
Excused: Feng, Johnson

Speaker: B.J. Reed, SVC for Academic & Student Affairs

I. Official Call to Order: President Grams

II. Presentation and Approval of Minutes: November 8, 2017 (agenda attachment – pgs. 1-15)

III. Officers’ Reports

A. President’s Report: Senator Grams

Updates to Faculty
November 29, 2017 (Agenda attachment – pgs. 16-17)
December 5, 2017 (Agenda attachment – pgs. 18-19)

B. Secretary/Treasurer Report: Senator Landow

1. EC&A: November 15, 2017

Chancellor Comments:

The Chancellor indicated that he will host a Town Hall meeting at UNO and UNMC on Monday, November 20. He went on to say that UNMC and UNO are not facing specific budget cuts at this time, unlike UNK and UNL, although we need to start preparing for next year, which is projected to be more difficult than 2017. He pointed out that the Governor has said he will withhold 2% this year. There is no reason to think that the ag economy will improve much in the near future. We will have to continue to tighten the budget.

IT Services

Director of Digital Learning Jaci Lindburg offered a report titled the Five Year Digital Learning Strategic Plan. The Chancellor indicated that, of new students,
fulltime online students are the fastest growing group system-wide.

**FUSE**

President Grams discussed the FUSE program, and how it involved faculty. The Chancellor is looking for other ways to continue funding the program. President Grams stated that faculty input was essential for successful programs.

**Freedom of Expression**

President Grams is gathering faculty feedback on the proposed system-wide policy distributed by NU VP and Provost Susan Fritz and will communicate this to President Bounds.

**Resolution 4314**

The question is how do we get students timely evaluations of their work, i.e. how to get and give timely feedback? Faculty will need to give advanced warning to students regarding what should be expected in terms of evaluation, depending on the type of course, assignment, etc.

**Resolution 4315**

A discussion of the possibilities of sharing data bases and other research tools between UNO and UNMC, and in some cases, the rest of the system. It also addresses other ways to cooperate and collaborate between the campuses.

Meeting adjourned at 3:35.

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### 2017-2018 Resolution Action Table

*(Action Pending and Current Resolutions)*

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
<th>Sent for Senate Action</th>
<th>Denied / Deferred / In Progress</th>
<th>Final Action/Resolved</th>
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<tbody>
<tr>
<td>4314</td>
<td>11/8/17</td>
<td>Include in ACE a Question Regarding Timely Feedback for Students</td>
<td>11/15/17</td>
<td></td>
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<tr>
<td>4282</td>
<td>3/8/17</td>
<td>Expenses Associated with Visas for International Hires</td>
<td>4/19/17</td>
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<td>SVC Reed explained the process for UNO paying for legal costs involved. These issues are usually handled by department chairs and personnel. Costs can’t be nailed down, since they vary by who is involved. BJ Reed said he would ask for a one page description of the process made available to faculty.</td>
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<td>4279</td>
<td>12/14/16</td>
<td>Grievance Committees</td>
<td>12/21/16</td>
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<td>- SVC Reed says they may need more information. It is a workload issue as much as a compensation issue. Let’s have further discussion.</td>
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*Faculty Senate Agenda – 12/13/17 - Page 2*
### Summer Compensation

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<tr>
<td>3/15/17</td>
<td>- BJ reiterated that summer pay is not likely to happen, as faculty select a variety of service opportunities. Regarding the three grievance committees, he feels that faculty select this type of service, similar to how faculty choose to serve on thesis committee. Chancellor Christensen said these type of issues, like summer grievance committee work, seldom occur. He is also apprehensive of anyone who has service in the summer wanting compensation. Some service such as FS President and IRB receive workload compensation.</td>
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2. **Treasurer’s Report:** Senator Landow (November 2017) (agenda attachment – pg. 20)

IV. **Executive Committee Report:** Senator Barone

A. **RESOLUTION:** Permanent Replacement of CPACS Senator Samantha Clinkinbeard

**BE IT RESOLVED** that, as of January 1, 2018, the runner up in the most recent College of Public Affairs & Community Service election to the UNO Faculty Senate, will permanently replace Senator Samantha Clinkinbeard, who will resign on December 31, 2017. This term ends May 5, 2018:

Troy Romero.

