



## 2019-2020 Executive Council

### Minutes

Wednesday, May 6, 2020

### Virtual Meeting

**Members:** Cast-Brede, Davidson, Hale, Helm, Ostler, Qureshi, Schoenbeck, Surface, Woody

**I. The meeting was called to order** at 2:00 p.m. by Vice President Surface

**II. The minutes** of April 1, 2020 were approved as submitted.

### III. Officers' Reports

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

**B. Secretary's Report on EO&A Meeting:** Senator Davidson

- EO&A Attendees:** Hale, Qureshi, Gold, Batton, Ostler, Kamm, Smith-Howell, Kopp, Surface, Toman, Davidson, Shipp
- Chancellor Gold applauded all NU campuses for opening up space to host quarantine individuals. As a reminder, quarantine individuals are asymptomatic, including Healthcare workers and those who have minimally been affected to prevent possible exposure to others. He wants to remind everyone that our primary concern remains the health, safety and wellbeing of the UNO community.
- SVC Kopp encourages faculty to contact the Office of Digital Learning with instructional and technology needs. There are resources also available at [keepteaching.unomaha.edu](http://keepteaching.unomaha.edu). Students can find assistance at [keeplearning.unomaha.edu](http://keeplearning.unomaha.edu). There are still a limited number of jetpacks available for those in need of internet connectivity.
- Acknowledgement of Resolution 4402.
- Meeting adjourned at 3:18pm.

Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/In Progress	Final Action/Resolved
4402	4/8/2020	Recording of Classroom Activities	4/17/20			Acknowledged

### IV. Standing Committee Reports

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

- On April 29, there was a Zoom meeting of the ACAC, with Senators Connie Schaffer, Harvey Siy, Liz Wessling, and Bob Woody present. The primary focus was on open issues and decisions, and related preferences regarding immediate closure versus continuation in the fall semester. On the matter of the academic integrity and related policies, it was agreed that Senator Wessling would respond to an email from the Assistant Vice Chancellor for Academic Affairs indicating that there is strong support for the ACAC to continue to address possible revisions to the policy. It was agreed that there should be follow up of implementing a special subcommittee on the teaching evaluation of faculty form. It is known that

President Hale has contacted potential members of such a committee and will oversee implementation thereof.

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

1. No meeting. No report.

**C. Faculty Personnel & Welfare Committee: Senator Helm**

1. Dr. Huq reported out on his work with the University System Wide Committee on Benefits. His committee has met twice. Their discussions have focused on three topics regarding the current retirement account plans and administration through TIAA and Fidelity:

- a. Management Charge
- b. Data Management
- c. Transparency

The Benefits Committee has written a proposal to hire an outside consultant to examine these issues. Central Administration has tabled the topic until Fall Semester.

2. FP&W is currently investigating the UNO options available to faculty who have experienced and reported personnel issues to BRT, HR and Ombuds Service and felt that their concerns were not concluded successfully.

The Committee is looking into information available on the University and Regents Web sites regarding employee conduct and the resources available to faculty. The Committee decided to pause the investigation for the remainder of the spring semester and continue this coming fall by identifying and interviewing UNO leadership in relevant departments and offices.

3. The Senior Vice Chancellor's office reported that Connie Schaffer has been appointed to replace Shereen Bingham as the Director of Ombuds Services.

<https://www.unomaha.edu/news/2020/04/ombuds-services-names-new-director.php>

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

**1. Review of 2019-20 AY G&D Activities**

- a. Non-Reported Sexual Assault (Resolved)
- b. Solar Feasibility (Submitted to Admin/Possible resubmission of grant to NET)
- c. Priority Program Identification (Tabled)
- d. Digital repository of committee reports from university committees (Tabled)
- e. Formation of Ad Hoc Committee on Faculty Advancement
- f. Non-Tenure track faculty advancement/promotion (Delayed from COVID19 response)
- g. Adjunct Faculty support (Ongoing)

**2. Setting Goals for 2020-21**

- a. Start thinking about Chair and Vice Chair positions for AY 20-21
- b. Discuss Priority Items for 20-21 AY

### **3. Review of Adjunct Faculty Support and Advancement**

- a. PDF of Adjunct Instructor Policies
- b. Continued: With the broad responsibility and response to the COVID19 university issues, the members of the Goals and Directions Committee have suspended looking into options for the advancement of Non-tenure track faculty as it relates to collective bargaining. We will continue to explore options for advancement outside the contract agreement for adjunct faculty, as well as full time faculty to the extent that those options are allowed within the current contract structure. This suspension includes the parallel work with the Ad Hoc Committee on Faculty Advancement
- c. The Committee on Goals and Directions agreed to meet optionally during the summer by reinstituting the Ad Hoc Committee on Faculty Advancement and possibly submit the best of our ideas discussed so far to the Faculty Senate and Administration for possible forwarding to the AAUP for consideration in the fall collective bargaining process.

