

EXECUTIVE COMMITTEE MINUTES

Present: Bender, Dawes, Fech, Hanrahan, Konecky, Lee, Leiter, Purcell, Rudy, Steffen, Vakilzadian, Woodman

Absent: Reisbig

Date: Tuesday, December 13, 2016

Location: 201 Canfield Administration

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 (*Woodman*)

Woodman called the meeting to order at 2:32 p.m.

2.0 Chancellor Green/Interim SVCAA Kostelnik/Interim VC Yoder

2.1 Friday Night Football Concerns

Chancellor Green reported that the discussion regarding Friday night football games is very fluid and the Presidents' Council of the Big Ten met a week ago where there was considerable discussion and concern expressed about the games due to numerous concerns from several of the member universities. He noted that the decision was made by the Big Ten in early 2015, but he did not become aware of it until about a month before the announcement. He stated that as proposed we would have a home Friday night game once every three years. The first Friday night game for us is an away game in 2017. He reported that Michigan has announced that it would not hold Friday night games. Penn State would only participate in away games and Ohio State would only have a Friday night game once every three years and only on the Labor Day weekend.

Chancellor Green pointed out that there is concern amongst people in the State because of the long held tradition of having Friday night high school football games. There is also considerable concern about the academic schedule and the pressure this puts on student athletes plus the disruption it would cause on campuses during a class day. He reported that the issue will be revisited and the Board of Regents has asked the administration to review it.

Chancellor Green noted that there are some benefits to some of the institutions that hold Friday night games. It provides more national exposure and could provide more revenue. The problem is that when the revenue side and the academic side of the issue collide it creates problems. He noted that there was concern with how the information about the games was presented to the public because the original announcement made it appear that all conferences have Friday night games, but there is no policy where this is done routinely.

Woodman asked how strong the opposition is from the high schools. Chancellor Green stated AD Eichorst has spoken with the head of the Nebraska School Activities Association (NSAA) who understands the reasons and desire to do it, but the member schools of the Association are more concerned and there appear to be strong feelings in the State about it.

Rudy recalled former Chair of the Intercollegiate Athletics Committee Professor Barber saying there was pressure from the universities to move games out of the mid-week to help the student athletes with their academic efforts. He asked if any progress has been made on this with the NCAA. Chancellor Green stated that there has been a lot of discussion, with slight progress. He pointed out that it becomes a challenge when there are numerous sports that have long seasons.

2.2 Expanded Honors Program

Interim SVCAA Kostelnik reported that the academic program review of the honors program was quite positive, but the review team did indicate that there was a lot of room for growth with the program, particularly for encompassing a broader array of students from across the campus. She stated that there is a proposal to conduct a national search for a new director of the honors program because this would provide us with the broadest pool of candidates, but the hiring freeze could impact our ability to conduct a national search. She pointed out that internal candidates would be welcomed to apply as well.

Woodman asked if the plan is to invest more resources into the program. Interim SVCAA Kostelnik pointed out that we would like to invest more in all of our programs. She noted that we have a solid honors program now, but we would like to expand it in scope and size and that would more than likely require additional resources.

Lee asked if the external review team suggested models of great honors programs at other universities. Interim SVCAA Kostelnik stated that now is a great opportunity for us to study other honors programs to see what direction we might want to take. She noted that the external review team members were very good and some were from honors programs, and others from honors colleges, and they all made recommendations on how we could improve our program. She noted that any changes to the honors program will require discussions with the faculty. Lee asked if some honors programs are more prestigious. Interim SVCAA Kostelnik stated that different honors programs have different emphasis. Some have a different structure, some have different relationships with the faculty and other programs, and some have a different structure. Currently our program requires an honors thesis, but questioned whether we should continue the program this way or should we think more broadly about students having the ability to synergize what they have learned from all of the programs they have been exposed to.

Fech stated that the honors program could be used as a way to connect to potential students and could be a great recruiting tool. He noted that there are only so many Regents' scholarships awarded and having a strong honors program could give us a distinct advantage to recruit students and to focus on them having a very meaningful

experience here. He stated that an honors program could add value to a four-year degree and could be an outstanding attraction for our campus.

Interim SVCAA Kostelnik stated that the APR report stated that the honors program has the potential to be a very good recruiting tool for the campus. She said that it is important that we make our campus more attractive to Nebraska high school students and out-of-state students and we need exciting features in order to attract these students.

Woodman asked if the honors program will be a single program or will individual colleges be able to have their own program. Interim SVCAA Kostelnik stated that it is desirable to have a unified message about what it means to be engaged in an honors program, regardless of how it is structured. Lee asked if the administration is talking about branding the honors program with a donor's name. Interim SVCAA Kostelnik pointed out that it is not needed, but it could help.

