Present: Benjamin-Alvarado, Boyer, Elder, Erickson, Holley, Johanningsmeier, Laquer, Mitchell, Paterson, Sollars

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

II. Due to inclement weather, there was no January 2010 meeting. The December 2, 2009, minutes were approved as written.

III. Officers’ Reports

A. President’s Report: Senator Elder reported


December 11, 2009:

We began at 8:00 with presentations from the Outreach and Economic Development Ad Hoc Committee:

The first presentation, Economic Strategies for Rural Nebraska, was very interesting. Chuck Karpf (Entrepreneur Coordinator and Loan Fund Manager, Gering) expressed the concern that Nebraska (and the University of Nebraska) wasn't doing enough to support small businesses in the western part of the state. As a result, the western part of the state often looks to Colorado for ideas and guidance. This is the first time I have heard anything slightly provocative during these morning informational sessions, and made me realize just how dry they usually are. This was followed by two western Nebraska business owners. The second owner talked about the importance of PKI interns for his business (Hamilton Telecommunications). I was left with the impression that it would be politically smart for UNO to reach out to business in western Nebraska. Any constructive effort will be greatly appreciated. This was followed by a presentation on Area Health Education Centers, an effort to improve the availability of quality healthcare in rural Nebraska.

At 9:30 we had presentations from the Business Affairs Committee: Deferred Maintenance Initiatives gave the history of LB 605 and discussed the status of NU construction sites. At UNO this meant Criss Library and Utility Infrastructure.

The next presentation concerned Debt Financing. This included a discussion of NU debt levels and its influence on our Bond Rating (cost of borrowing money). NU’s Debt to Operating Revenues ratio has gone from 2.3 in 2003 to 3.4 in 2009. David Lechner doesn't want us to go higher than 3.4.

The Board of Regents Meeting began at 10:30. The only issue that concerned UNO was the approval of a study abroad agreement at UNO for Sir Padampat Singhania University in the state of Rajasthan in north-west India. The initial agreement is to bring 20-25 technology students to UNO for 2010/2011. The
$450,000 estimated expense will be covered by private funds. Also of interest was the extension of President Milliken’s contract through July 2015. The meeting adjourned at about 11:30.

**January 22, 2010:**
**Morning Session:**

The morning began with the Legislative and Budget Update by Speaker Mike Flood. There are some important dates to be aware of: Feb 28 when the state’s economy will be forecast, and Apr 15 Tax Day, July 1 when fiscal year turns over. A major concern is the fact that stimulus funding for public schools is ending. This has made a big difference during the past year. Other topics: There is a community college dispute. Metro has filed a lawsuit concerning the funding formula. Wind Energy is a priority for the Legislature, but this needs to be balanced with the needs of Public Power. Finally, Ashford is working on the Juvenile Justice Legislation. For example, truancy is a big problem in Douglas County.

This was followed by the Strategic Framework Report from the Academic Affairs Committee. (1) Graduation rates. 6-year Graduation Rate for UNL was down 4.7% against its peer group, for UNO was up 3.0% against its peer group, and for UNK was up 8.4% against its peer group. This led to a lot of discussion about peer groups. These peer groups have been in place for about 10 years. The question was raised whether they still make sense. (2) Recruitment Update. There wasn’t any information that wasn’t what you would expect to hear. For example, we are interested in the full life cycle of a student, since the children of students tend to become students.

The third presentation came out of the Outreach and Economic Development Ad Hoc Committee. Recall that at the last meeting there was an interesting presentation on rural Nebraska. This time the focus was on Lincoln and Omaha. The presenters included presidents of the two Chambers of Commerce, and Bradley Walker (President, Nanonation, Lincoln), John Oliver (VP Global Applications, Interpublic Group, Omaha). Take-away points: Oliver: When companies are thinking of going off-shore for cost savings, they should think of Omaha. We offer the best of both worlds. Cost savings and Stateside infrastructure. Walker: Silicon Prairie – we have it all right here. Brown (Pres. Omaha CC): A request to the University that we double the number of engineers that we produce. Everything was very upbeat. There was a sense that the sky is the limit.

We concluded the morning with presentations of the Business Affairs Committee. First State Auditor Mike Foley stated that the audit of Univ of Nebraska was clean. Then there was a presentation of the new buildings proposed for the Nebraska College of Technical Agriculture (NCTA in Curtis).

We closed with a presentation by Bill Conley on the new dorms proposed for UNO’s Pacific Campus. The dorms will be built in a vacant lot due south of the Scott Residence Hall. The initiative and partial funding comes from a Donor, Building Bright Futures Foundation and the Scott Foundation. There will be 480 in the new dorms, which roughly matches predicted growth due to the Avenue Scholars program (an outgrowth of Building Bright Futures). Chronology: (1) Goodrich Program, (2) Thompson Scholar Program, (3) Avenue Scholars, and (4) there is a fourth program in the planning stages that will involve approximately 25 students. Note that between these dorms and the hotel there is a vacant lot. This
will be temporarily used for parking. At some future date, this will be the footprint for a new academic building.

Afternoon: Board of Regents Meeting.

Bob Phares was elected Chair of the Board of Regents for 2010/2011. Bob Whitehouse was elected Vice Chair. Changes were made to the Bylaws of the Board of Regents regarding public hearings related to faculty and student self-government organizations. Of particular interest to UNO, was the approval of the School of Interdisciplinary Informatics in the College of IS&T; approval of the collective bargaining agreement with UNO/AAUP; approve the ground lease agreement with the Scott Foundation for the new dorms on the Pacific Campus.

2. Executive Committee and Administration (EC&Admin.) met January 20, 2010 and December 16, 2009:

**January 20, 2010**

The EC&A met January 20, 2010, at 2 p.m. Discussion began with UNO’s workloads as opposed to UNO’s peers. As an example, SVC Hynes noted that in UNO’s English classes our peers are 25-1 (students-faculty), while UNO is 18-1.

