I. The meeting was called to order at 2:05 p.m.

II. The November 2, 2005, minutes were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Glaser

1. Executive Committee and Administration met November 16, 2005. Faculty Senate Resolution 2808 (giving UNL faculty who teach at UNO grants) and the issue of reciprocity was discussed. We also talked about the faculty senate presidents’ meeting with President Milliken, and the issue of health care for retirees. The UNO administration would like to continue the $1.3 m. of diversity in money in UNO contracts. We had an extended discussion about the definition of “minority” in relationship to the diversity funding. While the faculty senate executive committee strongly feels that this funding should be used for U.S. minorities, we know it is also being used for international faculty. John Christensen will find the definition used by the Nebraska University system and get back to us.

2. Chancellor’s Council met November 17, 2005. The Chancellor reported on the Board of Regents meeting. She is trying to get Center Street access to Chili Greens. She will be going over the Master Plan at the December 1, 2005, BOR meeting and the board will vote on housing in the January 20, 2006, meeting. HPER building is full, not meeting the demand. There is a proposed extension using student fees. This would allow Student Health to move to HPER. Intramural sports needs the Chili Greens space. There is a Salvation Army 72nd St. Food Fight that UNO is participating in. Commencement: Paige Mulhollan, one of the founders of the Metropolitan University movement, will be getting the honorary degree. He will meet with the Strategic Planning Steering Committee on the morning of December 16.

3. Board of Regents met November 11, 2004 and December 1, 2005:

a. President Glaser reported on the November 11, 2005, meeting. The Business Affairs Committee meeting reviewed UNO’s Master Plan as the context for new housing. Chancellor Beleck presented our non-matriculant study which shows that 63% of non-matriculants do not enroll is the NU system. Hassebrook wanted information on the NU impact of campus housing. Wilson wanted to
know if students stay in housing through their four years. He also wondered about the proportion of resident students to full-time (about 2400/8500). Robinson explained that retention in residence halls is 87% (10% more than the general retention rate). Hawks and Miller both spoke up in support of new housing. The presentation of whether the new housing should be publicly-financed (i.e. with bonds) or privatized was given by David Lechner, NU Vice President for Business and Finance, who recommended private housing for financial reasons. The Academic Business Affairs Committee meeting looked at the definition of “Center”. There was recognition that there is confusion about this term and what it means. There will be a revision of this policy at the January meeting. Jay Noren presented a report about this issue, which included the following.

The Bylaws Amendment Proposed for January Consideration:

“Multi-Departmental Academic Centers for Research, Teaching, and/or Service”: Require BOR Approval if characterized by all of the following:

1. Interdisciplinary breadth encompassing commitment of funding and faculty time from more than one department.
2. An identifiable budget.
3. Evidence that the multi-departmental center will more effectively achieve stated academic objectives than traditional departmental, school, or college structures.

Milliken stated that Centers are a positive thing for the university. The more we can promote inter-disciplinary and inter-campus work, the better. The Board of Regents meeting in the afternoon was dominated by each chancellor presenting their Priority Academic Programs and their Programs of Excellence.

b. Secretary/Treasurer Shaw reported on the December 1, 2005 meeting, as both President Glaser and Vice-President Adkins were unable to attend. The Board began by reviewing parts of its new "Strategic Framework," and tried to reach consensus on specific, measurable goals as markers for progress. They first addressed enrollment, and they agreed on a target of 1.5% per year over the next three years. They next discussed graduation rates, and decided that the NU campuses should strive to exceed the 6-year average for undergraduates among their peer institutions. The Regents then addressed the goal of having all faculty pay increases should be based entirely on merit. The goal statement does not elaborate on a definition for "merit," though in discussion the Regents acknowledged that there are different kinds of performance which can be meritorious. Chancellors Mauer (UNMC) and Perlman (UNL) spoke in favor of the statement. Two of the Faculty Senate representatives (Mary Beck, UNL and I) expressed concerns about processes fraught with potential for unfairness. I cautioned the Board that the faculty and UNO and UNK formed collective bargaining units because of, at least in part, great dissatisfaction with poorly managed merit procedures. The Regents then turned their attention to a review of cost-cutting initiatives undertaken by the Business and Finance Offices on all four campuses. The campus representatives made an impressive presentation, and their numbers indicate that "back office" operations consume a rather low
percentage of NU expenditures. Regent Miller suggested that the Board should establish a goal of reducing administrative expenditures 5% each year. President Milliken and the Chancellors spoke firmly against this goal, as did the Faculty Senate representatives. They pointed out that they had been charged to do things such as increase enrollments which would likely require some incremental increase in "back office" operations. I told the Regents that Chancellor Belck had made many cuts on the Business and Finance area since 2000, and that she had worked hard to avoid cuts which directly affected classrooms and students. I am doubtful that further cuts can be made that do not ultimately affect academic matters. The Regents asked that the Business and Finance staffs continue to look for savings, particularly a rationalization of administrative computing, but they did not adopt a specific target. Before adjournment, Regent Miller made a presentation concerning the Rand Corporation's "Collegiate Learning Assessment" project, which is intended to measure undergraduate learning. However, I remain confident that UNO is on a better path in developing an ePortfolio approach to the evaluation of student learning.

