
Excused: M. Bacon, Rech, Surface

Absent: Beldin, Chao, Guo, Mahoney, Morris, Morris, Morris

Presentation: David Daniels, Asst. Dir. Fitness, Campus Recreation (Health Fair and Health Risk Assessment)

I. The meeting was called to order at 2:05, after the presentation.

II. The September 12, 2012, Minutes were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator P. Smith reported

   The Business Affairs Committee presentations and discussions were related to the Affordable Care Act Medicaid Expansion Option and possible impact on UNMC, proposed Cancer Center at UNMC, Pinnacle Bank Arena update, and Nebraska Innovation Campus update. Brian Hastings, the new President of University of Nebraska foundation was introduced. He gave a brief overview of his initial perceptions and goals for the foundation. He stated that he is happy to become part of a great tradition of success.
   The Academic Affairs Committee discussed Programs of Excellence. Examples of the impact of Program of Excellence were offered by the Chancellors of each campus. Chancellor Christensen highlighted the College of Information Science and Technology and the Peter Kiewit Institute and their teaching and research initiative, their ability to attract and retain excellent students and their ability to leverage private support to enhance their mission. A university-wide preliminary enrollment update was presented which indicate a .4% decline in total enrollment from 2011 to 2012 and an average enrollment increase of 1.3% per year since 2007. Chancellor Christensen mentioned UNO’s enrollment management strategies and that the campus would begin to see positive changes by 2015. He stressed that in addition to attracting and enrolling students, we must pay attention to the number of graduates over the same time period. A review of the University Technology Development Corporation was presented. A review of the organization, activities, and goals was presented. Also a review of technology growth, activities related to start-up companies, and the realization that technology transfer revenue places NU among the top 20 universities ending 2011. Finally, a discussion of Financial Aid, as a component of the Strategic Framework was presented. Need-based aid gifts from 2008 to 2012 were presented, which in 2012 amounted to over $9.9 million in
2012. Over 6,600 of the approximately 25,000 Nebraska resident students are eligible for Collegebound Nebraska aid. Other initiatives, such as Pell Grants, Buffett Scholarships, merit-based and need-based help, and accountability measures being used to make sure financial aid is being used efficiently and effectively.

Several action items were approved by the Board of Regents:

**UNIVERSITY CONSENT AGENDA**

**A. ACADEMIC AFFAIRS**

1. President’s Personnel Recommendation Addendum VIII-A-1 APPROVED
2. Approval to Award Degrees and Certificates for the 2012-2013 academic year and 2013 summer sessions at the University of Nebraska at Kearney Addendum VIII-A-2 APPROVED
3. Approval to Award Degrees and Certificates for the 2012-2013 academic year and 2013 summer sessions at the University of Nebraska-Lincoln Addendum VIII-A-3 APPROVED
4. Approval to Award Degrees and Certificates for the 2012-2013 academic year and 2013 summer sessions at the University of Nebraska Medical Center Addendum VIII-A-4 APPROVED
5. Approval to Award Degrees and Certificates for the 2012-2013 academic year at the University of Nebraska at Omaha Addendum VIII-A-5 APPROVED

**B. BUSINESS AFFAIRS**

1. Approve amendment to Board of Regents’ Policy 6.3.1, 4. v., which requires semi-annual reporting of technology licenses to a single annual report from University Technology Development Corporation Addendum VIII-B-1 APPROVED
2. Approve Outside Employment per Board of Regents Bylaws 3.4.5 Addendum VIII-B-2 APPROVED
3. Approve the Real Estate Purchase Agreement for disposal of a portion of Real Property located at 733 North 16th Street to The House Corporation of Delta Tau Delta Fraternity consisting of approximately 0.05 acres Addendum VIII-B-3 APPROVED
4. Approve the return to the practice of providing an Official Residence of the President from support received from the University of Nebraska Foundation Addendum VIII-B-4 APPROVED

**IX. UNIVERSITY ADMINISTRATIVE AGENDA**

**A. ACADEMIC AFFAIRS**

1. Consider the report and recommendation of the Academic Freedom and Tenure Committee of the University of Nebraska Medical Center, and render a decision in the Matter of Dr. Fouad Salama Addendum IX-A-1 APPROVED

**B. BUSINESS AFFAIRS**

**University of Nebraska**

1. Approve the Program Statement and Budget for the University of Nebraska USPFO Building Renovation as part of the University of Nebraska Capital Construction Biennial Request Addendum IX-B-1 APPROVED
2. Approve an agreement authorizing payment of a fee to the University of Nebraska Foundation for the management of certain University Endowments Addendum IX-B-2 APPROVED

**University of Nebraska at Kearney**

1. Approve the resolution authorizing the expenditure of up to $6,000,000 from surplus funds for Centennial Towers East Projects at University of Nebraska at Kearney Addendum IX-B-3 APPROVED
2. Approve the resolution authorizing the expenditure of up to $1,300,000 from surplus funds for capital improvements for Randall Hall and entry to Mantor Hall at University of Nebraska at Kearney Addendum IX-B-4 APPROVED

**University of Nebraska-Lincoln**

1. Approve the Program Statement and Budget for the College of Business Administration Replacement Building at the University of Nebraska-Lincoln Addendum IX-B-5 APPROVED
2. Approve the First Amendment to the Master Lease between the Board of Regents of
7. Approve the Amended and Restated Covenants, Conditions and Restrictions to the Nebraska Innovation Campus between the Board of Regents, Nebraska Innovation Campus Development Corporation, and Nebraska Nova LLC and allow the Chancellor of the University of Nebraska-Lincoln, in consultation with the President and General Counsel, to enter into the Management and Parking Agreement referenced in the Amended and Restated Covenants, Conditions and Restrictions Addendum IX-B-7 APPROVED