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

#### **1. Children in the Workplace Policy**

- a. Discussed feedback from Staff Advisory Council. SAC was appreciative of Faculty Senate's attention to this matter. They are concerned that the policy does not serve employees without offices fairly. The suggestions included options such as leave designated for such situations, and increased funding for on-campus childcare where children could be taken. The Professional Development Committee discussed the suggested options and decided that they did fit within the policy because they were bigger organizational concerns and because they represented the dangerous situations discussed in the policy.

The committee did receive a letter of endorsement from the Chancellor's Commission on the Status of Gender Equity for the policy. (agenda attachment – pg. 8)

- b. **Resolution: Change to Children in the Workplace Policy**

**WHEREAS**, the University of Nebraska at Omaha's Children in the Workplace policy requires advance approval from a supervisor before a UNO employee may be bring a child to work due to unavoidable circumstances;

**WHEREAS**, many unavoidable circumstances, such as snow days and daycare cancellations, provide little advance notice so that a UNO employee would have little time to contact their supervisor;

**WHEREAS**, certain employee groups, such as single parents and those of low socioeconomic status, are especially burdened by these circumstances, thus raising concerns of equity;

**WHEREAS**, the UNO Chancellor's Commission on the Status of Gender Equity, the UNO Staff Advisory Council, and the UNO WiSTEM Pro^2 organization have submitted positive feedback on the proposed policy;

**BE IT RESOLVED**, that the UNO Faculty Senate does hereby recommend and endorse the attached Children in the Workplace policy for adoption on the UNO Campus.

**c. Children in the Workplace Policy** (agenda attachment – pg. 9)

**2. Lactation Policy:**

- a.** The committee received letters of endorsement from Staff Advisory Council and the Chancellor's Commission on the Status of Gender Equity.

**b. Resolution: Adoption of Lactation Policy**

**WHEREAS**, UNO does not have a campus wide policy to provide accommodations for lactating and breastfeeding mothers;

**WHEREAS**, a limited number of buildings on the UNO campus have dedicated space for lactating mothers;

**WHEREAS**, Section 7 of the Fair Labor Standards Act (amended March 2010) requires employers to provide nursing mothers break time to express breast milk

**WHEREAS**, the American Academy of Pediatrics (AAP) recommends breastfeeding for infants in the first six months and with a mixture of solid foods up to age three;

**WHEREAS**, the UNO Chancellor's Commission on the Status of Gender Equity, the UNO Staff Advisory Council, and the UNO WiSTEM Pro^2 organization have submitted positive feedback on the proposed lactation support policy;

**BE IT RESOLVED**, that the UNO Faculty Senate does hereby recommend and endorse the attached Lactation Support for Nursing Mothers Policy for adoption on the UNO Campus.

- c. Lactation Support for Nursing Mothers Policy** (agenda attachment – pg. 10)  
**d. Staff Advisory Council Support Letter** (agenda attachment pg. 11)

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

This committee met on April 22nd and on April 29th to backfill committees on to the cHarmony App as best we could and then on April 29th to match vacant positions with

faculty members. The result is the following committee assignments as categorized in the Faculty Senate Page and some additional feedback for Matt.

**1. RESOLUTION: Membership of 2020-2021 Faculty Senate Standing Committees**

**BE IT RESOLVED** that the following be appointed to the 2020-2021 Faculty Senate standing committees as designated:

Committee on Academic & Curricular Affairs (6)

Harvey Siy, IS&T (2022)  
Liz Wessling, CBA (2022)  
Cecilia Tocaimaza-Hatch, A&S (2021)  
Todd Robinson (2023)  
Jennifer Harbour (2023)  
Jodi Benenson (2023)

Committee on Educational Resources & Services (6)

Jooho Lee, CPACS (2021)  
James Shaw, LIB (2022)  
Jeanne Surface, ED (2021)  
Robin Gandhi (2023)  
Richard Stacy (2023)  
Vinuk James (2023)

Committee on Faculty Personnel & Welfare (6)

