IANR Liaison Committee  
Wednesday, March 27, 2013  
9:30 a.m. - Noon  
Nebraska East Union, Bluestem Room

In Attendance: Bob Wilson, Steve Jones, Roger Hoy, Ellen Paparozzi, Leslie Crandall, Jiri Adamec (left at 11:00am)  
Absent: Gary Zoubek

Associate Vice Chancellor Yoder's updates (representing Vice Chancellor Green)

• The director of School of Natural Resources will be John Carroll.
• The search is coming to a close (if we are successful in hiring the candidate of choice) for the chair of the Statistics department.
• 34 priority positions (of 36) are either advertised or on the way to being advertised. A few positions are already screening applications. Some of the applicant pools are as large as 20-30.
• Steve asked Dr. Yoder to discuss how they should respond to the question: Where did you get all the money? What should be shared outside of UNL?
  o Ron: The funding comes from a combination of VSIP funds, non-personnel funds that have been reallocated in the budget, and a fairly large faculty pool inherited from the previous Vice Chancellor. No programs are being cut. In short, the funds have been identified and are permanent funds. Some people, primarily on city campus, have been concerned about these new positions using up all of the research start-up funds. An estimate has been made with approximate start-ups for these positions. That number was around $5M. We are prepared to deal with that.
• Steve noted that the new faculty members in some departments could cause some upheaval/stress to the department head and could raise space issues. Ron agreed.

Bob's updates for Dr. Yoder on the meeting agenda (recorder)

• Website: The group likes the look of it. They are discussing the use of pictures of past activities, e.g. the road scholar tour. The past minutes need to be uploaded to the website from January and February. Zaneta will email these to Lana in EdMedia. The committee agreed that after the pictures are up the website will be ready to go online. They would like Vice Chancellor Green to mention the website at the next All Hands meeting. The hope is that the website will encourage faculty to better use the Liaison Committee. Ron encouraged the group by stating that they do serve a valuable purpose.
• BYLAW change vote: There was 10% response amongst faculty. No negative responses and 86 positive. The group decided it was approved. Zaneta will post the new BYLAWS to the website.
• Roads Scholars Tour: It is usually every other year. It was agreed that this is appropriate. Next year will be a good time to do the tour with 36 possible new hires.
• Administrator Evaluation change: There is a concern that some of the faculty may be missing the opportunity to have their input on the administrator known, since the administrator does not receive the actual comments submitted by the faculty. Can we improve the transparency of that? Facilitate stronger communication?
Ron stated that an annual (or more frequent) meeting between faculty members and the unit administrator is welcome and valuable. He also said that the raw feedback to Ag Hall is reviewed in depth. The direct comments are not shared with Unit Head, but the comments inform the conversation with the Deans/Unit Head at the quarterly reviews. There is a reason the Unit Head does not directly receive each faculty members feedback. Some feedback is unprofessional enough to not be passed on to Unit Head. It does not serve a useful purpose. If the all faculty members were professional with feedback, it could be shared. But right now that does not exist.

Roger said that his perception is that Ronnie communicates excellently. The same level of openness is not shared in all levels of administration. We should encourage that spirit of transparency to be adopted amongst deans and unit heads.

Ellen suggested that University and Unit goals could be better developed to help engage everyone in the process. It seems that there are some faculty members who don’t buy into the mission of the department.

Steve said that Ronnie's changes have been positive. How can we get all of the administration to buy in and communicate trust? How can we better work as a group to resolve these issues and work for the same goals? He brought the confusion in the F&A process. Ron agreed that there is a lack of transparency in this area, and that is being discussed.

- Steve mentioned that new faculty members should be mentored by senior faculty. That culture is not in every dept. Ron said there are 2 steps being taken to help with this. 1) Hibberd is developing a new faculty member mentoring program. 2) Ron is working with the leaders of the Unit Heads group to develop leadership discussions.

- **Professional Development Funds:** Are they remaining? Ron said the funds were reevaluated last year with the Unit Heads. There was some discussion about the best use of these funds, but at the end of the discussion no changes were made in the program.

Meeting adjourned at 11:40am.

The next meeting will take place on Friday, April 19, 2013, from 9:00am-Noon in the Nebraska East Union, Sunflower Room.

Recorder: Zaneta Hahn

Distributed electronically to the IANR Liaison Committee for review: 4/4/13
Distributed electronically to the IANR Faculty: 4/10/13