8. Approve the University lease program at Nebraska Innovation Campus, including the Letters of Intent to Lease between the Board of Regents and Nebraska Nova, or its assigned LLC, to lease space for the University at Nebraska Innovation Campus and allow the Chancellor of the University of Nebraska-Lincoln, in consultation with the President and General Counsel, to enter into Leases materially consistent with the terms of the approved Letters of Intent to Lease Addendum IX-B-8 APPROVED

9. Approve the Property Transfer Agreement between the Board of Regents, the Nebraska Innovation Campus Development Corporation, and Nebraska Nova LLC and allow the Chancellor of the University of Nebraska-Lincoln, in consultation with the President and General Counsel to enter into the condominium documents, the Owner’s Representative Agreement and the other Closing Documents referenced in the Property Transfer Agreement Addendum IX-B-9 APPROVED

10. Approve the Development Agreement-Estoppel, Nondisturbance Agreement; and the Site Development Lease Form-Estoppel and Nondisturbance Agreement Addendum IX-B-10 APPROVED

11. Approve a sole source five year contract extension with Paciolan Systems, Inc. for ticketing software Addendum IX-B-11 APPROVED

12. Approve replacing the exterior panel system on the Bob Devaney Sports Center Addendum IX-B-12 APPROVED

University of Nebraska Medical Center
13. Approve the purchase of real property located at 3872 Leavenworth Street, Omaha, Nebraska Addendum IX-B-13 APPROVED

14. Approve the purchase of real property located at 3863 Mason Street, Omaha, Nebraska Addendum IX-B-14 APPROVED

15. Approve the sole source purchase of liquid handling robotic workstations for the UNMC Biobank Addendum IX-B-15 APPROVED

16. Approve the purchase of a hip simulator and two universal joint simulators for the Biomechanics Laboratory in the Department of Orthopedic Surgery and Rehabilitation at the University of Nebraska Medical Center Addendum IX-B-16 APPROVED

Additional Item – University of Nebraska-Lincoln
17. Approve the development team of America First Real Estate Group, LLC and the project scope for the mixed-use component of the 18th and R Parking Garage Addendum IX-B-17 POSTPONED

C. FOR INFORMATION ONLY
1. University of Nebraska Strategic Planning Framework Addendum IX-C-1

2. University of Nebraska Strategic Framework Accountability Measures Addendum IX-C-2

3. Calendar of establishing and reporting accountability measures Addendum IX-C-3

4. University of Nebraska Strategic Dashboard Indicators Addendum IX-C-4

5. Board of Regents agenda items related to the University of Nebraska Strategic Framework Addendum IX-C-5

D. REPORTS – THE CHAIR ACCEPTED THE REPORTS
1. Personnel Reports Addendum IX-D-1

2. Review of Academic and Research Centers Addendum IX-D-2

3. Memorandum of Understanding between the University of Nebraska-Lincoln and the University of Nebraska at Omaha providing an administrative restructuring that will formalize the role of the Human Sciences Ph.D. specializations in Child, Youth and
Family (CYAF) Studies and Gerontology in the cooperative Ph.D. program Addendum IX-D-3
4. Memorandum of Understanding between the University of Nebraska-Lincoln and the University of Nebraska at Omaha providing the establishment of three joint programs between existing programs (the Juris Doctorate and Master of Arts in Social Gerontology; the Juris Doctorate and Graduate Certificate in Gerontology; and the Master of Legal Studies and Master of Arts in Social Gerontology), between existing programs in in the College of Law at UNL, Department of Gerontology at UNO, and Graduate Studies at UNL Addendum IX-D-4
5. Corporation Secretary’s Authorized Amendments to Board of Regents Policy RP-6.4.2, Religious Activities Addendum IX-D-5
8. Status of Capital Projects exceeding $5 million Addendum IX-D-8
10. Bids and Contracts Addendum IX-D-10
12. Five-year sublease agreement between the University of Nebraska-Lincoln and the Department of Administrative Services, State Building Division on behalf of the Department of Environmental Quality Addendum IX-D-12
13. Five-year Ground lease agreement between the University of Nebraska-Lincoln and the Airport Authority of the City of Lincoln Addendum IX-D-13
14. Naming of the Janet and Gerard Keating Family Concourse at University of Nebraska-Lincoln Memorial Stadium Addendum IX-D-14
15. Naming of the Walter and Leila Morrison Psychology and Cognitive Learning Lab at the University of Nebraska-Lincoln Addendum IX-D-15
16. Rename the Water Center to the “Nebraska Water Center” Addendum IX-D-16
17. Naming of areas at the University of Nebraska at Omaha Addendum IX-D-17
X. ADDITIONAL BUSINESS
The September 14 Minutes with results can be found at: http://www.nebraska.edu/docs/board/minutes/Min9-14-12.pdf

2. Four Faculty Senate Presidents’ Met with President Milliken on September 21, 2012.
   UNK President Dawn Mollenkopf, UNMC President Audry Nelson, UNL President Mathias Schubert, and UNO President Peter Smith met with University of Nebraska President J. B. Milliken at his home on September 21, 2012. The conversation centered on how all the campuses share in the University mission. President Milliken stressed how he relies on input from the campus faculties. Of particular interest was the enrollment initiative for UNO and UNL. President Milliken stated that quality of programs rather than lowering standards is the best way to increase enrollment and retention. Online and distance education was also discussed as a way to enhance program delivery. President Milliken stated that he will continue to listen to the voices of the campus senates when making decisions about the future of the University of Nebraska.