Faculty Senate Resolutions 3008-3010 were acknowledged. People are happy with how the Sustainability Task Force is moving along and taking care of issues. Senator Frederic Laquer was congratulated on his election to Faculty Senate President-Elect. His presidency will begin in May 2010.

Chancellor Christensen announced that UNO will ask the Board of Regents, on Friday, for further student housing. There will be an addition of 480 beds which will be located immediately south of Scott Village, on the Pacific Street Campus, to be completed in 2011. This is a significant private gift. There will also be parking included. There is still a footprint left on the Pacific Street Campus for another academic building the size of the CBA building. In the interim, as a holding place, that will be surface parking. Shirley Street might offer parallel parking, perhaps even closing at some point. In a previous Board of Regents meeting, approximately $300,000 was approved for parking in that area. VC Conley said that was Parking Surplus Funds, and UNO is still authorized to use that amount for parking, if necessary. The CBA building will open Fall 2010, with the new residency buildings opening in 2011.

The new residency buildings will not be designated for any particular group of students, but Building Bright Futures/Avenue Scholars have projected about the same number of students coming to UNO in about four years. The first seventeen Avenue Scholars Program (Walter Scott Foundation) students attended college this year; a few to UNO, more to MCC.

SVC Hynes noted that on Friday the Board of Regents will vote on the revised AAUP agreement. There is also a request before the Board to create a School of Information/Informatics in the College of IS&T. This School will bring together three of their cutting edge degree programs: the Bio-informatics degree, the Information Assurance degree, and the IT Innovation degree. Those faculty are already working interdisciplinarily, working with applied forms of knowledge, but they don’t quite fit in Computer Science or Management Information Systems (where they are housed now). This will reduce administrative support by bringing them into a School. Faculty from the current departments will be allowed to choose their academic home; about ten will be in the initial core group of the new school. Other persuasive arguments for this School were discussed, such as a School would enhance the opportunity for more collaborative research, and some
funding sources, both public and private, like to see the School arrangement because they know these are people from diverse disciplines who are brought together for that very purpose. A named school also seems to be a little easier to attract chairpersons. This request for a School of Information/Informatics in the College of IS&T has already moved through the pre-approval process.

Jim Young, President/CEO of Union Pacific, Chair of the Capital Campaign, and involved with the UNO Centennial Celebration Committee, etc., would like to speak to the Faculty Senate sometime this spring. In early Fall 2009 he was asked to speak, but could not commit to a date/time then. He asked to be contacted again towards the end of January 2010. Chancellor Christensen will be reminded, by one of his staff, to call Mr. Young. Dates and times were discussed.

President Elder also brought up a complaint, from a faculty member, of the appropriateness of certain “tweets” on the UNO twitter site and on the UNO Facebook page. SVC Hynes suggested Tim Kaldahl, Director, University Relations, might be the person to contact about the substance of the UNO twitter site and other new media communications.

President Elder mentioned that Regent Ferlic, at a luncheon, did comment on the Faculty Senate Agenda and Minutes that are sent to the Regents each month.

President Elder then brought up an issue that took up most of the rest of the meeting. At the last Faculty Senate meeting many spoke regarding, for want of a better phrase, “Voluntary Overload” sometime in the next two years. This was described as tenured faculty being asked (to volunteer) to teach four courses instead of the typical three with a research assignment load (reduced assigned time for research). This is coming from chairs across the colleges. Chancellor Christensen said there was no definitive thing as “Voluntary.” Options are being discussed and requested. Replacing research time with teaching one course more over four semesters than their typical teaching schedule is one of the things on the table. It has not yet been discussed at Deans’ Forum. SVC Hynes said that the first place where we’ll lose resources with faculty will be with part time faculty. This issue would be a way to offer those classes that might not otherwise be offered. Both SVC Hynes and Chancellor Christensen agreed:

1. It would be helpful for Administration to know what is going on out there.
2. There will be a natural reaction people will have when they realize this is going to affect them.
3. All should talk about the many options, while keeping goals in mind.

President Elder reiterated that the “Voluntary Overload” topic is coming down through the chairs. Faculty are hearing that there is a plan and they must start thinking about which semester they will teach an additional course. Reaction is what you would expect. SVC Hynes said the Budget Forum, scheduled for next week, will help answer most of these questions. She thinks that the “Voluntary Overload” is a rumor that has become “calcified,” or a dean or director/chair has thought the solution so great that he goes back to his unit and tells everyone “this” is the solution and that all should sign on.

President Elder reminded the group that he does not have the authority of the Administration. He suggested that at the next day’s Deans Forum, the subject be discussed. He noted that the more steps on this line of communication, the more opportunity there is for misunderstanding. It may be helpful for the Deans to call a college meeting, or another way to inform the faculty as to what is definite or
President Elder reported a department has voted against this “Voluntary Overload” option. He communicated this to Administrators as an example of how far this “not definite” option has traveled through some departments.

SVC Hynes then replied that the Faculty Senate president could be helpful to that department by suggesting that they should think about other more productive ways to solve the budget problem, to get an understanding that there are a variety of strategies and tactics to approach this, rather than just a negative vote.

President Elder asked for an official statement from Administration, even a statement that there is no official version of “Voluntary Overload.” SVC Hynes said that since no one has ever received official notification of something, that it is an opportunity to say to folks, without your having anything else in your kit bag, is to say here’s something you could do in a constructive way. Just say, I don’t know what you’ve been told or what’s being said in your college, but here’s something you could do in a constructive way.

