

EXECUTIVE COMMITTEE MINUTES

Present: Baesu, Billesbach, Buan, Eklund, Gay, Herstein, Kolbe, Krehbiel, Minter, Weissling, Woodman, Zuckerman

Absent: Bearnese

Date: Tuesday, November 9, 2021

Location: 201 Canfield Administration 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 (*Kolbe*)

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

2.0 VC Boehm/EVC Spiller

2.1 Annual Faculty Compensation Review Process

EVC Spiller reported that last March a memo was sent to the deans establishing an Annual Faculty Compensation Review process, under which each dean's office would be responsible for undertaking annual reviews of both internal equity for all regular faculty as well as national benchmarking for all tenure line faculty members. This process will be integrated into the annual FCAC process and is being implemented this year.

EVC Spiller noted that, since March, we have moved forward with two major compensation initiatives, one for Lecturers that arose out of the CAS workgroup report, and the other for tenure line faculty under the National Competitiveness initiative. EVC Spiller noted that these initiatives helped address longstanding compensation concerns across the campus, and she thanked Professor Woodman for raising the question about compensation for faculty who were not eligible to be considered for either of these initiatives.

In response to this need, she reported that an accelerated campus-wide process has been put in place that will provide deans with bridge funding over the next three years to help provide salary increases to non-tenure track faculty on renewable appointments at or above .5 FTE in ranks other than the lecturer rank. She stated that, while such adjustments were already within the scope of the Annual Faculty Compensation Review process, her hope was that this additional funding would enable the deans to move forward with implementation of changes more quickly than might otherwise be possible. Billesbach asked if there are any assurances that these faculty members would not have their FTE changed to .49 if the funds become limited. EVC Spiller stated that November 1 is the point in time that deans will need to use when forming their recommendations.

2.2 Thoughts on a Minimum Service Apportionment for IANR Faculty and Extension Educators

VC Boehm reported that he spoke with Interim Extension Dean Varner and Associate Dean Lodl about service apportionments for Extension Educators and he was informed that depending on when someone was hired, they could have a 2 or 3% service apportionment and learned that with new hires the service apportionment will be rolled into the new position descriptions. He noted that Extension Educators are deployed across Nebraska and his understanding is that 80% of their efforts are spent in their focus area and the other 20% is to be spent working as a team member serving the community and county of their Engagement Zone. He noted that the question is how will existing apportionments be viewed and used in annual performance and evaluation.

VC Boehm stated that IANR is in the middle of a process with AVC Walker looking at adjustments of apportionments for tenure line faculty to see what the range of norms are for these faculty members. He reported that he has asked Director of Analytics for IANR Jennifer Muller to review the service data for faculty members in IANR and he could report on these findings at an upcoming meeting. Kolbe stated that he has been discussing the issue with EVC Spiller and they have discussed the relationship between departments and the load difference with service apportionments. VC Boehm suggested considering assignments rather than load and we need to define what the expectation is around service and whether service is going to be used in annual evaluations. Kolbe stated that the idea is to provide everyone with the opportunity to be involved in shared governance through service, but some faculty members might feel that without a service apportionment they may not be allowed to do service work.

Billesbach asked how the new Extension hires will know what is expected of them and at what level they can contribute if they do not have a service apportionment. VC Boehm pointed out that IANR still needs to continue looking at this issue. He noted that Extension Educators have 20% engagement in local activities, outreach, and serve on county boards. He reported that he wants to see how they would handle shared governance work and how it fits within the annual performance evaluation of Extension Educators. He pointed out that Extension went through a radical reorganization in recent years and previously there were only five districts, and the director of the district was responsible for evaluating each of the Extension personnel in their district. He noted that now there are 11 Engagement Zones, and the Coordinator of a Zone is involved in the performance evaluations.

Buan pointed out that service is needed in order for us to reach our institutional objectives and when there are low expectations for service those involved in service work are often not respected by some colleagues. She stated that with the IChange initiative focus groups it became apparent that appreciating and rewarding high quality service is essential to recruiting, retaining, and promoting women, minority, and underrepresented colleagues. She stated that we need to find a better way to recognize the service work that faculty members do which could help retain people.

