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*Wednesday, August 7, 2019, 2 p.m., MBSC 222*

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**Present:** Cast-Brede, Hale, Huq, Kelly, Ostler, Schoenbeck, Surface

**Excused:** Davidson, Qureshi, Woody

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**I. The meeting was called to order** at 2:01 p.m. by Vice President Surface

**Presentation:** Cathy Pettid, Assistant V/C for Student Success/Dean of Student

Re: Nebraska Medicine is offering employee and student health services at UNO in H&K Building.

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**Presentation:** Dave Points, Emergency Preparedness Coordinator

Re: Incident Command System and how it comes into play during an emergency along with our support organizations.

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**Presentation:** Charlotte Evans, Asst Vice Chancellor, Chief of Police

Re: She spoke on the presence of posters appearing at UNO. There is a policy set in place that is based on policy (not emotions) to determine if poster is appropriate for campus viewing. The public safety website offers training on what to do in a hostile situation. If your building is being renovated and you have public safety concerns, reach out to the public safety team for all questions and/or concerns. Additionally, the number to campus security is 291.

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**II. The minutes** of July 10, 2019 were approved as submitted.

**III. Officers' Reports**

**A. President's Report:** Senator Hale

Dear Colleagues,

As the summer comes to an end, I want to provide you with some updates from Faculty Senate. Recognizing that progress is slower over summer, not too much has changed from last month, so this report is brief.

**Campus Safety**

In the wake of multiple mass shootings across the country and hateful posters showing up on our campus, we in Faculty Senate want to emphasize that we will do everything in our power to help create an open and safe campus for our students, staff, and faculty. Hate and racism have no

*Executive Council Minutes 8/7/2019*

place at UNO. Please be vigilant and speak out against inequity, discrimination, and marginalization wherever you find it, especially on campus. Faculty Senate has fielded questions regarding building safety, lockdown procedures, and other safety topics. We will be active in facilitating communication around these issues between faculty and administration. To begin this effort, Charlotte Evans (Director of Public Safety at UNO) has been invited to speak at our upcoming fall retreat. Please contact Charlotte directly, at [cevans@unomaha.edu](mailto:cevans@unomaha.edu) , if you know of public safety concerns on campus. If you have concerns or suggestions for senate to consider regarding campus safety, please do not hesitate to contact me at [mlhale@unomaha.edu](mailto:mlhale@unomaha.edu) .

#### **Health care for graduate students**

UNO Faculty Senate continues to work with Deb Smith-Howell (in her role as Dean of Graduate Studies), the NU Board of Regents, and the NU Office of the President to advocate for affordable health care for our graduate students and to emphasize the burden rising health insurance costs place on our faculty and students. I expect this to be an active area of conversation and work for Faculty Senate, once we reconvene fully in the fall.

#### **Presidential Search Advisory Committee**

I continue to advocate for the presence of representative faculty voices on the system-level Presidential Search Advisory Committee. Last month, I sent a letter to the Regents formally requesting that they add a representative faculty member from UNO to the committee. I await their action and have sent a follow-up letter.

#### **Web hosting / Websites for faculty**

Working with Jaci Lindberg (Director of Digital Learning), BJ Reed (outgoing Senior Vice Chancellor for Academic Affairs), Jason Buzzell (Director Digital Communications), and Bret Blackman (Vice President for IT and CIO) last spring, Faculty Senate identified a solution to bring-back faculty and departmental web pages through a managed hosting provider called Reclaim (see: <https://reclaimhosting.com/> ). Roll-out of the new program was expected to occur over the summer, but has not happened yet. We are investigating the delay.

#### **AEFIS pilot program**

As I mentioned last month, I received some initial feedback regarding the AEFIS pilot program expressing concern about how a potential move to a system other than Digital Measures might put undue burden on untenured faculty to re-enter RPT information or might disrupt RPT workflows. Since then, I have spoken to

Dr. Candice Batton (Assistant Vice Chancellor for Academic Affairs) about the concerns. She told me that AEFIS adoption is conditioned on faculty input.

Specifically, she said "if it is not perceived as useful and intuitive or if it does not make faculty lives easier than they are now, then it is not a product that we want to adopt." She reports that the piloting team will be testing the migration features to ensure moving data from Digital Measures to AEFIS works in a way that does not require faculty to re-create or re-key data that they have already entered. She notes that no one going through RPT this year will be required to use AEFIS.

