Present: M. Bacon, Melanson, Rech, P. Smith, R. Smith, Winter, Woody

Excused: N. Bacon, Kelly

I. The meeting was called to order by Vice President Winter at 2 p.m.

II. The Minutes of April 3, 2013, were approved as submitted.

III. Officers’ Reports

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

1. President’s Meeting with Chancellor was held April 16, 2013.
   a. Discussed Resolution 4079. The Chancellor shared why he would not be supporting this resolution. He noted that curriculum decisions were the responsibility of faculty. And, while he supported the intent to ensure the quality of electronic delivery of instruction and the need to evaluate credit earned elsewhere, he did not consider this the responsibility of administration. He also discussed the concern that this resolution could inhibit innovation deemed appropriate by a college or department.
   b. The Chancellor and I also reviewed Resolutions 4080 A and B. He felt that we would be able to come to an agreement which would guarantee that students would not be in danger of not receiving financial aid on time. He also agreed that if faculty members are aware of the importance of timely submission of grades, most of the problem will be avoided.
   c. Chancellor Christensen stressed again the need for quality ongoing communication. He stated that this may be one of the primary ways to ensure agreement and understanding on issues that arise. He stated that he is doing what he can to improve exchange of information and encourages faculty members who are engaged in University committees and activities to share their experiences.

2. EC&A Meeting was held April 17, 2013.
   Members present: Christensen, Reed, Conley, Morrice, Shipp, Castilow, Rech, Melanson, Bacon, Smith

        Senate President’s items:
        Resolution 4079: The Chancellor discussed his reasons for objecting this resolution. He stated that this is faculty rather than an administration issue. He stated that he agreed that we must be diligent before offering MOOCs and accepting MOOC credit from others. But there is a faculty driven process to accomplish this. The Chancellor suggested that we should be careful when restricting colleges and departments from pursuing innovative curriculum delivery.
Resolution 4080 A and B: The Chancellor accepted most of the resolution, except the reference to extending the due date of grade posting past December 27 in certain instances. The executive committee will rework this resolution.

Also, this could be a liability issue if late posting of grades had a negative impact on a student (financial aid, class registration, or employment).

This opened up the discussion related to a number of semester ending activities including the use of Prep Week, the 20% limit to the amount of credit Prep week activities can weigh, and even a four day exam schedule. Making sure that students are aware of the schedule and grading policies are critical.

Other:

The Chancellor thanked faculty for their participation in Honors Week activities. Increased participation at both faculty and student honors assemblies would be appreciated. Senator Bacon suggested better and earlier notification might help.

Senator Rech gave us an update on the Calculus Bee. Getting parents and other community members to attend and seeking funding for a scholarship for winners should be considered.


Josh White, Associate Athletic Director, Leadership & Governance, and Matt Jakobsze, Director of Compliance presented a Division I reclassification update. Josh stated that athletics are “catching up” with the rest of the University. Additional compliance staff has been added. Josh said that field turf should be in place by fall on the soccer field. And the plans for the new arena are progressing. Josh stressed that this is a campus and community initiative. Josh used the term “championship ready” to describe progress and initiatives in the athletic program. Matt Jakobsze reviewed the four year reclassification process when moving to Division I. Matt discussed attempts to have certain restrictions waived in light of the success of our students’ athletic and scholastic success. Other members of the Summit League support UNO’s petition to have restrictions waived.

Lynn Stephenson, Manager, Operations Analysis and Internal Audit discussed the UNO campus risk assessment. Members of the Chancellor’s Council completed a survey in which the top five priority items were identified and ranked.

The Roundtable discussion included information from Chancellor Christensen about the Affordability Compact and the desire to freeze tuition for instate students. He also discussed University performance indicators. He stressed the need to have campus specific indicators. Other items included updates on searches at the different colleges, information about spring commencement, new international initiatives, increased rate of distance education credits earned, retirements and employee of the year, and progress in the Biomechanics Research Building and the Community Engagement Center. Dean Pol, CBA, shared that Robert Miles, an authority on Warren Buffett and Berkshire Hathaway, will present “the Genius of Warren Buffett” prior to the Berkshire Hathaway Annual Meeting, April 29-May 1. Vice Chancellor Ship reminded us of the Wambli Sapa Pow Wow to be held on campus April 27.


5. Written Acknowledgements for Resolutions:
### 2012-2013 Resolution Action Table
(Resolution Pending and Current Resolutions)

<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>4081</td>
<td>4/10/13</td>
<td>Submission of Grades (B)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4080</td>
<td>4/10/13</td>
<td>Submission of Grades (A)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4079</td>
<td>4/10/13</td>
<td>MOOCs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**CARRIED FORWARD**

<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>4074</td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
<td></td>
<td>2/18/13</td>
<td></td>
<td></td>
<td></td>
<td>Not supported. As with Resolution 4073, which I opposed, in part, because of its reference to all NU campuses, I also believe this to be a safety issue for which we have legal and fiduciary responsibility. In summary, the absence of some form of background checks for persons employed on campus seems in opposition to best practices.</td>
</tr>
<tr>
<td>4073</td>
<td>1/16/13</td>
<td>Amended Resolution 4054 on Criminal Background Checks</td>
<td></td>
<td>1/23/13</td>
<td></td>
<td></td>
<td></td>
<td>The Chancellor cannot support and would like to discuss this resolution at today’s Faculty Senate Exec. Committee / Administration meeting.</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>10/25/12</td>
<td></td>
<td></td>
<td></td>
<td>The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.* Chancellor cannot support this resolution.</td>
</tr>
<tr>
<td>3079</td>
<td>3/9/11</td>
<td>Shared Governance</td>
<td></td>
<td></td>
<td>4/15/11</td>
<td></td>
<td></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</td>
</tr>
</tbody>
</table>
4074 (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 2/18/13: Not supported. As with Resolution 4073, which I opposed, in part, because of its reference to all NU campuses, I also believe this to be a safety issue for which we have legal and fiduciary responsibility. In summary, the absence of some form of background checks for persons employed on campus seems in opposition to best practices.)

