

## EXECUTIVE COMMITTEE MINUTES

**Present:** Adenwalla, Belli, Dawes, Fech, Hanrahan, Leiter, Peterson, Purcell, Renaud, Rudy, Vakilzadian

**Absent:** Buan, Franco Cruz

**Date:** Tuesday, July 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.

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### 1.0 Call (*Rudy*)

Rudy called the meeting to order at 2:32 p.m.

### 2.0 Chancellor Green/EVC Plowman/VC Boehm

#### 2.1 Enrollment Projections

EVC Plowman stated that current projections indicate that enrollment should be up slightly this year and efforts are being made to contact students over the summer to ensure they are returning. Chancellor Green reported that currently we are hoping numbers hold so we see an increase of a few hundred new students which currently is against the odds for the majority of universities across the country.

#### 2.2 Budget Projections

Chancellor Green stated that it is difficult to predict what will happen with the budget and what the political landscape will look like in the fall which could have impacts for the University's budget. He pointed out that there has now been a two-year pattern of the Governor reopening the State's budget mid-year which has resulted in the University receiving a mid-year rescission. He noted that the Forecasting Board's predictions are up which is a positive sign. Adenwalla asked if the Governor and other legislators have been asked if they value higher education. Chancellor Green assured Adenwalla that this has been thoroughly discussed both with the Governor and legislators.

Vakilzadian asked how we can convince the public that the university is needed.

Chancellor Green stated that he does not know how much more we can do because we are already doing so much to inform the citizens about the importance and impact the University has for the State. He noted that he will be visiting over 20 communities between now and the end of August to talk about the University and its positive impact for the State and VC Boehm is currently doing the same in communities in northeastern and central Nebraska. EVC Plowman reported that the University is planning a communication strategy across the state to remind people of how the University has impacted the lives of Nebraskans.

Chancellor Green noted that state funds represent approximately \$250 million of UNL's \$1.3 billion budget and pointed out that the other categories of revenue, research funding and tuition, contribute more to our budget. He stated that this point to why our enrollment growth is so important for us and why we need to carefully plan our growth.

### **2.3 What are the two most important things you want to accomplish in the next academic year?**

EVC Plowman reported that for her one critical goal is to fill the three open deanship positions. She reported that the search consultant firm, Korn Ferry has been hired for the Dean of Arts & Sciences, and the Dean of Education and Human Sciences searches and these will be national searches. She stated that she wants to have the search committees for the Arts & Sciences Dean and the Education and Human Sciences Dean appointed the week before the semester begins, if possible. She asked that anyone with suggestions for search committee members to contact her. Once a list for each search committee is drafted she will send to the Faculty Senate Executive Committee for approval. She noted that she would like to have a diverse search committee, but prefers to keep the number of members to about 12-15. She stated that the search for the Dean of the Libraries will start in the spring semester.

Adenwalla stated that she has worked on several search committees recently and she found the pool of candidates identified by the consultants to be weak in diversity. EVC Plowman stated that consideration in selecting a search consultant is given to consultants who have recently worked on deans' searches in Arts & Sciences and Education and Human Sciences because they are familiar with the market.

EVC Plowman stated that her other goal is to get the Vice Chancellor for Diversity & Inclusion hired. She reported that the search is active, and the goal is to have candidates in for interviews in late September. She noted that she launched the Diversity Advocacy Workgroups and approximately 300 people attended a retreat and three workgroups have now been established. She reported that Professor Gwendolyn Combs, Management, has been hired part-time to be Director of Faculty Diversity.

EVC Plowman stated that the N150 Commission is also a priority goal and a lot of good work is going on with it.

VC Boehm stated that one of his goals is to continue the transformation of the leadership team in IANR. He noted that there are a number of leadership positions that need to be filled, and the CASNR Dean's search needs to start soon and will be a national search.

VC Boehm reported that another one of his goals is to continue to align the talents of people across the Institute. He stated that he is thinking less of the structure of IANR and focusing more about the gifts that each person brings and how these gifts can be aligned to let these individuals succeed which in turn will help the State succeed.

