2009-2010 Faculty Senate
Minutes

Wednesday, September 9, 2009, 2 p.m., CPACS Collaborating Commons


Excused: Anderson

Absent: Mitchell

Presentation: At 2 p.m. NU President J.B. Milliken was introduced and spoke about NU enrollment, enrollment targets, Nebraska’s Online Worldwide Campus, and goals for the State’s P-16 Commission. He was asked about enrollment and enrollment philosophy, about the rationale of the Board of Regents’ appeal of the proposed AAUP contract for the first time, even though the Special Master and CIR Board have ruled in the Faculty’s/AAUP’s favor, and about the extension of the UNO AAUP negotiated life insurance benefits system-wide.

I. The meeting was called to order at 2:40 p.m.

II. The minutes of the August 19, 2009, meeting were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Elder reported

1. The Board of Regents met September 4, 2009. President Elder carpooled down to Lincoln with Karen Honeycutt (UNMC Fac Sen Pres) and John Fech (UNL Fac Sen Pres). The meeting began at 8 a.m. with a presentation by Jay Noddle (Noddle Companies) and Mary Jukuri (JJR/Smithgroup) on the Innovation Campus (former site of the Nebraska State Fair). They are roughly 2/3 of the way through the planning process. The emphasis was on entry points to the site, traffic flow, parking, building locations. At the October meeting, the plan is to address economic issues in detail. That meeting should be much more informative.

   The next presentation was on SAP (business efficiency software) by David Lechner. The important point here is that the state colleges are now on the same system as the 4 university campuses. Economies of scale are expected. The new software will allow administrators to monitor usage and easily create reports without much technical assistance. This was followed by an update on NESIS by Juan Franko. Again the 4 university campuses and the 3 state colleges will be on the same system. UNL admissions go-live was Sept 1. This was smooth.
UNO admissions go-live is Sept 14. All campuses will have their admissions on NESIS by late October. Every campus will be using essentially the same portal, though appearances will vary.

[President Elder mentioned he learned at another meeting that] UNL is using a feeder program into NESIS so that while they are nominally live, they are not really using NESIS as it is intended?

Dr. Steven Hinrichs started the presentation on H1N1 by discussing what is known about the virus. The good news is that the virus is not mutating, which means that the vaccine should be very effective. Vaccine should be available in mid-October. Good news is that the virus is not very virulent (the disease is not usually very severe). The bad news is that the virus spreads easily. At this point, it is expected that about 10% of the cases have occurred. Based upon Australia and Argentina, mortality rate should be about 0.05% (which is low -- mortality for the normal flu is 1%). On the other hand, in contrast to the usual flu, the population most vulnerable to H1N1 is under 24 years. The reason for this seems to be because people older than 60 have prior exposure to a flu similar to H1N1. For example, there was a major outbreak in 1973. Hinrichs' presentation was followed by Deb Thomas (Asst. VC for UNMC Business & Finance). She outlined the steps taken on the 4 campus in preparation for an outbreak.

President Milliken presented enrollment numbers. UNO up 2.9%, UNL up 2.2%, UNK up 1.6% and UNMC up 1.3%. This was followed by a presentation by Thomas Farrell (Assoc. VP for International Affairs). The important points were that internationalization benefits Nebraska and thus the Universities Strategic Framework includes some International Objectives: Increase opportunities for students and faculty overseas, Attract talented international students, faculty and researchers to Nebraska, Collaborate with foreign universities, and Build bi-lateral strategic partnerships. While UNK has a well developed program to bring international undergraduates to its campus, the international students on the other 3 campuses are mainly graduate students. {This is not the case at UNO when the ILUNO and PD students are counted.} As Farrell pointed out, graduate students provide the most immediate return on investment. The presentation was mainly concerned with recent trips. For example, -USDA-Pakistan Global Symposium on Wheat Disease and Production where Nebraska expertise makes a difference. Regent Hassebrook pointed out that rural Nebraska faces many issues that rural regions in third world countries face. Thus we have expertise that is valuable on the international stage.