If you have further concerns regarding AEFIS now, or as the pilot goes on, please contact me ( [mlhale@unomaha.edu](mailto:mlhale@unomaha.edu) ) and/or Candice Batton

( [cbatton@unomaha.edu](mailto:cbatton@unomaha.edu) ). If you want to participate, Candice says you can do so as much or as little as you wish, for example by trying out the annual review interface or the class/rubric tools in the canvas integration.

#### **Fall retreat**

Faculty Senate will be conducting several targeted discussions at our fall retreat. Speakers include Chancellor Gold, newly appointed Senior Vice Chancellor Sacha Kopp, Vice President for IT and CIO Bret Blackman, and Director of Public Safety Charlotte Evans. These discussions offer UNO faculty and Faculty Senate an opportunity to learn about, and question, upcoming strategic initiatives and directions. I would like to invite faculty to be a part of these discussions.

Our retreat will take place on August 21 st from 8:30 to 4:00. An agenda will be attached to this president's report.

If you have any issue that you want Faculty Senate to be aware of or to investigate further, please do not hesitate to contact me personally at [mlhale@unomaha.edu](mailto:mlhale@unomaha.edu) .

Best Wishes,  
Matt Hale, UNO Faculty Senate President 2019-2020

**B. Secretary/Treasurer Report: Senator Davidson**

- a. EO&A:** The meeting was held on Wednesday, July 17, 2019 at 2 PM in EAB 200.

In attendance: Batton, Davidson, Ewald, Gold, Kelly, Kopp, Qureshi, Surface, Toman

1. Chancellor Gold/SVC Kopp & President Hale:
  1. Is there anything we want Gold to cover at Faculty Senate retreat?
    1. Topic Ideas: Policy of Freedom of Speech
2. Faculty Senate Issues/Update:
  1. Presidential Search Advisory Committee – Faculty member(s) would like to be represented in the committee in order to contribute faculty voice in the process. Currently no faculty representation from UNO.
  2. Long Term Solution to Graduate Health Insurance Premiums – We get bids based on premium rates. Because we have an opt-in policy it's creating a high deductible. Another option is to redistribute the risk by mandating health insurance from all students. We have a year to come up with a solution. We might look into OneWorld Health, Whole Healthcare, or Charles Drew who offer buy-in plans. Current graduate health insurance: 5,500 students enrolled in student health insurance out of students 52,000 students system-wide.
  3. August 21, 2019 Faculty Senate Retreat – UNO Alumni Center
  4. Identified new space in the Alumni Center for Faculty Senate Coordinator and formal request has been submitted.
  5. Resolutions were acknowledged.
3. AFIS pilot (Batton):
  1. Core team meeting weekly over the summer. Faculty from all colleges and other units participating in the pilot (approx. 70 members).

**2019-2020 Resolution Action Table**  
**(Action Pending and Current Resolutions)**

Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/In Progress	Final Action/Resolved
4381	7/10/2019	Committee on Committees Replacements	7/17/2019			Acknowledged

*Executive Council Minutes 8/7/2019*

<b>TO BE FOLLOWED UP</b>						
<b>CARRIED FORWARD</b>						

**b. Treasurer's Report:** Senator Davidson was not present at the meeting.

#### **IV. Standing Committee Reports**

##### **A. Committee on Academic and Curricular Affairs: Senator Woody**

###### **PENDING:**

###### **1. Plagiarism**

Senator Qureshi asked if anyone knew of any institutional support in keeping track of student plagiarism cases. Phil Covington, AVC for Student Success, was mentioned. Plagiarism was also noted in the recent Academic Integrity Policy. (9/12/18: This was assigned to the Academic & Curricular Affairs Committee.)

We are still awaiting data and or policy information from Dr. Regina Toman related to grade changes. We have reached out to Dr. Phil Covington on the administrative implementation of the policy.

###### **2. Student Evaluation Responses**

Since student evaluation of instruction moved from paper forms done in class to on-line, the response rate has been so low the data may not be a valid indication of what the form purports to determine. In some cases, the response rate itself has been improperly used in faculty evaluation; especially small sections may use no evaluation. The form itself may be part of the problem, relating to those who submit it as customers rather than learners.

