EXECUTIVE COMMITTEE MINUTES

Present: Belli, Dawes, Fech, Hanrahan, Konecky, Lee, Leiter, Peterson, Purcell, Rudy, Vakilzadian, Woodman

Absent: Adenwalla

Date: Tuesday, June 13, 2017

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 (Purcell)

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

2.0 Chancellor Green/EVC Plowman/VC Boehm

2.1 Tuition Increases, Efficiencies, Budget Cuts - What’s Next?

Chancellor Green reported that the fiscal year 2018 budget for the university was approved by the Board of Regents at its June 1st meeting. He noted that the budget calls for a 5.4% tuition increase across the boards in the first year of the biennium and potentially a 3.2% increase in the second year of the biennium. Assuming no change in enrollment, this will result in a deficit of approximately $4 million in the next year and an additional $12 million in the second year of the biennium for a total of $16 million.

Belli asked if President Bounds is trying to find savings at the system level. Chancellor Green noted that implementation teams are being developed to enact the saving strategies identified by the Budget Response Teams (BRT) this spring. The proposed savings from these strategies to centralize some university services have been included in the budget projections for approximately $5 million in savings the first year of the biennium and $22 million in the second year. He stated that more details should be available sometime in early September. He noted that the campuses will be informed specifically of how the BRT savings will be realized and what these changes mean for each of the campuses.

Purcell asked if people will be losing their positions because of the BRT changes. Chancellor Green stated that there will be a loss of positions. He pointed out that while every effort is being made to protect the academic core of the university, there will still be impacts felt in academic programs. He reported that a lot of the funds will be coming directly out of operations and costs which include benefits. He stated that centralizing some of the services will begin in the fall. He pointed out that there are significant benefits to centralizing the services, and while the change and transition will not be without some disruption, in the end this will transform the University positively. Chancellor Green reported that he has been scrutinizing the budget carefully for some time, and especially since the final resolution of the FY18 budget, and there is no way that the cuts can be dealt with only through system efficiencies gained by implementing
the system-wide BRT plans. He stated that he will initially set the budget framework this fall and present it to the Academic Planning Committee (APC), first with the implementation of the system changes noted above. It is expected that any cuts needed beyond the BRT implementation will be framed through the APC process during the second half of the fiscal year. He noted that the university is watching the state tax receipts carefully because the Governor could reopen the budget like he did this past year if the tax receipts are lower than anticipated.

Woodman pointed out that there was a lot of talk about a possible 7% tuition increase. He asked if the Chancellor was pleased with the amount that was set by the Board of Regents. Chancellor Green stated that there was a lot of discussion before the Board meeting about whether the tuition increases should not be more than 4% or should be set as high as possible to cover the budget deficit. In the end the 5.4% and 3.2% is the amount the Board of Regents felt that would appropriately assist in dealing with the deficit, but not create an undue burden on the students and their families.

Purcell asked if the hiring freeze was still in effect. Chancellor Green stated that while the freeze helped the campus deal with the budget cuts this current fiscal year, we now know the budget figures and he feels we need to move forward. He stated that we are now able to manage our hiring process within the context of the budget for the upcoming biennium. (Post script: The decision has now been made by President Bounds that the hiring freeze will no longer apply to faculty, with those decisions left to the campus leadership, but for the immediate future, the hiring freeze will still apply to state-funded staff positions.)

Belli asked whether the programmatic impacts mentioned by Chancellor Green will impact faculty lines. Chancellor Green stated that the administration is trying to minimize the impact of the cuts on the academic faculty. He said that he does not believe that we will be in a situation where any position that comes open we need to hold for attrition, but EVC Plowman and VC Boehm will be evaluating release of faculty lines with an increased level of scrutiny within the overall managing of the budget deficit.