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**PENDING**

A. **Participation in UNO Faculty Senate** *(Fall 2016 to EC&C Pending)*

Need to encourage and strengthen participation on UNO Faculty Senate.

1. One possibility might be to change the FS Constitution
2. Discussions with Colleges
3. Go to Chairperson mentor(s)?
4. Go to Board of Chairs

**How to Encourage Faculty to Serve on the Faculty Senate:** Informal data collection by the committee of approximately 40 UNO faculty members has generally revealed that *Service* of this nature tends to be acknowledged with little payoff compared to the perceived time commitment associated with governance. There is also a great deal of misinformation about the time obligations; nevertheless, most of the faculty we talked to showed little interest in this service even after we answered questions. The Goals and Directions Committee is now discussing ways to help the departments incentivize Faculty Senate and other University service opportunities by increasing by better recognizing the value of this service in ways such as higher Merit rankings on Annual Review, etc. *(The EC&C asked, on 6/7/17, that this be discussed at the 8/16/17 FS Retreat.)*

B. **Classroom Space Availability**

VC Shipp sent an update on 11/28/17, from Registrar Mark Goldsberry, reporting
that the implementation of course scheduling guidelines have worked as intended within CLSS, and with some minor adjustments have significantly reduced the number of homeless courses each semester. These are now more easily managed by Allison Junker, who does not see the need for additional changes at this time. Sen. Grams will continue to follow up on the issue of space optimization, identifying any areas where classroom resources can be better matched to growing enrollment demands.

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Miller

Wednesday – Nov. 29, 2017, 2:00 to 4:00 p.m. PKI, room 250
Committee Members Present: Connie Schaffer, Kelly MacArthur, Stan Wileman, Burch Kealey and Holly Miller
Guests Present: Mark Shriver, Adam Weaver and Keristiena Dodge
Absent: Craig Maher

Guests were introduced and all were welcomed.

New Business:
There was one agenda item for this meeting, the review of a proposed MA in Applied Behavior Analysis Program. Mark and Keristiena listed the University groups that have already approved this program and A & CA committee members posed content and procedural questions. There were extended discussions of the following topics:

- Collaboration with other UNO Departments and Schools
- Clarification of the joint administration of the proposed program
- Credit hour production and the University unit that retains those hours
- Having a concentration, in place of a program, wouldn’t allow for new faculty resources
- Practicum requirements (Start in a student’s second semester of the program. Approximately 20 supervised hours per week for 12 months. Unpaid. Most practicums will be done at MMI, but other locations are acceptable. It is anticipated that the number of required practicum hours will increase in the future.)
- Target market is students who plan to stay in Nebraska because licensing requirements vary from state to state.
- Currently 6 classes for this program are online. The goal is to have all classes online. No new or unique methods of evaluation are needed for these courses.
- Budget numbers were discussed, including tuition revenue and student/faculty ratio.
- The second UNO faculty line would not be hired until there is a demonstrated need. This hire is targeted for the fifth year of the program.
- The proposed program is unique in Nebraska, even within the Psychology programs currently offered. There is a demonstrated need for this program. Presently the Psychology Department is only admitting 30% of applicants because they don’t have the capacity to admit more, so the program will support growth.
- There is always competition for state and national government health care
dollars. Recently new markets have been opened particularly for care of autistic individuals, which is addressed in this program.

Guests were thanked for their time and left. Committee members continued their discussion of the proposed MA in Applied Behavior Analysis Program.

The committee voted to Approve the program with two reservations with the following resolution.