Senator Huq would like to see Evaluation response increased. Hank Robinson will speak to the Professional Development Committee and there will be more to report then. Some questions are: What are the evaluations being used for? Is it cost effective? What information do students have about the evaluations? (On 10/10/18: The task of consideration of the current student evaluation was accepted by the A&CA Committee.)

We had some discussion of this issue as well as the data we are waiting on with respect to how students view the timeliness of feedback. The committee was provided with the relevant section from the Board of Regents Bylaws (5.1.2):

Students can contribute significantly to the evaluation of instruction. The faculty has the obligation to solicit students' evaluation of their educational efforts and to make changes in accordance with their best judgment. To assist the faculty in the task of providing the best possible education, students should express their reactions and opinions about the character and relevancy of the instruction to the department or college involved. Each college or school should establish a standing procedure through which student evaluations can be expressed.

We discussed the efforts led by Steve Bullock that led to the revamp of the SET form, number of years ago. The committee shared their own experiences from their colleges where it appears that they have some latitude with respect to defining the form of the evaluation process but there was also an acknowledgment

*Executive Council Minutes 8/7/2019*

that this was a herculean task and that might explain why there has been little activity yet with respect to making changes.

The committee also discussed that it does at times feel as if the response rates are used as one of the dimensions of faculty evaluation. Anecdotes were shared about individual experiences and frustration.

**3. Proposals that come before us seeking an endorsement:**

12/12/18: The committee had some discussion about our specific role with respect to the proposals that come before us seeking an endorsement from our committee and the Faculty Senate. Clearly these proposals already have the support of the faculty behind the proposals and the campus leaders in their chain-of-command. By the time they have reached the committee they have been scrutinized by multiple levels of approval. Some wondered the consequence of voting against or delaying the approval until issues raised by the committee have been addressed. Some members of the committee observed that we need to presume that our colleagues and their leadership have made the best set of choices with respect to the proposals and thus our advisory role is to provide constructive feedback and/or highlight issues we believe may be raised by other stakeholders and suggest these be considered before the proposal moves through the approval process.. At least one member of the committee wondered if that were the case is there any substantive value to this process. This is important because our purpose determines our effort. If we are to scrutinize these with a neutral position and make an independent/ separate determination of their worth we would invest significantly more time than if our role is advisory only.

**4. A policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations:**

We had some discussion of the need for a policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations. There is still some uncertainty with regards to the need for this, but the committee agreed that Burch Kealey will continue to review policies used by other universities and take up the discussion again at our January meeting.

(2/27/19) There was not been any action on this item.

**B. Committee on Educational Resources & Services: Senator Schoenbeck**

**PENDING:**

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

**PENDING:**

**1. 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.

*Executive Council Minutes 8/7/2019*

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.

*(3/4/18 Info: Academic Affairs is doing a big website development.)*

## **2. Accessibility to Classroom IT Equipment**

*(3/7/18): EC&C sent this item was to the ER&S Committee.*

*(8/15/18: ER&S moved to have this item sent to FP&W as this seems to be ergonomics.)*

*(11/7/18: EC&C more fully defined this item to how to direct our future efforts in trying to understand the design process for all Colleges and how faculty can be involved in this process. Are ADA directives followed, etc.?)*

*(4/3/19: EC&C agreed this was not a personal issue, but a Resource Issue, such as computer control/access areas in some classrooms are too low for all to access.)*

*(4/3/19: EC&C said this was more a resource issue, not a personal issue.)*

## **D. Committee on Goals and Directions: Senator Ostler**

### **PENDING:**

#### **1. Solar Panels at UNO**

Bringing solar energy infrastructure (particularly solar panels and EV charging stations) to the UNO campus and potential funding sources and partnerships.

*(10/3/18: EC&C was told Senator Richard Stacy would take the point on this.)*

*(5/1/19 Dr. Chen and his students will be submitting their report at the end of May 2019. Senator Bereitschaft and Senator Stacy will be working on the grant proposal this summer.)*

*(8/1/19: Submitted Proposal)*

## **E. Professional Development: Senator Cast-Brede**

### **PENDING:**

#### **1. Creation of an Easily Found List of What Retiring Faculty Need to Know for Retirement**

*(4/11/18: Sent to PD Committee.)*

*(11/14/18: Planned action steps: HR will look at the creation of a list for those planning retirement.)*

*(5/1/19: This was put on the next EC&A agenda)*

## **F. Committee on Committees: Senator Qureshi**

#### **1. Complete RESOLUTION: Academic Freedom & Tenure Committee (for 9/11/19 mtg.)**

*Executive Council Minutes 8/7/2019*

And a one tenured faculty member from the following two tenured faculty members will be elected as a one-year replacement for Laura Grams who will be on Sabbatical for the Academic year 2019-2020:

\_\_\_\_\_ TBA \_\_\_\_\_  
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**PENDING:**

**1. Involvement in Policies (such as IT)**

The Senate recommended that it have some involvement in policy making, as in IT Policies. They would like to investigate, engage with people who make policies, like IT, and get that information back to the Senate as quickly as possible. The policies should be technology neutral.