2.3 Mileage Reimbursement Rates – Any Movement on Improving the Rates?

VC Boehm suggested that the Executive Committee should consult with the Chancellor about this issue when the Committee next meets with him. He noted that the Chancellor

had indicated in a previous Executive Committee meeting that he might be open to entertaining a nuanced way of slowly moving back to the federal rate. As a result, VC Boehm asked the Interim Dean of Extension and AVC Bassford to conduct an analysis of Extension Educators who are engaged with the community but who live and work far from Lincoln because these people do not have access to the University's rental vehicles which means they have to use their personal vehicle to do their work. He stated that he is working on a proposal recommending a targeted mileage reimbursement rate equal to the federal rate for Extension Educators, Assistants, and Associates. He noted that he hopes to have the proposal to the Chancellor in two or three weeks.

Billesbach pointed out that as a Research faculty member his work is completely funded through a federal contract and this past summer, he put almost 5,000 miles on his personal truck in order to get to his research projects in Oklahoma. He noted that his federal sponsors cannot believe that the university will not reimburse him at the federal rate since his research is not being funded through state funds but through federal funds which they are willing to financially support.

2.4 How can UNL advocate for NUIITS to serve the needs of the faculty and staff? Slow computer networks are negatively impacting faculty productivity.

Kolbe stated that the Executive Committee is hearing, and experiencing, more IT issues across the campus and the Committee wants to consult with the administration on how we might better advocate for NUIITS to serve the needs of the faculty. He pointed out that the latest infrastructure updates have in fact slowed things down for some faculty and noted that a lot of IT decisions seem to be made without input from the people who are affected the most be the changes, and this can impact the academic and research missions of the institution. Buan noted that with the network upgrade connection speeds dropped and she knows that the faculty on the Senate's Information and Technology Services Committee have felt that they have not been consulted before the change occurred. She pointed out that faculty are facing issues with classroom computers but the support for the computers is not there. Weissling reported that she has had many students complaining about connectivity issues.

Kolbe stated that the Executive Committee is planning to meet with CIO Tuttle to discuss the concerns. EVC Spiller stated that it is good that the Executive Committee will be meeting with CIO Tuttle. She suggested that the Committee might want to talk collectively with the other campuses to get a better understanding of shared experiences and needs. She noted that ITS has been concerned with security issues and it is such a priority concern that other issues such as accessibility and availability may not be as high of a priority.

VC Boehm reported that prior to the Budget Reduction Taskforces (BRT) the Chancellors had been discussing ways to look at IT efficiencies while still providing a high-quality service, but the BRT efforts eliminated the discussions. He noted that IANR previously had individual IT people but when the OneIT model was created the Institute transferred 9 FTEs to the system. He stated that the transfer amounted to \$1 million of

personnel that IANR no longer was in charge of and noted that if there are any entities at UNL that retained their own IT personnel that entity would have to cover the expense. He noted that the cyber security and intrusion issues coupled with the pandemic has definitely inserted a great deal of tension in our IT system. Woodman reported that when the routers were recently changed from Cisco to HP the problems with eduroam began and various departments were having problems with the new routers. He stated that IT staffing has decreased significantly causing a considerable loss of support. Billesbach questioned how we can be a first rate R1 institution if we don't commit to providing good computing services and support.

2.5 Have the issues with Graduate Faculty Status been resolved?

EVC Spiller stated that Dean Hope reported that there is a consensus of interest across all of the campuses to work to modify current policies around Graduate Faculty Status and noted that the Graduate Deans from each of the four campuses met with Vice Provost Jackson and Provost Gold at the beginning of October to discuss a proposal. She noted that the CAOs are looking forward to receiving this proposal when it is available. She also relayed Dean Hope's assurance that once the proposal is at the stage where it can be shared for feedback it will be given to the Associate Deans, the Senate Executive Committee, and others for review before ultimately going to a vote of all graduate faculty across the university system.

2.6 The NU Collaboration Initiative is wholly focused on medicine and defense research which seems to be at odds with the comprehensive land grant mission of education. Your thoughts on this?