3. Chancellor’s Council met September 27, 2012. A discussion related to campus safety was presented. Representatives from the Campus Security Division presented information related to campus safety and risk management. The Incident Command Organization is responsible for incidence response, common language and communication. The five areas of command include operations, planning, logistics, finance, and administration. The Incident Command
Organizational structure was reviewed. The Emergency Response Plan was discussed. This plan was revised in 2012. It establishes a response doctrine, how to manage particular incidents, reviews equipment needs, and oversees response plan practice. Notification procedures were reviewed which included text alerts, overhead paging, email, and computer scroll alerts, and the Alert Now procedure for group messaging. Emergency drills and exercises were discussed. These provide opportunities to improve performance, use realistic scenarios, and evaluate the response plan. Types of exercises include weather, shooter/bomb threat, missing child/student, and radiation response. Safety audits are also conducted to evaluate planning, identify hazards, provide outreach, and to develop partnerships. A review of the Clery Act was also discussed. See the link below for addition information

http://www.securityoncampus.org/index.php?option=com_content&view=article&id=271&Itemid=60

The Clery Act requirements include a reporting requirement, timely warnings, crime alerts, daily activity logs, sexual assault prevention policy, fire reports, and annual emergency drills.

A review of the state of security included a sight audit, key verification, behavioral assessment team, a fast reaction checklist for dispatch, drills and training, and child care project (surveillance system, panic alarms, and improved physical security).

Active Shooter Training Overview includes an alliance with the Omaha Police Department. Safety personnel discussed the Outs, which include figure out, get out, call out, hide out, keep out, spread out, and take out. Personnel use scenarios to plan and train for emergency situations involving weapons, even though every situation is unique. All employees need to be aware and observant.

Because of the length of the discussion, there was no roundtable discussion.

4. Deans Forum Summary: As of October 2, 2012, it is still only updated to May 2012.

http://www.unomaha.edu/aandsaffairs/inside/deansforum.php

5. Written Acknowledgements for Resolutions:

On October 2, 2012, Nancy Castilow, Assistant to the Chancellor, wrote in an e-mail:

The chancellor accepts the resolutions for the purpose of information.

The EC&C decided that Resolution 4054 should be kept on the Resolution Action Table under “Carried Forward.” The Faculty Senate was not satisfied with the response, because the Senate only received a legal response from the NU attorney. There has not been participation between the AAUP and Central Administration.

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
<th>Sent for Senate Action</th>
<th>Denied</th>
<th>Deferred</th>
<th>In Progress</th>
<th>Final Action/Resolved</th>
</tr>
</thead>
<tbody>
<tr>
<td>4061</td>
<td>9/12/12</td>
<td>Replacement on Honors and Awards Committee</td>
<td>10/2/12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
</tr>
<tr>
<td>4060</td>
<td>9/12/12</td>
<td>UNO Professional Conduct Committee</td>
<td>10/2/12</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
</tr>
<tr>
<td>Resolution Number</td>
<td>Date</td>
<td>Committee/Board</td>
<td>Date</td>
<td>Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------</td>
<td>------------</td>
<td>-----------------</td>
<td>------------</td>
<td>---------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4059</td>
<td>9/12/12</td>
<td>Faculty Grievance Committee</td>
<td>10/2/12</td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4058</td>
<td>9/12/12</td>
<td>Academic Freedom &amp; Tenure Committee (ballots)</td>
<td>10/2/12</td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4057</td>
<td>9/12/12</td>
<td>Graduate Council Liaison</td>
<td>10/2/12</td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4056</td>
<td>9/12/12</td>
<td>Alumni Association Board of Directors Replacement</td>
<td>10/2/12</td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4055</td>
<td>9/12/12</td>
<td>CPACS Senator Temporary Replacement</td>
<td>10/2/12</td>
<td>The chancellor accepts the resolutions for the purpose of information.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4054</td>
<td>7/11/12</td>
<td>Determine Contractual Implications of Background Check Policy (w/participation of bargaining unit and Central Admin.)</td>
<td>9/6/12</td>
<td>The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.* (UNO Faculty Senate is not satisfied with this response.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3079</td>
<td>3/9/11</td>
<td>Shared Governance</td>
<td>4/15/11</td>
<td>Not supported. Chancellor’s Comment: “While I continue to be an advocate for shared governance, I will not support 3079, as I am unable to support any resolution which defines the role and responsibilities of the University’s governing board, the office of the chancellor, or other administrator, which is outside the purview of the Faculty Senate.”</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*4054(Legal Opinion): From: John C. Hewitt [mailto:jhewitt@clinewilliams.com] ; Sent: Tuesday, July 17, 2012 9:11 PM; To: Ed Wimes; Subject: Background Checks.

Ed,

In a response to my email of July 14, you have indicated that at this time you anticipate that the “background check” at the University of Nebraska at Omaha will consist of the University reviewing public records (i.e., sex offender registry, criminal convictions, etc.) for applicants for employment. Based on the foregoing you have inquired whether such an approach would constitute a mandatory subject of bargaining.

Faculty Senate Minutes – 10/10/12
The simple answer is that the University could, in my opinion, proceed to implement such an approach for applicants without any discussions. The obligation to bargain in good faith concerning mandatory subjects is generally limited to the current employees of an employer. There is generally no obligation to negotiate concerning prospective employees. Star Tribune, 295 NLRB 543 (1989).