Chancellor Green stated that from a strategy viewpoint we are looking very hard at how the honors program can become a strong recruiting tool that could help us grow. He pointed out that doing this would require us to invest in people and physical resources. He stated that the goal is to have a nationally recognized honors program. He noted that we are already talking about potential outside resources that could significantly boost the honors program.

2.3 How Can the 5% Revenue Tax Be Used to Address Budget Cuts?

Chancellor Green explained that it would be difficult to try to use the money generated by the 5% tax because it is one-time auxiliary money. It could help to deal with the cash flow this year, but not to address a permanent budget reduction. Interim VC Yoder pointed out that we do not know in any given year how much money will come from the 5% tax so it is difficult to plan the use of it on any regular basis. Fech asked if the plan is still to use the 5% tax revenue to cover deferred maintenance costs. Interim VC Yoder stated that this is currently the plan.

2.4 Where is the Money from the Big Ten Going?

Chancellor Green noted that Husker Athletics will be receiving more revenue from becoming a full member of the Big Ten. He pointed out that when we first entered the conference it was on a provisional basis, but we will become a full member in 2017. He stated that when we become a full member we will receive the full annual revenue distribution, which is significantly larger than at the present. He reported that there will additionally be a significant increase in the payout from the Big Ten because of increased television network revenue. He reported that the money will all go directly to Husker Athletics which is a totally self-supporting unit. He noted that Athletics pays the University full cost of attendance for all student athletes on scholarship support. In addition Athletics pays the 5% revenue tax.

Chancellor Green reported that the other Big Ten schools are deliberating how they will use the additional TV revenue funds. Some need it to support their Athletics programs because they are in the red while some are considering directing some or all of the

funding to academic uses. He stated that he has been talking with Athletics Director Eichorst about how the money will be used and noted that Athletics is planning to make some needed increases in facilities, particularly for gymnastics, bowling, and rifle teams due to planned changes in campus facilities. He pointed out that the discussion is ongoing, but it is helpful to have conversations about what would be the best utilization for the funds.

2.5 How Many Administrative Positions Have Been Added over the Last Eight Years?

Woodman asked if it is possible to get information on the administrative versus faculty growth over the past eight years. Chancellor Green stated that these numbers can be obtained and pointed out that the Board of Regents has requested similar information. He noted that our administrative growth has been proportionately flat, but the support services that assist with the administering of the University has increased. The question is whether you count the research support people as administrative services or do you count people who actually supervise others. He stated that most universities have seen an increase in their service areas.

2.6 How Will Funds Designated for FSLA Be Used to Cover the Budget Shortfall?

Chancellor Green stated that the amount of funds that he had planned to use for implementing the FSLA compliance was approximately \$1.7 million. He stated that the funds were coming out of our budget already to deal with the Act, but currently we do not have to deploy the funds, but this could change.

Leiter pointed out that some institutions decided to give some people raises but then changed their mind. Chancellor Green stated that people here who had been notified that they were going to receive a pay increase on December 1 have already been notified of the situation. The problem is that some of them may have made changes to their health care, based on the idea that they were going to receive additional pay. The enrollment period has since closed, but the administration is checking to see if we could do something to allow these people to make changes to their health care plans.

2.7 Definition of a Vertical Cut

Chancellor Green reported that a vertical cut is typically around a program or a sub-discipline level. He pointed out that it is unusual to eliminate a department and even rarer to eliminate a college. Interim SVCAA Kostelnik pointed out that the Board provides some parameters regarding the budget cuts.

Hanrahan asked if it is a department head or someone further up in administration that determines whether a program should be cut. Chancellor Green stated that when we have exact budget figures he will be able to say to all administrators that we need to cut this amount from the budget and he will ask colleges what cuts could be made that would allow us to keep the academic mission as intact as possible. He pointed out that there is a very specific process that needs to be followed when dealing with significant budget reductions (see http://www.unl.edu/apc/docs/Budget_Reduction_Procedures.pdf). He

reported that there will be a Town Hall meeting on December 15 with all chairs and unit heads to walk them through the frame of the budget process we are entering into in 2017. He pointed out that the University will be messaging very strongly to the Legislature what our priorities are and that we will be doing our fair and equitable share of dealing with the state's budget shortfall. He noted that the Academic Planning Committee will be ensuring that any budget cutting process is followed correctly. Interim SVCAA Kostelnik pointed out that no one wants to deal with budget cuts and there will be many discussions that will happen at the department and the college level.

Purcell noted that President Bounds has talked about finding efficiencies within the system. Chancellor Green reported that system-wide efficiencies are still being considered. He stated that President Bounds is presently forming a number of working groups who he will be charging to see if centralizing some things would be more efficient. He pointed out that this was on President Bounds' agenda when he first came to the University, and he will be moving rapidly on this, and it could play into whatever our budget discussion becomes this coming year. He pointed out that Woodman will be heavily involved with the working groups.