*4073*(From Chancellor Christensen via Nancy Castilow in an e-mail sent on 1/23/13: The Chancellor cannot support and would like to discuss this resolution at today’s Faculty Senate Exec. Committee / Administration meeting.

*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.

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 & OLDFAHER, 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 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.

B. Treasurer’s Report: Senator M. Bacon submitted the April 2013 Budget Report

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator N. Bacon wrote the committee was scheduled to meet on April 24, but only two members were in attendance. As a result, the one item on our agenda – review of a proposal to create an Executive Master of Science in Information Technology – was postponed. End-of-Year Report

Our initial goals for 2012-13 were these:

- to study rules for departments’ use of dual enrollment funds;
- to explore support structures for development of online courses;
- to track how the TLC money designated for course buyouts is used in the colleges.

Other goals and tasks emerged in the course of the year:

Executive Committee & Cabinet Minutes – 5/1/13
to consider whether Gen Ed requirements should be waived when students have completed more advanced courses in a direct sequence;

- to learn more about MOOCs;
- to consider a proposal to narrow the “window” between final exam dates and grading deadlines;
- to review a proposal for a new certificate program in Information Technology Administration;
- to review a proposal for a new MS program in Information Technology.

Accomplishments:
- We discussed the use of dual enrollment funds with staff members from Student Services.
- We discussed the Gen Ed requirements with the chair and past chair of the General Education committee, calling attention to the need for a procedure to identify advanced courses that could, in appropriate circumstances, meet Gen Ed requirements and for communication about this procedure.
- In a meeting with the Assistant to the Vice Chancellor, we learned about MOOCs.
- We recommended approval of the certificate program in Information Technology Administration.

Resolutions:
Resolution #4071 approving the certificate program was passed in December, 2012.

To be continued in 2013-14:
- Discuss restrictions on the use of departments’ dual enrollment funds
- Track how TLC money designated for course buyouts is used in the colleges
- Review the proposal for a new MS program in Information Technology

Chairperson in 2013-14: Gregory Petrow

B. Committee on Educational Resources and Services: Senator R. Smith reported, with all members present, the committee met April 24, 2013, to review 35 completed applications and award three Paul Beck Scholarships:

- Graduate, Full Time, $1,000: Eric R. Meyer
- Undergraduate, Full Time, $1,000: Linsey A. Rohe
- Graduate/Undergraduate, Part-time, $500: Andrew J. Neville.

The end of the year report of the committee follows:

Goals for Past Year:
1) Investigate how services can be improved for distance education courses.

Accomplishments during Past Year:
1) Met with various administrators and faculty to discuss services available and required for distance ed.
2) Ranked tech-fee proposals.
3) Selected awardees for the Paul Beck Scholarship

Resolutions from Committee in Past Year:
1) None

Other Committee Work:
1) None

To be continued in the NEXT Year: (List)
1) Continue to investigate what services can best improve distance education courses.

Chairperson for Next Year: Robert Smith

C. Committee on Faculty Personnel and Welfare: Senator Melanson

Long Term Disability Insurance Report:

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Report of the Faculty Senate Faculty Personnel and Welfare Committee

A few notes regarding the University of Nebraska Group Unum Long Term Disability (LTD) Insurance available to faculty and staff...

I. See [http://www.nebraska.edu/docs/benefits/benefits_disability.pdf](http://www.nebraska.edu/docs/benefits/benefits_disability.pdf) for details and contact Esther Scarpello in Human Resources at 4-3660 for additional explanation, if necessary.

II. An employee pays the total premium of any long term disability insurance package in which he or she enrolls.

III. When signing up for your benefits package during the NU Flex annual benefits enrollment in November (changes effective the following January 1), there are 5 options for disability insurance.

<table>
<thead>
<tr>
<th>Option</th>
<th>Income Replacement</th>
<th>Elimination Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>No coverage</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>50%</td>
<td>180 days</td>
</tr>
<tr>
<td>3</td>
<td>66 2/3%</td>
<td>180 days</td>
</tr>
<tr>
<td>4</td>
<td>50%</td>
<td>90 days</td>
</tr>
<tr>
<td>5</td>
<td>66 2/3%</td>
<td>90 days</td>
</tr>
</tbody>
</table>

There is no reason for faculty to choose option 4 or 5. When you first become disabled, you must contact James McCarty in Academic Affairs. You will remain an active employee and receive your full pay and benefits for the first 180 days after you have been certified by your doctor as unable to perform the primary functions of your job. (You will receive nothing additional between the 90 day and 180 day period by choosing options 4 or 5.)

IV. What Unum Long Term Disability Insurance provides is the difference between what you receive from other sources of income such as Social Security Disability Benefits and the income replacement salary level that you select. (See below for a fictional example illustrating the steps and time line for collecting Unum Long Term Disability Benefits.)

V. Some Questions and Answers:

Why is the highest available level of replacement salary 66 2/3%?

This is the industry standard. No company offers 100%. (If they did, too many folks would try to go on disability and premiums would be too high.)

Can you buy additional disability insurance on your own?

Maybe, but it may not do you any good. The individual policy could have disclaimers that the total amount you can receive from all sources of income combined could not exceed 66 2/3%, for example.

Why isn’t there a special category of medical insurance for long term disabled employees?

Long term disabled employees are categorized as retirees. They are no longer active employees of UNO.