VC Boehm stated that the preamble of the Initiative clearly states that the effort is open to any and all disciplines and noted that it also states that there is a sub-group with interest in medical or defense related ideas and collaborations. He stated that he would forward to the Executive Committee the request for applications which was sent out to the faculty. He reported that Vice Provost Jackson stated that he would be willing to visit with anyone that was interested in obtaining more information about the initiative.

3.0 Announcements

3.1 Random Mitigation Testing for COVID-19

Kolbe reported that the university will be returning to random mitigation testing beginning on November 14 for those in the UNL community that have not registered with the university's vaccine registry. He stated that those who receive an email notifying them to schedule a test must do so between Sunday-Wednesday of the following week. He noted that the Safer Community app will show in the "Next Steps" section when these people will need to be tested. Testing will be available at the Nebraska Union and Nebraska East Union from 10:00 – 4:00 Monday through Thursday, and 8:00 – 11:00 on Fridays. Testing will also be available by East Memorial Stadium (drive-up testing) from 6:00 a.m. to 6:00 p.m. Wednesdays, and 2:00-5:00 p.m. on Sundays. All other testing locations will be closed.

Kolbe stated that the university will offer limited testing during holiday breaks in November and December. These hours are:

- November 24 – 8:00 to 11:00 a.m., Nebraska Union and Nebraska East Union; and 6 – 11 a.m. at East Memorial Stadium.
- November 25-27 – all testing will be closed
- November 28 – normal schedule resumes
- December 23 – 8 to 11 a.m., Nebraska Union and Nebraska East Union
- December 24 to Jan. 1 – all testing closed

He noted that if there is a concentration of cases on campus or within the community, the university may return to a broader testing strategy.

Minter asked if people need to register that they have received the booster shot. Kolbe stated that this was not required and reported that the university is strongly recommending that people get a booster shot for the health and safety of everyone. He noted that currently there are not any additional clinics for the booster shot as the Lincoln/Lancaster County Health Department is focusing on providing vaccines for children from 5-11 years old.

4.0 Approval of November 2, 2021 Minutes

Kolbe asked if there were any revisions to the minutes. Hearing none he asked for a motion to approve the minutes. Gay moved and Minter seconded approval of the minutes. The Executive Committee approved the minutes.

5.0 Unfinished Business

5.1 Draft Proposal on Incentivizing Service on the Faculty Senate Executive Committee

Kolbe noted that some of the Executive Committee members felt that the proposal was seeking too much in compensation. Woodman questioned whether there is any committee equivalent to the Executive Committee that would prompt a similar proposal. He noted that providing a course release every semester for thirteen Executive Committee members would require a large number of course releases. He stated that the heaviest workload is for the President and this individual is the one that needs a course release each semester to handle all of the responsibilities of the President.

Gay pointed out that the idea of the incentivization proposal is to provide either a small stipend or course release for the members of the Executive Committee and the intent is not to present a costly proposal. Kolbe stated that he did not think the President's support needs to be changed, but he did think that the President-Elect and Past President should be provided with some form of compensation.

The Committee agreed to discuss the proposal further.

6.0 New Business

6.1 Proposed Change to Apportionment Rules for Lecturers

The Executive Committee reviewed a proposal to change the apportionment rules for Lecturers to allow them to have a service apportionment and to have the service work counted in annual evaluations. Minter noted that the proposal calls for a 5% service

apportionment and this would enable Lecturers to have a voice in shared governance. However, it needs to be ensured that a 5% service apportionment is used strictly for service and that a department cannot be used strictly for service and that a department cannot use it to increase the teaching load on a Lecturer.

Kolbe stated that he would notify AVC Walker of the Executive Committee's general approval of the proposal but would point out the concern raised by Minter.

6.2 Questions for EVC Candidates

Agenda item postponed until the next meeting.

6.3 Academic Rights & Responsibilities Case

The Executive Committee went into a closed session to discuss the Chancellor's response to a recent ARRC case.

The meeting was adjourned at 5:03 p.m. The next meeting of the Executive Committee will be on Tuesday, November 16, 2021 at 2:30 pm. The meeting will be held in the Nebraska Union, Chimney Rock room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Kelli Herstein, Secretary.