Senator Holley suggested that precedent has been set and another campus wide e-mail announcement could come from the SVC’s office with “this is what we know, and this is what’s being discussed with the leadership team.” This would give people a way to think about problems and solutions. Chancellor Christensen noted that this is what the Budget Forum will do next week. It was agreed that they thought that this subject will be brought up then.

Chancellor Christensen, said from his position, we have not issued, nor does he see a scenario, at least right now, where we would issue any kind of a demand from administration to the entire campus. He does not think those things are very productive, because every college and every department within every college is so different. So the perception that there is some sort of edict regarding “Voluntary Overload” is simply not true. He hopes it will be made perfectly clear in the Budget Forum next week. It will also be mentioned at Deans Forum tomorrow.

President-Elect Laquer then asked about the Excellence Funds, which have been used to cover part timers. He had heard that these funds were going to cover the faculty raises, and then, in order to keep the teaching credit hour production up, more teaching will have to be done by faculty. SVC Hynes said the Academic Excellence Fund is used largely, right now, to help pay part time faculty. UNO lost over $700,000 from that fund last year because UNO did not meet our budgeted target for tuition increase the prior year. This year we are doing much better, so we anticipate that some of the Academic Excellence Fund will actually be used to cash-flow a large part of this year’s additional budget reduction. So we are not going back to the colleges for that part of this year’s budget reduction. A separate piece of that is that we also did have to go back to the units, where unit faculty are employed, to get the permanent budget reduction or the increase we did not anticipate, which was the difference between 4.5% and 3.8%. And we did that willingly in December. You can see how some things get mixed together. We are taking these things into account in a very dynamic and involved atmosphere.

Chancellor Christensen said, from his perspective, the forums are intended to tell people what we know. A lot of this conversation is occurring around a whole bunch of unknowns, because he doesn’t know what the tuition rate will be, and depending on what the tuition is, that might influence what options a department or college may consider as possible. Decisions need to be as close to the student level as possible. In some colleges, vacant line funds are used to hire part-time
faculty. Enrollment limits have been increased in some cases to closer to national levels. Staff may be willing to voluntarily reduce to 0.8 FTE if they can keep 100% of their medical benefit. We have people trying to solve problems around unknowns. That can’t be managed at this time. A lot may not be known until June when the Regents make a decision on tuition, and the state budget is finalized. He recommends that units start to think about prioritizing options available to each of them.

President-Elect Laquer noted that the minutes of the Deans Forum have been updated on the web. He also noted that the fire hydrants on campus had been cleared of snow and all made accessible. He also asked if some of the buildings’ hall lights, especially in DSC, could be turned off overnight and when the campus is closed. VC Conley will look into the situation.

Snow removal was discussed. VC Conley noted that by early January, this year’s entire budget for snow removal had been depleted; more than had been spent than for the last two years, and there are still two months left of the winter season. VC Conley also said a parapet wall had fallen near Sapp Fieldhouse and there was some water entry.

The Chancellor reiterated that the Budget Forum will be held on January 28 at 2 p.m. in MBSC and asked that everyone encourage folks to attend. He also asked that everything presented there be put up on the Budget Task Force web site as quickly as possible.

SVC Hynes and VC Conley are starting a series of “UNO Conversations.” This will be small group lunches, with people from across campus. There will be no agenda, just conversations. They are trying to keep each group to no more than 15 people. All agreed that this is a great idea.

The meeting adjourned at 3:30 p.m.

December 16, 2009 (Included here due to earlier weather-related cancellations in December and January to set the agenda.)

The meeting began at 2:02 p.m. Due to inclement weather there was no Faculty Senate meeting on December 9, 2009, so there are no resolutions to discuss. F.S. Pres. Griff Elder had noted on his calendar that NU President Milliken was holding a conference call with the four Chancellors the same time the EC&A meeting is being held. That is why Chancellor Christensen was unable to attend this meeting. SVC Hynes is at a meeting in Lincoln this afternoon. VC Conley was able to attend the EC&A meeting.

First item for discussion was having two members of the Faculty Senate on the Budget Advisory Task Force (BATF), which was confirmed by VC Conley. Since it looks as if the BATF will continue for a few years, the current Faculty Senate President will be a member. Meredith Bacon, with her many years of experience with the Senate, will also stay as a BATF member and report to Senate when necessary.

As a communication issue, President Elder noted that there are no minutes of the Deans Forum on its web site past June 22, 2009. Asst V.C. A&SA Steve Bullock has been approached for information about this and will be straightening it out.

Also a communication issue: there are no minutes of the BATF on its web site. VC Conley noted that he and SVC Hynes had discussed having the minutes of every BATF meeting on the BATF web site and were worried that, if detailed minutes were taken, something might be taken out of context. It was suggested
that either minutes be posted or the “Minutes” tab be taken off the web site, although the Faculty Senate would like some minutes about each meeting posted. Now that the Faculty Senate President will be at each meeting there is not as much urgency to have detailed minutes posted. VC Conley also suggested that an agenda for each meeting be posted.

Some UNO benefits were compared to a couple of other companies in the area. Some companies offer free flu shots, etc. VC Conley asked if the issue was wellness or cost? UNO’s goal with its Wellness programs is uncertain. One goal is to make sure all know about the Wellness programs. The UNO Wellness Council would be comparing UNO with what is going on in the community. Wellness is mental, financial, Employee Assistance Programs (EAP), parking and sustainability, etc. Also discussed was the HealthWise pamphlet distributed to every employee at UNO monthly. Perhaps, because of cost, this pamphlet needs to be scrutinized.

VC Conley noted that the revenue from the increased HPER fees must be used to pay the bond issue, so there is not much wiggle room. Membership has dropped from the past year. The fees will probably be looked at again after the construction is completed, in about a year, and up and running for at least 6 months or a year. Perhaps then the fee can be lowered to bring in more members, but perhaps not. It was suggested that people who have dropped their HPER memberships be contacted for explanations/reasons. It was also suggested that NU Benefit dollars be used for HPER fees, but was not discussed in depth.

