

EXECUTIVE COMMITTEE MINUTES

Present: Bearnes, Boudreau, Eklund, Kolbe, Kopocis, Krehbiel, Latta Konecky, Minter, Paul, Weissling

Absent: Bearnes, Lott, Krehbiel, Zuckerman

Date: Tuesday, November 15, 2022

Location: Nebraska Union, Big Ten Conference Room

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 (*Minter*)

Minter called the meeting to order at 2:31 p.m.

2.0 EVC Ankerson

2.1 Research Data Initiative (Dean Claire Stewart)

Dean Stewart reported that EVC Ankerson, VC Wilhelm (ORED), and the University Libraries have convened a taskforce to research, plan, and author a comprehensive research data strategy for UNL. She stated that the proposed work of the taskforce is to broadly engage researchers, faculty, graduate students, and undergraduate students, so they understand and contribute to planning around the type of infrastructure, both people and technology, that is available to both manage and share their research data. She noted that preliminary work began in 2020 when the Libraries, ITS, and ORED conducted listening sessions with researchers in an effort to see what challenges they were encountering. She stated that the information that was gathered influenced the thinking behind the creation of the taskforce and noted that research data is actually an issue for faculty across the university and in all disciplines.

Dean Stewart stated that membership of the Taskforce is broad and includes administrators, faculty members, designated team members from campus service units that have key responsibilities for aspects of research data, including the Holland Computing Center, Information Technology Services, ORED, and the University Libraries. She noted that committees or working groups involving additional members may be formed for a limited time.

Dean Stewart pointed out that the taskforce is not a policy making group and its intention is to create a strategy with a goal of how we can better coordinate the various groups on campus to create the best research environment that we can so faculty can do their best research which in turn will help retain and recruit faculty. She pointed out that the central units involved with research data would be constantly advised by the campus research community and the taskforce will operate with transparency and is attentive and responsive to the needs of all disciplines including large and small data as it considers a range of solutions.

Dean Stewart noted that the National Institutes for Health has announced its intention to expand its requirements about research data management plans and data sharing. She stated that there is a great deal of work already going on to educate and support the research community as these requirements come into effect. She reported that the White House Office of Science and Technology Policy has recently released a memo which expands public access requirements and removes embargoes on some journal articles arising from federally funded research, however, there will also be requirements expanding research data sharing. She stated that the complete changes will not take place until 2025, but we are well aware that there are concerns with storing, curating and sharing data, security, and related infrastructure and support issues. Kolbe agreed that data storage is a major problem for faculty members.

Dean Stewart pointed out that it is unclear who will fund the full array of infrastructure and expertise needed to support expanded research data capabilities. She noted that with recent new directives, there is a move to increase access to research data and there are some expectations that funding agencies will share some of the costs, but no structures have been developed about it yet. She stated that some of the requirements have long-term costs.

EVC Ankerson asked if there is some information about sharing to reduce open access publishing costs that can be provided to the Executive Committee. Dean Stewart reported that the University of Nebraska Consortium of Libraries (UNCL) and the Big Ten Academic Alliance library do a lot of collective licensing which helps reduce the cost of publishing for researchers, and libraries across the country have been collectively working to try to reduce some of these exorbitant journal subscription costs.

Weissling asked what would be one of the outcomes from the taskforce and do the expanded research data requirements affect the Digital Commons. Dean Stewart reported that some researchers are struggling to gain enough digital storage space, even to the extent that they are purchasing it through Amazon which is not the most sustainable way to store data. She stated that the taskforce will be trying to understand what the need is for digital storage. She noted that the cumulative storage need is not great, but the complexity of it is very high. She pointed out that federal funding over a certain amount requires a two-page data management plan. She stated that the libraries do have a DMP tool that is templated to assist with this, although not that many people are aware of it. She stated that the taskforce's goal is to better coordinate our efforts across Libraries, ORED, ITS and other groups, so they do not contradict and duplicate work that is being done.

Dean Stewart stated that the libraries run the Digital Commons which is the institutional repository, and it is one of the biggest and best in the world. She noted that the focus is not specifically for research data, but that the libraries does also operate a data repository. She stated that the taskforce will need to talk about whether we should continue to have a UNL or NU-specific data repository, what kind of data should be stored in it, and which kind of technology should be used. She reported that some of the federal agencies have

their own repositories and there will be a constellation of repositories so the taskforce will need to figure out how to help researchers find the correct data repository.