The Strategic Framework Report on Gender/Minority Faculty Equity was given by Alan Matzner. UNO is doing better than its peer institutions in both categories. (Attached)

This was followed by Marty Mahler's presentation on Nebraska's P-16 Initiative. 10 goals have been defined by the committee, which includes Governor Heineman, Senator Greg Adams and President Millken. For example, Goal 5 is to improve Nebraska's college-going rate from 19th to the top 10 nationally. Currently about 64.5% of highschool graduates go to college. This would mean improving that percentage to 68.2%. Regent Hassebrook pointed out that 10 years ago, we were at the top nationally and asked what happened. Mahler responded that we haven't changed really, but that other states have been working on their statistics. There were several comments at the end of the presentation, for example by Regent Whitehouse, emphasizing the fact that it is both an important issue, but also a complicated one.
The official BOR meeting began at 1p.m. Of primary interest to UNO is the fact that the transaction of purchasing University Village was approved unanimously. After the agenda was complete, the BOR went into a closed session where the topic was to be the appeal of the CIR ruling on the case with UNO AAUP.

On the drive back with Karen Honeycutt and John Fech, we talked about the report on disability produced by UNO Faculty Senate. Both John and Karen have contacted their benefits persons concerning the report. The UNMC benefits person expressed shocked surprise (an appropriate reaction). John raised the issue of health reimbursements accounts. Apparently, the Federal Government allows 12 month, 15 month or 18 month windows before unspent funds are lost. The employer chooses which of these to provide its employees. NU only allows the 12 month option.

2. **Chancellor's Council** met August 27, 2009. The H1N1 Virus Policies, Procedures and Preparedness were presented by Marcia Adler and Steve Bullock. UNO will be a vaccine distribution site. First vaccines arrive Sept 30. The H1N1 vaccine requires two shots separated by 21 days. All students below the age of 24 are part of our priority population. But in this population there are particular populations of special concern. Notably students (such as student athletes) who travel. For example, provisions will have to be made to separate sick athletes from their healthy teammates and get them home.

( [http://www.nebraska.edu/docs/policies/NU2009-2010FluSeasonPolicy.pdf](http://www.nebraska.edu/docs/policies/NU2009-2010FluSeasonPolicy.pdf) )

This was followed by the Roundtable, where each person present had the opportunity to list recent developments in their unit.

3. **Lunch w/President Milliken and Four Faculty Senate Presidents** was August 28, 2009. All four Faculty Senate Presidents were present. We had emailed suggestions for discussion topics earlier.

Lunch began with President Milliken discussing the Strategic Planning Framework for 2009-2012 for the University of Nebraska. There have been some changes. The new document was passed out, which replaces the current document (as of 8/30/09) on [http://nebraska.edu/strategic-framework.html](http://nebraska.edu/strategic-framework.html)

When I asked how UNO might use it to better make its case before the Board of Regents, President Milliken stated that the best time to make UNO's case is when the Regents visit the UNO campus. This is when we have maximum flexibility to tell our story. He gave an example. When the Regents visited UNK, Chancellor Doug Kristensen made a very effective presentation (notably, without power-point) over dinner.

The next topic was the University's 2009/2010 Flu Season Policy. There was not much discussion, except to note with sadness the UNO student who died Thursday from H1N1.

The next topic was the University of Nebraska's Online Worldwide Program. This topic occupied the better part of an hour. President Milliken went to some length to explain the history of this program. He stressed that the program started with recommendations of DEC (Distance Education Committee). Furthermore, the Chancellors and Vice-Chancellors have been involved in every step of the process. The most important goal of this program is to better serve Nebraskans, in particular, the approximately 250,000 Nebraskans who started university level coursework, but have not finished.
My understanding is that biggest driver of this program is undergraduate education. The biggest controversies concern the offerings of basic undergraduate courses (such as Psych 101). For instance, undergraduate tuition on our campuses varies. However, it is my understanding that some of the major concerns at UNO concern graduate education and courses in niche specialties that do not have a counterpart on another UN campus. As such, I took away the observation that UNO's concerns may be perpendicular to the issues driving the Online Worldwide Program and thus there may be a bit of a disconnect.

President Milliken stated that there would be $200,000 for course development, and that after the costs of marketing and supporting Online Worldwide are covered, all dollars will go back to the institution offering the course.

President Milliken stated that each Faculty Senate President should expect to receive a package of supporting materials concerning Online Worldwide shortly.

The lunch ended with a short discussion about Wellness and the new HPER fees. President Milliken suggested that the Committee to address this would have to be the U-wide Wellness Committee (chaired by Deb Andersen). But this committee could only address the issue of a subsidy for HPER fees within the context of a University-wide program. There was a brief discussion of the fact that the U-wide Benefits Committee only meets twice a year (this doesn't seem to be enough) and that the Committee is used only to disseminate information. President Milliken took notes and said that he would look into this. Faculty Senate President Karen Honeycutt asked about Stem Cell Research. President Milliken stated that he expected the Board of Regents to address the issue at the October Board of Regents Meeting. He noted that one way to address the issue would be to simply take no action.