VC Boehm stated that his third goal is to develop more public/private partnerships. He noted that the Nebraska Department of Economic Development and the University have

led to some good partnerships, such as with Costco. He stated that faculty members work with these partnerships, and there is the potential for us to have some real positive impacts for the faculty members, the university, and also the State. He stated that partnerships allow us to position ourselves in a national spotlight which can lead to more research funding.

Chancellor Green stated that a high priority for him the remainder of the calendar year is to visit all of the academic colleges, student affairs, business, and auxiliary units across campus to engage all of our faculty and staff moving into the 2019 150<sup>th</sup> anniversary year the campus on moving forward. He noted that the State of the University address will be moved to January to coincide more closely with the 150<sup>th</sup> anniversary of the University. He stated that in September the service awards will be highlighted and employees, retirees, and faculty members will be honored at this event which will emphasize the people of UNL.

Chancellor Green stated that fundraising for the Engineering Complex is a high priority and \$85 million will need to be raised in addition to the \$70 million of existing state funds available for the project from LB957. He reported that the Mabel Lee Hall construction is not far off and together with the renovations that will take place with the Engineering Complex this sector of the campus will be under heavy construction for the next several years. He stated that fundraising for a new music building will be a priority in the near future.

#### **2.4 What is the Political Action Committee for the University, and what is its relationship to us?**

Hanrahan noted that there is concern that the Political Action Committee for the University represents a conflict of interest. Chancellor Green pointed out that this is an organically formed, private group called One Nebraska that raises its own funding to advocate on behalf of the University. He noted that Mike Flood is one of the leaders of the group and there are other business leaders involved. He stated that the group supports political candidates that understand the value of higher education and the need to fix some of the issues that the State is facing. He pointed out that the organization is totally separate from the University.

#### **2.5 Are there any plans to move us forward to get us off the AAUP censure list?**

Chancellor Green stated that it is a little too soon to respond to AAUP's censure. He noted that there has been interesting dialogue about it from both sides of the issue.

Rudy asked if there has been any dialogue with President Bounds and the Board of Regents. Chancellor Green stated that they preferred that the censure didn't happen, but they are completely supportive of the administrative actions taken by UNL which have been misrepresented and disagreed with by AAUP.

#### **2.6 Thoughts on UNL issuing an open invitation to all candidates running for state legislature, governor, and Board of Regents to speak in a recurring open forum to student, staff, and faculty this fall at which the candidates**

**would address the question of what their vision is for the University of Nebraska within our state, our country, and the world.**

Hanrahan suggested that there be open forums where candidates running for political offices come to speak about their vision for the University locally, nationally, and internationally. He noted that there could also be voter registration and absentee registration conducted at the forum.

Chancellor Green stated that it would be better if students would be interested in doing this, and it would be great for various student organizations to work together on it. He pointed out that it would not get the faculty and administration directly involved politically which would avoid any conflict of interest. Fech noted that ASUN has sponsored an event like this in the past.

## **2.7 Service Delivery Initiative**

EVC Plowman reported that the Office of Business & Finance and the EVC Office are collaborating in hiring a consulting firm to see if there are ways we can organize more efficiently with Human Resources and Business/Finance processes. She noted that any efficiencies in administrative processes would positively impact funding for academic programs. She pointed out that some smaller colleges have some difficulties with the administrative processes because they are not done frequently so we need to find ways to get expertise to these units. She stated that it will probably be a year before we get recommendations from the consultants.

Rudy asked if this effort is meant to be a budget reduction. EVC Plowman stated that it has nothing to do with the NU BRT process and is an effort to re-engineer the process across the campus to gain efficiencies. She stated that some of the processes might need to go back to the Business & Finance Office which had decentralized some of these processes in the past.

EVC Plowman stated that in conjunction with the efforts to make things more efficient we need to see if some positions could be revised which could then provide a career path for staff members. She pointed out that we have a high turnover of staff people, in part because there is currently no real career path for many of them, and providing staff members with a career path could help us retain more of these employees.

