

## EXECUTIVE COMMITTEE MINUTES

**Present:** Buan, Franco Cruz, Hanrahan, Kolbe, Latta Konecky, Minter, Purcell

**Absent:** Adenwalla, Fech, Peterson, Vakilzadian, Woodman

**Date:** Tuesday, January 7, 2020

**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.

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### 1.0 Call (*Hanrahan*)

Hanrahan called the meeting to order at 2:35 p.m.

### 2.0 Chancellor Green/VC Boehm

#### 2.1 VSIP Update

Chancellor Green reported that 66 faculty members applied for the VSIP and their applications are currently being reviewed. He stated that the applicants have received their contracts for the buyout, and they have until mid-February to sign the contract. He noted that the distribution of the applicants is pretty evenly distributed across the campus, with each of the colleges, except for the Law College which had none, having at least two or more applicants.

#### 2.2 Searches Update

Chancellor Green noted that Dr. Elizabeth Spiller has been hired as the Executive Vice Chancellor and her start date will be in March. He stated that the search for the Dean of the College of Journalism and Mass Communications is now complete and an announcement will be made next week. He noted that the individual was the top candidate from all of the feedback that was gathered. He stated that the start date for the new Dean will be July 1. Hanrahan asked who the interim Dean will be until the new Dean can start. Chancellor Green stated that Professor Struthers will continue as Interim Dean.

Chancellor Green reported that the search to replace Amber Williams, Assistant Vice Chancellor for Enrollment Management, is now active and a search firm will be identified. He noted that incoming EVC Spiller just went through the same search at UC Davis and felt that a search consultant should be used. He stated that this will be an aggressive search so the position can be filled expeditiously.

Chancellor Green stated that a search will need to be conducted to fill the opening created by the departure of Associate to the Chancellor Strickman who has taken a position with the University of Michigan. He noted that Senior Investigator Meagan Counley is now interim Title IX Coordinator. Minter asked if Counley has a maternity leave coming up. Chancellor Green stated that she does and as a result there will be another aggressive

search. He pointed out that there will be a Director of Institutional Equity and Compliance and a devoted Title IX coordinator. Hanrahan asked if the investigation's that were being conducted by Strickman will be under the new leader. Chancellor Green stated that this is correct.

Chancellor Green reported that there was a delay in getting the search started for the VC for Student Affairs but it is now moving forward and Interim Moberly has stated that the search committee is now being implemented to begin a national search process.

Chancellor Green stated that the search for the Faculty Athletics Representative is active. He noted that applications were due before the holiday break and a number of applications have been received. He reported that the search committee met today and identified three finalists who will first be interviewed by the search committee and then by him.

Kolbe asked if a search is being conducted for the Director of the Holland Computing Center. Chief of Staff Zeleny stated that an external review of the Center was conducted in mid-December and the administration is waiting to hear the results of the review. He noted that the Interim Director has agreed to serve for a year, but the plan is to launch a search sometime this semester.

### **2.3 AAUP Censure Bylaws Update**

Chancellor Green reported that in early December he, along with Interim EVC Moberly and Associate VC Walker, met with Interim President Fritz, Interim Provost Jackson, and General Counsel Pottorff to discuss the proposed revisions to the Regents Bylaws. He noted that the conversation followed a very thorough legal review of the proposed changes. He pointed out that the main issue is with the use of the language "immediate suspension" versus "administrative leave." He stated that the plan is to bring the proposed changes back to the Faculty Senate to consider using administrative leave rather than immediate suspension. He noted that there is good rationale for using the term administrative leave, although it would require us to make some changes in the UNL policies. Hanrahan asked if the reasons for the use of the language could be provided noting that it would be helpful for the Senate to understand why the insistence on the use of the term. Chancellor Green indicated that this would be provided and stated that the goal is to have the Senate review the proposed revision at its February meeting.

### **2.4 Extension Educators Bylaw Update**

Chancellor Green reported that the proposed revisions to the Regents Bylaws pertaining to Extension Educators needs to be taken up with the new NU system President, Ted Carter.