As we walked to the door, President Milliken pulled me aside handed me the University of Nebraska’s Description of Categories of Fees. He stated that while he felt that Learning Centers do very important and valuable work and while certain aspects of Learning Centers, namely equipment, might be funded through the Foundation, salaries do not fit into the Description of Fees and thus much of the UNO Learning Center's budget must come out of UNO's regular budget.


5. Standards of Communications Committee was an ad hoc committee last year and is being reconstituted. The members from last year are: Suzanne Sollars, Griff Elder, Carol Mitchell, Frederic Laquer, Meredith Bacon, and Doug Paterson. Volunteers are welcome and needed. Contact President Elder.

6. Written Acknowledgements of Resolutions (& Table):

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<td>2961</td>
<td>4/8/09</td>
<td>Create a Long-Term Disability (LTD) Task Force</td>
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<td>2931</td>
<td>11/12/08</td>
<td>“Shots Fired: When Lightning Strikes” Video</td>
<td>X* Senate in-progress</td>
<td>following report</td>
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<td>11/12/08</td>
<td>Park-&amp;-Ride-&amp;-Bike System of Transportation or Other Transportation Alternatives</td>
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<td>UNO Child Care Center</td>
<td>X* 2009 Retreat Item</td>
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*2961 (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 4/10/09: “The chancellor acknowledges receipt of the resolutions, but suggests that the Senate may want to make a call to Central Administration to inquire about the existence of the U-Wide Benefits Committee, under whose auspices, this might normally fall. There may be no need to establish a separate task force if this committee, or a subgroup, is active, and would entertain an examination of the existing disability benefit procedure.”)
(The Faculty Senate Admin Tech notified the UNO rep to that committee, David Corbin, on 4/9/09. He replied on 4/12/09: “The NU Benefits Committee will be meeting on April 16. I will bring the two resolutions to their attention. It does seem that the Benefits Committee should be able to handle the issues without a new committee, but I'll wait and see what kind of response I get.”)

*2944 (From the EC & Admin Mtg 1/21/09: The Chancellor supports the concept in Resolution 2944 on funding an UCRCA budget line but opined we wouldn’t get it during the years of budgetary problems.)

*2931 (From the EC & Admin Mtg 1/21/09: Senator Sollars gave Wade Robinson a list of faculty willing and qualified to comment on “Shots Fired” While Robinson says all the feedback he has received has been positive, faculty senators reported that students who had viewed the video were not impressed.)
(From Wade Robinson via e-mail on 2/16/09: “The Shots Fired issue is resolved based on the wording listed.”)
(From Chancellor Christensen via Nancy Castilow in an e-mail sent on 2/20/09: Acknowledge receipt of resolution and list of faculty educators to Assoc. VC Wade Robinson. Robinson reports that presentations to large campus groups is essentially completed with no further presentations scheduled. No additional action required.)
(From Wade Robinson via e-mail on 2/24/09: “Based on the information you gave me I have contacted a person at NASP to learn more about their PREPaRE program and learn about the program structure and costs. I have also contacted De. Scott Pollard to get program and cost information as well and hope to hear from both in the near future. I will also be communicating the UNO faculty you provided as well.”)
(9/2/09): As a recently appointed member of the UNO Disaster Preparedness Committee, Past-President Suzanne Sollars will be sent to training to be certified, as are the other members of the committee, by the National Incident 

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Management System (NIMS). It is affiliated with FEMA and provides a standardized structure for organizations to coordinate incident management.

*2930 (At the EC & Admin Mtg 11/19/08: VC Conley said that there were a number of components of Resolution 2930, as written, that needed further consideration.) (At the EC & Admin Mtg 1/21/09: Vice Chancellor Conley reported that B. J. Reed was working with MAT and that there will be an integrated campus parking plan. The Regents will be asked to extend the contract with Crossroads. There was some discussion of providing bicycles for students to go between campuses.) (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 2/20/09: Acknowledge receipt and forward to Vice Chancellor Conley for additional review and implementation as feasible.) (5/5/09 From SAC V.P. Jeri Maxwell: SAC has voted and would like for you to know that we support Faculty Senate in their decision on resolutions 2930 & 2947. However we would like to suggest a slight word change in Resolution 2930. “WHEREAS single-use motorized vehicular transport has a detrimental effect on the environment and a negative impact on finances via the cost of fuel,” We would rather it say something like "single person motorized vehicular transport"...)