Lee asked if he thinks there will be another buy-out for faculty members. Chancellor Green stated that it has been discussed and all options will be considered, but he thinks our ability to offer it will be stretched because two buy-outs were done in the last five years. He pointed out that it is a different situation for UNK and UNO because not as many faculty members took advantage of the previous buy-outs at these campuses. He stated that when the math is figured out with the buy-outs the net margin is not as good as one would think, particularly given the current hiring market where the salaries of new faculty members are much higher.

Chancellor Green noted that in the Faculty Compensation Advisory Committee’s report a request was made to find out how last year’s salary money was used to address retention and compression issues. He noted that some of these funds still exist and are available on an ongoing basis for the colleges. He stated that it was decided not to put these funds
back into the salary pool this year because he felt they could be better used to help retain faculty members and deal with salary compression problems.

Woodman asked how the compression issues should be dealt with. Chancellor Green stated that egregious salary compressions should be handled within a department. Chairs should bring the issue up to the dean and the dean should then take it to the appropriate Vice Chancellor. Purcell asked who should bring the issue up.

2.2 Concerns with timing of Interview for Administrative Positions

Purcell noted that the interview schedule for the Associate Vice Chancellor for Faculty and Academic Affairs position was sent to the Senate Office less than a week before the interviews and the vitas were not available until two days later, the Friday before Memorial Day weekend. EVC Plowman apologized for the short notice. She stated that the goal was to get the interviews done before faculty members left for the summer. She stated that she was very pleased to see that there were seven applicants from the campus for the job and two applicants were put forward by the search committee. She stated that her office will try to do a better job of scheduling interviews and within a better time frame.

Chancellor Green noted that there are important campus-wide searches that are upcoming, such as the Vice Chancellor for Business and Finance search. He reported that he has started the formation of the search for that position and Peterson will be serving on the search committee. He noted that a national search will be conducted using a search firm.

Rudy asked what determines the use of a search firm. Chancellor Green stated that the decision varies by the position. For some positions potential good candidates are not well known while for other positions, such as for a dean, potential candidates are more identifiable. He pointed out that it is important that we have a robust pool of candidates for the VC of Business and Finance position.

Plowman reported that a search is ongoing for an Assistant VC for Budget Planning and Analytics and two candidates will be interviewed. She noted that this person works closely with the college business offices and Institutional Research, Analytics and Decision Support, which will be moving under the supervision of Academic Affairs from Information Technology.

EVC Plowman stated that a search for the Dean of the College of Business is beginning and a committee will be formed in July and will begin working in August. She stated that she hopes the search can be on a fast track with a start date of January, if possible. She pointed out that this is an area where there is considerable knowledge of potential candidates so she does not think a search firm will be needed.

EVC Plowman reported that the search for the Dean of the College of Education and Human Sciences will probably be starting in August or September and she envisions that
a search firm will be used. She noted that Dean Kostelnik has held the position for many years and we will need help to identify good candidates.

EVC Plowman stated that the search for the Vice Chancellor for Research and Economic Development might begin in September and October and she envisions using a search firm for this position. She noted that this is a critical position and we need a good pool of candidates.

2.3 Friday Night Football Games

Purcell noted that the Executive Committee recently met with Athletics Director Shawn Eichorst. Chancellor Green stated that he was recently at the Big Ten President’s Council where there was discussion regarding Friday night football games. He noted that there have already been changes to this fall’s schedule because Northwestern University requested not to play Friday games and they were scheduled for two Friday games back to back. He reported that we have one Friday night game which will be played at Illinois. He stated that he has voiced concern that we do not want to play any Friday night games at home and noted that some other schools feel the same way. He pointed out that we already play a Friday game, the day after Thanksgiving and the University of Iowa was asked if it would consider moving that game to Saturday to allow the athletes to go home for Thanksgiving, but Iowa was not willing to change the date of the game. He noted that Athletics Director Shawn Eichorst is very flexible with the idea of not playing a Friday night game.