On 2/13/19 the Senate passed this to the Rules Committee.)

**2. RESOLUTION:** Election of a Second Standing Committee Chair as Executive Officer/Appointment of the Chair of the Cabinet

As not all standing committee chairs were elected for the year, the following resolution is held until the August Retreat.

**BE IT RESOLVED**, that according to the Article V.A.2 of its Bylaws the Faculty Senate elects Senator \_\_\_\_\_ as the Second Committee Chair and 2019-2020 Executive Officer.

**3. BE IT RESOLVED** that the following name go forward to serve a one-year term, 08/01/19 through 07/31/20, on the Tuition Remission Task Force:

\_\_\_\_\_ (to replace Sarah Osborn (A&S)).

**4. BE IT RESOLVED** that the following names go forward to serve a two-year term, 08/01/19 through 07/31/20, on the Academic Planning Council

\_\_\_\_\_ Amy Anderson, Professor, School of Criminology & Criminal Justice \_\_\_\_\_

\_\_\_\_\_ TBD \_\_\_\_\_

**V. Other Faculty Senate Committees**

**A. Faculty Senate Budget Advisory Committee Report:** Ebdon, Eesley, and Hall

**VII. Ad hoc Committees**

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

The next Regents Meeting will discuss the continued partnership of the UNO UNMC Faculty-to-Faculty Communication and Collaboration Committee.

**VII. Non-Senate Committee Reports**

**VIII. Unfinished Business**

**IX. For the Good of the Order**

**X. New Business**

**A. Staff Parking on Dodge and Scott Campus**

Motion to move this item to the following EC meeting is approved. No objection.

**B. Student First Amendment Rights in the Classroom**

Motion to move this item to the following EC meeting is approved. No objection.

**C. Pilot Program for Faculty Status**

Postponing. No discussion.

**D. NU Presidential Search**

**a. Letter to the Board of Regents**

July 3, 2019

Dear Chairman Clare, Vice Chairman Pillen, and members of the Board of Regents,

This letter is sent on behalf of the The University of Nebraska at Omaha Faculty Senate (UNO-FS), and more broadly, the UNO Faculty. We the Faculty of UNO wish to respond to the formation of the Presidential Search Advisory Committee and express, specifically, our concern regarding the lack of faculty representation, entreating you to include representative UNO faculty voice(s) on the committee.

The current Presidential Search Advisory Committee includes UNO administrative perspectives, including those of Chancellor Gold, Associate Dean of CPACS Barron-McKeagney, and Board of Regent Member Barbara Weitz. It also includes the UNO student regent Aya Youseuf. All of these perspectives are important. The committee does not, however, include a Faculty member from UNO. Faculty have expressed grave concern that they lack a voice in this process and it is the position of the UNO-FS that without a voice on the committee, our Faculty are disenfranchised and deprived from representative shared governance.

The UNO Faculty recognize the monumental task the Board has to form a committee broadly representative of its various constituencies. We recognize that the Board has attempted, in its formation of the Presidential Search Advisory Committee to represent its constituents. However, we believe that by not including UNO faculty on the committee, the Board of Regents has not satisfied its commitment to shared governance as laid out in its Bylaws. The Board has specific and clear provisions in its bylaws that address the role that Faculty, in particular, have with respect to shared governance and decision-making, particularly in its role in the selection of academic-administrative personnel. Bylaw 2.12 enconces shared governance as an operational pillar of the Board, by establishing Faculty Senate structures in its governance rules 2.12 states:

*Executive Council Minutes 8/7/2019*



*The faculties of each major administrative unit shall establish a governing agency for dealing with matters of interest to more than one college. Such agencies shall be democratic in structure and operation and shall determine rules concerning membership.*