*2928 (From 10/15/2008 EC & Admn Mtg: Chancellor Christensen said he would bring up Senate Resolution 2928, 10/08/08, concerning seeking alternatives to Lotus Notes, with the President’s Council. John Fiene is aware of the problems and supports the direction suggested in the resolution.) Follow-up by Sollars via e-mail: “Chancellor Christensen brought the matter to President Milliken who concurred with the Lotus Notes problem, but said the matter needed to be deferred until after SIS implementation.”

*2909 6/20/08 EC&A Mtg: Associate Vice Chancellor Robinson discussed Emergency Planning and asked about the creation of a faculty committee that can assist the administration in planning for the continuation of academic programs in crisis situations. Senate will need to determine in there is a specific senate committee that could do this or if there is a need to develop a committee outside the senate. See Minutes of Exec Committee and Cabinet 7/9/2008 for further information: http://www.unomaha.edu/facsen/minutes/2008_2009/08_7_minutes.php 9/2/09: As a recently appointed member of the UNO Disaster Preparedness Committee, Past-President Suzanne Sollars will be sent to training to be certified, as are the other members of the committee, by the National Incident Management System (NIMS). It is affiliated with FEMA and provides a standardized structure for organizations to coordinate incident management.

*2899 EC&A Mtg April 16, 2008. The Chancellor responded to the Senate’s recently passed resolution regarding the University’s day-care facility. He was primarily concerned about the Senate’s recommendation that UNO develop a lab school as part of the day-care facility, since this represents a significant departure from what the university is doing and would require a substantial investment of resources. He pointed out that the original goal was to develop a day-care that would meet national accreditation standards. The differences between day-care and preschool curricula and facilities were discussed. The administration agreed to provide the Senate with information about the current day-care operation and also agreed to work with the Senate and Student Government to explore the issue if that is desired.


1. Budget Advisory Committee: Senator Bartle reported they will be meeting with Julie Totten during the week of September 21-25, to get an update on the 2009-10 budget.

2. Budget Advisory Task Force: Senator Bacon reported that there has been no meeting since July 2009.

IV. Executive Committee Report: Senator Laquer moved the following resolutions for the Executive Committee:

A. Resolution 2996, 9/09/09: Temporary (Fall 2009) Replacement for External Senator George Morcous (Passed Unanimously)
BE IT RESOLVED, having been notified by Senator George Morcous that he will be unable to serve on the Faculty Senate for Fall 2009 due to a teaching schedule conflict, that John Bonsell will be his temporary replacement.

B. Resolution 2997, 9/09/09: Recognition for Dr. Cindy Melby Phaneuf (Passed Unanimously)

WHEREAS, Dr. Cindy Melby Phaneuf has distinguished herself in the position of Co-Founder and Artistic Director of the Nebraska Shakespeare Festival from 1987 - 2009; and,

WHEREAS, UNO has been distinguished by her outstanding creative efforts in founding, developing, and directing nearly half of the NSF productions; and,

WHEREAS, Dr. Phaneuf, through her many activities with the NSF, has exemplified the role of a faculty member who achieves national and international recognition in creative activity, research, teaching, and service; and,

WHEREAS, Dr. Phaneuf incorporated UNO and regional students into all NSF activities – acting, stage management, technical activities, theatre management, etc – and became a model for faculty who involve students in faculty professional work; and,

WHEREAS, Dr. Phaneuf has demonstrated that national and international caliber artistic work can be created in Omaha, at UNO, and in one’s own neighborhood; and,

WHEREAS, Dr. Phaneuf has recently resigned her position as Artistic Director of NSF after nearly twenty-four years of leadership;

THEREFORE, BE IT RESOLVED, that the Faculty Senate congratulates Dr. Cindy Melby Phaneuf for her outstanding accomplishments with the Nebraska Shakespeare Festival, and wishes her all the best in her upcoming endeavors.

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Johanningsmeier reported the committee met August 26, 2009. Members Present: Chuck Johanningsmeier (Chair), Shelton Hendricks (Vice-Chair), John Bartle, Jeremy Baguyos, and Carol Mitchell.

We heard a presentation from Senator Nora Bacon on the work she and other members of the Writing Across the Curriculum Advisory Committee (WACAC) have been doing to revise the current university-wide third writing course requirement. She pointed out that for a variety of reasons, compliance with this requirement has been uneven. The WACAC is drafting a proposal to revise the requirement to make it easier for departments to comply but at the same time maintain the integration of writing into the curriculum.