Eklund noted that these concerns are not unique to UNL and asked if there are discussions about grouping some of these efforts together in the Big Ten. Dean Stewart stated that the taskforce will not just be looking at campus solutions but looking at other solutions beyond the campus. She pointed out that there are all kinds of shared high performance computing processes and stated that the Big Ten has a very active and vibrant community about sharing and the AAU, APLU, and Association of Research Libraries (ARL) have been very active too.

Kolbe noted that data needs to be public facing, but it still needs to be stored somewhere and asked if it is possible to have all the Big Ten universities paying into one location that could house the large data sets that get created. Dean Stewart stated that she cannot predict how the Big Ten would come together to address the storage data problem. She pointed out that oftentimes when a commercial solution is inexpensive or free from the start, the costs eventually increase, and can increase dramatically, as was the case with Box. She stated that we need to determine what is the best way for the university to deal with the problem and to use our resources wisely. She reported that there are some people who think data storage should only be bought when needed, but this is difficult for researchers who have long-term research projects that need storage. She pointed out that these kinds of discussions need to be considered prior to the start of a research project rather than at the end.

Kolbe asked if the taskforce works with campus infrastructure. Dean Stewart stated that she is not sure whether any of the staff people on the taskforce are college-based IT, but that there are ITS reps and the group will ensure good connections to distributed IT.

Minter suggested that when identifying faculty representatives on the taskforce that faculty who have the majority of their apportionment in teaching or research be considered, not those whose apportionment is primarily administrative. Dean Stewart stated that the faculty members on the taskforce are not being asked to serve as many hours and they are not the only people who will be engaged in the conversation around data management. Weissling pointed out that there needs to be a faculty member from CEHS and Kolbe stated that there needs to be an actual faculty member from the College of Fine and Performing Arts.

Minter thanked Dean Stewart for sharing the information and noted that this is an important initiative that is greatly needed.

2.2 What plans is UNL developing related to online education at the undergraduate and graduate level? Are there any initiatives planned to help faculty get up and running with online classes?

EVC Ankerson reported that the search committee for the AVC for Digital Learning conducted Zoom interviews last week and the goal is to have a short list developed soon so interviews can take place in December. She stated that she would like to have

someone in place by early January noting that this is a pivotal role for UNL's online courses. She stated that the person would be housed with the EVC leadership team. She reported that the person would be working with the colleges helping to identify new markets and leverage opportunities and would be working across ASEM, Graduate Studies, and the Center for Transformative Teaching (CTT). She stated that Dean Hope of Graduate Studies is looking forward to having online courses that could help graduate and professional programs.

Minter asked if Marie Barber was previously in charge of online education at UNL. EVC Ankerson pointed out that Marie was part of it before online education became centralized at the system level. She noted that previously there was an entire organizational unit around online education, but she envisions just having the AVC in charge and a coordinator to assist. She stated that the AVC and coordinator will work closely with CTT.

EVC Ankerson stated that at the last meeting of the Chief Academic Officers new branding for online courses entitled NU Advance was presented. She stated that the Office of the President will hold the credentialization component of online programs and there will be three kinds of tiers of non-credit offerings.

EVC Ankerson reported that there may be incentives for some programs depending on the viability of the program in the market. She pointed out that a potential program would need to show a strong market of return to be approved.

Kolbe noted that the Board of Regents strongly supports in-person classes and asked if trying to develop online curriculum would receive negative support from the Board. EVC Ankerson stated that there are many opportunities for online programs for people who do not live in the state or are unable to attend in-person classes, although in-person classes do provide a rich experience for students. Eklund reported that President Carter told the Executive Committee that the University of Phoenix is for sale and that he sees a big uptick in some of the major universities with their online courses. EVC Ankerson stated that we have a clear path to identifying these markets and believes that we can create online environments where students can feel the uniqueness of UNL.

Kopocis reported that her program has been exploring different online opportunities and is completing a partnership with Metro Community College. She stated that the major problem is that you just can't take a course that has been taught in-person and turn it into an online course. She asked if there would be funding to help professors develop their courses for better online delivery and to encourage faculty to build online courses. EVC Ankerson stated that she will bring this up with the new AVC for Digital Learning. She pointed out that these kinds of partnerships need to be robust undertakings between the college and the EVC office.

Minter asked if the online University of Nebraska High School will remain housed at UNL or at the NU-system level? EVC Ankerson reported that it was originally part of UNL, but the NU system office of digital education now oversees the Nebraska High

School program, which is offered anytime, anywhere. She stated that there are no direct benefits to UNL, but there is a core group that helps with the centralization of classes. She noted that there are discussions about ways to connect high school students to online programs at the college level.

Kolbe pointed out that the program needs to be rejuvenated because it is not engaging the students. He noted that students today are far more digitally advanced, and the courses need to reflect this.