Chancellor Green stated the he wanted to relate that he is very, very positive and looking forward to working with President Carter. He noted that President Carter is already forming a transition committee and has asked for nominees to represent the campuses. He stated that he is forming a group of nominees. He stated that he believes the intent of the transition committee is to help develop a strategy for President Carter and he wants to

have it done within the next 100 days. Purcell asked if Extension faculty will be nominated. Chancellor Green stated that he is contacting the people being considered and it does include an IANR representative.

## **2.5 Faculty Senate Ad Hoc Committee on Diversity and Inclusion Update on East Campus**

Hanrahan reported that the Faculty Senate's Ad Hoc Committee on Diversity and Inclusion conducted focus groups last year and found that there are African American and LGBTQ+A people that do not feel comfortable on East Campus and asked what has been done to address these concerns, and if the Senate could be helpful to augment the efforts.

VC Boehm reported that new gender neutral restrooms with an adult changing table are being created in Ag Hall and the East Campus Union and should be available by the start of the FY20-21 academic year. He noted that the creation of "Mother's Rooms" have been completed in Ag Hall and Chase Hall, and new male and female restrooms have been added in Filley Hall and baby changing stations will be installed in these restrooms. He noted the gender neutral restroom currently in place will be signed accordingly. Buan pointed out that the Chancellor's Commission on the Status of Women have been working on the restroom issues and stated that the rooms should be indexed so there location can be searchable on the web.

VC Boehm stated that in regards to staffing efforts Ted Hibbeler has been hired as Tribal Extension Educator, and he is based on the Nebraska Indian Community College's (NICC) South Sioux City Campus. He reported that IANR has connected with Dr. Barbara Buttes, Indian Demonstration Grant Coordinator of the Lincoln Public Schools. He noted that there is a large group of Native Americans residing in Lincoln and IANR is trying to connect with them. He noted that Associate Vice Chancellor Bischoff has been designated IANR Chief Diversity Officer, and Dean Jones from CEHS, Assistant Dean Frerichs from CASNR, Associate VC Bischoff, and Associate Dean Awada from the Agricultural Research Division, are all serving on the newly established Council on Inclusive Excellence and Diversity at UNL.

VC Boehm stated that programming efforts have included the co-sponsoring of two interactive engagements of The Defamation Experience on East Campus in partnership with the NU University of Nebraska Diversity Officers Collaborative and UNL's Office of Diversity and Inclusion. He reported that the College of Law hosted the Experience on February 6, 2019 and IANR hosted it on September 25, 2019. He stated that there was excellent attendance at both events.

VC Boehm reported that IANR partnered with CASNR to sponsor four CASNR students to participate in the summer 2019 Cultivating Change Conference held in Des Moines, IA. He noted that the mission of the Cultivating Change Conference and Foundation is to "value and elevate LGBTQ agriculturalists through advocacy, education, and community." He reported that this will be an annual event and sponsorship. He stated that IANR has also co-sponsored the funding and establishment of the "We Are

Nebraska” improvisation group. He noted that this is a group of diverse students who explore personal and emotional stories with social impact, then present them across campus to inspire, educate and entertain students, the university community and the state of Nebraska.

VC Boehm stated that CASNR is aggressively pursuing the reactivation of UNL’s inactive chapter of Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) with the goal of reactivating our chapter by December 2020.

Hanrahan asked if there is anything that the Senate can do to help with efforts to improve diversity and inclusion on East Campus. Buan pointed out that having better communication about events taking place on East Campus would be helpful. She noted that having more events on East Campus would also be helpful since student events frequently are focused on City Campus. She suggested having a multi-cultural food festival. Minter stated that ensuring courses highlight and identify authors and researchers from all populations would be another way to increase diversity and inclusion. VC Boehm pointed out that VC Barker is working on the curriculum aspect of diversity and inclusion.

