

EXECUTIVE COMMITTEE MINUTES

Present: **Adenwalla, Belli, Buan, Franco Cruz, Dawes, Fech, Leiter, Peterson, Purcell, Renaud, Rudy, Vakilzadian**

Absent: **Hanrahan**

Date: **Tuesday, May 15, 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 (*Rudy*)

Rudy called the meeting to order at 2:30 p.m.

2.0 Announcements

2.1 Change in Health Care Insurance Providers

Belli asked if anyone else was aware that the University is planning to change the health care provider to UMR, a United Health Care company. He noted that there is concern among some psychology faculty members about whether the change will affect compensation for faculty and whether there will be changes in the mental health coverage of our plan. Adenwalla asked if the health care coverage will be different from the Blue Cross/Blue Shield plan that we have now. Belli stated that details are still being worked out and no comparison of the plans is available yet. Purcell stated that an Extension Educator contacted her with concerns that UMR raises their rates more than Blue Cross/Blue Shield.

Buan reported that the Chancellor's Commission on the Status of Women (CCSW) has met with Assistant VC Bruce Currin and Director of Benefits & Risk Management Gayle Schanou and discussed a long list of questions with them regarding the change. She noted that the Commission was told that the proposed changes were in the RFP negotiating phase and was assured that there was a wide representative committee that is reviewing the proposal, although the name of members of the committee were not provided. She stated that Currin and Schanou assured the CCSW that many of the health issues were being covered, although infertility care was not under consideration. She pointed out that graduate students in particular could really be affected by the change. She noted that students currently have separate health care coverage and questioned whether our premiums would drop if graduate students were included. She pointed out that the university is self-insured and the graduate students' insurance contributions are 50% of what the faculty/staff contribute from their individual salaries.

Purcell wondered if health savings accounts were discussed. She noted that the Faculty Compensation Advisory Committee recommended the university pursue this option for faculty/staff.

Belli pointed out that the information provided by Senior Associate to the President Marjorie Kostelnik on the BRT process pertaining to the university health coverage was not noticeable enough for people to raise concerns, and he stated that the issue now is whether the faculty can still provide input on the proposed change.

The Executive Committee agreed to invite Assistant Vice Chancellor Currin to a meeting to discuss the issue and concerns of the faculty.

2.2 Meeting with President Bounds, Senior Associate to the President Kostelnik, and Associate Vice Chancellor for Business Development Rodney Markin

Rudy reported that he and Purcell, along with Professors Tim Gay, Jack Beard, and Jay Jenkins, recently met with President Bounds, Sr. Assoc. Kostelnik, and Associate VC for Business Development Rodney Markin to discuss faculty concerns regarding changes to travel policies. He noted that the administrators pointed out that they would rather cut the mileage reimbursement rate than faculty positions, and if the BRT savings are not realized, the campuses would have to absorb the cuts which means that academic programs could be cut. Renaud asked if faculty members can take the additional cost they incur because of the change to the mileage imbursement and claim these costs on their taxes. Purcell stated that this is what the university thinks can be done, but it is not applicable for all the employees affected by the policy change.

Rudy noted that the administrators thanked the faculty members for raising the issues and for providing documentation, but they believe that it was more important to keep academic programs and faculty members, and in order to do this the identified savings from the BRTs will need to occur. Purcell stated that she told the administrators that the total amount of money that 78 Extension Educators have personally donated to the university because of the decreased mileage reimbursement rate has already totaled over \$30,000. She noted that Sr. Assoc. Kostelnik asked her to continue keeping track of the amount of money that Extension Educators have lost due to the change in the reimbursement policy.

Buan suggested that consideration should be given into expanding certificate programs. She said that Extension faculty members could use their work to create certificate programs which could be a way to generate more income.

2.3 Update on Desktop Printing BRT Proposal

Buan reported that the Information Technologies and Services Committee had anticipated meeting with Maggie Witt, Director of Procurement Services to address concerns about removing desktop printers in order to save university funds, but the issue has been sent back up to Senior Associate to the President Kostelnik and is now being reconsidered.

