EXECUTIVE COMMITTEE MINUTES

Present: Adenwalla, Belli, Dawes, Hanrahan, Latta Konecky, Lee, Leiter, Peterson, Purcell, Woodman, Vakilzadian

Absent: Fech, Rudy

Date: Tuesday, April 10, 2018

Location: 203 Alexander Building

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 2:30 p.m.

2.0 EVC Plowman
2.1 Resignation of Dean Francisco - has upper administration made any efforts to retain Dean Francisco, given (a) that he is a National Academy of Sciences member and (b) he is one of the few minority administrators on campus?
EVC Plowman stated that Dean Francisco’s resignation was a total surprise to her and his leaving will be a real loss to UNL. She noted that he stated that he is leaving for personal and professional reasons and that he has received a number of opportunities elsewhere, although he did not tell her where he was going.

Purcell asked if a counter offer can be made to try to retain Dean Francisco. EVC Plowman stated that counter offers occur when one is presented with an offer. In this case, that has not happened. Dean Francisco has already notified his faculty that his last day will be on June 30. She pointed out that his leaving will be a loss on so many levels, but we want what is best for him. She noted that being a dean is hard work and Dean Francisco was always a strong advocate for his college and under his leadership the college gained momentum and energy which benefitted the entire college.

Purcell asked if an interim dean will be identified. EVC Plowman stated that she is meeting with the department chairs and some staff of Arts & Sciences on Friday and on the following Thursday and wants to hear from everyone in the college what they want in a dean. She stated that she wants to reassure everyone in Arts & Sciences that the momentum of the college will continue.

EVC Plowman pointed out that the typical tenure for a dean, nationwide, is about four years and the position is often a stepping stone for another administrative position.
2.2 Composition of N150 Subcommittee on Campus Community and the Role of Faculty and Staff - more administrators than faculty members
Purcell noted that in reviewing all of the members of the various subcommittees of the N150 strategic planning process, faculty are not well represented. She stated that this is a particular concern for the subcommittee on campus community and the role of the faculty and staff. EVC Plowman noted that she and the Chancellor went to great lengths to make sure all stakeholder groups - faculty, undergraduates, graduates, staff, external stakeholders, and some administrators - were represented on all committees.

EVC Plowman stated that she and Chancellor Green worked on identifying people to serve on the subcommittees, trying to make sure that various groups were well represented. Purcell pointed out that some of the faculty members selected actually hold administrative appointments and would not be eligible to serve on the Faculty Senate due to their administrative appointment. She suggested that the subcommittees needed more faculty members who strictly hold a faculty appointment. EVC Plowman stated that she is working on trying to get more faculty members on the operations and infrastructure subcommittee. She reported that only two deans are involved in the subcommittees. She stated that she will bring the issue to the Chancellor who wants to have a diverse group of people on the subcommittees and thanked the Executive Committee for raising the concern.

2.3 Reorganization of the Computer Science & Engineering department in the College of Arts & Sciences
EVC Plowman stated that she had been invited by the Computer Science department to talk with them about their programs and their future aspirations. Also, the Dean of Arts & Sciences, as well as the Dean of Engineering, had met with the department at the invitation of the chair. She indicated that when she met with them she raised the idea of a school of computing which would be housed in the College of Engineering. She pointed out that currently there is some confusion about the department because it reports to two different deans. She stated that right now ideas are just being discussed, but if any changes to the program would occur a proposal would go to the Academic Planning Committee.

Belli asked what the distinction is between a school, a department, and a college. EVC Plowman stated that a school is somewhat in between a department and a college. A school provides some more autonomy in a college and it creates cohesion for some units, but it is slightly different than a department. She pointed out that often schools have their own accreditation. The College of Fine & Performing Arts is made up of three schools. There is a school of accounting in business.

EVC Plowman noted that there are several units on campus that deal with computer science such as the Computer Science and Engineering department and the Jeffrey S. Raikes School of Computer Science and Management. Vakilzadian noted that students are confused because there are two different programs in one college. EVC Plowman indicated that she had heard that concern as well.
Vakilzadian pointed out that there are plans to build a new engineering complex and if the Computer Science and Engineering department is going to be moved into the College of Engineering, space would need to be considered for that department. EVC Plowman noted that this is one of the reasons that conversations are occurring now about what will happen with the department.

