

EXECUTIVE COMMITTEE MINUTES

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

Absent:

Date: Tuesday, April 17, 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 Vic Chancellor Boehm

2.1 How does your plan to ad diversity to IANR, and the administrator of IANR, fit within the state statute of Nebraska regarding non-discrimination?

Hanrahan noted that there is a state statute in Nebraska that says that preference cannot be given to anyone whether it is in hiring or scholarships, and he is wondering how the VC's plan to increase diversity in IANR would comply with the state statute. VC Boehm reported that he has looked at the state's non-discrimination statute and noted that any hiring efforts must follow university policy. He stated that he may have a conversation with Assistant to the Chancellor Tami Strickman about how we can increase our diversity while harmonizing our effort with public law. He noted that the university wants to add to the richness and diversity of our community and faculty members in IANR are aware of this importance and know that diversity is critical for us in order to solve the complex problems that the state, and the world, are facing. He stated that he hopes that departments will take a look at themselves and see how they can augment their department with people with different perspectives.

VC Boehm pointed out that progress for faculty, staff, and students can be hindered when they don't have role models in place that look like them. He acknowledged that there can be difficulties in hiring a diverse group of faculty because there is a lack of highly qualified diverse candidates, particularly in certain fields. He noted that recently there were only 29 African-American agricultural engineers across the country. He stated that he would like to see academic departments take up the issue of recruiting a more diverse student body to create a larger pool of future faculty members.

VC Boehm stated that when units are hiring he wants to see evidence that the department is trying to get a diverse pool of candidates. He suggested that departments could keep a log of diverse candidates who have been contacted by our faculty as they try to broaden the pool of potential faculty members, and this log could help us to increase the pool for future hires. He stated that if everyone does a good job in a search you will end up with a

highly qualified pool of applicants that will hopefully provide you with a richness of diversity. He noted that at the end of the day, the department chooses who is the best fit.

VC Boehm stated that he recently met with members of the Association of Women Scientists and they discussed that it was going to take some time before universities were going to see an increase in the pool of diverse candidates. He noted that for the first four chair searches he has overseen in IANR, the number of candidates were low and there was only one female candidate. He pointed out that the departments were contacting people and trying to get a more diverse pool, but there were a variety of reasons why potential candidates weren't interested. He stated that he does feel good about the fact that 43% of the IANR faculty body is now racially and ethnically diverse, but the percentage of diversity in promoted positions dwindles significantly.

Rudy asked how the diversity of our pools compare nationally with other universities. VC Boehm reported that some schools like Michigan State and Colorado State have been able to hire female chairs, and at Ohio State 37% of the tenure track lines are held by women, but in some disciplines a diverse pool is difficult to attain.

Leiter pointed out that there are two separate issues when it comes to diversity, the desire for a diverse workforce, and the issue of discrimination. He stated that the only thing we can do to have true progress is to get rid of the biases and the discrimination in hiring. Adenwalla stated that implicit bias is one of the root causes of not being able to hire more diverse candidates. She noted that she has served on university searches and when she asked other members why they liked a particular candidate she has been told by colleagues that the candidate was like themselves when they were younger. She questioned who judges the excellence of a candidate.

Woodman noted that targeted searches for football coaches occur and asked why there can't be targeted searches for other positions at a university. VC Boehm stated that in order to do a targeted search the original search has to be declared a failure. He reported that an exemption can be requested if there is an opportunity to hire a highly qualified person. He stated that creating a community that appreciates diversity and understands that there are implicit biases that need to be dealt with could help. Woodman pointed out that years ago a department could invest money to bring in the best minority or female candidates. VC Boehm stated that we one goal we must maintain is our commitment to excellence. He noted that we need to see if we as a university are attractive enough for diverse candidates and if our salaries are high enough. He noted that he has asked Assistant to the Chancellor Strickman to review our position descriptions to see if candidates would find the position attractive. Other considerations are where we publish job openings and how we are advertising positions.

Dawes stated that the university does know the state statute and Assistant Chancellor Strickman is helpful with search committees. She pointed out that equity is different from discrimination, and departments and colleges need to make sure when they conduct a search that the language is equitable and everyone gets to see the job description. She noted that this might mean that the job description needs to advertise in different places

rather than just the Chronicle of Higher Education. VC Boehm stated that he appreciates this conversation and will discuss it with the Chancellor and EVC. He pointed out that what we really want to do is increase excellence on campus.

2.2 Any further consideration regarding Extension Educators being given a one-year termination notice rather than a 90-day notice?

Purcell pointed out that this issue did not come from either her or Fech, but another member of the Executive Committee. VC Boehm stated that he thought there were rules in place that govern all non-tenure track faculty members. Woodman noted that the rules only apply to teaching faculty members, not Extension Educators. He stated that a proposed revision to the Regents Bylaws was passed at all levels at UNL, but the proposal has been held in Central Administration. Purcell reported that the proposed change to the Regents Bylaws would be to provide a year's termination notice for fully promoted Extension Educators, six months' notice for Associate Extension Educators, and 90-day notice for Assistant Extension Educators. VC Boehm stated that this might be put back on the agenda for Central Administration once the budget situation is resolved. Woodman pointed out that the Regents changed the Bylaws to give these provisions for Research Faculty Members and Professors of Practice, but Extension Educators were not included.

