

FACULTY SENATE EXECUTIVE COMMITTEE

MINUTES

DATE: Tuesday, October 25, 2016

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

ABSENT: Reisbig

NOTE: The minutes are not verbatim minutes. They are summary of the discussions at the Executive Committee meeting as corrected by those participating.

1.0 CALL

Woodman called the meeting to order at 2:29 p.m.

2.0 Chancellor Green

2.1 Search Progress for Executive Vice Chancellor and Vice Chancellor of IANR

Chancellor Green reported that a public announcement would be made later in the day regarding the decision to hire a new VC of IANR. He noted that there was enthusiastic support from all those who provided feedback on the individual and the IANR Dean's Council agreed on the selection. He stated that the individual would be on campus next week for the town hall meeting and will begin his position as VC of IANR on January 1.

Chancellor Green reported that the Executive Vice Chancellor search is still underway. He noted that he met with the search committee last Thursday to discuss the search and to ask for further input. He stated that he was very impressed with the search committee and the feedback the members provided. He noted that the search is still ongoing.

2.2 Online Course Reimbursement

Woodman stated that this agenda item was in reference to the College of Arts & Sciences trying to decide how to reimburse faculty who are teaching online courses. Chancellor Green noted that there have been previous discussions with the Executive Committee when former Chancellor Perlman was working at recapturing the distance education tuition money from on-campus students who were taking online courses. Former SVCAA Weissinger recalculated the distance education formula in collaboration with the deans resulting in a significant reduction in funds to some departments and colleges.

Chancellor Green stated that last year the new distance education formula was studied and in working with the deans and other academic leaders the formula

was reset back closer to the original model. He noted that this fall additional funding has been put back into the academic colleges.

Chancellor Green reported that a proposal has been put forward to the deans to create incentives for new courses and programs that would address the problem of bottlenecked courses. He pointed out that these bottlenecked courses keep some students from graduating in a timely manner. He stated that a distribution model for revenue from these courses, as well as new programs taught online has been developed for implementation.

2.3 University-wide Leadership Meeting/Strategic Planning Changes

Chancellor Green noted that there are now three standing administrative meetings in place. The first is the “Chancellor’s Administrative Team” meeting each week of the Vice Chancellors and those that directly report to the Chancellor. The second is that every fourth week, the academic deans will be added to this group for “University Leadership Team” meetings. He pointed out that these meetings are particularly important to facilitate the upcoming university strategic planning.

Chancellor Green stated that once a semester there will be a university-wide meeting which will include every dean, department head, chair, the elected Faculty Senate officers, the chairs of the Chancellor’s Commissions, President of UAAD, and President of UNOPA, and other academic leaders, with the first one being on October 31st. He stated that the primary focus of this first meeting would be a strategic planning process. He stated that information gathering groups would be formed to look at the budget model, enrollment growth, student matriculation success, and achieving distinction at the University level. These groups will be appointed in early November and will do their backgrounding work through March, feeding in to the formal strategic planning process in the second half of the spring semester and planned to go through the rest of the 2017 calendar year. He stated that there will be discussions about the diversity and inclusion mapping process and how this will play out, leadership issues, and the VC searches. He noted that he will talk about the Chancellor’s Commissions and how to define the mission of the Commissions in order to get better input and increased membership. He stated that there will also be time reserved for an open forum during the university-wide meeting.

2.4 Absence of Published Policies for Reappointment of Non Tenure-Track Faculty Members

Woodman stated that the last official documentation about non-tenure track faculty members was in 1999 and there are some new non-tenure track faculty members on campus who are confronting the reappointment process for the first time. He pointed out there is no standard reappointment procedures for non-tenure track faculty members and procedures can vary greatly from college to college and even from department to department. He asked if there are any plans to centrally offer some guidelines for these processes.

Chancellor Green stated that this is a question that he needs to ask Academic Affairs. He noted that there is variation across the campus for regular tenure track faculty members going through promotion and tenure, so he is not surprised that there is some variance with non-tenure track faculty members, but there should be base level procedures and policy.