If there remains any discussion about expanding such an approach to current employees, then the answer becomes more complicated. Nevertheless, I do not believe that the University would be required to bargain over the decision to review public records at its own cost and expense. As I indicated previously, this decision would likely be within the employer's managerial discretion. However, I also believe that the University would be required to bargain over the "effects" of such a decision; such as (a) whether any information in a person's criminal record would remain confidential; (b) whether certain employees would be exempted based upon length of exemplary work records; (c) the appeal rights of employees who claim that they have been incorrectly identified of having been convicted of a particular crime or who believe there are extenuating circumstances that would exclude their disqualification; and (d) the categories of offenses that would result in automatically exclusion from employment.

If you would like to discuss further, please do not hesitate to call.

John C. Hewitt; jhewitt@clinewilliams.com; CLINE WILLIAMS WRIGHT JOHNSON & OLDFATHER, L.L.P.; 1125 S. 103rd Street, Suite 600; Omaha, Nebraska 68154; Phone 402.397.1700/Fax 402.397.1806

*3079* (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 4/15/11: Not supported. Chancellor’s Comment: “While I continue to be an advocate for shared governance, I will not support 3079, as I am unable to support any resolution which defines the role and responsibilities of the University’s governing board, the office of the chancellor, or other administrator, which is outside the purview of the Faculty Senate.”)

*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 54 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.”)


IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Petrow reported on September 26, 2012, the committee met with Pelema Morrice, Kathy Pfeiffer and Kelly Malone to discuss the dual enrollment program. This is a program whereby high school students enroll in Advanced Placement courses and upon completing the course receive UNO credit for the course on a UNO transcript. Currently 34 high schools are participating in the program with UNO, 32 of them in the Omaha Metro area. One of the remaining high schools is in Nebraska, the other in Georgia. When students enroll in the course, instead of paying UNO tuition they pay a flat $250 fee. The fee covers the expense of taking the AP exam, if the student wishes to do so. There are currently over 4,000 high school students in the dual enrollment program, which generates an approximate revenue of one million dollars. However, all of the revenue does not come to the university -- it is revenue for the dual enrollment program. For every $250, the relevant department receives $87. In other words, UNO departments receive revenue of over $348,000 per year. The rest of the revenue, the other $163 per student, supports the dual enrollment program itself.

There is an informal understanding that departments will use all of their dual enrollment funds to support their own dual enrollment program. Dual enrollment funds are allowed to roll over from one year to another, and so some departments have growing pots of dual enrollment money which they are struggling to spend.

There is also a question of the degree to which any given department benefits from the dual enrollment program, and also the question of the degree to which the university benefits from it. Departments lose student credit hour production because students who may have attended UNO anyway complete units at the high school level which do not count toward a department’s SCH. Alternatively, departments may also benefit because those units may attract majors. The question is an open one.
At the university level, the Dual Enrollment program administrators believe that the program brings students to UNO who would not otherwise attend school here. This obviously increases enrollments.

Given that the question of whether or not a department benefits is an open question, one floated idea was to relax the restriction on spending the money. Instead of expecting all of the DE money to go to DE support, perhaps expect less than all of it to do so. The degree of how much less is an open question.

Another open question would be whether or not the units completed at the high school level can count toward departments’ SCH.

We will discuss these issues further as a committee.

B. **Committee on Educational Resources and Services:** Senator Maring reported the ER&S committee met September 27, 2012 and discussed online education and the issues and concerns we see for UNO. AVC John Fiene will be a guest at our October meeting and we generated questions that we want to share with him. They include:

1. What plans are being discussed in IS to meet the 20,000 students by 2020 goal?
2. How much support staff is necessary to man a central office to help develop online courses?
3. Can we charge student fees for additional support?
4. Trouble-shooting 24/7 will become an expectation if more of our students are distance students. What will need to happen in terms of staffing, infrastructure and technology in order to serve students 24/7?
5. What kind of ongoing staff, technology and financial support will be available to sustain a greater online presence in the future?
6. Will there be centralized training and software so a level of consistency and quality exist for online delivery?
7. What role will faculty play in determining the technology (software and hardware) used for online delivery?
8. If our IS staff is already 1/3 the size of our current peers, what is being done to remedy the shortage now and when we reach another population benchmark?
9. What institutions are we looking at as models for best practices? Why?

Another item we discussed was the Cisco room in Roskens Hall. We will visit this room and meet with the Cisco representative in future meeting.

C. **Committee on Faculty Personnel and Welfare:** Senator Melanson reported the committee met with Senior Vice Chancellor BJ Reed to discuss the reduction of part-time work designations from .25 FTE to .2 FTE.

D. **Committee on Goals and Directions:** Senator Kelly reported the committee met on Wednesday September 26 with Dr. Russell Smith, Director and Dr. Jenny Liu, Associate Director of the UNO Office of Institutional Effectiveness. The G&D Committee is exploring performance of UNO transfer students from area community colleges as well as performance of UNO first-year students from local high schools. OIR data, such as information on returning UNO students and graduating UNO students is being used to track these outcomes as well as inform future UNO efforts in recruitment and marketing and in updating articulation agreements with community colleges such as Metropolitan and Iowa Western.

A report shared with the G&D Committee by Drs. Smith and Liu included the following highlights:

1. **Community college transfer students represent an important component of UNO’s current and future enrollment.** Transfer students comprise more than 40% of new students at UNO. Of these 1188 students, more than half (616) are
community college transfers. Nearly 4000 of UNO’s 9184 continuing students were originally community college transfers.