Claudia Garcia, A&S (2021)  
David Helm, CFAM (2022)  
Ziaul Huq, CBA (2021)  
Ramazan Kilinc, A&S (2021)  
Chungwook Sim, EXT (2022)  
Gary Krause, EXT (2023)

Committee on Goals & Direction (6)

Charles King, A&S (2022)  
Cameron Logsdon, CFAM (2021)  
Harmon Maher A&S (2022)  
Steven Schulz (2023)  
Alan Gift (2023)  
Thomas Bragg (2023)

Committee on Professional Development (6)

Jodeane Brownlee, CFAM (2021)  
Iulia Podariu, A&S (2021)  
Janice Rech, A&S (2022)  
David Volkman, CBA (2022)

Alexey Krasnoslobodtsev, A&S (2021)  
Sam Ammons (2023)

Committee on Committees (6)

Amy Anderson, CPACS (2021)  
Howard Pain, CFAM (2022)  
Sajda Qureshi, IS&T (2021)  
Lisa Sample (2023)  
Song Young-Park (2023)

**2. RESOLUTION: Campus Committees (a-f)**

**BE IT RESOLVED** that the following be appointed to Campus Committees as designated:

**a. Academic Planning Council (APC)**

**BE IT RESOLVED**, that the following names go forward as a three-year term from 08/01/20 through 08/01/23, to the Academic Planning Council (APC) to replace Joan Latchaw (A&S), Dale Eesley (CBA), Jack Zerbe (CFAM), and Todd Richardson (CPACS), whose term will expire:

Jayaram Betanabhatla (A&S) to replace Joan Latchaw (A&S);  
Phani Tej Adidam (CBA) to replace Dale Eesley (CBA);  
Jack Zerbe (CFAM) to be reappointed;  
Amy Anderson (CPACS) to replace Todd Richardson (CPACS).

Faculty Senate Representatives:

1. \_\_\_\_\_
2. \_\_\_\_\_

**b. Assessment Committee**

**BE IT RESOLVED**, that the following names go forward as a three-year term from 08/01/20 through 08/01/23, to the Assessment Committee to replace Kath Henebry (CBA), Jeremy Johnson (CFAM), Steveda Chepko (ED), Harvey Siy (IS&T), and Theresa Barron-McKeagney (CPACS), whose term will expire:

Kath Henebry (CBA) to be reappointed;  
Karen Fannin (CFAM) to replace Jeremy Johnson (CFAM);  
Connie Schaffer (ED) to replace Steveda Chepko (ED);  
Sajda Qureshi (IS&T) to replace Harvey Siy (IS&T);

\_\_\_\_\_ (CPACS) to replace Theresa Barron-McKeagney (CPACS).

**c. Education Policy Advisory Committee (EPAC)**

**BE IT RESOLVED**, that the following names go forward as three-year appointments, from 08/01/20, through 08/01/23, to the Education Policy & Advisory Committee (EPAC) to replace Christina Dando (A&S) and Darren Pettit (CFAM), whose terms will expire:

Laura Grams (A&S) to replace Christina Dando (A&S);  
Ronald Zank (CFAM) to replace Darren Pettit (CFAM).

**d. Judicial Committee**

**BE IT RESOLVED**, that the following names go forward as three-year appointments, from 08/01/20 through 08/01/23, to the pool of names for the Judicial Committee:

Scott Vlasek (CPACS) to replace Nikitah Imani (A&S);  
Samantha Clinkinbeard (CPACS) to replace Carey Ryan (A&S);  
Jennifer Sinclair (ED) to replace Andrew Swift (A&S).

**e. Professorship Committee**

**BE IT RESOLVED**, that the following two faculty members serve on the Named Professorship Review Committee (Kiewit, Kayser, and Isaacson Professorships) from 08/01/20, through 08/01/21.

Ann Fruhling (IS&T) to replace Adam Rosen (ED);  
Troy Romero (CPACS) to replace Ziaul Huq (CBA).

**f. Parking and Transportation Committee**

**BE IT RESOLVED**, that the following name go forward as a three-year appointment from 08/01/20 through 08/01/23, to replace a member whose term is expiring, on the Parking and Transportation Committee:

Kyle Reestman (IS&T) to replace Marshall Prisbell (CFAM).

**3. RESOLUTION: University Committees (a-g)**

**BE IT RESOLVED** that the following be appointed to University Committees as designated:

**a. University Committee on Facilities Planning**

BE IT RESOLVED, that the following name go forward as a three-year appointment from 04/29/20, through 04/29/23, to the University Committee on Facilities Planning, to replace David Beberwyk (CBA), whose term has ended:

David Beberwyk (CBA) to be reappointed.