Long term disabled employees wouldn’t benefit from having their own insurance pool. First, there are not enough of them to spread the costs. Second, they are already disabled and thus likely to use more health insurance. Health insurance costs are generally shouldered by the young and healthy. They pay more than they use, while those who have chronic health problems tend to use more than they pay. A special insurance pool of only disabled employees would lack the individuals who pay more than they use. Disabled employees are probably better pooled with general retirees, more of whom will be fairly healthy and pay more than they use.

Fictional Disability Scenario

All dollar amounts are totally fictional to make the math incredibly simple to follow.
A) Suppose the following:
   1. You earn $1000 per month as normal salary.
   2. You have elected Option 3 - 66 2/3% for long-term disability insurance.
   3. On March 1, 2014, you (i) become disabled, (ii) notify Academic Affairs, and (iii) are certified by your doctor as unable to perform the primary functions of your job.

B) For the first six months (March 2014 - July 2014) you remain an active employee and continue to receive your full salary ($1000 per month). This is Disability Leave.

C) If your application for long-term disability is approved by Unum, you will be transferred to Disability Retirement. At this point, you are no longer an active employee of the University. (In this example your benefits would end at midnight on August 31, 2014 because as a faculty member you are paid on a 9/12 month basis.)

D) At any point during your 6 month elimination period or after your long term disability application has been approved by Unum, you fill out the application for Social Security Disability Benefits. Application for Social Security Disability Benefits is the first step toward getting Medicare benefits.

Note: The Social Security disability application process can take several months. It is recommended that you consult a lawyer to help complete the application. Unum also provides assistance for you to help you complete your long-term disability application, if your Unum application is approved.

During the time that your Social Security disability application is being considered, you will receive 66 2/3% of your pre-disability salary from Unum ($662 per month).

E) Assuming that your Social Security Disability Benefits application is eventually approved, your Unum Long Term Disability Insurance will make up the difference between your Social Security Disability Benefits and 66 2/3% of your salary. You do not get Social Security Disability Benefits plus Unum Long Term Disability Insurance.

Continuing the previous fictional example… Suppose that Social Security Disability Benefits pay $500 per month. In this case, Unum would continue to pay $162 per month. Thus, you would continue to receive a total of 66 2/3% of your salary (i.e., $500 per month [SSDB] + $162 per month [Unum] = $662 per month [total]).

F) You also become eligible for Medicare benefits 18 months after the approval of your Social Security Disability application (approximately July 2016).

G) The length of time that you would receive your long term disability benefit depends on your age when your benefit begins.

<table>
<thead>
<tr>
<th>Age at Disability</th>
<th>Maximum Period of Payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than age 62</td>
<td>To age 67</td>
</tr>
<tr>
<td>Age 62</td>
<td>60 months</td>
</tr>
<tr>
<td>Age 63</td>
<td>48 months</td>
</tr>
<tr>
<td>Age 64</td>
<td>42 months</td>
</tr>
</tbody>
</table>

They do not represent projected numbers at all.
Age 65                    36 months
Age 66                    30 months
Age 67                    24 months
Age 68                    18 months
Age 69 and over           12 months

So, if you are age 62 or older, you should carefully consider whether the potential benefits are worth the premium costs.

H) When the maximum age has been reached, you will no longer receive anything from Unum Long Term Disability Insurance. You will remain a retiree of the University.

I) There is no point in taking money out of your 401(a) retirement account while collecting Unum Long Term Disability Insurance. The amount of your insurance will simply be reduced accordingly.

Continuing the previous example… If you received $500 in Social Security Disability Benefits and took out $100 a month your 401(a) retirement account while on Unum Long Term Disability Insurance, Unum Long Term Disability Insurance would only make up the difference between this amount and 66 2/3% of your salary (i.e., Unum Long Term Disability Insurance pays $62 per month). Thus, you continue to receive in total 66 2/3% of your salary ($662 per month). You do not get Unum Long Term Disability Insurance plus your 401(a) retirement.

J) You can, however, take money out of your 403(b) retirement account while collecting Unum Long Term Disability Insurance. The amount that you take out of your 403(b) retirement account will be in addition to your monthly income from Unum Long Term Disability Insurance.

Outline of the monthly costs of medical insurance after you have applied for long term disability insurance

During the six month elimination period, you remain an active UNO employee on Disability Leave. You continue to pay your usual medical insurance costs (per month):

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Health Insurance</th>
<th>Active Employee Premiums 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Blue Cross Low</td>
<td>Blue Cross Basic</td>
</tr>
<tr>
<td>(A) Employee Only</td>
<td>$78.00</td>
<td>$132.00</td>
</tr>
<tr>
<td>(B) Employee &amp; Spouse</td>
<td>$100.00</td>
<td>$212.00</td>
</tr>
<tr>
<td>(C) Employee &amp; Children</td>
<td>$90.00</td>
<td>$178.00</td>
</tr>
<tr>
<td>(D) Employee &amp; Family</td>
<td>$114.00</td>
<td>$270.00</td>
</tr>
</tbody>
</table>

After you have been transferred to Disability Retirement you are no longer an active employee. You will be eligible for Medicare benefits approximately 18 months after your Social Security Disability application has been approved. Prior to being eligible for Medicare benefits, you would pay (per month):

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Health Insurance Retiree Premiums 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Medicare</td>
<td></td>
</tr>
<tr>
<td>Blue Cross Low</td>
<td></td>
</tr>
<tr>
<td>Blue Cross Basic</td>
<td></td>
</tr>
<tr>
<td>Blue Cross High</td>
<td></td>
</tr>
<tr>
<td>Blue Cross Dental</td>
<td></td>
</tr>
</tbody>
</table>
After receiving Social Security Disability Benefits and becoming eligible for Medicare, you would pay (per month):