2.3 Dual Partner Program

VC Boehm reported that we need a much better system to address dual hires and it needs to be proactive and not just about salaries. He stated that he has been having conversations with EVC Plowman about this issue and it is causing us to lose some faculty members.

Lee noted that there used to be a consortium with other local colleges and universities to see if there is a possibility of placing a dual partner. VC Boehm stated that there is a network of public and private education institutions and companies which work together to help with partner accommodations. He thought Nebraska NSF Advance used to help with these opportunities, but noted that it no longer has outside funding. He suggested that UNL might need to self-fund Advance to get this back on track. Adenwalla pointed out that Advance was never institutionalized and faced an uphill battle.

2.4 Leadership Searches in IANR

VC Boehm reported that Douglas Zalesky has been hired as the ENREC director and this will allow us to open up a search for the Metro Research and Extension Director. He stated that IANR will begin the search this summer for the Dean of the College of Agriculture and Natural Resources, which is a national search, although a search firm will not be hired. He noted that internal candidates were encouraged to apply for this position.

VC Boehm stated that five department head searches are either in progress or will begin: Nutrition and Health Sciences, Entomology, Plant Pathology, Agronomy and Horticulture, and Child, Youth and Family Studies because Professor Richard Bischoff has been selected to be the Associate VC for Faculty and Academic Leader Success. He

reported that a search has also been opened for the Executive Director of the Food Processing Center.

VC Boehm stated that the search for the director of the Manufacturing Extension Program is winding down, but Professor Foster of the Virology Center is retiring and will need to be replaced. He noted that Chuck Schroeder of the Rural Futures Institute will also be retiring.

2.5 Issues on the Horizon

VC Boehm reported that he is now including the 18 Extension Issue Team leaders and the Extension center directors in his IANR leadership meetings. He noted that previously it was just the deans and department heads.

VC Boehm reported that we are getting close to matching the grant funds for the renovation of CY Thompson Library and he is hoping that the fundraising will be completed by August. He noted that once the funds have been raised the planning phase for the facility will be developed and the plan is to renovate the Library to create a common space similar to Love Library North.

VC Boehm noted that the 1% budget reduction for the university resulted in IANR having less to cut which meant that the Haskell Labs could remain open. He pointed out that the University will need to continue watching the state's budget situation, particularly if Senator Erdman's referendum gets on the ballot because it could have significant impact on the state's revenue.

3.0 Assistant Director Tetreault, LGBTQA Programs/Services

Assistant Director Tetreault reported that in 2002 a survey of students was done and the majority of LGBTQA students stated that the climate on campus was not very good. She pointed out that having the data from the survey made a difference with the administration because without it there is a lack of attention or believability of marginalized groups. She stated that in 2009 another survey was conducted and while it showed that there were some improvements, there were still issues for LGBTQA. She noted that the survey was updated, and they now have a significant amount of data, but not enough time to analyze all of it. She stated that there are some perceived improvements and progress has been made on campus. She stated that straight gender students either support LGBTQA students or they do not. She reported that LGBTQA students feel that they experience more bias, but those students who are open about their sexuality are more likely to speak up on issues while those students that are not open had the worst perception of the campus climate and indicate a greater urge to leave the university.

Assistant Director Tetreault stated that there are some resources on campus for students such as OASIS and the LGBTQA Resource Center which is the least resourced center on campus. She stated that the political climate in the country has impacted students, faculty, and staff and this year there have been several incidents on campus that have heightened tensions for everyone. She noted that the most recent incident involves the

Nebraska Union's plan for a contract with Chick-fil-A. She pointed out that the real issue that people do not understand is the strong anti-LGBTQA connection and political actions that the founders of Chick-fil-A have taken and how the actions of this company have strong, negative associations for some LGBTQA people. She stated that the process for determining what companies win bids at the University seems to be a closed process and those making the decisions do not consider talking to marginalized groups on campus who could be impacted by the decision.

Assistant Director Tetreault stated that the Chick-fil-A situation exemplifies some of the issues about diversity and inclusion on campus. She stated that a problem for the university is that there seems to be the lack of the ability to understand what it is like for different marginalized groups on campus. She pointed out that there is no visibility or educational programming that takes place that gets people to understand different perspectives and there is less of a willingness for people to talk to one another because the current political climate can make it difficult to navigate these discussions.

Adenwalla asked if Chick-fil-A has a history of discrimination in their hiring practice. Assistant Director Tetreault stated that MSE is the overarching corporation and when a student called them to find out what their non-discrimination policy is, the student was told that it is an internal policy. She stated that some of the franchises of Chick-fil-A may practice discrimination in hiring, but it is her understanding that Charlie Francis, Director of the Nebraska Union, asked about non-discrimination hiring practices when the bid was being considered. She noted that 21 states have their own religious freedom restoration acts which basically states that businesses can discriminate based on religious beliefs. Adenwalla asked if the discrimination is on the basis of sexual orientation or race. Assistant Director Tetreault stated that it could extend to anyone who is perceived of doing something that they have a moral objection to. Leiter pointed out that the religious freedom restoration act was designed to protect the rights of religious people and it is impossible for any business to discriminate on the basis of race, sex, or age. Assistant Director Tetreault stated that LGBTQA are not included in the non-discrimination category.