EVC Plowman gave an update on the search for an Engineering dean and pointed out that interviews are planned for a new dean of engineering and it is possible that the person could begin the position in August or September. She stated that a new dean would want to know whether the Computer Science and Engineering program would be a part of the college.

Vakilzadian stated that many of the faculty in the College of Engineering do not trust administrators, in part due to the problems that have occurred with the split of the College between the UNL and UNO campuses. He stated that previous administrators had a goal of hiring about 200 new faculty members, but only 10-15% has been materialized. EVC Plowman pointed out that Engineering is one of UNL’s next big priority projects, and for the college to grow it will need more faculty members.

EVC Plowman stated that over the next two years lapsed salary lines will roll up to the EVC Office - just as they currently do in IANR - half this July 1 and half next year. Going forward, when a faculty position is vacated the funds for that position will stay in the college for one year and after one year they will roll up to the EVC Office. Each Dean will have the opportunity to request those lines back in their college. If they are not returned to the college they will be used to deploy to other priorities on the campus. She noted that she is open to suggestions about resolving any trust issues.

Adenwalla asked what the faculty of Computer Science and Engineering feel about the suggested changes. EVC Plowman stated that it is hard to tell. It seems that there are some faculty who support the move, some who don’t, and some who have not indicated. She reported there has been no vote so she has no idea exactly how the department feels. She pointed out that no decisions have been made yet, and discussions are still occurring. She reported that she and the Chancellor have a meeting with the department’s internal advisory board in a couple of weeks to have further discussions.

Belli asked if there is a reason the College of Engineering is preferred over the College of Arts & Sciences for the department. EVC Plowman stated that software engineering is where there is huge growth in enrollments and it appears to be a major part of the future of computer science. Adenwalla asked if the administration would make changes to the department over the wishes of the faculty. EVC Plowman stated that she and the Chancellor want to talk with faculty to achieve a conclusion. However, if the department is split on what it wants to do, the administration will have to help make the decision.
2.4 Status of Dean of Graduate Studies Search
EVC Plowman reported that an internal search has been posted and she believes that the search will close by the end of April. She noted that the search committee is actively engaged in the process and they have identified a couple of days for interviewing candidates.

2.5 Update on Vice Chancellor of Diversity and Inclusion Search
EVC Plowman stated that Professor Kwame Dawes, English, is going to chair the search committee and she has received input from the Senate Executive Committee regarding search committee members. She stated that she is trying to have representatives from across the campus and to have staff and student representation as well. She reported that a search firm has been hired to help with the search and they will be on campus April 30th to discuss the search. She noted that over the summer, the search firm will be developing an applicant pool and she hopes that candidates will be identified by the end of the summer.

EVC Plowman reported that a search will also need to be conducted for the Dean of University Libraries, the Dean of the College of Education and Human Sciences, and now a Dean of the College of Arts & Sciences. She stated that more than likely a search firm will be used for all three searches.

2.6 Concerns over Contract with Chick-fil-A
EVC Plowman pointed out that every time a vendor’s lease is up in the Union a bidding process is opened to allow vendors to apply for the lease. She noted that the bid process was overseen by Procurement Services from the Office of the Vice Chancellor for Business and Finance. The Union Board, which consists of student members, two faculty members, and the Director of the Nebraska Unions, Charlie Francis, is involved in the process and also review the proposed bids. She reported that Runza submitted a bid lower than the winning bid and pointed out that there is no university policy stating that a donor to the university is given special consideration if they submit a bid to the university.

Lee stated that, given all that has happened this year with the concerns over racism and the campus effort to improve diversity and inclusiveness, and now with losing the highest profile African American on campus, that consideration would have been given on the potential impact that having Chick-fil-A on campus would have on the LGBTQ community. EVC Plowman pointed out that the contract has not been signed yet. Leiter stated that it was strictly a business decision based on which vendor made the best offer.