<table>
<thead>
<tr>
<th>Coverage</th>
<th>Blue Cross Low</th>
<th>Blue Cross Basic</th>
<th>Blue Cross High</th>
<th>Blue Cross Dental</th>
</tr>
</thead>
<tbody>
<tr>
<td>(O) Retiree Only</td>
<td>$1,085.00</td>
<td>$1,263.00</td>
<td>$1,337.00</td>
<td>(A) $26.00</td>
</tr>
<tr>
<td>(P) Retiree &amp; Spouse</td>
<td>$2,318.00</td>
<td>$2,696.00</td>
<td>$2,853.00</td>
<td>(B) $54.00</td>
</tr>
<tr>
<td>(Q) Retiree &amp; Children</td>
<td>$1,787.00</td>
<td>$2,078.00</td>
<td>$2,199.00</td>
<td>(C) $60.00</td>
</tr>
<tr>
<td>(R) Retiree &amp; Family</td>
<td>$3,190.00</td>
<td>$3,710.00</td>
<td>$3,927.00</td>
<td>(D) $96.00</td>
</tr>
</tbody>
</table>

Obviously, things get pretty tight when you are only earning 66 2/3% (or, worse, only 50%) of your former salary and medical insurance costs are going up drastically!! Plan Ahead!!

D. **Committee on Goals and Directions:** Senator M. Bacon moved the following resolution for the committee. It will be presented at next week’s full Senate meeting.

**RESOLUTION: Revised Shared Governance**

WHEREAS, in the tradition of academic freedom, peer review, and shared governance, it is of critical importance that faculty, administrators, and governing boards share a common understanding of shared governance in order to fulfill commitments to the educational mission of the university in seeking, discovering, and disseminating knowledge,

AND WHEREAS, the practice of shared governance is a necessary condition for academic freedom, the mission of the university, and effective peer review whereby peers determine the curriculum and standards that define competence and ethical conduct in the disciplines,

AND WHEREAS, the university's mission of seeking, discovering, and disseminating knowledge can best be achieved through the joint effort of faculty, students,
administrators, and governing boards,

THEREFORE, BE IT RESOLVED that the UNO faculty and administration will work toward a commonly acceptable and agreed-upon vision of shared governance, and that it be understood as a system of authority and responsibility in keeping and in compliance with the Bylaws of the Board of Regents of the University of Nebraska which delegate authority in matters academic and educational to the elected representatives of the faculties [page 19, paragraph 2.9; pages 20-21, paragraph 2.12] and in matters administrative and financial to the administrations, with both units understanding that these areas form a symbiotic relationship of interdependency.

AND BE IT FURTHER RESOLVED that the Faculty Senate of the University of Nebraska at Omaha thereby understands that the faculty have been delegated have primary (but not exclusive) initial authority for decisions in the following areas: the curriculum; procedures of student instruction; standards of student competence; aspects of student life which relate to the educational process; the requirements for degrees offered; research; standards of faculty competence and ethical conduct, including faculty appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal.

E. Committee on Professional Development: Senator Woody reported that during April, the Professional Development Committee did not meet. Senator Juan Casas will serve as Chair in the next academic year.

The end of the year report follows:

**Goals for Past Year:** (List)
1) Explore relevance of distance education to academic/faculty issues
2) Obtain factual information from key UNO personnel about critical topics
3) Develop idea for promoting faculty development

**Accomplishments during Past Year:**
1) Extensive clarification and analysis of MOOCs
2) In-depth consideration of distance education
3) Monitored and promoted shared governance

**Resolutions from Committee in Past Year:**
1) Contributed ideas for other Resolutions

**Other Committee Work:**
1) Excellent collegial discussions

**To be continued in the NEXT Year:**
1) Determine long-range goals

**Chairperson for Next Year:** Juan Casas

F. Committee on Rules: Senator Rech moved the following for the committee. They will be presented to the full Senate next week.

1. **Resolution for Membership of 2013-2014 Faculty Senate Standing Committees:**

BE IT RESOLVED, that the following be appointed to the 2012-2013 Faculty Senate standing committees as designated:

**Committee on Academic & Curricular Affairs (6)**
- Nora Bacon (A&S)
- Christine Beard (CFAM)
- Wai-Ning Mei (A&S)
Juliette Parnell (A&S)
Jack Heidel/Gregory Petrow (A&S)
Dale Tiller (A&S)

Committee on Educational Resources & Services (6)
- Wikil Kwak (BA)
- Patrick O’Neil (CPACS)
- Linda Parker (LIB)
- Tom Bragg (A&S)
- Robert Smith (A&S)
- Jeanne Surface (ED)

Committee on Faculty Personnel & Welfare (6)
- Bing Chen (EXT)
- Marshall Prisbell (CFAM)
- Matthew Harden (A&S)
- Lisa Scherer (A&S)
- Stan Wileman (IS&T)
- Paul Williams (A&S)

Committee on Goals & Directions (6)
- Phyllis Adcock (ED)
- Lyn Holley (CPACS)
- Ziaul Huq (BA)
- Darryll Lewis (BA)
- Carol Mitchell (ED)
- Beth Ritter (A&S)

Committee on Professional Development (6)
- Juan Casas (A&S)
- Catherine Chmidling (CPACS)
- Harrison Means (ED)
- Harvey Siy (IS&T)
- Sharon Sobel (CFAM)
- Suzanne Sollars (A&S)

Committee on Rules (6)
- Jeanette Harder (CPACS)
- William Mahoney (IS&T)
- Patricia Meglich (BA)
- Amy Morris (BA)
- Douglas Stack (A&S)
- Nicholas Stergiou (ED)

2. Faculty Senate Presidential Appointments (a-e)

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

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

BE IT RESOLVED, that the senate president appoints the following senator,
who is also an AAUP member, as the senate representative for a one year appointment from 05/9/13, through 05/14/14, to the UNO Chapter of AAUP, to replace Dana Richter-Egger, whose term has expired:

________ tba_____________________.

b. Academic Freedom Coalition of Nebraska (AFCON)

BE IT RESOLVED, that the senate president appoints the following senator to be the senate representative for a one year appointment, through May 2013, to the Academic Freedom Coalition of Nebraska (AFCON):

Claudia Garcia (to replace Linda Parker).

c. Alumni Association Board of Directors

BE IT RESOLVED, that the senate president appoints the following UNO alum as the senate representative for one year, 05/8/13, through 05/9/14, to the Alumni Association, Board of Directors, to replace Janet Rech, whose term has expired

Scott Vlasek.

d. Budget Advisory Committee (Faculty Senate Committee)

BE IT RESOLVED, the Faculty Senate President has appointed the following faculty member to the Faculty Senate Budget Advisory Committee as a three-year appointment, from August 1, 2013 to July 31, 2016, to replace Carol Ebdon, whose term will expire:

Kerry Ward.

e. Graduate Council Liaison

BE IT RESOLVED, that the senate president appoints the following member of the Graduate Council to be the liaison between the 2013-2014 Faculty Senate and the Graduate Council for a one-year term from 05/09/13, through 05/08/14:

Barbara Hewins-Maroney, to replace Jeanne Surface.

3. Campus Committees Resolution (a-g):

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

a. Academic Planning Council (APC)

BE IT RESOLVED, that the following names go forward as the Faculty Senate's representatives to the Academic Planning Council from the Committee on Academic and Curricular Affairs and the committee on Goals and Directions each for a one-year term from 05/8/13, through 05/14/14:
b. Education Policy & Advisory Committee (EPAC)

BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/13, through 07/31/16, to the Education Policy & Advisory Committee (EPAC) to replace Greg Morin (CBA), and David Carter (CoE) whose terms have ended:

John Erickson, CBA (to replace Greg Morin);
Richard Stacy, CoE (to replace David Carter).

AND the following name to be appointed for one year, 08/01/13, through 07/31/14, to temporarily replace Bruce Chase (A&S), who will be on Faculty Development Fellowship for one year, 2013-2014:

Rami Ariv, A&S (to temporarily replace Bruce Chase).

c. Judicial Committee

BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/13, through 07/31/16, to the pool of names for the Judicial Committee:

Janice Rech, to replace Joyce Neujahr
Courtney Firsto, to replace Samantha Clinkinbeard
Arturo Miranda, to replace Marc Swatt
Troy Romero, to replace Carey Ryan.

And one name to complete the term for Jan Boyer, 08/01/12-7/31/15, as she has retired from UNO:

Maryrita Dennison, to complete Jan Boyer’s term, 08/01/12-7/31/15.

d. Parking Advisory Committee

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/13 through 07/31/16, to replace a member whose term is expiring, on the Parking Advisory Committee:

Joshua Darr, to replace Doug Paterson;

AND

Peter Smith, to temporarily replace Ana Carballal, who will be on Paid Professional Leave for Fall 2013.

e. Professorship Committee

BE IT RESOLVED, that the following two faculty members serve on the Named Professorship Review Committee (Kiewit, Kayser, and Isaacson Professorships) from 8/1/13, through 7/31/14. (The Administration will select
one additional member of this committee.)

Griff Elder, to replace Juan Casas;
Bruce Johansen, to replace Sadja Qureshi.

f. Strategic Planning Steering Committee
BE IT RESOLVED, that one member of the 2012-2013 Faculty Senate Goals & Directions committee will be appointed to the Strategic Planning Steering Committee for a one-year term from 05/8/13, through 05/14/14:

________________________ tba________________________.

g. Wellness Stampede Advisory Committee

BE IT RESOLVED, that the following name go forward as a two-year appointment, from 08/01/13 through 07/31/15, on the Wellness Stampede Advisory Committee, to replace a member whose term has ended:

Catherine Chmidling, to replace Mitzi Ritzman.

3 University Committees Resolution (a-j):

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

a. University Committee on Athletics

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/13, through 07/31/16, to the University Committee on Athletics, to replace Randy Adkins, whose term has expired:

Adam Tyma.

b. University Committee on Excellence in Teaching

BE IT RESOLVED, that the following faculty members be recommended for service as three-year appointments, from 08/01/13, through 07/31/16, on the University Committee on Excellence in Teaching. (Of the committee, two members should be recipients of the award and one member should be “first year faculty member holding a Ph.D.”) These members will serve staggered terms, and their replacements will be appointed to serve terms that would balance term endings, except for the first year faculty member, who serves one year (08/01/13-07/31/14):

Shari DeVeney, ED, (to replace Amy Teten)
Pamela Smith, CPACS, (to replace Bill Wakefield)

AND
Tanushree Ghosh, new faculty holding Ph.D. (to replace Julie Pelton)
(term: 08/01/13-07/31/14).

c. University Committee on Facilities Planning

Executive Committee & Cabinet Minutes – 5/1/13
BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/13, through 07/31/16, to the University Committee on Facilities Planning:

James Hagen, to replace Rex Cammack.

d. University Committee on Honors & Awards

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/13, through 07/31/16, to the University Committee on Honors & Awards, to replace Xiaoyan Cheng, whose term has expired:

Rosemary Strasser.

e. University Committee on Library & Learning Resources

BE IT RESOLVED, that the following names go forward as three-year appointments from 08/01/13, through 07/31/15, to the University Committee on Library and Learning Resources, to replace those completing their terms:

Barbara Hewins-Maroney, to replace Maria Villamil
Adrian Duran, to replace Barry Ford.

f. University Committee on Student Affairs

BE IT RESOLVED: that the following name goes forward as a three year appointment, from 08/01/12 through 07/31/15, on the on the University Committee on Student Affairs, to replace member who is completing his term:

Tycee Strawmier, to replace Janet West.