Adenwalla stated that it is likely that Chick-fil-A will be granted the contract and will be in the City Campus Union. She asked what faculty can do to help minimize the impacts for the LGBTQA community. Assistant Director Tetreault stated that speaking and showing visible support of the LGBTQA community would help. She stated that support is not just about boycotting a business, it's about people considering the impacts and speaking to marginalized groups that could be adversely affected by some of these decisions.

Lee reported that the university has a contracting process that is very business and economically driven and it could be difficult for the University to say that a company is not wanted because of their political practices. Assistant Director Tetreault stated that the University should consider whether a company's values align with the University's, and consideration should be given as to whether the company discriminates against anyone. Rudy pointed out that the Nebraska Union has to see which bid offers the best contract.

Assistant Director Tetreault stated that it would have helped if there had been a conversation with the marginalized group and the campus is now having to manage the impact of the decision. Belli questioned whether the university is an educational institution or a business and these kinds of decisions directly relate to the identity of the university.

Lee asked if the climate is more hospitable for LGBTQA students on City Campus than East Campus. Assistant Director Tetreault reported that there is more visibility of LGBTQA students on City Campus and East Campus has more of a small town feel and slower pace than City Campus.

Assistant Director Tetreault noted that many people have heard of safe spaces, but not many know what a brave space is and what an ally is for marginalized groups. She stated that her office is advocating for brave spaces. Rudy asked what the difference is between a safe space and a brave space. Assistant Director Tetreault stated that brave space is a community space where differing views are acknowledged and where people can engage in authentic dialogue through conscious questions and active listening. She stated that safe spaces can mean different things, but people typically see resource centers as a safe space and a place for people to go to where they have equitable access and everyone is treated with respect and dignity. She stated that she has been trying to get people to attend a workshop about brave space and recommended that people either can go to the LGBTQA Resource Center web page (<https://involved.unl.edu/lgbtqa>) or they can contact her at lgbtqa@unl.edu if they are interested or want more information.

4.0 Announcements

4.1 Town Hall Meeting

Purcell reported that she and Rudy attended Chancellor Green's Town Hall Meeting on Monday where there was discussion regarding the budget and the N150 Strategic Planning effort. She noted that the week of February 15, 2019 is going to be the week of celebration on campus for the 150th anniversary of the University.

Purcell stated that that EVC Plowman reported that six candidates have been identified for interviews for the Vice Chancellor for Diversity position. Other announcements were that we have a Carnegie Fellow and that there will be some changes in different leadership positions including Sue Gildersleeve of University Housing who is leaving UNL.

4.2 Meeting with UNL Faculty Representatives on Travel BRT

Purcell reported that President Bounds will be meeting with the UNL faculty representatives on the Travel BRT to discuss faculty concerns on proposed changes to the travel policy. She noted that our UNL Faculty Representatives on the Travel BRT have indicated that the use of Concur has now been postponed until October 1.

4.3 Expression of Appreciation

Purcell wanted to thank Joan Latta Konecky, University Libraries; Ron Lee, Communication Studies; and Dave Woodman, School of Biological Sciences for their help and service on the Executive Committee.

5.0 Approval of April 10, 2018 Minutes

Latta Konecky moved for approval of the revised minutes. Motion seconded by Peterson. Adenwalla stated that she had concerns with revisions made by EVC Plowman and questioned who the minutes belonged to, the Executive Committee or the administration. Peterson pointed out that at the top of each set of minutes is a statement that says that the minutes are not verbatim and are a summary of the discussion. He stated that he thinks the administrators should be allowed to modify their statements, and noted that the changes did not violate the conversations as it occurred. Adenwalla disagreed. Griffin pointed out that while she does her best to try to write the minutes according to what has been discussed, she prefers to have the administrators review and modify what they say if they feel it is needed. She noted that anyone attending a meeting may reflect afterwards what they said and may feel that they did not correctly communicate what they wanted to say or that they may have found out that information they provided is not accurate. She stated that it is important for the Executive Committee and the administrators to work together and restricting the administrators' ability to edit their statements may make them less willing to share information with the Committee in the future.

The minutes were approved by the Executive Committee, with one vote against, and two abstentions.

6.0 Unfinished Business

6.1 Questions for Dean of Engineering Candidates

The Executive Committee reviewed and revised questions for the Dean of Engineering candidates.

7.0 New Business

7.1 Executive Committee Report

The Executive Committee reviewed and revised the 2017-18 report which will be presented to the Faculty Senate at the April 24 meeting.

The meeting was adjourned at 4:43 p.m. The next meeting of the Executive Committee will be on Tuesday, April 24, 2018 immediately following the Faculty Senate meeting. The meeting will be held in the East Campus Union, Great Plains Room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Latta Konecky, Secretary.