The A&CA committee asked a number of questions about the proposal and made suggestions about how it might be revised. Senator N. Bacon thanked the committee
for its help and agreed to bring a revised proposal to the committee in January or February for more input and formal approval.

Senator N. Bacon also informed the committee about the problems with and inconsistencies in the plagiarism and academic integrity policies currently included in the graduate and undergraduate catalogs. Again, Senator N. Bacon indicated that the Writing Across the Curriculum Advisory Committee is looking into how to improve and revise these policies and will report back to our committee on its work at a future meeting.

The committee also discussed the issue that Senator Laquer had brought to us, namely a situation in which a student’s SIS transcript was altered by someone other than the instructors involved; furthermore, the instructors were not informed of these changes. This raises a number of issues about who has authority to change SIS transcripts and what procedures should be followed when they are. The committee agreed that the Chair should contact Dave Cicotello to find out if there are policies already in place. The committee will decide, based on the reply to this request for information, what might need to be done.

B. Committee on Educational Resources and Services: Senator Boyer reported the committee met August 26, 2009. Members present: Boyer, Kercher, Laquer, Ritzman, Siy, Wileman.

Merry Ellen Turner, Director, International Programs spoke to the group about International Studies & Programs.

International students from 117 countries are enrolled at UNO. The top five countries are India, China, Saudi Arabia, Japan, and Korea. The top five academic fields are Language training, Computer Science, MIS, Economics, and Business. There are more than 1300 international students.

UNO’s International Studies & Programs is very centralized. They do recruitment and admissions, foreign credential evaluation, transfer credit, and language proficiency. They also provide a lot of support including meeting international students at the airport, arranging housing, providing social activities, and assisting with everyday life needs.

There are 40 people who work in International Studies & Programs but only about 20% of their funding is provided by the state of Nebraska. The rest is funded with grants or revenue from the intensive language, ILUNO, program.

International students are eligible for a variety of scholarships. Some of them receive scholarships from their home countries. Saudi Arabia does a number of those. The primary scholarships available from UNO include: 1) Advantage (about 60 per year) – allows students to pay in-state tuition, 2) New International Student Scholarships provides $6,000 for the first year and is not renewable, 3) Regents Scholarships provide $700 per semester and can be renewed as long as the student maintains an established grade point average and is an undergraduate. Scholarships are very competitive.

International students have a significant impact on the local economy. It is estimated that international studies contribute about $48 million to the Nebraska economy and about $29 million to the Omaha economy. UNO requires international students to perform community service while they are here.

International Studies and Programs also arranges for Study Abroad experiences. More than 300 students participated last year and the number is growing each year. There are a variety of opportunities for students from studying for a semester or for a year or participating in a UNO led program over Spring Break or during the summer.
UNO has 34 “Sibling Institutions” that will accept students. Students may participate in third-party programs or directly enroll in foreign universities.

The committee reviewed the 2009-2010 goals and discussed how we might accomplish those goals.

Our next meeting will be Wednesday, September 30, 2009 at 1 p.m. We will meet with Lanyce Keel, ITS.

C. Committee on Faculty Personnel and Welfare: Senator Erickson reported the committee met August 26, 2009. Members present: Bacon, Carballal, Erickson, Nordman, and Proulx. Senator Erickson moved the following resolution for the committee:

1. Resolution: (referred from the UNO Parking Committee in June of 2009) UNO Parking Committee

UNO Parking Committee Proposal on Events Parking Calendar and Parking

WHEREAS, UNO units schedule many worthwhile events that result in additional vehicles parking on campus, and these additional vehicles create parking conflicts that could be reduced by better exchange of information and more careful planning, and

WHEREAS, the UNO Events Calendar is available for listing campus events,

THEREFORE, BE IT RESOLVED, that one person from each campus unit be assigned the responsibility of listing all unit events that will increase the number of vehicles parked on campus on the UNO Events Calendar, and

BE IT FURTHER RESOLVED, that a mechanism be developed for units whose events will bring more than 50 vehicles to campus to provide this information to the Campus Police, and

BE IT FURTHER RESOLVED, that Campus Security use this information to facilitate parking for these events, and to advise event organizers of changes in the location or time of their events that would reduce parking conflicts.

After a short discussion, Senator Bartle moved and Senator Lomneth seconded, to recommit this resolution.