**b. University Committee on Library & Learning Resources**

**BE IT RESOLVED**, that the following names go forward as three-year appointments from 08/01/20, through 08/01/23, to the University Committee on Library and Learning Resources, to replace those completing their terms:

Angelika Stout (CBA) to replace Jeremy Johnson (CFAM);  
Shari DeVeney (ED) to replace Jeanne Surface (ED).

**c. University Committee on Student Affairs**

**BE IT RESOLVED**, that the following name goes forward as a three-year appointment, from 08/01/20 through 08/01/23, on the on the University Committee on Student Affairs, to replace member who is completing their term:

Yanhui Zhao (CBA) to replace Jay Erwin (A&S).

**d. University Committee on Technology Resources, Services and Planning**

**BE IT RESOLVED**, that the following two names go forward to the University Committee on Technology Resources, Services and Planning, to replace members who are completing their terms, as three-year appointments from 08/01/20 through 08/01/23:

Gweneth Cliver (A&S) to replace Tracy Bridgeford (A&S);  
Kate Cooper (IS&T) to replace Seunghoon Han (CPACS).

**e. University Committee on Research & Creative Activity (UCRCA)**

**BE IT RESOLVED**, that the following names go forward as three-year appointments, from 08/01/20 through 08/01/23, to replace members who are completing their terms on the UCRCA (University Committee on Research & Creative Activity):



Xiaoyan Cheng (CBA) to replace Brent Clark (BA);  
Christine Cutucache (A&S) to replace Debora Wisneski (ED);  
Ashley Blount (ED) to replace Andrew Miller (A&S).

**f. University Committee on Athletics**

**BE IT RESOLVED**, that the following name will go forward as a three-year appointment from 04/15/20 through 04/15/23, to replace Adam Tyma (CFAM) who is completing his term:  
Anne Herman (CBA) to replace Adam Tyma (CFAM).

**g. Digital Learning Directors Committee**

**BE IT RESOLVED**, that the following name will go forward as a three-year appointment from 08/01/20 through 08/01/23, to replace Erica Rose (ED) who is completing her term:

Amy Morris (CFAM) to replace Erica Rose (ED).

**4. RESOLUTION: Faculty Senate Presidential Appointments (a-d)**

**BE IT RESOLVED** that the Faculty Senate President appoints the following as designated:

**a. AAUP Executive Committee (American Assoc. of University Professors)**

**BE IT RESOLVED**, that the Faculty Senate President appoints the following senator, who is also an AAUP member, as the senate representative for a one year appointment from 05/13/20, through 05/12/21, to the UNO Chapter of AAUP, to replace Sajda Qureshi, whose term has expired:

\_\_\_\_\_.

**b. Academic Freedom Coalition of Nebraska (AFCON)**

**BE IT RESOLVED**, that the Faculty Senate President appoints the following to be the Senate representative for a one year appointment, through May 2021, to the Academic Freedom Coalition of Nebraska (AFCON):

\_\_\_\_\_.

**c. Alumni Association Board of Directors**

**BE IT RESOLVED**, that the Faculty Senate President appoints the following UNO alum as the senate representative for one year, 08/01/20, through

08/01/21, to the Alumni Association, Board of Directors, to replace Scott Vlasek, whose term has expired:

\_\_\_\_\_.

**d. Budget Advisory Committee (Faculty Senate Committee)**

**BE IT RESOLVED**, the Faculty Senate President has appointed the following faculty member to the Faculty Senate Budget Advisory Committee as a three-year appointment, from 08/01/20 to 08/01/23, to replace Magie Hall (IS&T), whose term will expire:

David Volkman (CBA) to replace Magie Hall (IS&T).

**V. Other Faculty Senate Committees**

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

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

**C. Ad hoc Committee on Faculty Advancement:** Senator Ostler

**VI. Non-Senate Committee Report(s)**

**VII. Unfinished Business**

**A. Wellness Committee**

1. Senator Surface proposed for the Wellness Committee to fall under Faculty Senate Committees, “yellow sheet committees.”