In January 2010 the EAP will be offering an Employee Emergency Loan Fund (EELF). It will be a fund available for emergency, interest free, loans, to be paid back, through automatic payroll deductions, within a year. Private funding has been found through the Alumni Association. There will only be four loans of up to $750.00 each offered to begin with, and they will be repaid throughout the year. The EELF will not be advertised and, to begin with, will be decided by a very small advisory committee consisting of VC Conley, HR Director Molly Anderson, and EAP Manager Marlene Schneider. Both the certification process and an application are being developed. There will be no record of the loan in the employees personnel file. The Faculty Senate members present agreed that this is a good program. The subject of disability benefits and their ability to cover costs as in the case of some College of Business faculty members last year was brought up but not discussed further. The EELF is not intended for that type or scale of financial emergency.

Thanks were given for the good job of clearing snow on campus after last week’s snow storm. VC Conley directed thanks for advance notice of the almost two day shutdown last week to Nancy Castilow, Assistant to the Chancellor, who helps make those decisions. There is no plan of any sort for shut down during finals week.

An appreciation breakfast was held Tuesday at 6:30 a.m. for staff who work nights. The group agreed that events such as this should be noted some how.

VC Conley reported that he had seen some of the numbers from the AAUP settlement, but he hasn’t had time to analyze them. He thought the faculty raise, with back pay, will be in paychecks before the end of December 2009.

The meeting adjourned at 2:55 p.m.

4. **Deans Forum** Summaries are up on the web site up through the December 3, 2009. Senator Laquer gave a short briefing on the last set of minutes. The Deans Forum summaries can be found at:  
http://www.unomaha.edu/aandsaffairs/insidepages/deansforum.php

5. **Written Acknowledgements of Resolutions (& Table):**

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<th>Title</th>
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<td>President-Elect Laquer</td>
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<td>10/14/09</td>
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<td>Inform Faculty and Staff of Long-Term Disability (LTD) Insurance Policy Offsets, Waiting Periods, and Phase-Out Ages</td>
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<td>2937</td>
<td>12/10/08</td>
<td>Create a Team to Implement a Common Course Evaluation</td>
<td>4/09*</td>
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<td>New Common Course Evaluation Team established 3/09*</td>
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<td>11/12/08</td>
<td>“Shots Fired: When Lightning Strikes” Video</td>
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<td>Senate in-progress following report</td>
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*3004 (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 10/15/09: “The chancellor will discuss the resolution with Vice Chancellor Conley and Tim Kaldahl, University Relations.”*
*3003  (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 10/15/09: “While the Chancellor has not taken a public position on this matter, he suggests that, should the Faculty Senate wish to do so, this resolution could be forwarded to Donal Burns, BOR Corporation Secretary, to document Senate support.”  (This was done by the UNO Faculty Senate on 10/14/09)

*2962:  (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 4/10/09: “With regard to the second resolution, he would ask Vice Chancellor Conley to review how these benefits are currently communicated to faculty and staff, with follow up as he deems appropriate.”)

*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.)  (6/10/09 Nancy Castilow wrote for Chanc. Christensen:  “One clarification related to Res. 2944, dealing with ongoing support of the UCRCA budget.  I said that I was open to the concept and supportive of continued funding of the UCRCA budget, albeit we would need to review its funding during times of budget constraints, as we do with other such programs.  The decision to fund and how much to fund remains the purview of the Office of Academic Affairs.  I did not opine that the UCRCA budget line would automatically see no funding during years of budgetary problems.”)

*2937  (From the EC & Admin Mtg 12/17/08: Vice Chancellor Hynes asked F.S. President to send the Task Force’s final report.)

(From the EC & Admin Mtg 1/21/09: Vice Chancellor Hynes promised to look over the materials on the Common Course Evaluation. There is a form from a previous incarnation of the task force. The recommendations, as reviewed, need to be implemented.)

(From Chancellor Christensen via Nancy Castilow in an e-mail sent on 2/20/09: Acknowledged and referred to Vice Chancellor Hynes for review.  VC Hynes acknowledges receipt of final report; review in process.)

(3/09 New Common Course Evaluation Team formed via Steve Bullock.)

*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 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 was 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.

B. Treasurer’s Report: Senator Laquer submitted the December 2009 and January 2010 Budget Reports, which were accepted.

1. Budget Advisory Committee Report: Senator Bartle, Prof. Baum, Prof. Kriz

Senator Bartle reports: The Committee (Drs. Baum, Kriz and Bartle) met January 26 to discuss the current situation and the issues for the Senate. We believe that it is important that the Senate be well informed about the options facing the University system and the campus so the Senate is well-positioned to offer thoughtful advice to the administration. While potential budget reductions are challenging, we suggest the following issues for the consideration of the Senate:

- **Revenues.** There are two sides to the budget: revenues and expenditures. Before major expenditure reductions are made, increased revenue opportunities should be fully explored. Specifically, we call attention to these opportunities for increased resources:
  - Increased enrollments
  - Tuition differentials for professional programs are now allowed. Has UNO considered these options?
  - Increasing graduate tuition to the level of UNL
  - Increased use of revenue sources that stay on campus (dual enrollment and online). Allow greater flexibility in the use of these funds so they can fund permanent expenditures.
  - A careful examination of the sensitivity of enrollments to tuition increases is needed. If enrollment is not that sensitive, then revenues can be increased by tuition increases. This analysis needs to break down the categories of...
enrollments (such as upper-division/lower-division, graduate/undergraduate, professional graduate/academic graduate). It should also include a comparison of the tuition level of competitor universities by program.