2.7 How soon will the academic programs identified for proposed budget cuts know if they are no longer being considered for elimination?
EVC Plowman stated that the deans already know whether a program in their college is being cut and should be informing them. She noted that the decision by the Legislature to only cut the permanent budget by 1% is allowing us to pull back some of the proposed
cuts, and Chancellor Green will present his proposed cuts to the Academic Planning Committee on April 18.

2.8 Update on recommendations made by the Ad Hoc Committee on Best Practices for Non-tenure Track Faculty Members
EVC Plowman reported that Associate VC Walker is working on these and she will need to find out what work has been done. Belli pointed out that the Senate created an Ad Hoc Committee on Best Practices for Non-Tenure Track Faculty Members and submitted a list of 16 recommendations to the EVC office, but there has been no response since then.

EVC Plowman noted that the Senate’s new committee on Academic Integrity met last week with her and a tip sheet is being sent to all faculty members about academic honesty.

2.9 Scheduling of Interview Times
Purcell noted that interviews of search candidates are sometimes scheduled very close to the full Faculty Senate meetings, sometimes requiring the need for the interview to be cut short. She asked if EVC Plowman’s office can contact Griffin to check on times for future interviews. EVC Plowman stated that she will ask her staff to work with Griffin on the timing of the interviews.

2.10 F & A Distribution
Adenwalla reported that colleges and departments together only receive 26% of the F & A funds, but they are responsible for the majority (2/3) of the start-up costs and this formula is unsustainable. Belli noted that temporary teaching funds are being taken to make up for the lack of funds to cover deficits in college and department budgets.

EVC Plowman reported that the new VC for Research and Economic Development is aware that we need to revise our approach to F & A. She stated that this will be one of his first priorities when he arrives and will want to he will need to speak with relevant faculty members shortly about this issue. She pointed out that part of the problem is that every college uses and distributes the F & A funds differently. She noted that the Office of Research and Economic Development is funded from F & A funds and stated that the campus needs to come to a decision about a new funding model.

3.0 Proposed Revisions to Student Code of Conduct (Professor John Lenich)
Lenich, Professor of Law, stated that he met last spring with EVC Plowman and Interim VC Bellows to discuss revamping the Student Code of Conduct and later met with Carmen Maurer, Corporation Secretary to the Board of Regents and Provost Susan Fritz about having a standard Code of Conduct for all four campuses. He reported that the changes were in part prompted by incidents that occurred at fraternities, which the current Student Code of Conduct does not cover. He stated that the Student Code of Conduct needs significant clarification throughout the document, particularly in reference to recognized student organizations.
Lee asked for clarification regarding the violation of the Code of Conduct if an incident occurs off campus. Lenich noted that the Code has a provision that states that the Dean of Students has the authority to apply the Code of Conduct to a student if the student is involved in an off campus incident that adversely affects the university. He pointed out that any incident within the city of Lincoln was deemed to fall under the jurisdiction of the Code, which resulted in a huge backlog of cases in the Dean of Students office. He reported that there has been a sense among the students that the Code reaches too far. Peterson noted that it sounds a lot like double jeopardy and he doesn’t think students should be penalized in their university role for a violation that occurs off campus. Lenich pointed out that we need to be very careful about how we handle some of these incidents. He stated that if something occurs off campus that could potentially be harmful to the students or others at the university, the university should have the right to take action.

Woodman asked if someone is involved in a hate crime off campus if the university would take action because it is a violation of the Student Code of Conduct. Lenich stated that he believes that the Code would cover this kind of situation. Lee asked how the student Dan Kleve’s situation and behavior in Charlottesville would be handled by the Code of Conduct. Lenich pointed out that what the student said is protected by free speech. Lee asked what would be considered the definition of a threat. He noted that Jewish students in particular are fearful of white nationalist students and are concerned that Richard Spencer may come to campus. Lenich stated that a threat of bodily harm or to incite violence is deemed to violate the Code of Conduct. He stated that he has attempted to narrow down the threat provisions in the document.