2.4 Tim Carr has been appointed to the post of Interim Vice Chancellor and Dean of Graduate Education, yet there is a national search for a replacement for his position as chair of Nutrition and Health Sciences. Is this a normal operating procedure?

EVC Plowman noted that she asked Professor Carr to serve as an Interim Vice Chancellor and Dean of Graduate Education when Laurie Bellows was appointed as Interim Vice Chancellor of Student Affairs. She stated that the plan is to elevate the role of graduate education on this campus, but we want to take a long look to see how best to do this. As a result, she is not sure at this time when this search will occur.

EVC Plowman reported that Professor Carr has permanently left the position as chair of his department. She stated that prior to Dean Kostelnik’s departure there was a plan to conduct a national search for this chair position which may take place this year. Lee pointed out that chairs usually come from the existing faculty in a department. He asked why a national search will be conducted. VC Boehm noted that in talking with the faculty of Nutrition and Health Sciences it became apparent that most of the faculty in the department were still working their way up the professorial ranks and he did not want to impede anyone’s ability in becoming a full professor by creating the additional workload of being an administrator.

VC Boehm reported that Professor Heng-Moss will be serving as Interim Dean of CASNR and Dean Waller transitions into becoming Director of the Center for Grassland Studies. He stated that a national search will be conducted for the Dean of CASNR
which will begin this fall and he hopes to have a slate of candidates before the first of the
year. He noted that Professor Heng-Moss has been serving as Associate Dean and has a
strong undergraduate background. He reported that two Associate VC positions have
been created, one to focus on undergraduate education and the other on graduate
education, for a trial basis of a year. Woodman asked if internal searches will be
conducted for these two positions. VC Boehm stated that for the graduate education he
believes an internal candidate might be best, but for the undergraduate education he
might seek someone from outside who is on a sabbatical and has a lot of experience with
learning communities.

Woodman pointed out that sometimes interim appointments become a permanent position
which eliminates the position being filled through a competitive search and it also sets the
stage for a select group of people to have administrative appointments. Chancellor Green
stated that a permanent dean’s position is filled by an interim while a search is conducted.
He noted that someone serving as an interim is free to apply for the position. VC Boehm
stated that in the case of Heng-Moss the position is an interim and her position as
Associate Dean of CASNR is still available if she wants to return to it. He pointed out
that national searches are time consuming and expensive and sometimes we want to use
some of the expertise that we already have. He stated that he feels that an internal,
dedicated person will be best to fill the Associate Dean position in CASNR that will look
at graduate education, but he would like to bring in some new ideas from someone
outside the university to look at the undergraduate education.

VC Boehm reported that there will be a search for a director for the Nebraska Forest
Service which is a unit that reports to him, but the funding for the unit comes from the
State and is managed by IANR.

VC Boehm stated that Professor Mark Riley has been offered an Associate Dean position
in the College of Engineering. He is replacing Professor David Jones who is now serving
as Department Head of Biological Systems Engineering. He pointed out that the faculty
of Biological Systems Engineering were consulted and they felt that Professor Jones was
the top choice of the faculty to serve as Department Head.

VC Boehm reported that Professor Roch Gaussoin has announced that he will be stepping
down as Department Head of Agronomy & Horticulture and Professor Richard Ferguson
will serve as interim while a national search is conducted. He pointed out that Agronomy
& Horticulture is a complex department and it is important to have a diverse pool of
candidates. Chancellor Green noted that IANR has department heads, not chairs, and the
heads are appointed, not elected by the faculty of the unit.

VC Boehm stated that a search is in process to fill the director’s position of Eastern
Nebraska Research & Extension Center. He stated that a decision was made not to
appoint an interim to the position, but to have Associate Dean/Associate Director of
Nebraska Extension temporarily provide leadership until the position is filled.
VC Boehm stated that the search continues for a director of the Nebraska Center for Virology. He noted that this is a very complicated position and a collective decision was made to conduct a self-study and an abbreviated academic program review of the Center. Woodman pointed out that the difficulty in hiring someone as Director of the Center may have to do with the Center’s structure. VC Boehm agreed and noted that there are a lot of matrix organizations involved. He stated that it is important that we understand the value and trajectory of the Center and we want to make sure we have the right person leading it.