Resolution for the Approval of the Proposal for a MA in Applied Behavior Analysis

WHEREAS the proposed graduate degree is unique in Nebraska and

WHEREAS the program courses and practicum experience have been approved by the Behavior Analyst Certification Board and

WHEREAS applied behavior analysis has garnered attention respective to its utilization for the effective treatment and education of individuals with autism spectrum disorders (ASD) and related developmental disabilities and

WHEREAS the program will be jointly administered by UNMC and UNO, allowing for the continuation and extension of the existing program track in ABA in UNO Psychology and

WHEREAS students graduating with this degree will be prepared to join the workforce in Nebraska.

THEREFORE, BE IT RESOLVED that they UNO Faculty Senate, with the above matters being taken into consideration, do hereby approve the proposal with the following reservations.

1. We urge the proposal to further articulate the referenced “planned collaborations” with other UNO departments. Specifically, the proposal might mention how those programs will be included in decisions related to programs of study and resource allocation.

2. The committee is uncertain about our responsibilities regarding the evaluation of the financial details of this proposal. To our naive eye it appears that the marginal costs will significantly exceed the marginal revenues. We made that conclusion based on an assumption that at least some of the $92,044 in budgeted revenue for Year 1 are already reflected in current tuition receipts. Thus – if the program is as successful as indicated in the budget such as to require two full-time faculty members the program tuition will not cover the full costs of faculty time. We were also concerned that the budgeted costs do not anticipate any increase in faculty salary or benefits over the five-year analysis period. In sum, we have reservations about the financial risk of this program in this period of funding uncertainty.
Unfinished Business: None

For the Good of the Order:
Two issues were discussed.

Pending:
Committee members agreed to start reviewing a proposed MS in IT Innovation at the January 2018 meeting.

Meeting adjourned at 3:36 p.m.

PENDING:

1. Student Government Resolution for Timely Feedback from Faculty
   The UNO SGA passed resolutions concerning the provision of timely feedback from faculty to students (9/17), and the use of the campus LMS to communicate information (Sent to A&CA 4/12/17). One response from the Faculty Senate was Resolution 4314 (passed on 11/15/17), requesting the addition of an ACE question regarding timely feedback. Appropriate actions were taken to implement this change, which is anticipated in Spring 2018. Faculty will need preparation and guidance regarding this change beginning in January 2018. Discussion of other possible responses to the two SCA resolutions is continuing. (Dismissed 11/2017)

B. Committee on Educational Resources & Services: Senator Robins

   The ER&S committee met 2:30 Wednesday 29 November 2017 at Mammel Hall 303S.
   Senators Attending: Tej Adidam, Azad Azadmanesh, Scott Glasser, Barbara Robins, Mark Schoenbeck, Andy Zhong.

   UNO Student Government guest
   Emma Franklin, a current student representing the Sustainability Committee for the UNO Student Government attended our meeting to discuss ideas for improving awareness for select sustainability issues such as paper usage. The ER&S committee members shared ideas and options which Emma agreed to report back to her committee in the spirit of increasing awareness and future collaborations.

   Courseleaf Subcommittee
   Senators Adidam, Schoenbeck , and Glasser reported their findings regarding Courseleaf which is currently being used to schedule UNO courses. Given the complexity of the scheduling problems and the fact the program must handle a wide variety of needs for multiple UNO units, it was recommended the concerns be sent to the EC&C committee with the additional suggestion that Senator Adidam present the problems at an upcoming UNO Chairs & Directors Meeting.

   Paul Beck Scholarship
   Having received updated information from Sue Bishop regarding available funds for scholarship awards, the committee discussed a timeline and possible changes to
award criteria. The subcommittee (Senators Robins, will make revision to documents. The approved timeline:

- Dec 2017 – editing of fliers, scholarship information documents, application form.
- January 2018 – make materials available for student applications with a deadline in February.
- March – committee reviews applications and selects awardees.
- April – students are awarded scholarships, possibly during Honors Week.