- Scholarships and other remissions could be used more strategically to subsidize those students who are more price-sensitive.

- **System-level cuts.** Reductions at the system level can cushion the cuts at the campus level. While these reductions are not without pain, these offices should be as lean as campus operations. We suggest a careful examination of the levels of funding of these programs:
  - International Affairs
  - Online Worldwide
  - Programs of Excellence and Nebraska Research Initiative
  - Other personnel costs where economies are possible:
    - A system-wide phased retirement system should be considered
    - Pension contributions could be delayed if necessary

- **Campus Reductions.** As reductions on campus are necessary, we suggest that careful attention be given to these issues:
  - The disposition of savings on employee benefits due to external funding
  - Use of revolving funds
  - Consider using faculty research release time as seed funding for external funding
  - Use of salary savings created by turnover
  - Vacant lines should be filled as guided by the UNO Strategic Plan
  - Disparities in operating budgets should be examined
  - Carefully examining the direct and indirect subsidies in service and outreach activities to see if they are merited

More generally, along with the recent discussion of faculty workloads this raises broader issue of what sort of university shall we be? Increases in teaching will naturally put pressure on service and research productivity. Reaching the Chancellor’s goals on funded research and doctoral program growth will be all the more difficult if faculty do not have the time to devote to these growth activities. We believe that careful, thoughtful actions can be taken that would improve the incentives in place and ultimately make UNO even stronger.

**IV. Standing Committee Reports**

A. **Committee on Academic and Curricular Affairs:** Senator Johanningsmeier reported the meeting was held from 1:00 to 2:00 p.m. on Wednesday, January 27.

In attendance were: Johanningsmeier, Bartle, Mitchell, and Morcous, as well as special guests John Fiene (UNO Associate Vice Chancellor for Academic Affairs - ITS) and Lanyce Keel (Director of Academic Computing).

In this meeting we were able to clear up a few remaining questions that we still had after meeting with Arnold Bateman of Online Worldwide in November. First, it is quite clear that even with the advent of Online Worldwide, decisions about who will teach distance education courses at UNO in the future will be made by individual departments and programs. Second, departments and programs that do not feel as if
their courses are well suited to distance education will not be “punished” in any way; however, those that do offer distance education courses will in all likelihood be compensated for the extra work involved. Fiene and Keel noted that there is money available (derived from technology fees) to help instructors design online courses, and personal assistance is available through ITS. Third, regarding faculty members’ intellectual property rights in any online courses they might develop, Fiene and Keel noted that there are already fairly well-defined policies regarding faculty intellectual property rights in the University of Nebraska Regents’ Policies (RP 4.4), which are included in Attachment C of the current collective bargaining agreement between the University and UNO’s AAUP chapter.

One question that remains unanswered is if or when individual departments or programs that generate extra tuition revenue through their online course offerings will be allowed to use some of that money to add faculty lines. This is a decision that will be made by Vice Chancellor Hynes.

Another related, continuing concern of the committee is whether under the new tuition model for distance learning, the extra revenue generated by distance education courses will continue to be distributed to the departments and programs responsible for generating this revenue. Senator Bartle volunteered to draft a resolution regarding this issue for consideration at our next meeting.

(Note additional information and resources for online worldwide may be found here: http://nebraska.edu/administration/online-worldwide.html
http://onlineworldwide.nebraska.edu/catalog)

B. Committee on Educational Resources and Services: Senator Boyer reported the December 2009 committee meeting was cancelled. The January committee meeting was held on January 27, 2010. Members present: Boyer, Kercher, Laquer, Ritzman, Siy, Wileman. Guest: Jason Blohm.

NeSIS Update:

Jason Blohm, Chair, UNO Change Management Team, provided an update on the implementation of the new Student Information System. NeSIS (Nebraska Student Information System) is the entire project that includes all four University of Nebraska campuses and the three campuses of the Nebraska State College System. MAVLINK is the name of the new UNO portal which will provide access to many student services including admissions and class registration. E-BRUNO will be used to register for Summer 2010 classes. Registration for Fall 2010 classes will be on MAVLINK. E-BRUNO will be available for summer registration only through MAVLINK after Feb. 8. The NU ID and a password are needed to access the system. Faculty made the transition last Fall when they moved from a “named” ID (jsmith) to the 8 digit number on their MAVcard for access to Firefly and other systems using TrueYou Identity Management. Students must create an account and that process is underway. About 11,000 student accounts have been created out of the 28,000 total students matriculated in the current system. Due to the change in systems the number of applications for admission is smaller this year. To ease the transition for high school councilors experiencing this new application process, a powerpoint document has been made available: http://www.unomaha.edu/nesis/tabpages/highschools/New%20Application.ppt

Financial aid data will be loaded in February directly from the Federal FAFSA database.

Training sessions, “Records and Registration Overview”, will be held in February. Blohm encouraged faculty to attend one of the sessions. The schedule is:
February 16  9 a.m.
February 18  10 a.m.
February 19  9 a.m. and 1 p.m.
Location: CPACS Commons

For additional information about the project, the implementation, and training sessions (on the Faculty/Staff Information tab), please go to the website for the UNO project: http://www.unomaha.edu/nesis/

Comments and questions may be submitted from this page.

The website for the entire project is: https://nesis.nebraska.edu/

Paul Beck Scholarship:
The committee decided to award three scholarships for 2010-2011:
- One Full-time UNO Undergraduate (for Senior Year) - $1,000
- One Full-time UNO Graduate - $1,000
- One Part-time UNO Undergraduate (for Senior Year) OR Graduate - $500

The deadline for submission of applications is Friday, April 2, 2010.

The next meeting of the committee will be Wednesday, February 24, 2010.

C. Committee on Faculty Personnel and Welfare: Senator Erickson reported the committee met on both December 16, 2009 and January 27, 2010.

