

## EXECUTIVE COMMITTEE MINUTES

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

**Absent:** Dawes

**Date:** Tuesday, April 11, 2017

**Location:** 201 Canfield Administration Building

**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 (*Woodman*)

Woodman called the meeting to order at 2:33 p.m.

### 2.0 Chancellor Green/EVC Plowman

#### 2.1 What criteria will be used to determine vertical cuts?

Chancellor Green reported that EVC Plowman is developing a principles document along with the deans that will help us remember what needs to be protected as we begin thinking about the budget cuts. EVC Plowman pointed out that the principles does not identify what to cut, instead it lays out our beliefs to help identify what should not be cut. She noted that this could be a time for us to do some things in the midst of the budget cuts that could fix some confusing relationships that currently exist. She reported that she and VC Boehm are working with the deans and letting them know that they need to be working with the chairs to see if there are some things that are marginal that could be cut.

Rudy asked whether redundant programs or units are being considered for this campus or with the other campuses. Chancellor Green noted that there are similar programs at UNL that are housed in different colleges and we may need to think differently about these units. Purcell asked if redundancies in administration are going to be considered too. Chancellor Green stated that anywhere there is redundancy will be considered.

Chancellor Green reported that the President's task force teams have turned in their reports and the Chancellors and Presidents will be going through the recommendations. He noted that President Bounds feels good about the process and there may be efficiencies that could help with the budget.

#### 2.2 Update on Friday Night Football Games since Northwestern's Objection

Chancellor Green reported that there was some level of consternation at the Big Ten's President's Council regarding football games on Friday nights. He stated that this fall the original proposed schedule had one university having two Friday night games scheduled, but this has been scaled back. He reported that no institution will play more than one Friday night game in a year, and only every other year. He noted that we are on the

schedule for a Friday night game this year, but it will be an away game. He reported that he does not know what the 2018 schedule will be at this point. He stated that conversations with Big Ten Commissioner Jim Delany indicate that the issue will be revisited again relative to the 2018 season. He noted that there is strong support against having Friday night games.

Woodman asked who will make the final decision. Chancellor Green stated that in 2015 the general consensus of the Presidents of the Big Ten initially accepted the idea, however the states' high school associations were not happy with the idea because Friday nights is when most high schools play football. He noted that Penn State, Michigan, and Michigan State have opted out of the Friday night games. He stated that the President's Council will be meeting again in June where the issue will more than likely will be discussed again.

### **2.3 Plans to Change the VC of Student Affairs Position**

EVC Plowman reported that VC Franco has decided to return to teaching and is stepping down as VC of Student Affairs. She stated that an Interim VC will be appointed and a national search will be conducted, probably in a year. She noted that the Interim VC will be able to assist a new VC when that person first arrives on campus.

### **2.4 Clarification on University Procedures for Judicial Violations - Involvement of Student Conduct Board in Title IX Cases**

EVC Plowman reported that if there is an incident involving a student with a Title IX violation, and the Dean of Students and the VC of Student Affairs believes it will lead to a suspension or dismissal, the Student Code of Conduct Board is invoked. She stated that if the student accepts a suspension the case will not go through the Board. She pointed out that the Regents Bylaws states that students have "the right to be given a hearing before a regularly constituted board in all cases involving expulsion or suspension" (Board of Regents Bylaws, Chapter V, Section 5.4).

Woodman noted that the Executive Committee was inquiring about the recent suspension of the fraternity due to sexual misconduct. EVC Plowman stated that the issue is very complex and she does not believe that these issues have gone to the Student Board before. Konecky pointed out that she has served on the Student Code of Conduct Board (formerly known as the University Judicial Board) and these cases have gone to the Board. She noted that the Board's website still lists that the Board deals with academic misconduct, sexual misconduct, and student organization misconduct. She asked for clarification on when Title IX procedures super cede the Board's procedures.

EVC Plowman stated that the administration recognizes that consistent procedures are needed and need to be addressed quickly. She pointed out that students and student organizations need their rights to be respected. Chancellor Green stated that any complaints that would invoke Title IX procedures have to be investigated. He stated that decisions are made after a thorough investigation has been completed by the Office of Institutional Equity and Compliance. He noted that if complaints involve one of the

Greek houses, the national and local Boards of the house(s) are usually contacted in order to obtain input. Afterwards the Chancellor makes a decision.

Woodman reported that at the Board of Regents meeting two alumni spoke about the suspension and he asked if anyone spoke to them after the meeting. Chancellor Green stated that the individuals were two alumni who expressed concern whether there was a positive culture for the Greek system at UNL. He noted that with recent events there was concern from some alumni about whether there was a positive environment on campus for fraternities. He pointed out that the individuals were former members of other houses on campus and they are concerned about fund raising to improve their former fraternity houses. He assured them that there was no systematic desire to eliminate the Greek system. He stated that there may be some policies that need to be changed, such as having freshmen living in fraternity houses. He noted that at most universities students have to be in their sophomore year before they can live in a Greek house.