2.8 Advice to Departments/Colleges on How to Advocate for Their Cause

Chancellor Green stated that it is natural for departments/units to advocate on their own behalf when they are feeling vulnerable, but there is a process in place that engages the faculty at a program and department level.

Chancellor Green stated that beyond the original 30 positions which were exempted from the hiring freeze because offers had already been extended, 38 additional positions for which interview had been conducted were forwarded to President Bounds and all, but 11 of the 38 were exempted from the freeze, some with additional conditions. Chancellor Green reported that most of the faculty positions requested were exempted, but fewer staff positions.

Chancellor Green stated that an additional phase 2 of position exemptions have been brought forward to his office for consideration. City Campus submitted 72 and IANR is still putting together these positions for consideration. Of the 72, roughly 65% were faculty and 35% were staff. He reported that President Bounds has asked that these positions be batched together determining which are most critical and forwarded on a monthly basis. He stated that he will need to scrutinize these requests as he does not expect that this number of additional positions can be approved under the hiring freeze.

2.9 What Impacts will the Budget Cuts Have on GTA Lines?

Interim SVCAA Kostelnik stated that it is difficult to say what the impacts of the budget cuts will be because we do not know the exact amount of the cuts and we won't know until late spring. She pointed out that it would not be wise to cut all GTA lines in a department because we need these students, as part of the academic enterprise and also as students. She stated that it is possible that some units might recommend some budget reductions in the GTA lines.

Hanrahan stated that a colleague inquired about adjunct and temporary professors being cut. He asked if they can be rehired. Chancellor Green noted that the initial announcement about the hiring freeze included temporary faculty and adjunct professors, but Central Administration has since clarified this and they are not included in the freeze.

2.10 Other Issues

Rudy noted that a fraternity on campus has been suspended before a full investigation was conducted. Chancellor Green stated that this was done due to the evidence that there have been on-going significant violations. He pointed out that the national fraternity organization has been understanding and is engaged with the chapter.

Chancellor Green reported that he will make an announcement on Thursday regarding the Executive Vice Chancellor position. He noted that over 200 faculty and staff members provided feedback and 80%+ were positive. He pointed out that he did read carefully all feedback, including any concerns that were raised.

Vakilzadian asked if promotion and tenure salaries will be impacted by the budget cuts. Chancellor Green stated that they will not be impacted because it is mandated by our policies that people receiving tenure and being promoted will receive a salary increase. He reported that salary increases for university employees are on the table and he has heard from a number of faculty members the importance of having faculty salary increases. He pointed out that UNK and UNO are in the collective bargaining process and it is his understanding that their discussions are ongoing. He stated that the university system would usually follow the collective bargaining campuses. He noted that a 2% increase is equivalent to approximately \$12 million per year before any increase in benefits. He stated that President Bounds feels very strongly about trying to improve faculty salaries. He pointed out that further erosion in salaries makes it even more difficult to catch up to our peers.

Leiter stated that everyone in the State is aware of the salary increase the President recently received. He pointed out that in terms of percentage there is a dramatic difference in the President's increase to the faculty increases and it is hard not to have some resentment. Chancellor Green pointed out that the bigger issue is that if you are already 10% below where we need to be in terms of salaries, and staff salaries are even lower, hiring new faculty members will increase the salary compression. He stated that he recalls the Faculty Senate voting one year to not have salary increases when the other campuses received raises. He pointed out that everything will need to be considered carefully.

Purcell suggested offsetting the lack of a salary increase with benefit improvements. Chancellor Green reported that all things are on the table, but we need to know exactly what the state appropriation will be in the next biennium before any of these decisions can be made.

Purcell asked when tuition rates need to be set. Chancellor Green stated that the Board of Regents acts on tuition at their June meeting.

3.0 Announcements

Woodman reported that President Bounds is appointing several working groups that will look into whether some services should be centralized across the system. He announced that he will be on the steering committee and the other Senate Presidents will be on other working groups. He stated that there is the possibility that if services are centralized, approximately \$20 million could be saved.

4.0 Approval of December 6, 2016 Minutes

Hanrahan moved for approval of the minutes. Motion seconded by Leiter. Approved with one abstention.

3.0 Unfinished Business

None

4.0 New Business

None

The meeting was adjourned at 4:04 p.m. The next meeting of the Executive Committee will be on Tuesday, January 10, 2017 at 2:30 pm. The meeting will be held immediately following the Faculty Senate meeting. The minutes are respectfully submitted by Karen Griffin, Coordinator and Allison Reisbig, Secretary.