January 27, 2010
Members present: Bacon, Carballal, Erickson, Proulx, and Srithongrung.

The committee spent the entire meeting on the domestic partner resolution. A proposed resolution was drafted referencing the 2 previous UNO Senate resolutions regarding this issue.

We were very careful about the wording of the resolution, given administration’s recent responses to what they considered to be too strongly or inappropriately worded resolutions.

We also added multiple references; one set that supports our position on this issue regarding the cost to the state in dollars, and another set that provides supporting evidence from local companies that have implemented domestic partner benefits and also from peer and aspirant universities.

Next Meeting: 2:00 pm, February 24, 2010, RH510

The following proposed Resolution will go forward to the full Senate at next week’s meeting:

WHEREAS, despite numerous attempts to elicit administration responses to Faculty Senate Resolutions 2370 (1999) and 2440 (2000), the administration of the University of Nebraska at Omaha has failed to respond to the issues addressed therein, and

WHEREAS, the University of Nebraska at Omaha wishes to attract the very best faculty regardless of their marital status,
WHEREAS, a University of Nebraska investigation demonstrated that the costs involved would be minimal (The Wimes Report 2001), and

WHEREAS, the advantages of DPB have been well documented (http://cglbtc.pbworks.com/Domestic_Partner_Benefits; Wilson, R. 1999; Vanderbilt Register Online, 2010; Inside Higher Ed News. 2010.)

THEREFORE BE IT RESOLVED, that the Faculty Senate of the University of Nebraska at Omaha reiterates its support for employee domestic partner benefits and strongly urges the administration of the University of Nebraska at Omaha to bring the Senate’s position to the attention of the central administration of the University of Nebraska and to the Board of Regents of the University of Nebraska.

Bibliography

http://cglbtc.pbworks.com/Domestic_Partner_Benefits for a UNL history of the issue up to 2002. In the past the Regents have refused to take positive action on faculty senates’ (UNL, UNO and UNK) resolutions because of Article I, Section 29 of the state Constitution (Initiative 416 of 2000) which forbids Nebraska from recognizing any type of same sex union. Initiative 416 passed with 70% of the votes cast and because the BOR is elected, regents have been reluctant to grant any sort of equitable treatment for gay and lesbian couple (and also as collateral casualties opposite sex domestic partners). ConAgra Foods Inc., Mutual of Omaha and Union Pacific Corporation, headquartered in Omaha, offer some form of domestic partner benefits (HRC Corporate Equality Index 2009).


December 16, 2009, meeting.
Members present: Bacon, Erickson, Nordman, Proulx, and Srithongrung.

The committee continued work on the domestic partner resolution. We are collecting documents and research supporting the issue. We will try to complete the resolution in the January meeting.

We again discussed the budget situation, particularly the possibility that there will likely be Faculty, Personnel and Welfare issues arising from the upcoming serious budget cuts.

D. Committee on Goals and Directions: Senator Paterson reported the committee met on both January 20, 2010 and December 16, 2009:
January 20, 2010:
The Agenda was reviewed and approved.
The Committee set meeting dates for the second semester. Meetings will be on the third Wednesday of each month: February 17, March 24 (since Spring Break is the 17th), and April 21. The room will remain CPACS 208 and the time frame remains 2:30 – 4:00.
The Committee dismissed the matter dealing with personnel as raised at the December meeting.
Since the Faculty Senate in its meeting last week (January 13th) discussed the issue of additional faculty teaching assignments that might be made to deal with the current budget difficulties, the Senate asked the Goals and Directions Committee to consider inviting Vice Chancellor Hynes to a meeting to discuss what various options are being considered. The Senate was especially interested in options that involve faculty participation, workload, research/creative activity release time, reduction in faculty research time, and evaluation.
The Committee discussed what each knew of actions taken to address the budget crisis. It was observed that UNMC might be taking strong action to eliminate parts of grants that go to faculty, so that this resource might go toward approaching deficits. Other possible actions at UNL and UNO were also discussed.
The Committee then discussed the possible meeting with Vice Chancellor Hynes and asked Chair Paterson to extend an invitation to the Senior Vice Chancellor. The Committee also asked that Paterson communicate our preferred focus and process for the meeting. Paterson agreed to e.mail that invitation as soon as possible.
The Committee again discussed a Resolution submitted by Chair Paterson addressing matters of faculty membership in HPER, costs, and declining faculty participation in HPER. Discussion focused on ways to construct a resolution that would be most effective. Committee members were able to examine past and current membership numbers that had been sent to the Committee by HPER manager, Joe Kaminski.
However, the Committee asked the Chair first to arrange a meeting between him and Vice Chancellor for Business and Finance, Bill Conley. It was hoped this meeting could help clarify the position of the administration on HPER fees as they affected the faculty. The Committee also requested that both the meeting and any resolution address the matter of fees for both faculty and staff. Chair Paterson agreed to request a meeting with Vice Chancellor Conley.
There being no further business, the Committee adjourned at 3:30 PM.
December 16, 2009:
The committee convened for its monthly meeting at 2:30 p.m. in CPACS 208. In Attendance: Senators Henry D’Souza, Richard Lomneth, Matthew Marx, Doug Paterson (chair). Absent: Senators Jessiline Anderson, Bonnie O’Connell.
The Committee discussed a matter dealing with personnel as suggested by Faculty Senate President Griff Elder.
The Committee discussed in detail a Resolution submitted by Chair Paterson addressing matters of faculty membership in HPER, costs, and declining faculty participation in HPER. Discussion focused on ways to construct a resolution that would be most effective. The Committee asked Chair Paterson to e.mail Joe
Kaminsky in order to get the most recent HPER membership numbers for faculty, staff, and alumni.