Vakilzadian reported that he recently spoke with a staff member in the Registrar's Office who is losing his job due to the budget efficiencies. He pointed out that we need to make sure we have people with expertise in this, and other offices, that can provide helpful information.

## **2.8 Issues on the Horizon**

Chancellor Green noted that a recent count of all of the leadership positions that have been replaced since 2016 showed that we have been successful in a relatively short period of time in transitioning a major portion of the University's leadership team and that but that we have hired very good people. However, there are still three critical dean positions that need to be filled. He stated that there will be a concerted effort to hire excellent

people for these positions. He pointed out that once these three dean positions are filled, we will have essentially turned over the upper leadership on campus within three years, really quite a remarkable feat with which he is highly pleased.

### **3.0 Announcements**

#### **3.1 Report on Board of Regents Meeting**

Rudy reported that a representative from Blue Cross/Blue Shield spoke and questioned the \$12 million savings that United Health Care claims it can save the University. The rep also said that the committee that reviewed the RFP stated that there were complaints about BC/BS service, but the company was not aware of any of these complaints.

Rudy noted that President Bounds reported that the RFP committee unanimously recommended the change in our health care carrier. He reported that after the vote was taken it was revealed that an RFP for the university's health care provider had not gone out in 21 years, and our insurance rates were set by the actuaries from BC/BS during this time.

Rudy reported that student fees will increase this year to directly support mental health issues for students.

Rudy stated that the University's proposed budget will remain flat for the 2018-19 year. He stated that at the meeting the Board of Regents gave President Bounds permission to raise tuition mid-year (in January) if the University should be hit with another mid-year rescission. He reported that President Bounds is going to ask the state to commit funds for student financial aid that would be earmarked and could not be subject to a rescission.

Rudy noted that the Board also approved the budget for the renovation of the loop parking area which is currently under construction. He pointed out that the original bid on the construction was significantly over budget, and now the renovations will not be as extensive as originally planned.

### **4.0 Approval of June 26, 2018 Minutes**

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

### **5.0 Unfinished Business**

#### **5.1 Faculty Member Needed for Travel BRT**

Rudy stated that it was suggested to him to replace Professor Duplissis, who is leaving the University, on the travel BRT with a female professor. The Committee felt Rudy should contact the faculty member originally identified by the Committee because of his extensive experience with national and international traveling.

#### **5.2 Ad Hoc Committee to Review Policies and Procedures in Place and Executed Following the Suspension of Courtney Lawton**

Rudy reported that he will be contacting potential members for the committee as suggested by the Executive Committee. Belli asked that the responsibilities of the

committee include an assessment of whether Lawton was dismissed as alleged by the AAUP.

## **6.0 New Business**

### **6.1 Agenda Items for Assistant VC Currin Regarding Changes with Health Insurance Carrier**

The Executive Committee identified the following agenda items for its upcoming meeting with VC Currin:

- How similar is the contract to our existing contract with BC/BS?
- To what extent did we craft a custom contract?
- Is the new contract a polished up version of the Nebraska Medicine policy?
- What was BC/BS's administrative cost?
- Why was the announcement made through BRT rather than the campus Benefits' office?
- Will quality care still be provided? What did the review of customer service entail?
- Was the RFP reviewed by faculty members who have serious health concerns, or have dependents with serious health concerns?
- How will the plan impact retirees?
- Is the mental health coverage comparable to what we have now?
- What is the plan for transitioning between BC/BS and United Health, particularly if someone has a medical emergency immediately before the change in carriers?
- Will the dental plan and medical plan interface well?

### **6.2 Faculty Member Needed for Search Committee**

Rudy stated that a faculty member is needed to serve on the search committee for a co-director of Nebraska's Center for Instructional Innovation. He said that if anyone is interested they should contact either himself or Associate to the Chancellor Tami Strickman.

The meeting was adjourned at 4:23 p.m. The next meeting of the Executive Committee will be on Tuesday, July 24, 2018 at 2:30 pm. The meeting will be held in 203 Alexander Building. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.