**PENDING:**

1. **Canvas and UNIZEN dashboard availability.** The EC&C, on 6/7/17, sent this to the Educational Resources & Services Committee.

2. **Request for Travel Authorization and Purchase of Travel.** 10/2017: Senator Robins briefly reported on having located the source of the document used by UNO titled “Request for Travel Authorization and Purchase of Travel.” At a future meeting we will discuss suggestions for additions to this document to assist faculty in identifying the need for and for purchasing travel insurance.

3. **Functionality of Courseleaf.**

4. **Paul Beck Scholarship.**

5. **UNO SGA report on Sustainability Initiatives.**

**C. Committee on Faculty Personnel & Welfare:** Senator Elder

The Committee met in H&K 205 on Nov 29.
Present: John Noble, Pauline Brennan, Griff Elder

Guests: Kevin Jones (Transportation Coordinator), Sarah Burke (Sustainability Coordinator) and Farrah Grant (Lecturer in Geology/Geography).

Farrah Grant had been one of the research assistants on a 2015 Transportation Study, and gave a power point presentation on it. [https://www.unomaha.edu/sustainability/center-for-urban-sustainability/_docs/UNO-transportation-study.pdf](https://www.unomaha.edu/sustainability/center-for-urban-sustainability/_docs/UNO-transportation-study.pdf)

One take-away point is that as UNO grows, it costs 6 times as much to add parking as it does to add alternative transportation options (such as Mavride). Note that since 2016, UNO students can use their Mavcard to travel anywhere in town for free, as Mavride is no longer restricted to the campus commute. Meanwhile, Bus Rapid Transit along the Route 2 bus route on Dodge starts in 2018. There will be a bus every 10 minutes and every bus stop will be able to tell you how long to wait until the next bus. This is going to make commutes between UNO and UNMC very convenient.

The reason FP&W was interested in the study is that one of its recommendations was
that the Parking Advisory Committee name be changed. This seemed to be in line with discussions held at the Exec Comm & Admin meeting on October 18.

After the presentation, the committee (John, Pauline and Griff) voted unanimously to approve the resolution. But we did not have a quorum (we needed 4 members). Thus this resolution will be introduced in the Full Senate meeting during New Business, when it will need to be seconded, as it was not officially approved by committee.

**PENDING:**

1. **Sorority Rush during the week before class in the H&K building. 10/2017**
   This issue was brought up at EC&A on Wed Sept 20. BJ Reed says that this issue has been assigned to Dan Shipp. John Noble is following up with Dan Shipp.

2. **HPER Fees. 10/2017:** On Mon Sept 18, there was an initial faculty/staff wellness-based incentive program meeting in EAB 202 organized by Dan Shipp. Attending: Dan Shipp, Cathy Pettid, Joe Kaminski, Jeanne Surface, Griff Elder, Cecil Hicks, Carol Kirchner, and Esther Scarpello.
   The group met to discuss how UNO could develop and pilot a wellness-based incentive program for faculty/staff. The wellness program needs still to be worked out—both programmatically and financially. But roughly, the idea is that, UNO would offer a pilot program that would partially reimburse the cost of a HPER membership based upon member usage and participation in specific wellness program elements. Tentatively, the financial incentive might be as much as a $100 reimbursement of the $150 per semester HPER membership fee. Details have to still be worked out. The working goal is to offer this pilot program starting in January (but if not January, then the following August-2018).
   The working group plans to meet every two weeks. The first meeting will discuss the requirements for reimbursement.
   I have been asked to put together a Faculty Senate Focus Group that this working group can consult.