4. Enrollment Management Services Committee met November 8, 2005. Billboard advertising is going up around town. Kathy Warren is the new hire for outreach to the Native American community. She is in Multi-cultural Affairs headed by Jim Freeman. She has a .45 appointment funded with the Chancellor’s diversity dollars. Applications for spring semester are up 30%, fall semester up 18%. Graduate applications are also up. Results are in from a Fall 2005 Survey of Entering Transfer Students.


1. Ad Hoc Budget Committee Report: (Prof. Bartle)

IV Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Anderson reported the committee met November 30, 2005. Present: Nancy Edick, Randy Adkins, Mark Scherer, Scott Tarry, Deb Anderson. Guest: Steve Bullock

Dual Enrollment Program:

Steve Bullock reported the total number of student enrollments has steadily increased since the program’s inception in 2003-2004. Latest data (2004-2005) indicate 500 students have taken almost 800 dual enrollment courses. As a recruitment tool, we learned that in the Millard school district, the number of students who came to UNO pre-Dual Enrollment averaged 12. Since Dual Enrollment, this has increased to 40-50. Data also indicate that students are more likely to come to UNO if they have had involvement with faculty and if students indicate overall satisfaction with the Dual Enrollment program. Westside and Papillion have been added to the program this year, with plans to expand to private schools after 12/06. UNO has no input into which high school students take these courses. However, by using part of the fee to provide Dual Enrollment scholarships for free/reduced lunch students, there is hope it will impact
student diversity in the program. Also, there are efforts underway to prepare 5th
graders for AP and Dual Enrollment courses which could increase student diversity.
Finally, it was acknowledged that parents may be unfamiliar with AP and Dual
Enrollment programs, particularly the differences between the two. By improving
communication with parents regarding AP and Dual Enrollment programs, particularly
the differences between the two, more students may enroll in the programs. Of the
$200 student fee, $82 is used to pay for students to take the AP exam. If the student
elects not to take the exam, UNO keeps this money in a general dual enrollment fund to
be used for special projects and activities. Because the percentage of Nebraska
students taking the Advanced Placement exam is so low, the Chamber of Commerce
and UNO administration would like to increase this number. Currently, it is not
required (Millard and Westside) or required but not enforced (OPS). MOEC schools
are surveyed annually regarding the subject areas that have the greatest need for Dual
Enrollment/AP offerings. Recent responses indicate an increasing need in the area of
foreign languages and economics.

Report from Nancy Edick regarding Academic Planning Council:
The Academic Planning Council is reviewing and revising the academic program
review process to more closely align it with accreditation requirements, AQIP, and the
university’s overall strategic plan. They are also reviewing the priority program
review.

Center for Afghanistan Studies (CAS):
Deb Smith-Howell will attend the ACA meeting in January to report on review
processes for non-academic programs such as the CAS.

B. Committee on Educational Resources and Services: Senator Watson reported the
committee met 16 November. Senators Pasco, Thorpe, Ortman, and Watson were in
attendance. The results of the focus groups on Course Evaluations were reported and
discussed. The members of the committee who were present decided that the input of
the full committee was needed to decide on the course of action at this point. The
issue was therefore tabled until another meeting could be scheduled that all committee
members could attend. That meeting was held 30 November 2005. Senators Watson,
Williams, Thorp, Shaw, Pasco, Ortman, and Lanyce Keel (ITS representative) were
present and discussed the different possible courses of action for Course Evaluations,
and came to agreement on the course of action. ER&S will proceed with a
two-pronged strategy: make a short-term solution available, but at the same time offer
policy advice on a long-term, permanent solution. The committee will now begin the
work of drafting policy recommendations to bring to the full senate. Much of the work
will be accomplished through email. The committee expects to have its
recommendations ready in time for the January Senate meeting.