2. Senator Erickson also reported on agenda items the committee discussed and prioritized issues for the year:
   a. Faculty benefits – issue and resolution from Spring 2009
      Step 1. David Corbin (Faculty representative) will take the issue (from the Spring Senate Resolution 2961 and Resolution 2962) to the University Benefits Committee at their next meeting (time/date TBD). David will put the item on the agenda and invite Griff Elder, and perhaps others as guests.
      Step 2. Monitor progress of issue at above, and decide whether to take it to AAUP as a bargaining issue.
b. BOR appeal of Special Master’s ruling - we are investigating the legal costs involved.

c. Biking issues - will invite representatives from UNO Facilities, students, faculty and city of Omaha as appropriate.

d. Parking: the committee is unsure about the multiple issues related to parking. Is it a more appropriate matter for the University Parking Committee?

(It was suggested that Senator Boyer, a member of the UNO Parking Committee, and chair of the Faculty Senate Educational Resources and Services Committee, and Senator Erickson will discuss parking and decided which committee will do what.)

D. Committee on Goals and Directions: Senator Paterson reported the committee met August 26, 2009. The Agenda and Report from the Faculty Retreat were approved/accepted.

HPER – Senator Marx reported difficulty getting a pass to teach a class in HPER. The fees in fact seem high. There is perhaps a problem with fees covering capital expenditures by being an indirect state tax on students. Will all buildings at UNO now need to be financed by private individuals? The committee will take up the issues concerning faculty and HPER in the next several meetings.

COMMUNITY ENGAGEMENT – The committee will take up issues related to community engagement. One concern is the possibility that the language will take UNO away from genuine community engagement and lead rather to entrepreneurship, business connections, and the further corporatization of the university. Genuine engagement with the deep and broad life of the community must not be lost.

GREENING - It was suggested the six resolutions were perhaps not prioritized. It was also observed that the six were the first third of a total of eighteen planned resolutions. Senator Marx observed that the Sustainability Task Force is doing important things.

We need to get ecology, sustainability, and greening as part of the educational core at UNO. Are there any new programs, or programs developing? There are discussions that environmental studies might change its name to sustainability. John McCarty (Biology) is in charge of the environmental studies program. Maybe G&D should work on a resolution that recommends integrating sustainability into all of the curriculum. Global warming is true and has such a consensus in the scientific community. Downturn is a good time to do even more; we are doing some change now.

We need a full-time coordinator of Sustainability. But the Task Force can do some of these things, not just Patrick Wheeler. Maybe UNO needs to consider minimizing the lawns and go to permaculture. Lawns waste water and use a lot of herbicides.

What we need to do is to use language like “cost containment” for Greening and sustainability issues. Administrators might not understand the ecological issues, but do understand costs.

Currently the University is doing building audits for energy consumption and waste. There is interest in knowing what our energy status is in each building.
E. **Committee on Rules:** Senator Holley moved the following four resolutions for the committee:

1. **Resolution 2998, 9/09/09: Academic Freedom and Tenure Committee Nominees** (Passed)  (ballots will be sent to all full time faculty, results reported October 2009)

   **BE IT RESOLVED,** that in accordance with section 6.1 of the Faculty Senate Bylaws the following nominees for the Academic Freedom and Tenure Committee are brought forward by the Rules Committee for senate nomination. The ballot will be presented to the UNO faculty.

   One tenured faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2009, through October 15, 2012, to replace James Carroll:

   - Christina Dando (tenured)
   - Birud Sindhav (tenured).

   And one non-tenured faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2009, through October 15, 2012, to replace Nancy Kelley-Gillespie:

   - Cher McAllister (non-tenured)
   - Joyce Neujahr (non-tenured).

2. **Resolution 2999, 9/09/09: UNO Faculty Grievance Committee** (Passed)

   **BE IT RESOLVED,** that in accordance with the Faculty Senate of the University of Nebraska at Omaha Bylaws, section 6.1, Faculty Grievance Committee, the following faculty members are brought forward by the Rules Committee for ballot election by the senate.

   One Full Professor will be elected from the following two nominees to replace Henry D’Souza, whose term has expired, for a three-year term from September 16, 2009, through September 15, 2012:

   - Karl Kosloski, (Full Professor)
   - Robert Woody, (Full Professor). ELECTED

   One Assistant Professor will be elected from the following nominees to replace Sekhmet Ra Em Kht Maat (Cher McAllister), whose term has expired, for a three-year term from September 16, 2009, through September 15, 2012:

   - Mahboub Baccouch, (Assistant Professor).
   - Zebulon Miletsky (Assistant Professor) ELECTED
   - Iulia Podariu, (Assistant Professor)
And one member of the Faculty Senate Faculty Personnel and Welfare committee will be elected from the following two nominees to replace Karen Dwyer, whose term has expired, as the Faculty Personnel and Welfare Committee representative for a one-year term from September 16, 2009, through September 15, 2010:

Meredith Bacon ELECTED
John Erickson.