2. **Metropolitan Community College continues to be the primary community college transfer institution to UNO.** Nearly two-thirds (401 of 643) of Fall 2012 community college transfers to UNO are from Metropolitan CC. More than twice as many CC students transfer from Metropolitan than from the next five highest CCs combined. Despite reduced tuition for Southwest Iowa residents, a relatively small number (70) of transfer students are from Iowa Western CC.

3. **The demographic profiles of new community college transfer students and new Freshman students are largely similar.** With the exception of age (the largest proportion of CC transfer students are age 20-21), the two populations have roughly equivalent compositions in terms of ethnic group, gender, and residency (county, state, and country).

4. **The enrollment profiles of new community college transfer students are largely unique.** Nearly half of new CC transfer students in Fall 2012 (N=616) enrolled as Sophomores. More than a quarter of these 616 students enrolled in Arts & Sciences (the next two colleges, in terms of number of new CC students enrolled, were Continuing Studies and Business Administration).

5. **Quality indicators for new Freshman students are higher than for new community college transfer students.** Average composite ACT scores for Freshmen were 22.6 as compared to 21.2 for CC transfer students (both Metropolitan and Iowa Western). High school GPA for UNO Freshmen averaged 3.1, as compared to 2.9 (Iowa Western) and 2.5 (Metropolitan).

6. **Retention and graduation rates for community college transfer students have steadily improved since 2000.** Nearly four-fifths of Fall 2011 CC transfers returned for a second year in Fall 2012 (e.g., 79.0% of Metropolitan CC transfers; 78.3% of Iowa Western CC transfers). By comparison, only 60.6% of Fall 2000 Metropolitan CC transfers and only 48.7% of Iowa Western CC transfers that year returned in Fall 2001. Nearly half (49.0%) of Fall 2008 Metropolitan CC transfers, and 38.5% of Fall 2008 Iowa Western CC transfers, graduated from UNO within four years. By comparison, among Fall 2000 transfers, less than one-third (32.9%) from Metropolitan CC and only 15.4% from Iowa Western CC graduated by 2004.

7. **Fall-to-Fall Retention and 6-Year Graduation Rates for Metro CC Transfer Students Exceed Levels for First-Time, Full-Time Freshmen.** The fall 2011 to fall 2012 retention rate for Metro CC transfers was 79.0%, and for all UNO freshmen it was 71.8%. Six-year graduation rates are approximately 53.2% and 45.9%, respectively.

In summary, community college transfer students remain integral to UNO’s enrollment goals; consequently the academic progress of these students is an important University priority. Concerns over the academic preparedness of community college transfer students are reasonable, particularly in those colleges (and specific courses) in which these students represent a greater proportion, as the OIE data indicate. However, as these data also demonstrate, following an initial period of adjustment, the performance of community college transfer students is largely similar to that of UNO students who enroll as Freshmen. Future evaluation of OIR data will address further issues specific to UNO colleges, and to specific community colleges and high schools from which our students originate.

E. **Committee on Professional Development:** Senator Kriz reported the committee met September 26, 2012.

Old Business:
1. Academic Partnership for Instruction Resources  
a. Visited the API website to orient members to resources available
2. Adobe Presenter  
a. Watched demo videos about this online production tool.  
b. Discussed some other competing products (e.g., Camtasia).  
c. Discussed how it might be used for blended courses.  
d. Discussed the need for a policy regarding the availability of such software.  
e. Also discussed online engagement/collaboration through platforms such as Adobe Connect. This is another area where policies are needed.

**New Business:**
1. Discussed the need for quality assurance on distance/blended courses in order to provide the best possible practices in course development. One particular item of discussion is how much online engagement/work counts toward the credit hour course requirements.
2. Questions were raised about the presence of an advocate for best practices in distance education within the administration.
3. Discussed the development of a survey of faculty to get at the most important questions regarding distance/blended learning courses. It was decided to field the survey initially on the topic of blended courses. Subcommittee members will develop a 10 question survey.

**F. Committee on Rules:** Senator Toller moved the following two resolutions for the committee. Both passed.

1. Completion of RESOLUTION 4058, 9/12/2012: Academic Freedom & Tenure Committee (496 ballots were sent to all full time faculty. Returned: 167. Unable to be counted: 17 [11 unsigned, 8 late, 1 no longer at UNO].)  

BE IT RESOLVED, that in accordance with Article 6.5.2 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 three-year terms from October 16, 2012, through October 15, 2015, to replace Christina Dando, whose term will expire:

- Birud Sindhav, (for: 77)  
- Vincent Woolf, (for: 111=elected)

And one Non-Tenured Faculty member will be elected from the following two nominees to serve three-year terms from October 16, 2012, through October 15, 2015, to replace Cher McAllister, whose term will expire:

- Arturo Miranda, (for: 95=elected)  
- Mark Pauley, (for: 80)

2. RESOLUTION: Replacement on Technology Resources & Services, University Committee on  

BE IT RESOLVED, that Anita Saalfeld (08/01/11 through 07/31/14 term) must be replaced on the University Committee on Technology Resources & Services,
as she has left UNO. The following name be forwarded to serve on the committee until May 2014:

Bob Woody, (to replace Anita Saalfeld).

V. Non-Senate Committee Reports

A. Academic Planning Council (APC): Senator Bragg reported the September meeting of the Academic Planning Council was scheduled at a time that conflicted with my availability so I met separately with Dr. Barnes on 26 September 2012 when he covered the material discussed at the Council’s meeting. The principal information discussed focused on Program Reviews for 2012-2013 (Broadcasting, Communications, Journalism, and Speech Communication: 3-4 December 2012, Sociology/Anthropology (12-13 November 2012), and General Administration/General Studies (28-29 March 2013). I will be participating in the General Administration/General Studies Program Review.