Minter asked if there were any updates from the University-wide Calendar Committee. EVC Ankerson reported that the committee is meeting tomorrow. She stated that UNL's calendar subcommittee has been working but she does not believe they have anything to report on yet.

2.3 What resources are available for staff, faculty, and extension educators to help them with recruiting new students since the NU system is emphasizing that recruiting students is everyone's job? Can talking points be cultivated?

EVC Ankerson stated that there are talking points and suggested that these could be included in the Faculty Tip Sheet. She noted that an interview was recently conducted with Lincoln Journal Star reporter Chris Dunker about why students should come to UNL. Kolbe suggested that there be talking tips for in-state and another for out-state students. Griffin suggested emailing the talking points to the staff as well because many staff members may have children who will be graduating from high school soon, and who also can talk to their children's friends about why UNL is a good choice. Eklund noted that having a handout is helpful. He reported that he recently heard from a parent who said UNL has everything, it has the advantages of a small school, yet has other aspects of a medium-sized school while also having aspects of a large school.

2.4 Are there any updates on the transition to the new budget model and how it is working in the colleges?

EVC Ankerson stated that discussions are still ongoing about incentives noting that increasing student credit hour and increasing research expenditures are both major incentives, but there is thinking on how state appropriations can be slightly distributed in a strategic way to incentivize these behaviors. She reported that more data is needed to be able to model the distribution of state appropriations and to see if there would be any unintended consequences. She pointed out that with our decreased enrollment this year, we will be facing some challenges and we need to figure out how we can create incentives with little resources.

Eklund stated that in the interviews of the candidates for the Dean of Architecture each candidate stated that nobody wants to see this budget model used to identify failures versus the successes. EVC Ankerson stated that many areas of the university have different needs and values and while some units may bring in more funding, it does not mean that other units do not provide great value. Minter noted that this goes back to the importance of supporting units, such as the Libraries which is a huge enterprise and so crucial to the campus.

EVC Ankerson reported that Dr. Spiller worked with AVC Volkmer to develop an integrated academic planning strategy including support units. She stated that three of the support units gave a presentation to the Deans' Council discussing what their responsibilities are, what they do, and what challenges they are facing. She noted that it was a very good discussion and may allow us to see if there are any duplications of efforts and where efforts can be amplified but also highlighted the complexity of support units.

Eklund reported that in the Glenn Korff School of Music so much of the instruction is done one-on-one with students which is an expensive model, but music schools have their own accreditation organizations and limiting one-on-one instruction in order to increase credit hours would not be acceptable for accreditation. EVC Ankerson stated that we all need to be willing to look at what we do to make sure we are doing it effectively, but she understands that not all disciplines teach in the same format, and we need to look at what is best for each of the departments and colleges. She stated that each of the deans will be presenting to the Council on their primary unit.

2.5 Faculty Wellness. Are exit interviews still being conducted for faculty members who leave the university? What is the status of the proposed revisions to the Guidelines for the Evaluation of Faculty?

EVC Ankerson reported that she has been going to each of the colleges and one suggestion that has come up frequently is about faculty/staff mental health and wellness and reducing the stigma of people seeking help. She stated that the issue has been raised at the Chief Academic Officers' meeting and the plan is to have a system-wide mental health awareness week aimed at faculty and staff. She stated that a media blitz would occur providing information about resources and tips to help faculty and staff. She reported that the wellness week would occur after the winter holiday break.

EVC Ankerson stated that exit interviews are no longer being conducted by COACHE since our 3-year contract with their Exit/Retention survey has concluded. Professor Gwen Combs, Director of Faculty Diversity, in ODI is conducting exit interview with departing faculty. She noted that at the Dean's Council there was discussion about faculty being able to talk with Professor Combs. She stated that she does not know if AVC Beck, Human Resources, is conducting exit interviews for staff members. Minter pointed out that a recently retired member of the Executive Committee had difficulty in finding someone to conduct an exit interview with him.

Weissling asked if EVC Ankerson supports the idea of exit interviews. EVC Ankerson stated that she definitely does because you can learn many things from the interviews. Weissling stated that not doing exit interviews really impacts the data that we have that could be used to identify improvements that we can make.

EVC Ankerson reported that AVC Walker informed her that a revised draft of the proposed revisions to the Guidelines for the Evaluation of Faculty is almost ready to be shared with the committee that worked on the revisions and with the EVC and VC of

IANR after which it will go through the original process of approval including going to the Faculty Senate and to academic leaders.