3. **Resolution 3000, 9/09/09: UNO Professional Conduct Committee** (Passed)

**BE IT RESOLVED,** that one representative must be elected by ballot vote to serve a three-year term from September 16, 2009, through September 15, 2012, to replace outgoing members, Jack Heidel and Juliette Parnell, whose terms have expired. In accordance with Section 1.1 of the University of Nebraska at Omaha Professional Conduct Committee's Rules and Procedures, the following four nominees (all tenured faculty ranked assistant professor or above) are brought forward by the Committee on Rules for ballot election by the full senate as follows:

Kerry Beldin ELECTED
David Carter
Scott Harrington ELECTED
Robert Ottemann

The two newly elected representatives will also serve as alternates for three-years from September 16, 2012, through September 15, 2015.

Jack Heidel and Juliette Parnell will continue serving as alternates (replacing Donna Dufner and Richard Stacy) for three-years, from September 16, 2009, through September 15, 2012, per Resolution R2694.

4. **UCRCA Replacement:**

A CBA faculty member returning from sabbatical expected to resume her membership on a University Committee. Faculty and committee members involved were advised as follows: The vacancy created by departure on sabbatical was filled by Senate resolution (Resolution 2956) which approved a qualified CBA faculty representative for the University Committee on Research and Creative Activity (UCRCA) to fill an unexpired term. Resolution 2956 is and was correct, and the unexpired term was filled. The central concern of the Faculty Senate is that committees are populated by qualified, worthy persons who have been approved by the Faculty Senate. Both the faculty member who vacated the appointment and the faculty member who was appointed to the unexpired term have been regarded as worthy and approved by the Faculty Senate. If the faculty member currently appointed to fulfill the remainder of the term were to resign, and the returning faculty member were willing to serve, the Rules Committee would then be very likely to propose that the returning faculty member be appointed.
In the last week of August 2009, Catherine Co reported that she would be stepping aside to let Weiyu (Wendy) Guo, the returning faculty member, resume her term on the UCRCA. Catherine Co’s resignation is therefore acknowledged.

**Resolution 3001, 9/09/09: University Committee on Research and Creative Activities (UCRCA): (Passed)**

**BE IT RESOLVED,** that Weiyu (Wendy) Guo be appointed to complete the term of Catherine Co on the (UCRCA), 08/01/08 - 07/31/11.

**VI. Non-Senate Committee Reports**

A. **Academic Planning Council (APC):** Senator Bartle reported the APC will hold its first meeting on September 11, 2009.

B. **American Association of University Professors (AAUP):** Senator N. Bacon reported

**Faculty Salaries 2009-11**

Faculty salaries are still undetermined. The events leading to the impasse are as follows:

November 08 – January 09. In negotiations, representatives of the AAUP and the NU Board of Regents agreed that faculty salaries at UNO are 5.84% behind those of our peers. (Later information suggests that the gap is about 6%, but both sides committed to the figure 5.84%) The union proposed increases of 3.8% during each year of the contract (2009-10 and 2010-11). The regents proposed increases of 2.9% in 2009-10 and 2.5% in 2010-11. The dollar difference between the two proposals is $311,287 in the first year and $474,505 in the second year. The two sides could not agree, so the matter was referred to a Special Master.

February 3, 2009. Special master hearing before Ronald Hoh, an arbitrator agreed upon by both parties; lawyers for the AAUP and the NU Board presented arguments and exhibits supporting their proposals. The special master considered evidence of comparability with peer institutions and the university’s ability to pay.

February 12, 2009. Special Master Hoh ruled in favor of the AAUP proposal. In his decision, Hoh noted the following:

- The regents’ proposal failed to bring UNO salaries to the midpoint of our peers.
- The AAUP proposal was reasonable in light of current economic conditions, bringing salaries to the current midpoint and anticipating very modest increases to the peer group (less than 1% per year) for the next two years.
- The university’s argument that it was unable to pay for comparable salaries was unconvincing in light of extensive data about the state’s financial situation relative to other states.

March 13, 2009. The NU Board appealed the Special Master decision to the Commission on Industrial Relations (CIR).