g. University Committee on Technology Resources & Services

BE IT RESOLVED, that the following three names go forward to the University Committee on Technology Resources & Services, to replace members who are completing their terms, as three-year appointments from 08/01/13 through 07/31/16:

Nikita Imani, to replace Elizabeth Leader Janssen;
Elizabeth Leader Janssen, to replace Harvey Siy;
Russ Nordman, to replace Andrew Swift.

h. University Committee for the Advancement of Teaching (UCAT)

BE IT RESOLVED, that the following names go forward as three-year appointments, for members completing their terms, from 08/1/13 through 07/31/16 to the University Committee for the Advancement of Teaching (UCAT):

Gwyneth Cliver, A&S (A: Humanities), to replace Donald Rowen;
Shelby VanNordstrand, CFAM, to replace Ana Cruz.
i. **UCRCA (University Committee on Research & Creative Activity)**

BE IT RESOLVED that the following names go forward as three year appointments, from 08/1/13 through 07/31/16, to replace members who are completing their terms on the UCRCA (University Committee on Research & Creative Activity):

Harmon Maher, A&S, Natural Science, to replace Karen Falconer al-Hindi; Matthew Harden, CFAM, to replace Barb Simcoe; Sofia Jawed-Wessel, ED, to replace Julie Delkamiller; and Abhishek Parakh, At-large Member, to replace Gert-Jan de Vreede.

AND a temporary replacement for Peter Szto for Fall 2013, who will be on Paid Professional Leave:

Robert Meier, CPACS.

j. **University Council on Distance Education**

BE IT RESOLVED, that the following name go forward as one three-year appointment from 08/01/13, through 07/31/16, to the University Council on Distance Education, to replace Amanda Randall:

Gregory Morin.

4. The end of the year report follows:

   **Goals for Past Year:**
   1) Populate university committees
   2) Populate senate committees

   **Accomplishments during Past Year:**
   1) Populated university committees
   2) Populated Senate committees

   **Resolutions from Committee in Past Year:**
   1) Resolutions regarding committee members

   **Chairperson for Next Year:** tbd

V. **Non-Senate Committee Reports**

A. **U-Wide Fringe Benefits Committee:** Professor Erickson wrote there are 5 agenda attachments. Some may or may not be necessary depending upon what the President and Executive Cabinet decide, but I thought it better to send more information than less. If they do not want to include the supporting documents in the full Faculty Senate meeting, you can just use the UWFBC minutes document as my report.

On a positive note, I would like to report that the UWFBC did pass the hearing aid recommendation (initiated by Michael O'Hara) that I put forward as a motion at the meeting. While there is no guarantee of adoption, the committee and administration will at least investigate costs.
April 25, 2013
9:00 AM
Report

Introductions

Review of Meeting Minutes

**Affordable Care Act (AFA) - Employer Shared Responsibility**

**Penalties for non-compliance beginning 1-01-2014**

Penalties to employer if AFA eligibility provisions are not followed:

1. No coverage offered to qualified employees – $2000/year/per employee for failure to cover. Possible impact of $20M to $28M penalty each year if NU coverage not correctly done.

2. Affordable coverage – Affordable insurance is not offered to employees – $3000/year/employee. Impact to NU is unknown because NU does not know for sure which employees (< 0.5 FTE) are benefits eligible. See item 3 below for more discussion on the issues involved.

3. Non-benefits eligible people – non-fulltime employees (< 0.5 FTE) 30 or more hours per week.
   A. Student workers are almost always paid hourly and NU must look at covering them if they work >30 hrs/week. There are many cases at NU where this requires a closer look…camps, etc. where hours are difficult to calculate or even estimate.
   B. Graduate Assistants – Some campuses may limit them to 20 hrs/week. Most are paid via Stipend now. NU must figure out how to handle this…
   C. Temporary faculty (adjuncts) – IRS indicates that employers can use a “reasonable method” for determining adjunct hours. This is a big issue, and UNO Faculty Senate has already seen this problem. The Senior Vice Chancellor’s office is also working on it. For now, there is no guidance from the Federal Government. They MAY have advice before January 1, 2014, but nothing at this point. The UNL rep. notes that FTE is not now necessarily equal to or correlate with hours worked…at the Lincoln campus.

4. There was some discussion about 12 month evaluation (or look-back period). It means we (NU) needs to know how to get people enrolled in time to meet the 1-01-2014 deadline.

5. All or most of the details are still a moving target; lobbyists still arguing (GAs still coverable by parents’ policies, so should they be exempt?). The government has not released details.

6. Other questions
   A. Are Medical coverages in the “affordable” plans (see below)? Yes, but not dental or eye coverages
   B. Are NuFLEX benefits eligible? Do not know…
   C. Many other unknowns at this point.

**Affordable Care Act (AFA) - Employer Shared Responsibility**

**Affordability**

1. Coverage is considered affordable if does not exceed 9.5% of household income. Question: how to determine what household income is….?? A calculation using the Federal Poverty Line results in an $89/month minimum premium.

2. With that result, NU could only offer plan with $89/month premium. The included Medical plan share must be at least 60% of the cost of the insurance that plan is expected to cover.
   A. “Bronze” plan = 60% (Do not know what Silver or Gold plans are yet). Deductible up to $4000 or $5000, with larger out of pocket. BC/BS will be developing a Bronze plan – likely not available until Fall 2013.
   B. AFA group is a Non-grandfathered plan – wellness benefits etc. will have to be included in the 60% plan…(sub Q: Does Grandfathering end in 2014???)
   C. Need an overall NU plan for this…

**Other Agenda Items**

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**Agenda Attachment #2**

**Flexible Spending Account (FSA) and COBRA Implementations**

The FSA and COBRA plans have been outsourced. RFPs sent and reviewed. Wage-Works selected as benefits administrator. FSA will be implemented first, followed by COBRA. Go live is on June 5th. (See included documents in FS report.)