Lee stated that the College of Arts & Sciences is working on a policy that would require Assistant and Associate Professors of Practice to go up for promotion within six years or they will be terminated. He asked if this is something that will be considered across the campus. Chancellor Green said not to his knowledge. He stated that he will take the issue to Academic Affairs.

2.5 What can the Faculty Senate do to help UNL and you achieve your goals?

Chancellor Green stated that there will be discussion at the town hall meeting about the goals, which are meant to be directional in nature. He stated that the strategic planning groups have a lot of modeling to do. He said that he believes we have the general targets with the goals, but we need to define them much more carefully and put implementation plans in place for how to achieve them.

Chancellor Green stated that engagement of the campus in strategic planning will be very much needed, and the Faculty Senate can help engage the campus. He noted that the Faculty Senate will be involved in the strategic planning, but the rest of the campus also needs to be involved. He stated that faculty and staff will be engaged in the strategic planning process and there is a lot of work to be done.

Fech asked if there would be engagement at the department level. Chancellor Green stated that initially the process needs to be designed, but there will definitely need to be engagement in the departments when we get further into strategic planning.

2.6 The second Black Lives Matter Rally was last Friday. Any specific actions being taken to help the students achieve racial equality?

Chancellor Green stated that the rally was well organized and there were exceptionally good and impressive speakers. He noted that there were four requests made by the organizers of the event. Three of these we can address, but one of the requests is not up to us to address. He stated that the three requests are related to curriculum and program matters. He stated that there is the idea to develop a civil discourse summit and he will talk to the organizers to discuss the issue further.

Chancellor Green pointed out that two of the requests were carried forward from the first Black Lives Matter rally. One is to change the ACE 9 outcome to have a racial issues component to it. He reported that he spoke to the deans about it, but ultimately it is up to the faculty, not the administration to make this change.

Chancellor Green stated that the organizers were complimentary on having the first Husker Dialogues, which was a request they made last year. He stated that the organizers would like to see the Dialogues continue, but greater emphasis needs to be placed on volunteer training. He pointed out that over 300 volunteers participated in the event.

2.7 Nebraska Economic Forecast and the UNL Budget

Chancellor Green noted that in recent weeks there has been some growing concern about tax revenues and the state budget, and the university is watching the situation very carefully. He reported that the Governor has issued some guidance saying that the appropriations to state agencies could face up to a 4% reduction. He pointed out that he doesn't know if this will hold, but the university has been planning for the possibility of it occurring. He pointed out that property tax relief and corporate tax relief are also causing the reduction in the state's budget, and the university is reviewing the situation carefully to get a better understanding of the situation. He noted that the Governor has placed property tax relief as his signature issue and there is anticipation that there will be a vigorous debate about property tax relief and how it could affect our budget. He stated that he will discuss the issue further at the town hall meeting on October 31.

2.8 How is UNL going to accommodate the new overtime rules and deficiencies in post-doc salaries?

Chancellor Green noted that recent federal regulations regarding overtime pay is of particular concern for post docs because this is where the biggest gaps are. He said that the Office of Research and Economic Development and IANR are working to try to sort it all out. He stated that guidance on the subject was sent out to faculty members last week.

Chancellor Green stated that post docs will have to be budgeted at a minimum level in any new proposals for research funding. He noted that previously research active faculty have said that it makes more sense to have post-doctoral students rather than graduate students on some research projects, but the federal regulations may challenge this thinking.

Lee asked if it is impossible to count the number of hours that post docs work. Chancellor Green stated that it is not impossible, but sometimes there are multiple funding sources for a post doc which could complicate things. He stated that there are faculty members who say it would be better to clock overtime rather than raising salaries.

Chancellor Green stated that we are working to minimize any impacts of transitioning of staff employees from exempt to non-exempt status (i.e. requiring reporting of hourly pay). Chancellor Green reported that originally it was believed that out of 6500 employees there would be about 1300 that would be

impacted by the new federal regulations, but the numbers have turned out to be much less.

2.9 Issues on the Horizon

Chancellor Green stated that there are no unusual issues currently on the horizon. He stated that the challenge for the campus right now is the leadership transition, but he has been impressed with the diligence of everyone involved in bringing the candidates to campus. He stated that there will be challenges in 2017 as searches are conducted to fill vacancies in Vice Chancellor and Associate Vice Chancellor positions and deans.