Jinlan Ni wrote (9/26/12): Academic Planning Council had first meeting last week, and we are evaluating three schools this year. I am assigned to evaluate Sociology on Nov 13 and 14.

B. American Association of University Professors (AAUP): Senator Richter-Egger reported the UNO AAUP is currently attentive to the following items:

1. faculty background checks
2. implications of going from 0.25 to 0.20 FTE
3. a proposed pilot program for 12 month scheduling (this is a negotiable issue)

Points of information from the UNO AAUP:

1. wine and cheese social (open to members and new faculty) Oct. 18, 2012 from 4-6 pm
2. fall member dinner Nov. 9th at the field club

C. Graduate Council: Senator Surface wrote the Graduate Council met on Monday, September 10, 2012 in MBSC, Council Room at 2:30 pm. 

Announcements included: Elementary, Secondary Education and Speech-Language Pathology have consolidated their MA degrees into their MS degrees; The School of Criminology/Criminal Justice along with the School of Social Work has developed a dual degree program CRCJSM/SOWKMSW effective fall 2013; A graduate college workshop, Graduate Education in 2020 will be held on November 2nd in Mammal Hall. If you are interested in attending please register at http://go.unl.edu/pse

Dr. Deb Smith-Howell reported that the new Graduate application is now “live”. She also reported on enrollment numbers, the need to grow doctoral and graduate programs, and discussed the strategic enrollment management process in Graduate studies. Additionally, she reported on the progress made over the past year in Marketing and Communications in the Office of Graduate studies. She highlighted the Graduate Assistance Task Force and is working with Dr. Scott Snyder on next steps for this priority area. Dr. Smith-Howell reported that a “SmartCatalog” is nearing completion and will bring PDFs of most of the graduate programs on the graduate studies website.

The next meeting of the council will be Monday, November 12, 2012.

D. U-Wide Fringe Benefits Committee: Professor Erickson wrote the committee met September 20, 2012.
**Retirement Plan Innovations**
Dave Lechner

- Changes to withholding – be aware FICA will go back to “normal” in January 2013 (approximately 2% increase)
- Health plan in “good shape” (financially)
- Fidelity – 403 fee disclosures – much more info coming Eg – 40 funds available, each employee will get a 4 to 10 page disclosure for each fund whether they are invested in it or not.
- Rules tightening – eg – now fund reps cannot represent the employee; using so-called rebates to fund third party representatives – other states, e.g Michigan are doing this.
- Combination statements – only one rather than 2 (TIAA and Fidelity)
- Operations (knee replacements) – increasing focus on quality of care; different charges for same operations in different facilities – this will result in some rule changes regarding which facilities and which products can be used.
- Wellness – rebates for “good behavior” – details coming

**Employee Plus One**
“Will be implemented by January 2013” (Lechner)
Keith Dietze – the new plan is being implemented but it is a work in process; and not the final version. Some highlights:

- 4 eligibility criteria
- 8 categories of persons who are NOT eligible
- Coverages
- Tax implications
  - Premiums for some items after tax
  - Some pretax rules
  - Some IRS dependent rules
- 5 new coverage categories (employee, spouse, children, etc…)
- 2 enrollment forms (working on them now)
  - 1 eligibility plus documentation
  - Certification of tax qualified dependents
- First notifications by mid-October
- More info coming…

**COBRA/FSA RFP**
Keith

- 14 vendors solicited in June;
- 13 responded;
- 4 valid responses they were asked to present
- Early Spring 2013 COBRA
- FSA in Spring 2013 (COBRA will come first)
- Official vendor decision not made but will be soon

**Health Care Reform**

- 2010, 2011
  - Dependents up to age 26
  - Increased lifetime benefits
- We are grandfathered plan (nothing much new to do in 2012)
- 2013 – healthcare reimbursement decreasing from $5000 to $2500 (but spouse can also get $2500) will not impact too many employees
  - Summary of Benefits and Coverage (sample included if desired)
  - Must be ready by January of 2013 (low, middle, high options)
  - Distributed online – notification via email
  - Comparative effective research
  - University now charged $1/month to pay to federal government; in July 2013 will go to $2
- 2014 – more significant changes coming (highlights below…)
  - Health care exchanges
Mandatory enrollment
Standard benefits

Health Risk Assessment (HRA)
- Wellstream will work like last year –
  - Link via Employee Self-Service to Wellstream/HRA web site
  - New: Will populate employee data from ESS login
  - HRA benefits will be the same as in 2012

NUFlex 2013
- NUFlex Schedule
  - 11-19 through 12-07-2012
  - Postcard to announce – mailed to permanent home address 2 weeks before enrollment
  - Automated telephone call (11-14) approx. 2 days before enrollment period begins
  - 2nd call 2 days before deadline (end of enrollment period)
  - Live NuFlex meetings – can attend at desk (online) 11-19 and 11-26
  - Will have a pre-recorded message – link emailed early in enrollment period (live meetings will follow pre-recorded)
  - Paper confirmation statement will no longer be mailed. Can print confirmation statement if you want
  - Can email confirmation statement
  - Will place on ESS

- NUFlex Miscellaneous
  - Actuarial report just received- contribution rates not yet determined, changes will likely be minimal
  - Employee Plus One will increase employee costs

- Medical Insurance
  - BC/BS no big changes

- Prescription Drug Plan
  - 3 upgrades
  - Formulary management strategy – early in 2012 – drug companies offered coupons to employees (effectively reduces copay), drive costs up (to providers). Caremark implemented new strategy – require prior authorization approval (attending physician certifies it as necessary) for 34 drugs. Effective January 1, 2013 – 51 drugs covered list will be sent to employees
  - Specialty drugs (M/S class) – new users be required to use alternatives but current users will be grandfathered

- Vision Care Insurance
  - Effective January 1, Eye Med will no longer mail EOB, but will email. Can get paper copies if desired

- Life Insurance
  - ESS – anytime employee increases or changes coverage and required proof documents are needed, ESS will pre-populate employee data and hopefully make the process easier.