### **3.0 Announcements**

#### **3.1 President’s Transition Team**

Hanrahan stated that he was nominated, and has accepted, to be on the President’s transition team.

Hanrahan reported that he has invited President Carter to meet with the Senate Executive Committee and the Faculty Senate. He noted that he is working with the President’s Chief of Staff Phil Bakken to arrange a meeting time.

#### **3.2 Possible Funding for Faculty Leadership Workshops**

Hanrahan reported that he is working with Chief of Staff Zeleny to annually fund support for three faculty members to attend leadership workshops. He proposed that the funding be available for the President-Elect of the Senate, a Senate Executive Committee member, and a faculty member either from the Senate or the faculty-at-large. He pointed out that the faculty member would need to apply for the grant.

#### **3.3 Nebraska AAUP Chapter**

Hanrahan stated that the Nebraska AAUP Chapter sent a letter to Chancellor Green thanking him for the support he provided for non-AAUP UNL faculty members to attend the financial workshop the AAUP held this past fall at UNL.

#### **3.4 Meeting on Incentive Based Budget Model**

Hanrahan reported that he has asked for a meeting of administrators, the Executive Committee, and the APC to begin the process of drafting a structure for governance of the budget model. He noted that there have just been some discussions, but the administration will be putting a faculty member in place to lead the effort.

#### **4.0 Approval of December 10, 2019 Minutes**

Hanrahan asked if there was any comments or discussion on the revised minutes. Hearing none the minutes were approved.

#### **5.0 Unfinished Business**

##### **5.1 Revised Academic Freedom Statements**

The Executive Committee reviewed the statement being proposed by the EVC office. Hanrahan asked if the statements should be advanced to the full Senate. Minter stated that she has concerns with the proliferation of policies that are being created. Buan asked why there are policies on rights that the faculty already have. She questioned whether these statements will instigate value statements on everything the faculty do. Hanrahan stated that the intent of the statements is to provide the faculty with information on academic freedom as it pertains to their work and is strictly meant to be educational. He pointed out that the statements should be included in a Faculty Handbook. Minter moved and Latta Konecky seconded presenting the statements to the Faculty Senate.

#### **6.0 New Business**

##### **6.1 Housecleaning Motion**

The Executive Committee discussed and approved the creation of a motion that would allow the Executive Committee to make minor grammatical corrections to existing Senate documents and policies. The motion will be presented to the Faculty Senate at its next meeting.

##### **6.2 Identifying Potential Executive Committee Members**

Hanrahan stated that an announcement needs to be made to the Senators that there will be several seats on the Executive Committee that will need to be filled at the end of the academic year since members' terms will be expiring.

##### **6.3 Senators Needed to Meet with the Deans Regarding Incentive Based Budget Model**

Hanrahan stated that the Senators from colleges that have not established a faculty incentive based budget model governance committee need to be identified so they can meet with their Dean to get the committee established. Purcell noted that Extension does not have a governance committee established yet.

##### **6.4 Senators' Handbook**

The Executive Committee discussed creating a Faculty Senate handbook for Senators. Franco Cruz stated that he would lead the effort to create the handbook. Purcell stated that she would develop the work description of the Past-President, Hanrahan should do the President, Buan could do the President-Elect, and Latta Konecky could do the Secretary.

##### **6.5 Feedback on N2025 Strategic Plan**

Buan stated that additional comments and feedback on the N2025 Strategic Plan need to be submitted by January 8<sup>th</sup>. She pointed out that the order of the aims of the plan have been rearranged and they are interdependent. She noted that the sustainability portion is

completely new. She stated that the Chancellor's targets have also been added to the plan.

The meeting was adjourned at 4:26 p.m. The next meeting of the Executive Committee will be on Tuesday, January 14, 2020 immediately following the Faculty Senate meeting. The meeting will be held in the City Campus Union, Regency Suite. The minutes are respectfully submitted by Karen Griffin, Coordinator and Joan Latta Konecky, Secretary.