**VIII. For the Good of the Order**

**IX. New Business**

**A. Student Code of Conduct**

1. **Student Code of Conduct** (agenda attachment – pgs. 12-43)
2. **Student Code of Conduct with Edits** (agenda attachment – pg. 44-78)

**B. Changes to First-time UG Student Registration (Report Item)**

1. In prior years, new first-time undergraduate students would begin registering for classes during on-campus Enrollment Days, which would start in early June. In the context of the current situation, and with in-person Enrollment Days no longer being an option for this summer, the group has agreed to bring the start of registration for these students forward in the calendar. Starting on Monday 5/4, students in learning communities who have had priority registration access in the past will be able to begin registering for Fall 2020 classes.

Students who are not a part of these priority registration groups will be able to register for classes starting on Monday 5/11. Prior to registering for classes, students will need to have completed these steps:

- Register for their online orientation via their MavLINK account

- Complete the online orientation course via Canvas
- Set up their academic advising appointment via MavTrack after the successful completion of the orientation course
- Meet with their academic advisor (via phone call, video conference, or email)

We believe moving the start of registration earlier in the calendar will help our new students engage sooner with the University community and increase the chances that these students will start with us in the fall. With that said, there are aspects of Enrollment Days and other in-person experiences that will be missed.

**C. Permanent Replacement for A&S**

BE IT RESOLVED on May 13, 2020, Senator Brady DeSanti resigned from the Faculty Senate, and Alexey Krasnoslobodtsev agreed to complete his term (05/10/18 – 05/12/21).

**D. Permanent Replacement for A&S**

BE IT RESOLVED on May 13, 2020, that, as Robert Woody has retired from UNO, Cecilia Tocaimaza-Hatch has agreed to complete his term (05/10/18 – 05/12/21) as a College of Arts & Sciences Senator.

**E. Investigating feasibility and logistics for safe campus reopening**

**WHEREAS** multiple faculty from the Colleges of Arts and Sciences, Business, Education, and Information Science and Technology have contacted the faculty senate regarding concerns about safe and effective campus reopening procedures and logistics and transparent communication to students

**WHEREAS** class sections are beginning to be advertised as “in person” delivery following President Ted Carter’s NU-level announcement regarding the FA2020 session

**WHEREAS** classrooms that normally hold 30 students can now only accommodate 10 students given CDC and UNO physical distancing requirements

**WHEREAS** large auditoriums can only accommodate a small number of students, e.g. Mammel Hall Auditorium which usually normally seats 186 can only accommodate 44

**WHEREAS** enrollment caps for many classes have not been reduced to for physical room constraints

**WHEREAS** student enrollments have begun to approach section limits and these sizes exceed classroom space limits given social distancing requirements

**WHEREAS** some college buildings only have a few classrooms/auditoriums big enough to accommodate social distanced configurations with the number of enrolled students

**WHEREAS** classrooms and computer lab spaces and other shared-use facilities have many high-touch surfaces that need to be cleaned/sanitized between uses for safety, e.g. desks/tables,

markers, dry-erase boards, keyboards, mice, light switches, projector remotes

**WHEREAS** these physical and safety requirements prevent classes from being held as they are being advertised and/or prevent some portion of students in the classes from attending in-person as advertised

**WHEREAS** there has been no guidance provided to faculty, students, or staff regarding in-person safety or pedagogical design measures for reopening - such as the requirement for the use of PPE, limits to person-to-person interactions, limitations on student grouping, etc

**BE IT RESOLVED** that the UNO Faculty Senate requests that all physical distancing requirements be followed to conduct safe in-person classes, even if it necessitates fewer in-person course offerings.

**AND BE IT RESOLVED** that the Senate requests that individual faculty be allowed to deliver their courses remotely if they have concerns about their own or their students' safety.

**AND BE IT RESOLVED** that the campus clearly communicate to students and faculty which classes will be delivered remotely, which will be delivered in-person, and how this will happen.

**AND BE IT RESOLVED** that the campus develop and make available a campus facilities sanitization and safety protocol for faculty, students, and staff to follow.

**AND BE IT RESOLVED** that the campus develop a facilities planning document to inform faculty, staff, colleges, and departments about classroom maximum capacities and utilization protocols.

*Motion to Amend: WHEREAS guidance for person safety and pedagogical design measures for reopening – such as the requirement for the use of PPE, limits to person-to-person interactions, limitations on student grouping, etc. – has not yet been presented, but has not yet been presented, but is in development by campus administration to provide to faculty, students, and staff.*

*No opposed. Motion passes.*

**F. New Senate Governance (Committee formation) Guidance**

**X. The meeting adjourned** at 3:35 p.m. with announcements.