C. Committee on Faculty Personnel and Welfare: Senator Skreija reported the Committee
met at 2:00 PM on November 30, 2005. Present: Stuart Bernstein, Elaine Lahue, and
The Committee discussed two issues:
1. The charge that it investigate possible changes in work assignments. It was decided
to check with the AAUP if they had any information regarding this matter.
2. Senator Hewins-Maroney's suggestion, which was accepted, that she and Senator
Tilton-Weaver work on a survey that could be sent to all faculty at UNO to get a
feedback on their perception of the work environment, professionally and socially.

D. Committee on Professional Development: Senator Corcoran reported the committee met on 30 November. Senator Corcoran was in attendance. Senators Bullock, Owens, Paterson, Roland and Winter were absent. Carrying out the Committee's oversight responsibility he met with Carol Mitchell, the Chair of UCAT, and Deborah Smith-Howell, Assistant Vice Chancellor for Academic Affairs. It was learned that under the new organizational structure UCAT appears to be running smoothly and possibly more effectively. It is noteworthy that UCAT, independently from the concerns of this committee, has included diversity as one of the "themes" for allocating grants this year. Also, that FacConnect, a portal website that links faculty to professional development opportunities, resources, support and events, was initiated this past August. It is a well-developed toolkit for both new faculty and continuing faculty and is quite impressive.

E. Committee on Rules: Senator Arbelaez reported for Senator Randall. The Rules Committee met on Wednesday, November 30 and discussed the following:
   · Frederic Laquer agreed to be a nominee for the Student Publications Committee;
   · Holly Miller is recruiting a second candidate.
   · A replacement for the UCR from AS was not asked as yet, this will happen next week
   · The Rules Committee will meet in January to design a new information/request sheet for all faculty to volunteer for committee service; the initial "teaser" will be mailed in February, with the final "commitment" sheet to be sent in following Spring break.

   1. Resolution for Nominees to Student Publications Committee:

      BE IT RESOLVED that the following names constitute the approved list of nominees to the Student Publications Committee from which the Chancellor is to select one for three-year appointment from 01/01/06 through 01/01/09 as specified in the By-Laws of the Board of Regents:

      Frederic Laquer,
      _______ tba ____________.

   2. Resolution for Replacement Member to UCR:

      BE IT RESOLVED that the following name go forward to complete the term of Timi Barone through 07/31/2007 on the University Committee on Research:

      _____ tba ____________, (from Social Sciences or Natural Sciences)

V Non-Senate Committee Reports

A. Academic Freedom Coalition of Nebraska (AFCON): Senator Paterson wrote that the next meeting is Saturday, December 10, 2005.
B. Graduate Council: Senator Paterson wrote that the next meeting is Monday, December 5, 2005.

VI Old Business

A. Resolution 2808, 11/09/05 (regarding UCR funding): It was agreed that no action to modify the resolution was necessary.

B. Diversity Funding: Professor Bartle, Chair of the Faculty Senate Budget Committee, assured the EC&C the UNO is doing well in this area.

VII For the Good of the Order

VIII New Business

A. President-Elect Recruitment: Secretary-Treasurer Shaw has volunteered to run for President-Elect. Senator Watson volunteered to nominate him, and Senator Arbelaez volunteered to second the motion at the December 14, 2005, full Senate meeting.

B. Election Statistics Memo was submitted and will be distributed to all colleges so they can schedule their election of Faculty Senators.

C. Increase Parliamentarian Stipend: The Executive Committee agreed that it has called repeatedly upon Parliamentarian James Carroll's wisdom in managing complex procedures, so much so that the Parliamentarian's stipend has been inadequate to compensate his work on behalf of the Faculty Senate. The Executive Committee agreed to increase the Parliamentarian's stipend to $1,000.00 from $500.00 per year.

D. Mid-Year Raise for Faculty Senate Admin. Tech I: The Executive Committee also addressed the rate of pay for Sue Bishop, the Faculty Senate's Administrative Technician. She has earned sterling evaluations for four consecutive years, and the NU Values system now permits a pay raise beyond the standard annual raise. The Executive Committee agreed that the Faculty Senate should increase the Administrative Technician's wage to $14.096 from $13.753 per hour. These adjustments in compensation were proposed only after an analysis of the past several years of the Faculty Senate budget expenditures indicated that funds remaining in the 2005-2006 fiscal year are sufficient to accommodate them.

IX The meeting adjourned at 3:35 p.m.