EVC Plowman stated that she is having a task force organize a summit on Greek vitality. She reported that approximately 100 people will be involved and they will break into task forces that will work over the summer. She noted that the plan is to improve the climate on campus for the Greek system. Chancellor Green noted that he serves on a national Greek board and many universities around the country are dealing with difficulties with some Greek houses that require disciplinary action. He pointed out that the Greek system is valuable, but we need to review our policies to see if they need to be updated.

## **2.5 Budget Model Task Force Report - What budget model is being considered?**

EVC Plowman stated that she just co-chaired the Chancellor's task force on the budget model with VC Jackson and a report has gone to the Chancellor. She noted that the task force looked at how the UNL budget currently works. She stated that the Central Administrative Management (CAM) model is currently being used. In this model the campus funds goes to the Chancellor who then distributes the funds to the Colleges with each college basically receiving the same amount as the previous year with adjustments for salary increases. She noted that there is very little transparency with this model.

EVC Plowman stated that the task force is recommending a modified version of a Responsibility-Centered Management (RCM) model which many universities now use. She stated that this model requires that there be a formula at the campus level based on the strategic goals of the campus. Resources would flow directly to departments based on their attaining the goals. She noted that this model provides incentives for units to grow revenue and keep costs down. She pointed out that the campus would not completely move to an RCM model because costs need to be covered for those non-income generating units. She stated that changing the budget model is still in the very early stages and she would like to set up a small group to look at a potential budget model before any change is initiated.

Lee pointed out that he worked at the Indiana University which had a full blown RCM model and there were significant problems with the model. An example is that units could not even afford to cover the cost of their own technology. He asked for an example

of a modified budget. EVC Plowman stated that a modified model would centralize utilities costs and other operating costs. Hanrahan reported that conversations have already occurred in units that they need to strengthen some of their ACE courses so they can claim more students if the RCM model is instated. EVC Plowman pointed out that many things need to be worked out and it is very complicated. She noted that the College of Arts & Sciences teach a lot of credit hours to students from other colleges and they should get some additional resources for this. She stated that the main goal is to have a budget system that is more transparent and gives units the incentive to grow.

Woodman noted that the task force ran three different budget models and asked if there were any significant differences in the budgets for the colleges. EVC Plowman reported that two of the colleges would have received an increase. She stated that the plan is to move slowly and to keep the formula simple, but there needs to be a balance between quality and credit hours. Lee noted that some units won't have a large number of students, but a comprehensive university needs these units. Chancellor Green stated that we want to look at any change very carefully because we don't want to make mistakes that would cause any units to suffer. He noted that empty faculty lines currently do not roll back to the EVC's office and they should so resources can be allocated more effectively. EVC Plowman reported that she is working with the deans on this issue.

## **2.6 Push for Online Courses to Handle Enrollment Growth**

EVC Plowman reported that currently the majority of our online courses are taken by our own students and we need to grow programs that are for true distance education students. She stated that we want to promote programs at the masters and undergraduate levels, not just courses. She stated that currently UNL does not have a real strategy and she will be working with the deans to determine what we want to do with online courses. Woodman asked if graduate certification is one of the options being considered. EVC Plowman stated that these types of programs are definitely being considered. Woodman asked if there will be some central policy on evaluation of faculty members teaching online courses. EVC Plowman stated that if there is a need, it will be considered.

## **2.7 Efforts Academic Affairs is Making to Get Faculty to Engage in Retention Strategies**

EVC Plowman reported that there is an online advising program that can alert the student to contact their advisor. She stated that she can report more information about the system when she next meets with the Executive Committee. Woodman pointed out that MyPlan is not really working and there needs to be another alternative.

## **2.8 Any new student recruiting strategies given decreasing population of high school students in Nebraska?**

Chancellor Green reported that we have increased our recruiting efforts, not just out of state, but in state as well. He noted that UNO and other institutions have also increased their recruiting strategies. He stated that the administration is looking very hard at how we offer scholarships in the state. He noted that the in-state scholarships were tweaked about three years ago, but the availability has not been increased. He reported that efforts are being made to see how we can best optimize our scholarships.

EVC Plowman noted that discounting of tuition for out-of-state students is one example of a recruiting strategy. She pointed out that while we have increased the amount of remission for out-of-state students, the amount of revenue they bring in is much more than the cost of remission. Chancellor Green stated that he has asked Director of Admissions Amber Williams to see what the impact would be if we were to provide tuition remission, similar to what UNO does with towns bordering in Iowa. Bender asked if there is any consideration to making the area for tuition remission broader to include large cities like Kansas City, Denver, and Des Moines. Chancellor Green stated that this is being considered, but the challenge is that all the other universities are offering remissions to out-of-state students.

Chancellor Green noted that earlier in the semester we were down in international permits and applications, but he believes the numbers have increased since then. He pointed out that 10% of institutions nationally have seen an increase in applications, but all other universities have seen decreases.