Woodman asked how the university finds out about violations made by students. Lenich stated that he believes there is a computer system interface with the Lincoln Police Department that informs the university if a student is involved in a violation off campus.

Lenich noted that he was asked to write the Code of Conduct so it can be more easily understood by the students. Peterson asked how students are educated about the Code. Lenich noted that for students the first seven pages of the Code covers what the students need to look at. He thinks that a summary of these pages can be made and provided to students at new student orientation.

Peterson noted that there is now an Academic Integrity Committee on campus that looks into issues of academic dishonesty. He pointed out that the intent is to have the Office of Student Affairs involved in dealing with issues of academic dishonesty and that changes to the Code of Conduct would correspond with the recommendations made by the Academic Integrity Committee. Belli noted that one of the issues with academic integrity has to do with the instructor’s prerogative in dealing with a violation of academic honesty in her/his course. Lenich reported that the Code does have a section about academic dishonesty and there is a disciplinary process to deal with these violations and an academic process. He stated that it is up to the faculty member to impose the appropriate academic punishment for the violation because it is not the university’s prerogative to lower a student’s grade. He stated that the Office of Student Affairs wants instructors to report cases of academic dishonesty in order to see if there is a student who repeatedly
violates this code. He pointed out that faculty must have the ability to impose academic sanctions, but the university should have the ability to impose disciplinary sanctions if the student repeatedly violates the code.

Woodman asked if students can make an appeal if they do not like a sanction. Lenich stated that they can request a hearing before the Student Conduct Appeals Board.

Griffin asked what the next step will be for updating the Code of Conduct. She noted that any changes to the Student Code of Conduct in the past have been reviewed and approved by both ASUN and the Faculty Senate before it goes to the Chancellor. Lenich stated that he plans to meet with ASUN and the Presidents of the Greek Houses in the fall to have them review the proposed changes to the Student Code of Conduct. He pointed out that the Code will probably have further revisions based on feedback he is getting from the various groups he is meeting with. Purcell asked Lenich provide the Senate Executive Committee with the next draft.

4.0 Announcements
4.1 Interview of EAP Counselors
Purcell thanked Latta Konecky for agreeing to participate in the interviews for candidates to serve as EAP counselors.

4.2 Letter to President Bounds about Faculty Concerns on BRT Travel Policy
Purcell reported that she hand delivered a letter to President Bounds expressing concerns that faculty members, particularly the UNL faculty representatives, on the BRT travel team have expressed regarding the travel policy. She stated that President Bounds said that he would meet with the faculty representatives on the Travel BRT to discuss their concerns.

Vakilzadian stated that one of his colleagues sent a letter to Senior Associate to the President Kostelnik with concerns about the policy and has not received any response about his concerns. Woodman noted that the Information Technologies Services Committee sent concerns to Kostelnik about the planned removal of some desktop printers and has not had any response either.

4.3 Public Signage on Campus
Belli reported that he was informed that he has learned from Professor Marco Abel and Interim VC Bill Nunez, Business & Finance, that any signs that can be viewed by the public, such as signs in an office window, must be approved by the campus Aesthetic Review Committee. He noted that faculty members could post signs on their office doors without approval by the ARC.

5.0 Approval of the April 3, 2018 Minutes
Peterson moved for approval of the revised minutes. Motion seconded by Hanrahan and approved by the Executive Committee.
6.0 Unfinished Business
No unfinished business was discussed.

7.0 New Business
7.1 Agenda Items for VC Boehm
The Executive Committee identified the following agenda items for the meeting with VC Boehm next week:
- How does your plan to add diversity to IANR, and the administration of IANR fit within the state statute of Nebraska regarding non-discrimination?
- Any further consideration regarding Extension Educators being given a one-year termination notice rather than a 90-day notice?
- Dual hire with trailing spouse in the School of Music. IANR was paying for the faculty member’s salary, but this will no longer be occurring. When will this be effective?

The meeting was adjourned at 4:46 p.m. The next meeting of the Executive Committee will be on Tuesday, April 17, 2018 at 2:30 pm. The meeting will be held in 203 Alexander Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Latta Konecky, Secretary.