3. **Summer Creep. 10/2017 cont.: RESOLUTION 4279, 12/14/16: Grievance Committees Summer Compensation**
   While most of us are on 9 month contracts, many uncompensated service obligations require summer participation. Members on the committee have their own anecdotal accounts of what we perceive to be a trend. We are hoping to discuss this topic with the AAUP, so that we can begin to connect some of the dots. We have contacted AAUP. The topic is on their agenda for Friday October 6, 2017.
   **RESOLUTION 4279, 12/14/16:** Grievance Committees Summer Compensation

4. **Faculty/Staff Safety Processes. 10/2017 cont.:** Dr. Gina Toman has been named Faculty Human Resources Officer and Assistant to the Senior Vice Chancellor. She begins her new role on October 11.
   We are interested in the administration developing a website similar to the Student Safety Website.
   Note: We felt that the following site makes a good model:
   http://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/
   We expect Gina Toman will be help us address the request that there be a
flow-chart that will help faculty understand and negotiate the many resources that are available: Ombudsperson, EAP person, counseling, BRT, etc. What information is confidential, etc. This “flowchart” may manifest itself in the form of the website mentioned above.

D. Committee on Goals and Directions:  Senator Arbelaez (No Meeting/No Report)

Pending:

1. **Facilities Planning and Faculty Representation** (Sent to G&D 2/10/16)

2. **Unit Based Recruiting**: (Sent to G&D 8/17/16) This item has focused on how individual departments may contribute to the recruitment and retention of students in better pursuit of the University’s enrollment goals. Goals and Directions temporarily tabled this item and it will remain on our Pending list.

3. The UNO Admin responded to Resolution 4285, 5/10/2017: **Deferred Action for Childhood Arrivals (DACA)** with plans to draft guidelines for faculty. EC&A would appreciate members of the FacSen committee (e.g. Dan Hawkins et al) staying closely in touch with Student Affairs (Dan Shipp, Jonathan Benjamin-Alvarado) and the CFE to review and collaborate. (Sent to G&D to keep in touch 6/7/17).

4. **Soliciting Faculty Insights on UNO's Leadership Transition.** (The EC&C, on 6/7/17, sent this to the Goals & Directions Committee.)

5. Mav Creed

6. **Parking Changes and Parking for Adjunct (Part Time and Temporary) Faculty:**


   **Part-time permit options.**
   - Night Only Surface Permit – after 2:30 P.M.
   - Lot T $5 Entry - Weeks 2-16 of Fall/Spring Semesters (all-day)
   - Daily/Hourly Permit Options $1-4
   - Reduced fee West or Pacific Street Garage Permit - $200 Annually
   - $3 after 12:30 P.M. in the East Garage Lots U and T only.
   - Lot 26 (no permit required with free limited shuttle service)

E. **Professional Development:** Senator Adams (No Meeting/No Report)

**PENDING:**

1. **Faculty Professional Development Leave policies/procedures:** Given a growing number of questions and concerns about this issue, our committee will be gathering information (policies/procedures) at all levels (regents, university,
colleges, departments) and comparing those documents in order to explore questions, including:

a. Can faculty get a full year of leave if waiting until 12 years of service instead of at 6 years?
b. What are the earning restrictions while on leave (sabbatical)?
c. What documents govern how leave is prioritized/awarded?
d. What are the criteria for leave across colleges/departments? How consistent are these?
e. Who all reviews and/or weighs in on these decisions?
f. What language does the AAUP contract have regarding leave/sabbatical?

F. Committee on Rules: Senator Nash

The Rules Committee met at the Criss Library on November 29, 2017.

Present: Samantha Clinkinbeard, Bob Nash, Kathy Peterson.
Absent: Jeremy Johnson, Paul Landow (excused), Wei Rowe (excused).

Samantha Clinkinbeard is resigning from the Senate as of the 2018 spring semester. The remainder of her term (2015-2018) will be filled by Troy Romero (Goodrich Program, CPACS).

A new Rules Committee Vice-Chair will need to be named to replace Samantha Clinkinbeard for the 2018 spring semester.

