffen and approved by the Executive Committee.

### **6.0 Unfinished Business**

#### **6.1 Revisions to Professional Ethics Statement**

Lee reported that he did some research on FIRE, the Foundation for Individual Rights in Education, which was created in 1999 as a pushback against overreaching speech codes at the University of Pennsylvania, and found that while UNL has a yellow code rating there are no cases the Foundation is worried about here. He stated that the Executive Committee might want to consider putting some language from FIRE into the Professional Ethics Statement.

Woodman stated that the Professional Ethics Statement does not firmly protect faculty from the potential repercussions from discussing appropriate but controversial or uncomfortable material. He noted that there are going to be times when students won't approve of what is being said in class. He stated that while he values civility and professionalism in a classroom, the possibility of uncomfortable or difficult subject matter which could upset someone should not be used as a mechanism or justification for closing off discussion in a class. He felt that we needed a stronger statement explicitly stating this to protect our faculty.

Joeckel noted that each committee member has additional commentary about the document and suggested that discussion be deferred until next week due to the lateness of the hour.

Rudy noted that the subcommittee that worked on revising the Statement tried to keep the preamble positive rather than listing numerous things people should not do. He said the subcommittee also tried to condense the document and worked to make it more readable. He pointed out that the subcommittee looked at ethics statements from some other universities, but none were referenced.

Steffen stated that the Executive Committee needs to consider what the intended use of the document will be. He noted that many faculty members may not read it, but it might be used as more of a guidance document.

#### **6.2 Update on Non-Tenure Track Faculty Forum**

Bender reported that Associate VC Perez, Dean Francisco, Dean Hibberd, Chair Theiss-Moore are all available on November 20 so the forum will be moved to that date. Purcell

suggested that the forum be streamed through Adobe Connect which will enable the Extension Educators to participate. Bender stated that the change in the forum date will be in the next Senate President's newsletter and will be publicized as much as possible. Woodman reported that he, Rudy, and Purcell have been developing potential questions to ask the administrators at the forum, but if anyone has additional questions they should feel free to contact anyone of them.

Nickerson asked who will be developing the best practices. Rudy stated that we should develop action steps from comments made at the forum. These will help formulate some best practices. Woodman pointed out that each college has different ideas about non-tenure track faculty members and this will need to be taken into consideration and discussed to perhaps encourage best practices.

The meeting was adjourned at 4:56 p.m. The next meeting of the Executive Committee will be on Wednesday, September 16, 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.