There being no further business, the Committee adjourned at 3:40 p.m.

E. Committee on Professional Development: Senator Benjamin-Alvarado reported the Professional Development Committee of the UNO Faculty Senate met on Wednesday, January 27th. Present: Senators Benjamin-Alvarado (Chair), Haworth, Hayes, Lamsam, Tisko, and Tixier y Vigil.

The committee met and discussed issue related to the issue of “Faculty Development Fellowship” as it was forwarded to the committee at the January meeting of the full Senate. Senator Benjamin-Alvarado met with Dean Boocker of the College of Arts and Sciences to get clarification on the awarding of fellowships for the 2010-2011 academic year.

The findings are as follows: Seven fellowships were awarded, but after they were awarded all recipients were notified that they would only be able to take the “full year at half pay and full benefits option only, and not the half year at full pay and full benefits.” Only two of the seven awardees chose to accept the fellowships. The reasoning offered was that due to budget exigencies the decision was made to eliminate the half year at full pay and full benefits option this time only, and that it did not signal a permanent change in the policy.

Moreover, there was consultation with the UNO/AAUP and they indicated that it was within the framework of the agreement. The committee agreed that there still remained a significant lack of communication as to what options would be available to faculty seeking the fellowships, and that the decision to eliminate one of the options was done after the application process was closed, and without consultation with the Faculty Senate. The committee was also concerned that such practices undermine the spirit of shared governance and we are attentive to the need for transparency and communication as it relates to such important decisions as to whether or not to apply for the Faculty Development Fellowships.

The following resolution will be forwarded to the full Senate for its consideration:

Resolution from the Faculty Senate Professional Development Committee:

WHEREAS the UNO Policy on “Faculty Development Fellowship” (Section 3.9.1.1, Agreement Between the Regents and the UNO/AAUP) states the following:

Subject to the availability of funds, the demonstrated benefit to the institution in terms of professional development, and the ability of the institution, its colleges and departments to maintain programs and program emphasis and to thereby achieve their mission and meet their enrollment demand, any Unit Member on Continuous Appointment who has completed six years of full-time service at UNO at any academic rank shall be eligible to apply for a Faculty Development Fellowship either for a full year at half pay and full benefits or for a half year at full pay and full benefits. Each six-year period of full-time service shall renew eligibility to apply for a Faculty Development Fellowship (FDF).

WHEREAS, additional guidelines approved by Academic Affairs (1/10/94) state:

FDF’s will be available to all eligible faculty on a competitive basis. According to provisions outlined in Regents policy and the faculty collective bargaining
agreement, each applicant must submit a written proposal to his or her department chairperson/school director.

WHEREAS, the Faculty Development Fellowships awarded in the College of Arts and Sciences for the 2010-2011 academic year have been restricted to the full year/half pay option only, after the submission of the applications by faculty were accepted.

AND, WHEREAS, only two of the seven faculty awarded fellowships were accepted because of the restrictions.

BE IT RESOLVED, that the Faculty Senate recommends that future measures and decisions to change practice and/or policy (regardless of justification) be done prior to the submission of applications by faculty, and be conducted transparently and in full consultation with the Faculty Senate (and other relevant faculty organizations) prior to the application process for Faculty Development Fellowships in any academic year.

F. Committee on Rules: Senator Holley reported the committee met January 27, 2010.

All Members present: Nora Bacon, Timi Barone, Stu Bernstein, Richard Fine, John Hafer, and Lyn Holley, with guest advisor, Sue Bishop, Faculty Senate Administrative Coordinator.

Results of the 2010 Survey of UNO Faculty preferences for Service on UNO Committees is a critically important resource for staffing committees. The Rules Committee has adopted the following plan of action for the survey:

- January 27 – Rules Committee determines the content and design (complete).
- February 10 – Rules Committee with support of Sue Bishop will send to all faculty email notification that the survey is coming, that indicates its importance and urges faculty to respond as soon as possible after they receive the survey.
- February 15 (Monday) – Print mailing (hard copy) of the survey is sent to all Faculty members at their campus address (printed on paper that is a vibrant color, suggestive of sunshine). March 3 (Wednesday) is the date replies are DUE.
- March 3 (Friday) – A follow-up e-mail version will be sent to all faculty members.
- March 5 (Wednesday) – Sue Bishop will have the results of both surveys for tabulated for the Rules Committee.
- May 4 (Tuesday) – The Rules Committee will need to fill all vacancies by this date so the resolutions can be prepared for approval at the May 5 Executive Committee and Cabinet meeting.

Work with electronic systems that may lead to revisions in Faculty Senate By-Laws to provide an option for electronically mediated Senate meetings has continued, informed by the concerns voiced in the Senate about the authenticity of electronically mediated meetings. Senator Timi Barone updated the committee on progress toward developing a site on UNO Blackboard that may meet the need for an appropriate, practical and acceptable option. Development of the site has progressed sufficiently for Committee members to participate in tests of a preliminary version of the site.
V. Non-Senate Committee Reports

A. Academic Freedom Coalition of Nebraska (AFCON): Senator Paterson reported the Academic Freedom Coalition of Nebraska – AFCON convened online for its monthly meeting on Saturday, January 9th, at 10:00 AM. Senator Paterson in Faculty Study of Criss Library.

In Attendance: Adair, Ball, Haller, Moshman, Parker, Paterson, Wagner – perhaps others.

The Agenda was reviewed and approved. The Minutes were approved.

There was a Treasurer’s report but the Treasurer was interrupted by technical difficulties.

Linda Parker, President, gave the President’s report, and suggested we go directly to the matter of the NU Legislature and AFCON’s support of the Free Expression Bill. There was much discussion as to how to support the bill before the Unicameral Committee that would have the hearing on January 27th. Arrangements were made for various AFCON individuals to testify and for AFCON members to seek out more possible people to testify.