Rudy stated that there is a theme of onboarding people at the university and he asked how we can best get the people into the University's culture. Also, how do we get students to accept respectful discourse. Chancellor Green stated that this may be an issue that we want to reveal in the strategic planning sessions. He noted that there have been discussions regarding how to effectively onboard new people coming to the campus. Rudy stated that there was discussion with the HLC team about how to get the increased number of students to fit into the campus without destroying the existing culture.

Lee stated that he is chairing the Executive Committee's ad hoc committee on diversity and inclusiveness and there has been discussion about the diversity audit. He asked how diversity and inclusiveness issues can be addressed without increasing the cost of administration. Chancellor Green stated that this would be difficult to do. He pointed out that we do not have the upper administrative resources that some of the larger Big Ten universities have to address diversity and inclusiveness issues. He stated that nationally there are some questions about how effective diversity offices are in developing true diversity and inclusion - which is our goal. Lee pointed out that there has been some data collected by groups on campus, such as the LGBTQA and the Women's Center that is not centralized. He stated that he spoke with Judy Joy of the IRADS office about it. He pointed out that there has not been any ground data on climate issues collected and it appears that there is not any systematic exit interviews being conducted. He stated that it is his sense that there are minority faculty members who are getting tenure and then leaving. Chancellor Green stated that he hopes that the diversity audit will show where some of these gaps are and what we need to be doing to address the problems.

3.0 Announcements

3.1 Meeting of Best Practices for Non-tenure Track Faculty Members

Rudy reported that the Committee met last week and is in the process of doing some fact finding work. He stated that the Committee questioned whether the data set from the previous survey of non-tenure track faculty members could be shared with the Committee. Woodman pointed out that the IRB only allowed the Executive Committee to see the complete data set, but the Executive summary

could probably be shared. Rudy stated that the Committee will initially meet every other week.

3.2 Ad Hoc Committee on Academic Honesty

Rudy stated that Dean Hecker conducted the meeting where the members had a video conference call with Kansas State's office on academic integrity. He noted that K-State has the students sign off on an academic honesty code. He reported that Interim VC Kostelnik's office has been contacted to see if funds are available for a survey to be conducted regarding academic integrity.

3.3 Ad Hoc Committee on Diversity and Inclusiveness

Lee reported that the Ad Hoc Committee is trying to determine its mission. He noted that there has not been systematic collection of data on the experience of minority faculty, students, and staff on campus. He reported that the diversity audit is looking at programs, but is not saying whether any of the programs are working. He stated that the diversity audit has already shown that in the five areas that have been reported, we are ranked first in retention and recruitment of minorities, but the audit is merely looking at programs through the web.

Lee stated that the Office of Institutional Research, Analytics, and Decision Support will provide data if requested, but the information is not readily available. He noted that nobody collects the data gathered by various groups on campus.

3.4 HLC Meetings

Woodman reported that members of the Executive Committee met with the HLC team. He noted the team was an accomplished group of individuals and they discussed integrity related issues with the Committee. He stated that the HLC team also wanted to know the Senate's involvement in shared governance. He stated that in both of the meetings he attended with the HLC team he felt that they were trying to get validation on information that was provided to them by the campus.

3.5 Meetings with Faculty Senate President

Woodman reported that Chancellor Green wants to meet individually with the Faculty Senate President twice every semester which he feels is a positive move towards greater shared governance.

4.0 Approval of October 18, 2016 Minutes

Vakilzadian moved for approval of the revised minutes. Motion seconded by Konecky and approved by the Executive Committee with two abstentions.

5.0 Unfinished Business

No unfinished business was discussed.

6.0 New Business

6.1 November Senate Meeting

The Executive Committee discussed the agenda for the November 1 Senate meeting.

The meeting was adjourned at 4:24 p.m. The next meeting of the Faculty Senate Executive Committee will be held on Tuesday, November 1, immediately following the Faculty Senate meeting. The minutes are respectfully submitted by Karen Griffin, Coordinator.