Baesu noted that there may be some interest in revising the Faculty Residency Policy, created in 2014, in order to allow faculty members to conduct some work remotely. EVC Ankerson noted that the Future of Work Taskforce made recommendations for staff and information from President Carter's office will be coming out soon about it.

Griffin asked whether the Faculty Residency Policy applies to non-teaching faculty members. EVC Ankerson stated that for now, the Policy is fully enforced. Kolbe pointed out that having a person with expertise from an industry teach at the university without having to be in Nebraska could be a huge benefit and could provide students with a more unique experience. EVC Ankerson stated that we want to have a rich academic experience and leveraging our connections and resources could be helpful, but we would need to consider carefully how this could be done within the policy. She noted that summer and pre-session courses allow experimentation with formats and modalities and could also be used to explore courses with these kinds of connections.

3.0 Announcements

3.1 Faculty Senate Representative for the Council on Inclusive Excellence and Diversity (CIED)

Minter reported that several Senators have indicated interest in serving on the CIED and she would be appointing someone soon to the Council.

3.2 Membership of the Conflict of Interest in Research Committee (CIRC)

Minter stated that she has communicated with ORED about the CIRC and stated that they are working on possible revisions to the membership of the Committee. She noted that they will meet with the Executive Committee, probably in January, to discuss the proposed changes.

4.0 Approval of November 8, 2022 Minutes

Minter asked if there were any further revisions to the minutes. Hearing none she asked for approval of the minutes. Eklund moved and Kolbe seconded approval of the minutes. The Executive Committee then approved the minutes.

5.0 Unfinished Business

5.1 Faculty Wellness Survey

Minter noted that Paul and Krehbiel have volunteered to work on developing a faculty wellness survey and that Kopocis and Kolbe stated that they would join the subcommittee in January.

5.2 Meeting with Vice President Blackman, Assistant Vice President Haugerud, and CIO Tuttle

Minter reported that she is working with CIO Tuttle to arrange a meeting with VP Blackman and Assistant VP Haugerud to discuss EM 16 and changes to cybersecurity policies. She stated that they may not be able to meet with the full Senate on such short

notice, but she will at least try to arrange a meeting with the Executive Committee in December, and she would like to get them to speak to the full Senate in February. She stated that questions raised at the November Senate meeting will be discussed with the ITS administrators.

6.0 New Business

6.1 Providing Postdoctoral Faculty with Representation on the Faculty Senate

Minter pointed out that postdocs are identified in the Board of Regents Bylaws as academic professionals, but the Faculty Senate bylaws does not recognize them because members of the academic assembly must have .50 FTE and three successive years of employment. She noted that most postdocs do not have a three-year appointment. She reported that the Staff Senate includes any employee who is not represented in the Faculty Senate, and they have included postdocs in its membership.

Minter noted that AVC Walker and Associate to the Chancellor Zeleny believe that the concerns of postdocs would align more with the Faculty Senate rather than the Staff Senate. She asked how they could be represented on the Faculty Senate. Griffin stated that if postdocs were to be included as voting members the Senate Bylaws would need to be revised and approved by the Senate.

Minter reported that there is the Postdoctoral Association which has a President and Vice President. Griffin pointed out that ASUN/GSA, UNOPA, and UAAD have non-voting representation on the Faculty Senate and suggested that the same could be done for the Postdoctoral Association. She noted that UNOPA and UAAD representation will be replaced by Staff Senate representation once it begins operation in January. Minter stated that she would reach out to the President and Vice President of the Postdoctoral Association to see if they are interested in having representation on the Faculty Senate.

6.2 Meeting with AVC Goodburn and Professor Brassil

Minter reported that an ethical use of student success data policy was being drafted by Professor Brassil and will be discussed with the Executive Committee on November 29th.

Minter asked the Executive Committee to consider whether there should be a Faculty Senate representative on the Academic Solution Council.

6.3 Graduate Student Health Insurance Coverage for Students When Traveling for the University

Minter reported that a medical incident occurred with a graduate student who was presenting a paper at a conference and there was concern that graduate student insurance would not cover the medical expenses of the student. Eklund pointed out that whenever students travel with faculty members that his department must pay daily for student travel insurance to cover incidents such as this and he questioned whether the insurance was paid for to cover the student. Minter reported that she would raise the concern to the Chancellor.

The meeting was adjourned at 4:44 p.m. The next meeting of the Executive Committee will be on Tuesday, November 29, 2022, at 2:30 pm. The meeting will be held in the Nebraska Union,

Big Ten Conference Room. The minutes are respectfully submitted by Karen Griffin, Coordinator and Signe Boudreau, Secretary.