March 24, 2009. AAUP members ratified a Collective Bargaining Agreement covering the period from July of 2009 to June of 2011; because salary increases had not been determined through negotiations, they were not subject to ratification.

May 27, 2009. CIR hearing.

July 9, 2009. The CIR upheld the Special Master ruling, reaffirming the salary award of 3.8% in each of the next two years. The CIR also affirmed the AAUP’s
proposal to increase employer-funded life insurance. The NU board announced that it would not contest the insurance benefit award; in fact, it extended a new insurance benefit to all employees system-wide at a cost of almost $2,000,000.

August 4, 2009. The NU Board of Regents appealed the CIR decision.

UNO faculty will not receive raises for the current year until the litigation is settled. At that time, the increases now being withheld will be paid with interest.

AAUP New Faculty Luncheon

A luncheon for new faculty is scheduled for Wednesday, September 23 at noon in the MBSC Chancellor’s Room. Current AAUP members are encouraged to invite new colleagues to the luncheon.

VII. New Business

Senator Paterson moved and Senator Benjamin-Alvarado seconded the following resolution, which passed unanimously:

**Resolution 3002, 9/09/09: Commending AFCON for Professor Ayers Invitation**
(Passed Unanimously)

WHEREAS, Professor William Ayers was to speak on the campus of the University of Nebraska at Lincoln in mid-November 2008; and,

WHEREAS, Professor William Ayers was dis-invited to speak because of political pressure, in the form of phone threats, intimidation, and purported threats from big donors to refrain from giving to the University; and,

WHEREAS, the Faculty Senate of the University of Nebraska at Omaha passed a resolution criticizing the dis-invitation on the grounds of Academic Freedom; and,

WHEREAS, the Academic Freedom Coalition of Nebraska (AFCON), of which the UNO Faculty Senate is a member, has invited Dr. Ayers to speak at its Annual Meeting in Omaha on Saturday, November 14th, at the Holiday Inn on 72nd and Grover on the topic of “The Right to Think at All: Academic Freedom and Free Speech in Troubled Times”;

THEREFORE, BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha commends AFCON for inviting Professor Ayers to speak in the hope of demonstrating Nebraska’s ongoing commitment to Academic Freedom and the US Constitution’s Freedom of Speech provision.

VIII. There were no objections to having announcements before adjourning:

A. **Executive Committee & Administration (EC&A) Mtg:** September 16, 2009, 2 p.m., EAB 200, Chancellor’s Conf. Rm.

B. **Executive Committee & Cabinet (EC&C) Mtg:** Wednesday, October 7, 2009, 2 p.m., MBSC State Room

C. **Faculty Senate Mtg:** October 14, 2009, 2 p.m., MBSC Dodge Rooms
D. Request from Paul Sather, Director of UNO Service Learning Academy & Humanics

(E-Mail Received August 31, 2009) Last spring the Faculty Senate passed a resolution in support of the 7 Days of Service community service effort and the service-learning initiatives on campus. Several senators also volunteered for one or more days over spring break. I am wondering if it would be possible to expand that effort over fall break. Given the numbers of student volunteers who now participate in these events we must arrange for a variety of work sites in order not to overwhelm any one organization. It’s difficult for us to provide site supervision since these sites are often some distance from each other. Would Faculty senate members be willing to serve as site supervisors over fall break? (October 17, 19 and 20). Ideally, 3 or 4 per day would be great, but we would welcome any assistance. We would provide information on the role of the supervisor, but, in general, it’s a matter of keeping students on task, serving as the liaison with the community organization, assisting in the coordination of the lunch break, making sure students complete the evaluation form and contacting me or Dr. Oleson if there is any injury (this is a rare occurrence). Work days usually run from about 9:00-3:00. Since we are not affiliated with any particular college I don’t have a designated senator to bring this to the senate discussion. What are your thoughts about the feasibility of this idea and what process we should follow to bring the need to the attention of the senate? Thanks much.

E. Past President Sollars asks for input for NU President Milliken’s 5 Year Evaluation.

F. Search has started for Wade Robinson’s position of Assoc. V.C. for Academic and Student Affairs. The search committee is asking anyone who has interest in the position to submit names of potential candidates. Dr. Sollars is the faculty representative to this committee.

G. Past President Sollars would like to invite interested Faculty to participate in next month’s “Omaha Table Talk” event on October 15. http://www.omahatabletalk.com/ for information on these small dinners with people of different races or cultures.

H. The meeting adjourned at 3:40 p.m.