*A sub provision, 2.12.1 provides the responsibilities for Faculty Senates:*

*2.12.1 Responsibilities of Faculty Governing Agencies. Each agency shall have the following general responsibilities:*

- (a) Adopt its rules of procedure, in accordance with Section 1.2 of these Bylaws;*
- (b) Act as the official voice of the faculty of which it is composed;*
- (c) Act on academic matters that affect more than one college;*
- (d) Advise and consult with student, staff, and administrative groups on matters of general concern, which include, but are not necessarily limited to, the budget, institutional planning, library and computer operation, student academic conduct in the classroom, and the selection of academic-administrative personnel;*

We the Faculty of UNO, would call the Board's attention to 2.12.1(b) and 2.12.1(d), which taken together provide a clear argument for the inclusion of faculty on the Presidential Search Advisory Committee and for such faculty to be appointed by the UNO-FS in its role as the official voice of the faculty of which it is composed. In addition to this argument from principle, the UNO-FS suggests that the inclusion of representative UNO Faculty appointed by UNO-FS on the Presidential Search Advisory Committee would strengthen the Board's position on shared governance. We believe it will help to create buy-in from faculty that will lend itself towards better consensus-building around the eventual new president selected in the hiring process.

Sincerely,

Matthew L. Hale, PhD, Cybersecurity, UNO Faculty Senate President  
Chris Kelly, PhD, Gerontology, UNO-FS Past-President  
Sajda Qureshi, UNO, PhD, MIS, UNO-FS Committee on Committees Chair  
Mark Shoenbeck, PhD, Biology, UNO-FS Educational Resources and Services Chair  
Robert Woody, PhD, ScD, JD, UNO-FS Academic and Curricular Affairs Chair  
On behalf of the UNO Faculty Senate

## **E. Preliminary Retreat Planning (August 21, 2019)**

- **Goals for 2019-2020**

- **Speakers**

1. **Bret Blackman**, Vice President, Info Tech
  - a. He would like to discuss DUO multi factor authentication and academic technology updates.
  - b. Reclaim
2. **Jeffrey Gold**, Chancellor
  - a. Campus Finances
3. **Charlotte Evans**, Asst Vice Chancellor, Chief of Police
  - a. She would like to discuss door access.
4. **Sacha Kopp**, Sr Vice Chancellor

*Executive Council Minutes 8/7/2019*

- a. Program expansion w/multi-college efforts
- b. New strategic planning process for feedback from the Faculty Senate.

- **Timeline/Schedule**

**8:30 - 9:00 a.m. Check in and Breakfast**

**9:00 - 10:30 a.m. Meeting Begins (See Agenda)**

- Welcome by Faculty Senate President Matt Hale
- Senators Introduce themselves
- Explanation: What the Faculty Senate does and how it is structured
- Explanations: Parliamentary/Robert's Rules & Process (Jim Carroll)
- Begin senate business agenda, progressing through Unfinished Business (skipping Committee on Committees Report)

**10:30 - 11:15 a.m. Chancellor Gold Presentation, plus Q&A**

**11:15 -12:00 p.m. Senior Vice Chancellor Kopp Presentation, plus Q&A**

**12:00 – 1:00 p.m. Break for Lunch (*buffet*)**

**1:00 - 1:30 p.m. Bret Blackman Presentation, plus Q&A**

**1:30 - 2:00 p.m. Charlotte Evans Presentation, plus Q&A**

**2:00 - 2:15 p.m. Governance Improvement Goals for 2019-2020**

**2:15 - 3:15 p.m. Standing Committees (breakout to committee tables)**

- Work on Unfinished Business/Pending from 2018-2019
- Planning/Goals for Year 2019-2020
- Schedule Standing Committee Mtgs. For the 8 meetings this year.

Usually the last Wednesday of the month (8/28/19, 9/25/19, 10/30/19, 11/27/19, Skip December unless committee wants/needs to reschedule, 1/29/20, 2/26/20, 3/25/20, 4/29/20)

**3:15 - 4:00 p.m. Resume Agenda**

- Committee on Committees Report
- For the Good of the Order
- New Business: Committees Report on Breakout Sessions (submit written reports to Lisa)
- Other New Business

**4:00 p.m. Meeting Adjourns**

- Etc.

**XI. The meeting adjourned at 3:45 p.m. with announcements.**

**XII. Announcements**

*Executive Council Minutes 8/7/2019*