Lee asked what the status is of the search for a Vice Chancellor of Student Affairs and a Director of the Honors Program. EVC Plowman reported that Dr. Laurie Bellows has accepted a two-year interim position as VC of Student Affairs. She noted that the position is being reviewed to see how it can be modified to make it more attractive to potential candidates. She reported that the Honors Program is being rethought and until we decide what we want the Program to be we need to wait before we conduct a search.

2.5 Any further considerations about changes to the final exam schedule?
EVC Plowman stated that she has met with the Deans and they would like to begin final exams on the Saturday before finals week. She pointed out that 1,000 students were double scheduled for exams and this is an issue that has to be addressed. She stated that being able to conduct exams on Friday afternoon of exam week would help, but in order to do this the practice of distributing diplomas at graduation would need to be discontinued and there is very little support for this. Griffin reminded EVC Plowman that the Faculty Senate would need to vote on the change because the Regents Bylaws charge the Senate with acting on academic matters that affect the colleges. EVC Plowman pointed out that revising the final exam schedule is still a work in progress.

2.6 Change to Associate Vice Chancellor Amy Goodburn’s title (Associate Vice Chancellor of Academic Affairs and Dean for Undergraduate Education)
EVC Plowman reported that the change to Associate Vice Chancellor Goodburn’s title is a result of Dr. Goodburn being the Senior Associate Vice Chancellor in Academic Affairs and reflects the work that she has been doing for some time now. She noted that Dr. Goodburn’s focus is on undergraduate education.

2.7 Extension Educator Gender Pay Inequity
Purcell stated that last year the Faculty Compensation Advisory Committee (FCAC) was asked to conduct a salary comparison for Extension Educators and IRADS provided the data for this year’s FCAC meeting. She noted that the information shows that there is gender inequity at all Extension Educator ranks. VC Boehm stated that he was just able to review the data very recently and agrees that it absolutely needs to be looked at. He noted that Dean Hibberd, Nebraska Extension, needs to be a part of the conversation and pointed out that the FCAC is going to meet again this fall to discuss the issue.

Chancellor Green stated that there needs to be a very clear statistical analysis of the data that corrects for years of service. He stated that there was some confounding information in the data that is difficult to sort out. He noted that when you look at thematic areas, in
the largest group there is not much difference between females and males. VC Boehm pointed out that it is at the senior professor level that the greatest disparity exists.

Purcell asked if the situation could be looked at before salary notifications go out before the next biennium. VC Boehm stated that it is his understanding that the salary decisions were due on Friday and any adjustments would have to be done manually which he does not think can be completed in time. He stated that systematic adjustments would have to be made in the middle of the fiscal year after the data has been analyzed. Chancellor Green noted that the compression money could possibly be used to address inequities.

VC Boehm stated that the data should be looked at every year, but there are some other elements that he would like to see added to the analysis such as geographical location. He wondered whether salaries are higher in the Lincoln/Omaha area as compared to western Nebraska. Fech noted that someone with more experience typically receives a higher salary when they are initially hired. Peterson pointed out that a lot of these elements are included in the gender equity model that is used by IRADS. He suggested that taking a sub-sample and running the data will give a better sense of how much of a gender disparity exists.

2.8 5% Tax - Where are these funds actually going?
Chancellor Green stated that the funds generated in IANR go to deferred maintenance and the funds go to the proposals that are deemed to be of high priority. On City Campus the funds are used for a variety of things. Some of the funds go to Academic Affairs, and some go to other places on campus. He noted that there is a growing desire on the part of Central Administration for the 5% tax to be reduced which would result in us not having as much overhead assessments. However, not having these funds makes the BRT efforts more challenging because there is no overhead to address shortfalls.