Campus Representative Input
- Bariatric Services
  - Cost of adding would be $3.5 million per year

Next Meeting – April 2013

Other Committee Reports

A. EPAC: Prof. Bruce Chase wrote the committee met September 14, 2012 and discussed:
1. **Welcome/Announcements**
   a. Dual degree Social Work-MSW/Criminology & Criminal Justice-MS
   b. Center for Urban Sustainability
      a. UNO center (formerly PKI center) run by BJ will get copy of proposal, completely dependent on private funding
   c. Change in Graduate Degree Offerings in Elementary and Secondary Education
      a. Change to MS/MA – to eliminate MA option. Only will offer MA option, with different exit options (thesis, no thesis, etc.) Change to MS/MA – to eliminate MA option, only offer MS option, with a thesis or not. This is just cleaning up.
   d. Change in Graduate Degree Offerings in Speech-Language Pathology
   e. Departmental Name Change from Finance, Banking and Law Department to Department of Finance, Banking and Real Estate

2. Review Undergraduate Certificate in Information Technology Administration-attachment

3. **Course Syllabi**

   **New Courses:**
   1. US 1050: Introduction to University Studies, 1 hr.
   2. ITIN 2150: Audio for Multimedia, 3 hrs.
   3. PE 9910: Graduate Seminar, 12 hrs.
   4. FSMT 3350: Fire Prevention, Organization, and Management, 3 hrs.
   5. FSMT 3680: Analytical Approaches to Public Fire Protection, 3 hrs.
   6. SPED 4470: Neuropsychology of Speech and Language, 3 hrs.
   7. ISQA 4140: Teaching Computer Basics to Inmates at the Douglas County Department of Corrections, 3 hrs.
   8. IASC 4580: Certification and Accreditation of Secure Systems (Capstone), 3 hrs.

4. **B. Technology Resources & Services Committee:** Prof. Rene Erlandson submitted the committee met September 5, 2012.

   **Welcome & Introductions**
   Andrew Swift (chair), Gary Meyer, Andrew Buker, Jay Killion, Stan Wileman, Harvey Siy, Rene Erlandson, Greg Morin, Matt Morton, Paul Davis, Joyce Crockett, Beth Leader Janssen

   **Committee Minute Taker**
   Anita Saalfeld formerly took minutes, this year minutes will be taken on a rotating basis. Rene is taking minutes this session, Harvey has volunteered to take minutes at the October meeting. If there are no volunteers for meetings, Andrew will appoint someone.

   **Lync Implementation update - Jay Killion**
   Lync is the instant messaging component for Office 365. Lync makes it possible to text message individuals or groups via Office 365 email. The system may be accessed at home or work. Lync messages save to your email account. Text message address groups must be set up separate from addresses in the email system. There is a video feature, however, that feature will not be supported when the system comes up. UNMC is up and running with Lync, UNK and UNL will eventually have the service, however, they do not have it yet.
   Anticipated launch of the Lync service is set for Sept. 17. Brown bag sessions will be held the week of Sept 10 & 17 to train folks to use the system.
   Installation directions and help is available @ is.unomaha.edu/lync

   Lync does not have the same capabilities as Adobe Connect, which is made for education and has classroom like features. However, between now and December Lync will be evaluated to see if it is a viable option for use in distance education in the future. Lync is very similar to WebEx.

   **Virtual Desktop Update - Andrew Buker**
   Virtual desktops were rolled out last year in DSC with 140 seats. Right now IS is able to support 100 desktops per server, this ratio will improve with new servers. Currently, the labs in Durham, Kaiser and MBSC plus the Honors and athletics lab in HPER are all virtual desktops. The Library will be working with IS over Fall2012 and Spring2013 to test virtual desktops in the Library labs. One issue that has been encountered is, custom software may or may not work in the virtual environment. IS has not yet tested running PhotoShop in the
virtual desktop environment. Right now IS is focusing on use of virtual desktops in labs, not in staff work areas.

**WEPA - Andrew Buker**

WEPA=Wireless Everywhere Print Anywhere. The system was supposed to go online September 4, it didn't happen. Authentication and MavCard payment was more complicated than the company thought. With the implementation of WEPA, IS is out of the printing business. WEPA gets all the profits and they service the printers (supply toner, paper etc). The service is totally out-sourced. The system is not a total Pharos replacement, it currently only prints: color and b&w. WEPA does not have copying and scanning. The Pharos contract runs out at the end of July 2013, there is a hope that WEPA will support copying and scanning by the time our Pharos contract runs out. IS is subsidizing the cost of printing this year. However, advertising is available which might off-set the need to subsidize printing. If advertising is “turned-on” an ad will pop-up when someone goes to print something. Student government will be consulted before advertising is turned on within the system--at this point, advertising is not turned. Print drivers will work with mobile devices. Print jobs are held for 24 hours. Cost of printing: .05 for b&w single-sided; .07 b&w duplex; .30 single-sided color; .45 color duplex.