Fech asked if special recruiting efforts are being made to offset the expected increase in tuition. Chancellor Green stated that we will have to be very strategic in how we address the issue. He stated that the Enrollment Management team is thinking through all of the strategies. EVC Plowman pointed out that the uncertainty of the increase is probably what is hurting us the most. Chancellor Green noted that most universities from Illinois to Utah are facing budget difficulties and the University of Iowa is looking at the same level of cuts as we are, perhaps even worse. South Dakota is going to get some cuts, Colorado's budget is relatively flat, North Dakota will be facing major cuts although they had large increases for about six years, Minnesota's budget is fairly flat, Missouri and Kansas are looking at cuts, and Texas is looking at massive cuts to higher education.

## **2.9 Issues on the Horizon**

Chancellor Green stated that he is still in the process of filling the leadership team and the next major position to be filled is the VC of Research and Economic Development. He reported that leaders from the private sector relative to economic development have been invited to speak with representatives of the campus to see whether we are going in the right direction with the position. He reported that recruitment for the position will probably begin in the fall.

EVC Plowman stated that she has started the search for an Associate VC for Faculty and Academic Affairs and an announcement about the position will be coming out shortly. She noted that this is an internal search.

Purcell reported that she and Woodman received an email message from a faculty member wanting to know if UNL has an ombudsperson. EVC Plowman stated that we do not have an ombudsperson, but academic matters should start with Interim Associate Vice Chancellor for Faculty and Academic Affairs Judy Walker, who could advocate for the faculty member. Woodman pointed out that the Board of Regents Bylaws states that

each campus should have an ombudsperson. EVC Plowman stated that she will look into this matter.

Chancellor Green reported that the proposed changes to the UNL Bylaws have been approved by the President and will be presented to the Board of Regents for approval.

Rudy asked what is happening with the smoke free campus policy. Chancellor Green stated that he has not received a formal request about the policy yet.

### **3.0 Announcements**

#### **3.1 Meeting regarding Professional Conduct**

Woodman reported that he and Purcell met with Interim Associate VC Judy Walker, Director Tami Strickman, and the Task Force on Professional Conduct to discuss possibly creating procedures to deal with professional conduct issues with difficult faculty members who treated colleagues disrespectfully. Purdum pointed out that there are rules in the Regents Bylaws regarding professional conduct. Bender noted that chairs of departments can make a complaint to the Academic Rights & Responsibilities Committee which could make recommendations for reprimands to be made. Fech noted that chairs should be given training on how to deal with these kinds of situations. Steffen pointed out that the University might benefit from professional human resource input regarding faculty issues.

Woodman reported that Interim Associate VC Walker will send some information to the Executive Committee to review over the summer on what other Big Ten schools do. He noted that Director Strickman was not aware that the Senate has a Professional Ethics Statement.

Purdum pointed out that chairs conduct annual evaluations on faculty members and these can be used to evaluate professional behavior. She noted that chairs can include in the evaluation that the faculty member has acted unprofessionally. She stated that being a chair/head is a thankless job and they need more training and support from Academic Affairs.

#### **3.2 New Assistant Vice President for Diversity, Access, and Inclusion, University of Nebraska System**

Woodman reported that he and Purcell will be meeting with new Asst. Vice President for Diversity, Access and Inclusion for the University of Nebraska System Stancia Jenkins. He noted that she was hired in August and has been meeting with leaders on the campuses.

#### **3.3 Faculty Questionnaire**

Purcell reported that the brief questionnaire to faculty members was sent out today and faculty have already begun to respond.

### **3.4 Ad Hoc Committee on Best Practices for Non-tenure Track Faculty Members**

Rudy reported that the Ad Hoc Committee is completing its report. The report will be included in the April 25 Senate packet, but will be formally presented at the September Senate meeting.

### **4.0 Approval of April 4, 2017 Minutes**

Fech moved for approval of the minutes as revised. Motion seconded by Hanrahan and approved with one abstention.

### **5.0 Unfinished Business**

#### **5.1 Budget Resolution**

Woodman reported that the President of UNMC Faculty Senate requested each campus to consider passing a resolution urging the Legislature to support the University of Nebraska and not impose budget cuts. Purdum pointed out that our administrators are already advocating on behalf of the University and she is concerned that the resolution could be viewed negatively by the public. Leiter asked if the resolution would be useful.

Woodman stated that he is not sure whether it would be helpful. Lee suggested that having a resolution would help support our ties with UNMC. Hanrahan pointed out that UNL and UNMC received the largest cuts in the budget. Konecky stated that the reason for this is because the two campuses receive the biggest percentage of the University's funding. Purdum pointed out it was President Bounds who made the decision on what percentage the campuses should be cut. The Executive Committee took a vote on whether to create a resolution. The Committee voted to develop a resolution.

### **6.0 New Business**

#### **6.1 Conflict of Interest in Research Committee Member Needed**

Purcell reported that Bender has been serving on the Conflict of Interest in Research Committee and his term has ended. Griffin noted that the policy states that the Faculty Senate President is to serve on the Committee.

The meeting was adjourned at 4:19 p.m. The next meeting of the Executive Committee will be on Tuesday, April 18, 2017 at 2:30 pm. The meeting will be held in 203 Alexander Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Sheila Purdum, Secretary.