**Comprehensive Wellness Program**

President Milliken’s goals to establish the plan:

A. Wellness directors at each campus and a rep from BC/BS. Employers Health to have an NU rep on site.
B. RFP over next several months, to include: biometric screens, lifestyle, administration, ...(10 items total). Do not know if all will be implemented. That will depend upon the final RFP selection and cost. (1 example of a “Cadillac” program – $15M estimated cost)
C. Vendor responses will be culled to 3, who will present, and a final selected.
D. Objective rollout date of 1-01-2014 (might be optimistic…)
E. Will not replace campus wellness programs, but supplement
Retirement Plan Revenue Credit Account

Revenue credit account – funded with excess revenue from TIAA and Fidelity. Account Management Costs were lower than expected, and “rebates” returned to campuses.

The rebates must go to premium and non-premium paying members (retired), OR first pay “reasonable and necessary” expenses back to NU administrators before returning balance to contributors (most will go back to employees). For example, the TIAA rebate this year is $1.9 million. But, with 19,000 eligible employees system wide, that amounts to roughly $100/person e.g. The rebate is paid on a % of the contributor’s account balance. The distribution will take place sometime this summer.

Employee Plus One Enrollment Update

Results – 68 employees enrolled as “Plus 1”, and 3 ancillaries. 6 did not enroll for benefits, but rather to establish eligibility. 62 enrolled for benefits, of various types of coverage. The program has received very positive comments so far. No cost estimate included.

Campus Representative Input

Employee Autism Benefits – (UNL) (can provide UNL documents if requested). LB505 in committee now would require autism coverage. Unclear if it will make it to a vote in the full legislature.

Motion passed for UWBC/administration to investigate costs.

Employee Hearing Aids – (UNO) BCBS projected cost of $750K. Currently hearing aids are NOT covered under basic health insurance, but ARE Covered under NUFLEX (decreasing benefits from $5000 to $2500 as of 1-01-2014). Cochlear implants are covered under basic plan but are not recommended in all cases. Motion passed for UWBC/administration to investigate the availability and cost of supplemental hearing aid insurance coverage.

Employee Dental implants – (UNMC) bridges and implants are both are covered, but implants are not covered if teeth are congenitally missing – estimated cost $250 to $300K to offer coverage in basic plan. Examples: Out of pocket costs can be +/-$3000. In one case the use of a bridge (covered by insurance) will cause adjoining teeth to deteriorate.

All 3 of these are standard insurance industry exclusions, so it is an uphill battle for them....

Next Meeting – September 2013

Adjournment

Flexible Spending Account Summary

Flexible Spending Account Overview

➢ WageWorks is the new benefits administrator for the Health Care and Dependent Care Flexible Spending Account (FSA) program effective June 5, 2013.
➢ Health Care FSA maximum contribution is $2,500 per year.
➢ Dependent Care FSA annual maximum contribution is $5,000.
➢ An employee’s minimum FSA contribution election is $40 per month or $480 annually.

Migration Process

➢ FSA claims hold period will begin May 21 and end June 4, 2013. No claims will be adjudicated by the university or WageWorks during the hold period.
➢ Account information including the 2013 FSA election amount, YTD remaining balance, YTD contributions, direct deposit information, etc. will be transferred to WageWorks during the migration process in order to set up a participant’s FSA account. Detailed claim information for FSA claims processed by the university in 2013 will not be provided to WageWorks.
➢ Participants will be able to submit unprocessed/pending FSA claims to WageWorks on June 5, 2013.

Payment Options

Pay Me Back

➢ Participants may submit claims to WageWorks by mail, fax, online, and mobile apps with appropriate documentation.
➢ FSA claims will be processed within 48 hours with reimbursements made on a daily basis.
➢ FSA reimbursements will be deposited directly into the participant’s bank account using the bank information on file with the university.
➢ WageWorks will notify a participant via email once the reimbursement has been processed.

Pay My Provider

➢ The Pay My Provider payment method is similar to an online bill payment service and can be used for health and day care expenses.
➢ This payment method is ideal for recurring expenses such as dependent care, orthodontic claims, etc.

Pay By Card

➢ Participants will receive one Health Care Card in the name of the account holder. There is no charge for additional cards. Cards requested for dependents will include the dependents name and unique ID number.
➢ Cards will be loaded with each participant’s remaining 2013 FSA balance.
➢ The Health Care Card will only work at approved merchants such as Walmart, CVS, Walgreens, Target, Shopko, etc.
The Card can only be used for eligible products and services such as prescriptions, OTC services, vision care expenses, medical and dental provider office visits, etc.

The Health Care Card can only be used to pay for services or products at the time of the purchase.

All Health Care Card transactions must be verified and/or substantiated as an eligible expense according to IRS regulations.

**WageWorks FSA Website Access**

*Single Sign-on through Firefly*

- Employees may access the WageWorks FSA website through a link in Firefly.
- Detailed claim information for FSA claims processed by the university before May 21, 2013 may be viewed through Firefly.

**www.wageworks.com**

- Employees may access the WageWorks FSA website through www.wageworks.com to view their account balance, recent claim activity, and list of eligible expenses, upload claims, select the type of payment or reimbursement, request additional Health Care Cards, access claim forms, and monitor payment status.

Y:\Desktop\FSA Implementation\Flexible Spending Account Summary for Universitywide Benefits Committee April 24, 2013

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**Agenda Attachment #3**

**Hearing aids**

**Input from UNO Faculty member**

I was diagnosed with genetic pattern hearing loss many decades ago and have known since then that I would, about now, need to get a hearing aid. I’m not a particularly vain person and I view hearing aids the same way I view eye glasses: no big whoop. And, since I have known for a long, long time this expense was heading my way I have planned for it. Most faculty will not be in any one of those three categories. That is, they will be emotionally surprised, they will have serious body conscious issues, and will be financially challenged by the need for hearing aids.