**Information Assurance Team - Matt Morton (UNO Chief Information Security Officer)**

UNO is committed to keeping data secure on campus. Cabinet prioritized data security earlier this year as a 4 priority. However, due to the breach this summer information security has moved up on the University priority list. UNO takes information security seriously--privacy and data security is a high priority on campus. A University-wide Security Council has been formed, made up in part by each campus CIO (Chief Information Security Officer). Personal data security is taken very seriously by campus.

October is Cyber Security month. UNO will partner to host/sponsor some local events happening city-wide throughout the month of October. InfoGuard is a partnership with the FBI and they will have a dignitary in Omaha to kick-off the month's activities.

One way TRS can assist with cyber security efforts on campus is to encourage faculty and staff to attend data security sessions when they are offered. Faculty need to be reminded to protect restricted data collected in the research process.

For more information on the UNO and NU Restricted Security Policy contact Matt or go to the cyber security website @ [http://is.unomaha.edu/security/](http://is.unomaha.edu/security/). In addition, you may also report incidents @ [http://is.unomaha.edu/security/incident.php](http://is.unomaha.edu/security/incident.php)

**Blackboard Grades to Peoplesoft Update - Joyce Crockett**

There was a request from this group to make it possible to move grades from Blackboard to Peoplesoft. Several campuses in the US already do this and Joyce is working with representatives from the other NU campuses to develop a pilot within the NU system. Usage will NOT be mandated, it will be voluntary. Faculty will need to be trained as to how to translate/migrate grades. Once challenge to implementing this system wide, is that grading on the NU campuses is not standardized. Therefore, it may not be possible to develop one process that will work for all campuses. Currently, the group is hoping to pilot a process (or processes) Spring 2013. If there are people who would like to be part of the pilot, contact Joyce.

**Opening of Teaching & Technology Center (KH 538) - Joyce Crockett**

There will be an open house on the fifth floor of KH Wednesday September 12, 11-1:30 to highlight the new service area. Fifth floor of Kayser is also the location for the Testing Center and Faculty Development now.

The Academic Partnership for Instruction Office if offering a number of workshops this fall. Calendar of workshops and registration @ [http://api.unomaha.edu/calendar.php](http://api.unomaha.edu/calendar.php)

**Other Business**

Access to student photos/images.

Andrew summarized the discussion of this topic from last year; we are in an information gathering phase. Last year the committee was at the point of finding a volunteer to contact institutions who have already implemented this service. We need more information from campuses that have already provided professors/instructors access to student photos/images; what are the pros and cons of making student photos available; what happens if a student
dramatically changes their appearances; what does Nebraska law allow; can students opt-out, etc. We need to find out: is this feasible? What is the demand for this across campus?

C. **Wellness Committee:** Professor Bartzatt wrote the committee met September 14, 2012.


1. Welcome. Introductions.
2. Whitney’s last day (Sept. 21st) – Dave announced that Whitney is taking a job with Fit-in-the-City at Woodmen of the World. She will be facilitating their Wellness Program.

**********There will be a “Thank You / Good-Bye Whitney” Reception on Friday Sept. 21st in the Campus Recreation Student Lounge in HPER 104. Time: 1-3pm. Both Wellness Committees and Campus Rec. Participants are invited!**********

3. Dave’s Announcements:
   a. Health and Wellness Fair – Nov. 1st.
   b. Walk to Wellness Schedule – Posted on Campus Rec. Website
   d. Healthier Choices Cards are available at the Library Craft, Mav-Rec Café, and MBSC Food Court. There were some nice comments about them.
   e. Park(ing) Day – Old Market – Sept. 21st. 11am-7pm. Collaboration between Steve Rodie’s Landscape & Environ. Appreciation Class and Omaha by Design. The two parking spots that will be turned into “parks” for the day are located at 13th and Howard.

4. Program Announcements:
   a. Dr. Berg talked about the S.E.L.F. and Strong Bones programs that the Fitness Center offers. S.E.L.F. meets Tues/Thur 4-5:15pm. Strong Bones meets Mon/Wed 11:30am-12:45pm. Both cost $90 for 3 months and are run by the Ex. Phys. Graduate Assistants.
      Individuals can join by calling the Fitness Center at 4-3221.
   b. Pam S. mentioned that UNO Athletics and Housing will be teaming-up for a Blood Drive on Oct. 11st. It will be at the Field House and the Housing. For more details call Pam at 4-3689.

5. Q & A / Other Business: Becky B. mentioned she is moving to a new department, Marketing, but she will still be responsible for the e-Notes. Good luck to Becky!

6. Next Meetings:
   b. Wellness Champion Committee (WCC) – Nov. 9th, 9am, HPER 205.

VI. **New Business**

VII. The meeting was adjourned at 3:35 p.m., with announcements.

VIII. **Announcements**

**A. EC&A Mtg. EC&C Mtg:** Wednesday, October 24, 2012, 2 p.m., EAB 200, Chancellor’s Conference Room

**B. EC&C Mtg:** Wednesday, November 7, 2012, 2 p.m., ASH 196

**C. Faculty Senate Mtg:** Wednesday, November 14, 2012, 2 p.m., MBSC Chancellors Room (Presentation: V.C. Conley, re: Parking)

**D. Faculty/Staff Awards Dinner:** April 24, 2013 (6:30 Social, 7:15 Dinner) Alumni Center