Scott Glasser (Theatre, CFAM) has resigned from the Professional Conduct Committee. His term as an “Active” member of the committee expires on September 15, 2018. In accordance with the Senate bylaws he will not be replaced until a new election in September 2018. Two candidates will be nominated to run for election to replace him as an “Active” member. Should any case(s) be brought to the Professional Conduct Committee before that time, Professor Glasser’s spot on the committee will be filled for the duration of any given case by one of the five “Alternate” members of the committee. In addition, two candidates will also be nominated to run for election in September 2018 to fill Professor Glasser three-year term (2018-2021) as an “Alternate” member of the committee.

University committees which currently have formal representation by Faculty Senators were reviewed and discussed. Going forward, the only committee which will continue to require representation by a Faculty Senator is the Faculty Grievance Committee.

PENDING:

1. The Committee continues to review which Campus & University committees require participants who also serve on the Faculty Senate, and which committees might be served by representatives from the faculty at large.

(Dismissed by Committee 12/17)

VI. Other Faculty Senate Committees

A. Faculty Senate Budget Advisory Committee Report: Prof. Hall, Maher, O’Hara
VII. Ad hoc Committees

A. Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee: Senator Barone

Members:
Timi Barone  Dhundly Bastola  Elizabeth Beam
Catherine Gebhart  Emily Glenn  Craig Maher
Amarnath Natarajan  Debra Reilly (UNMC alternate)  Eleanor Rogan
Connie Schaffer  Destynie Sewell  Mark Shriver
Suzanne Sollars  Adam Tyma  Glenda Woscyna

VIII. Non-Senate Committee Reports

IX. Unfinished Business

X. Good of the Order

XI. New Business

A. Senator Eligibility for President-Elect, Nominations, and Election (agenda attachment – pg. 21)

B. Faculty Senate/College Election Statistics Memo (agenda attachment – pg. 22)

Draft Freedom of Expression Policy: (Senator Grams)

Senator Grams report on 12/5/17 meeting with President Bounds and other NU system Faculty Senate Presidents.

C. RESOLUTION to Rename Parking Advisory Committee (Senator Elder)

WHEREAS the University of Nebraska at Omaha is a growing metropolitan university, and;

WHEREAS the costs of creating and maintaining parking structures are high, and space on campus is limited, and;

WHEREAS these issues are discussed in greater detail in the 2015 Transportation Study, Enhancing Transportation Demand Management Options at the University of Nebraska at Omaha: The Costs, Benefits and Challenges of Implementation, funded by the UNO Center for Sustainability, where furthermore, one of their six recommendations is that the Parking Advisory Committee name be changed to the Transportation Advisory Committee, and;

WHEREAS this document outlines several methods for minimizing the number of vehicles to our campus, and;
WHEREAS in recognition of all the above issues, the University of Nebraska Medical Center has a Transportation & Parking Committee:

THEREFORE BE IT RESOLVED that UNO refocus the Parking Advisory Committee to more adequately meet the needs of our growing campus community, and in recognition of this new focus, rename it the Parking and Transportation Advisory Committee.

XII. Adjourn

XIII. Announcements

A. Faculty Senate Mtg.: Wednesday, December 13, 2017, 2 p.m., CEC 230/231

B. EC&A Mtg: Wednesday, December 20, 2017, 2 p.m., EAB 200

C. EC&C Mtg: Wednesday, January 10, 2018, 2 p.m., ASH 196

D. Faculty Senate Mtg: Wednesday, January 17, 2018, 2 p.m., CEC 230/231

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<thead>
<tr>
<th>EC&amp;C Meetings</th>
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<tr>
<td>(Usually 1st Wednesday of month)</td>
<td>(Usually 2nd Wednesday of month)</td>
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<td>(ASH 196)</td>
<td>(Usually in CEC 230/231)</td>
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<td>*July 12</td>
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<td>*August 9</td>
<td>August 16, 2017 (Retreat)</td>
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<td>(Spring Break 3/18-25)</td>
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<td>April 4</td>
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<td>May 2 (4/30 – 5/3 Finals)</td>
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