The meeting was slowed occasionally by various technical glitches. It is remarkable that technical glitches have never happened anywhere before, and the AFCON Board was surprised that it happened to them first.

There being no further business, or patience with the technical difficulties, the Committee adjourned, happily and happy, around 11:15 AM.

B. Academic Planning Council: Senators Bartle & D’Souza submitted the following report:

The APC met on January 22, 2010.

Blizzard and icy roads led to the cancellation of the Math department review that was scheduled for December 10-11, 2009. Dr. Chris Allen will continue to chair it. Dr. Jie Chen, Professor and Chair of Mathematics and Statistics Department of the University of Missouri, Kansas City, is the external chair. This review has been re-scheduled for Feb. 22-23, 2010.

The internal review of the Department of Philosophy will take place on March 1-2, 2010. Dr. John Bartle is the chair. Dr. Kelly Dean Jolley, University of Northern Iowa is the external chair.

Draft reports of self studies have been requested and expect to be completed by March 29, 2010. Department of Chemistry review is chaired by Dr. Jeanette Seaberry; Department of Physics is co-chaired by Dr. Leah Pietron and Dr. Kathleen Henebry; and combined Geography and Geology is chaired by Dr. Leah Pietron. The Academic Planning Council will review the reports at its April 9, 2010 meeting and campus visits will be scheduled in September and October, 2010.

Departments up for internal review in 2010-2011 and the internal chairs are:

- Art/Art History/Studio Art: Dr. Frank Bramlett
- Creating Writing/Writing: Dr. Jeanette Seaberry
- English: Dr. Henry D’Souza
- Foreign Languages (French, German & Spanish) & Language Teaching (CFAM Representative to be appointed, Dr. Jeanette Seaberry will be the backup chair)
- Music: Dr. Kathleen Henebry
- Theatre: Dr. John Bartle

Internal chairs were appointed so early that they can take upon additional
responsibilities to conduct the internal reviews along with the departmental chairs. The APC unanimously and enthusiastically agreed that the internal chairs will be responsible for selecting the external chair, determine the dates and time of site visits, develop the schedule and liaison with the external chair in consultation with the Departmental chairs.

Deborah Smith-Howell, Associate Vice Chancellor for Academic and Student Affairs and Dean of Graduate Studies, will develop guidelines to assist the internal chairs.

C. **American Association of University Professors (AAUP):** Senator N. Bacon reported that at its January meeting, the AAUP Executive Committee discussed the proposal that faculty members whose assignment is typically 0.75 teaching/0.25 research be reassigned, during one of the next four semesters, to 1.00 teaching/0.0 research. The committee has not yet decided whether or how to respond to the proposal.

The Executive Committee also discussed the goal of transparency in salaries. President Loree Bykerk will investigate how one-time payments, such as those for teaching in the Information Operations or Thompson Learning Community programs, appear (or fail to appear) in the university budget and salary roster.

As applications for reappointment, tenure, and promotion work their way through the approval process, several faculty members have sought the advice of grievance officer Mike Peterson. The union can grieve an RPT decision only if the review process is out of compliance with the Collective Bargaining Agreement (see sections 3.5, 5.7).

Maria Knudtson has stepped down after several years' service as membership chair. The AAUP extended its thanks to Maria and welcomed John Noble as the new organizer and membership chair.

D. **Strategic Planning Steering Committee:** Senator O’Connell submitted the following report:

The committee met on Wednesday, January 27 to discuss the Spring Strategic Planning Forum on Community Engagement, scheduled for the morning of Friday, February 12, 2010 in the Milo Bail Student Center Ballroom. All members of the committee are expected to serve as facilitators at the event which will be open to students, faculty, and members of the community. A preview of the Community Engagement Center webpage was presented to the committee and it will be in place to demonstrate at the forum. Members were encouraged to promote the event and urge participants to RSVP by February 2. The committee will continue to meet through April to finalize language for Goal 3 on Community Engagement in the UNO Strategic Plan.

VI. **Old Business**

A. **The UNO Parking Committee** was discussed. Ken Kriz became the new chairperson, but, despite that, not much is coming out of the committee. VC Conley wishes to keep the committee. The point was made that respectful listening to the members of the committee is needed. There may be a point for the Faculty Senate to go on record with something about this committee.

B. Senator Laquer brought an article from the February 2, 2009, edition of the Gateway
to the EC&C’s attention. It noted CVC Hynes mentioning cutting under enrolled classes as a possibility in this time of budget crisis.

VII. New Business

A. **Discussion was held regarding ranking the following candidates for AVC for Student Affairs**, which President Elder will forward to the chairperson of the search committee. The candidates are:
   - Dr. Randy Hyman (Associate Professor for Higher Education and former Vice Chancellor for Academic Support and Student Life, University of Minnesota, Duluth)
   - Dr. Thomas Wallace (Assistant to the Provost and Associate Professor of Educational Leadership, University of Mississippi)
   - Dr. Sherry Haehl (Dean of Students, Bluffton University)
   - Dr. Blake Fry (Special Assistant to the Chancellor, University of Wisconsin-River Falls)

B. **LB 1001**: Senator Jonathan Benjamin-Alvarado led the discussion on this bill trying to make its way through the legislative process. If passed it would end the current practice of providing the opportunity of in-state tuition to all of Nebraska’s high school graduates, including undocumented students. An update of the bill’s progress will be given to the full Senate next week.

C. **Chancellor’s Awards Banquet/Dinner** was announced. It will take place April 27, 2010; Social: 6:30 p.m., Dinner: 7 p.m.

D. **Newly Elected Senators for 2010-2010**:

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VIII. The meeting adjourned at 4:35 p.m. with announcements.