3.0 Approval of May 1, 2018 Minutes

Adenwalla moved for approval of the minutes. Motion seconded by Belli and approved by the Executive Committee. There was one abstention.

4.0 Unfinished Business

No unfinished business was discussed.

5.0 New Business

5.1 Report on Faculty Compensation Advisory Committee Meeting

Purcell reported that the FCAC met on May 2 to review the salary options given to the Committee by Chancellor Green and the Committee voted to recommend that salary increases of 1.75% should be given beginning July 1. She stated that the other options were to give less than 1.75% on July 1, or to give the 1.75% in January. She pointed out that the FCAC only can make recommendations to the Chancellor, but the Committee reminded the Chancellor that faculty salaries at UNL are lagging behind their peers. She reported that the Committee also recommended that the Chancellor try to close salary gaps by providing salary increases in July and January for the next three years.

Franco Cruz noted that comparison of assistant professor salaries with our peer institutions shows that there is not that big a difference in salaries. He pointed out that it is when you look at higher positions that significant differences in salaries between us and our peers are evident. He asked if increasing promotion amounts might be a suggestion for the administration to consider to close the gaps. Peterson noted that the promotion increases comes out of the overall salary pool, and the Chancellor and Vice Chancellors have some salary pool funds that could be used to make salary adjustments. Purcell stated that the FCAC suggested that the dollars set aside for salary compression should be used to adjust salaries for associate and full professors.

Purcell reported that the FCAC will look at cost of living data when it meets again. Also, UNL lecturers and Professors of Practice data will be separated and reviewed. She stated that the Committee plans on meeting four times year.

Purcell stated that the FCAC also voted unanimously to support Health Savings Accounts for the university, increasing tuition remission benefits for faculty members, and agreed to keep an eye on the vacation benefit and the administration's proposal to lower the cap on accumulated vacation time. She stated that the FCAC also discussed providing information for women on how they can ask for salary increases.

Adenwalla stated that she would like to see data on administrative salaries and their cost. She stated that there seems to be a spike in administrative salaries and the number of administrators. Purcell stated that the Chancellor has said that UNL administrators will not receive a salary increase, however, it is not clear whether the administrators in Central Administration will forego a salary increase.

5.2 Report on Interviews for Assistant Vice Chancellor and Dean of Graduate Education

The Executive Committee reviewed their interviews with the two candidates for the Assistant Vice Chancellor and Dean of Graduate Education and discussed the pros and cons of both candidates.

5.3 Honors Program Retreat Report

Rudy reported that he and Peterson attended the Honors Program Retreat and learned that the Honors Program will have a more integrated curriculum, including travel and experiential learning, and Honors contracting is being reviewed. He stated that the idea is to have mentoring occur earlier in the program and a mentorship program will be created.

Peterson stated that the afternoon of the retreat was spent to gather ideas and suggestions were made to change the way the program functions. He noted that different innovations are being considered to make the Honors Program a real honors experience.

Peterson stated that one of the problems of the current Honors Program is that it can recruit students, but there is difficulty retaining students in the program. Rudy noted that there was discussion about having an honors dorm, although Rudy pointed out that this does not mean the Neihardt dorm will be eliminated.

Griffin pointed out that the director of the Honors Program, Dr. Patrice McMahon, will speak to the Senate at its September 4th meeting.

5.4 N150 Retreat Report

Rudy reported that the N150 Steering Committee met twice last week and drafted a new mission statement for the campus which will be coming out soon. He stated that the subcommittees also met and presented the work they have done up to this point which included identifying values pertaining to their particular subcommittee. He reported that the Steering Committee worked to determine which of the subcommittee values will be added to the group value that UNL will subscribe to in its strategic plan.

Adenwalla asked if Rudy liked the way the Commission was being run. Rudy pointed out that the facilitators, consultants from Academic Leadership Associates, are very good and are skilled at listening to people. He stated that there is enough diversity and perspective on the steering committee which allows many different voices to be heard. Adenwalla asked if the Steering Committee was administered from the top down. Rudy stated that it is the facilitators who really control the direction of the Committee and there are break-out groups where work is done in small groups.