2.9 Reaction to former Chancellor Perlman’s Article in the Omaha World-Herald
Chancellor Green stated that he believed former Chancellor Perlman’s article was fairly succinct and relatively non-controversial. He believed that Professor Perlman was expressing both sides of the issue and that the article was well intended. He stated that he can’t disagree with anything that was written. He noted that Professor Perlman did inform him ahead of time that he was writing the article.

2.10 Emeriti Status for Staff
Chancellor Green stated that he is not aware of emeriti status for staff although there are some retired staff privileges that they can have and the Emeriti Association just recently changed its bylaws to include staff members. He noted that retired staff members have told him they would like parking privileges similar to emeriti faculty members.

2.11 Issues on the Horizon
Chancellor Green stated that he is pleased that Dean Kostelnik has decided to assume the position with Central Administration and feels that it is important to have a campus level
person be in that role. He noted that it was Dean Kostelnik’s decision to assume the role and she has stated that she will not come back to her former role.

Chancellor Green reported that many buildings are opening on campus: the Veterinary Diagnostic Center, the Massengale Residential Center, Behlen Laboratory, and the new College of Business. He noted that nearly every day requests are coming in for using the old College of Business building. He pointed out that the classroom space in the building has already been programmed and careful consideration is being given before the office spaces will be assigned. He noted that space will be needed to accommodate the departments that are currently housed in Mabel Lee and in the Walter Scott Engineering building when renovations begin. He pointed out that women’s gymnastics will need a facility because it is currently housed in Mabel Lee and Athletics is planning to propose a new facility for the program.

Chancellor Green reported that the Cather Pound residence hall demolition is scheduled for later this year. He noted that eventually 17th street will be entirely closed down to deal with the demolition. He stated that 16th street will become a two-way street and the University is working with the city on this design. He reported that the Cather Pound towers are scheduled to be imploded during the holiday closedown in December if plans go accordingly. Otherwise the towers will be imploded during the summer of 2018.

Konecky noted that with the One IT system in place there has been talk about working on an end-point protection program that could impact faculty computers. She pointed out that the Faculty Senate passed a resolution several years ago allowing faculty to decide whether they want this program on their computer or not. She stated that the faculty needs to have input so this policy is retained. Chancellor Green suggested that the Executive Committee speak to VC Askren about this. Purcell noted that the Executive Committee is scheduled to meet with VC Askren on June 27.

### 3.0 Announcements

#### 3.1 Board of Regents Meeting

Purcell reported that at the Board of Regents meeting on June 1 the proposed changes to the UNL Bylaws were approved. She noted that Associate to the Chancellor Nunez will start an ad hoc committee to work on further revisions. She noted that Nunez will work on getting proposed changes from VC Boehm. She pointed out that any proposed changes will need to go through Chancellor Green’s office first before they go to the Senate. Belli volunteered to serve on the ad hoc committee.

### 4.0 Approval of May 30, 2017 Minutes

Vakilzadian moved approval of the revised minutes. Motion seconded by Peterson and approved by the Executive Committee.

### 5.0 Unfinished Business

No unfinished business was discussed.
6.0 New Business

6.1 Chancellor’s Response to Faculty Compensation Advisory Committee Report
Woodman reported that the FCAC’s report was sent to Chancellor Green and his response to the report was positive. He noted that he has asked the Chancellor for official information from EVC Plowman and VC Boehm regarding salary inversion issues and how the money was spent last year.

6.2 Report on Best Practices for Non-Tenure Track Faculty Members (Rudy and Belli)
Item postponed until July 11 due to lack of time.

The meeting was adjourned at 4:30 p.m. The next meeting of the Executive Committee will be on Tuesday, June 27, 2017 at 2:30 pm. The meeting will be held in 203 Alexander Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Konecky, Secretary.