Belli asked if there are plans for additional faculty involvement and whether there will be outreach to the faculty to come to the meetings. Rudy pointed out that the facilitators met with various groups on campus and there have been open listening sessions held at the Wick Alumni Center. He stated that the one campus group that seems to be missing in the discussions is the graduate students. Belli asked if there are plans to have round table sessions with the faculty. Rudy stated that more feedback will be gathered in the fall. Purcell pointed out that some of the listening sessions need to occur on East Campus.

5.5 Graduation Incident at University of Florida and How We Can Be Proactive

Rudy noted that at the recent graduation at the University of Florida a member of the Marshal Corps forcibly removed and prevented some students from dancing or posing

when they went up to receive their diploma. He stated that since many of the students were African American it was viewed as a racial incident. He pointed out that for some African American fraternities it is a tradition to do a celebratory dance on such occasions and said that this sometimes happens here. He questioned whether we need to be proactive here. Belli suggested that this is an issue for the Commencement Committee to consider.

5.6 Reaction to AAUP Report

Rudy stated that he received a copy of the report and appreciates that Professor Schleck has spoken with him to address some comments that have been made in regards to the AAUP report. He noted that it is basically a fact finding report which will go first to a committee at AAUP to be reviewed, and based on the committee's recommendations, it could go to the full AAUP Senate. He reported that there are three findings at the end of the report with the most critical finding being that Professor Lawton was denied due process in her dismissal. Peterson and Griffin pointed out that Professor Lawton was not dismissed, rather she had a reapportionment of her duties, and under Regents Bylaw 4.3, she could have asked for a college committee of "elected faculty members who shall decide whether the apportionment of the faculty member's responsibilities shall be changed, and if so, in what manner" to review her change in responsibilities. Belli noted that the AAUP considers Professor Lawton being removed from teaching as a dismissal of her duties, not a reapportionment.

Peterson stated that Professor Lawton never filed a grievance complaint or an Academic Freedom and Tenure-A complaint with the Academic Rights & Responsibilities Committee and since her contract with the university has now expired she will not be able to file a complaint. He noted that both he and Professor Moeller, co-chairs of the ARRC, spoke with Professor Lawton in the fall semester to provide her information about the ARRC and to let her know what procedures she would have to follow to file a complaint.

Adenwalla pointed out that having UNL censured by AAUP would be very detrimental to the campus and would impact our ability to recruit future faculty members. She stated that she believes the Executive Committee should make a statement to the Chancellor stating that our reputation is at stake and that consideration should be given as to how we can avoid being censured.

The Executive Committee agreed to discuss the issue with Chancellor Green.

5.7 Discontinuance of Email Service

Rudy noted that his access to university email was discontinued at the end of the spring semester, but this has since been corrected. He reported that approximately 40 individuals across the university lost access even though they are on contracts for an extended period of time. He stated that there is a field in the SAP system that the human resource person in the college needs to code in order to allow the employee to continue having access to the university computer programs. He pointed out that this procedure was put into place a couple of years ago, but is still being overlooked in some colleges.

Buan stated that the university does want the ability to shut off access to the university computing system quickly when an individual leaves because of security issues. Rudy stated that it appears that there needs to be better communication with the human resource people to make them aware of the field to extend the access to those on an extended contract.

5.7 Status of Computer Science & Engineering Department

Belli asked for an update on what the plans are for the CSE department. Adenwalla pointed out that three faculty members in the department are leaving the university because of the uncertainty of what will happen with the department. The Executive Committee agreed to ask EVC Plowman for an update on what is happening with the department.

The meeting was adjourned at 4:29 p.m. The next meeting of the Executive Committee will be on Tuesday, May 29, 2018 at 2:30 pm. The meeting will be held in 201 Canfield Administration. The minutes are respectfully submitted by Karen Griffin, Coordinator and Lorna Dawes, Secretary.