As the faculty age (and staff as well) the percent of the employee population needing hearing aids in going to increase rapidly. Without those aids job performance is going to suffer materially.

However, it is a very rare health insurance plan (far rarer then dental) that includes coverage for the durable medical device of a hearing aid. Doing my own web search looking for UoN's coverage (which was not the least bit easy) my current guess is that the UoN benefits are a preferred provider 10% discount. Additionally, since the UoN health reimbursement account was in the "Cadillac" range of health care benefits, Obamacare decreased the maximum NUFlex tax sheltered "savings" for medical expenses from $5,000 in calendar year 2011, to $4,000 this year, and $2,500 in calendar year 2013. That is, the post-benefit cost of hearing aids is certain to exceed the permissible employee "savings" for medical expenses (ignoring all other claims on those savings).

For example, the pair of hearing aids I bought yesterday cost $6,000. The existing UoN benefit for hearing aids (my guess) is $600. Of that calendar year 2012 savings amount of $4,000 I set aside during the NUFlex enrollment I have $500 left to claim for reimbursement (and well over $500 of eligible bills to yet to submit). I knew this hearing aid expense was going to arrive, so I was prepared. Most UoN employees will not be prepared.

It would be easy for UoN to just say "Hey, the benefit pool is a finite number of dollars. If you want to cut dental benefits, then we can expand hearing aid benefits.". And that is quite true and I expect that to be the learned and reasoned response of competent administrators. However, that approach misses two very important points, that when included in the calculation of UoN's costs ought urge a competent administrator towards a different final stance.

**FIRST**, hearing loss directly impairs job performance that is the entire reason for the UoN-faculty relationship. The same is not true for many "medical" issues. Hearing loss in the class room defeats the mission of the university. A fully foreseeable consequence of hearing loss without hearing aids is that the person with the loss attempts to monopolize the "conversation" so as to avoid the social discomfort of having revealed the unaddressed hearing loss. That is, both medical shame and financial shame trigger intense ego defense mechanisms. Chalk and talk will become extremely pronounced, with shame induced hostility greeting ordinary questions from the classroom. UoN then would need to remedy the situation. Addressing teaching quality that is suffering would be extremely expensive remedial action for UoN; and, since it is remedial action that means the effective education of many students suffered significantly. On distinctive attribute of UNO within UoN is that UNO is far more proactive in avoiding the need to remediate versus falling back on remediation of poor teaching. Accordingly, UoN will be more likely to achieve its mission and to do so at the lowest cost if faculty and staff with hearing loss do not avoid addressing that loss.

**SECOND**, UoN is free to elect, under Obamacare, to provide its employees health care benefits or to provide zero benefits and instead pay a non-provider fee to the government that goes towards subsidizing the health care benefits purchased by those employees under the individual mandate. The existence of any health care benefits is a voluntary choice by UoN. That is true for general benefits. An entirely different legal rubric is used with respect to...
questions of employer support for job necessary actions. Under the ADA (Am. with Disabilities Act) an employer must make a reasonable accommodation. Such an accommodation can include employee unique capital expenditures (e.g., add a ramp to a building entrance). I have not researched in any way how hearing aids fit into that ADA rubric. In the absence of an express statutory exemption and/or in the absence of an on-point judicial decision recognizing no employer liability for job required hearing aids, UoN would be quite likely to incur a litigation expense if UoN sought to avoid the benefits expense. My guess is the law is double edge sword, [i] UoN could require a faculty member to wear a hearing aid while teaching, and [ii] the faculty member could require UoN to buy a generic (versus personally fitted) hearing aid to be worn while teaching (and returned to inventory after class).

What is clear to be is that UoN has a new issue about to burst upon the scene. And, all of this is far above my pay grade. And, none of the answers generated by this email will alter my person situation since any such solution will arrive long after I have personally paid for my hearing aids.

I did not realize how odd my equanimity was until I read this recent article in the Chronicle.
http://chronicle.com/article/Lets-Break-the-Silence-on/134888/

Agenda Attachment #4

March 5, 2013

Dear Employee Benefits Advisory Committee,

We are writing this letter to ask for your consideration to include autism treatments in the university health plan. Autism Spectrum Disorders (ASDs) are neurodevelopmental disorders caused by an abnormality in the brain leading to impaired social and communication skills. It is estimated that 1 in 88 children (1 in 54 boys) are affected by autism according to the 2009 CDC report and autism has become the fastest-growing serious developmental disability in the U.S.

Signs and symptoms of autism often begin before the age of three and some can be detected earlier. The symptoms can last throughout one’s lifespan. However, early diagnosis and early intervention are crucial to improve outcomes for these children. According to the National Institute of Mental Health, research has demonstrated that intensive behavioral therapy (e.g., applied behavior analysis or ABA) can significantly improve the language, cognitive, and social functions of individuals affected by autism. Despite more than 30-year worth of research evidence and wide endorsements from the Surgeon General, National Institutes of Health, the Centers for Disease Control, the FDA, and the American Pediatric Association, some insurance companies still claim it to be experimental and untested thus do not provide coverage.

However, the tide is changing. Recognizing the importance of early interventions and continued treatment for autism, 32 states (and counting) now mandate insurers to provide autism coverages. A number of our Big Ten peers (e.g., Penn State, Ohio State, Minnesota, and Michigan State), as well as other university in the region (e.g., Univ. of Colorado and Univ. of Kansas) include autism treatment in their health benefit packages. In April 2012, the U.S. Office of Personnel Management (OPM) stated in a letter to the Federal Employees Health Benefits (FEHB) program carriers that “The OPM Benefit Review Panel recently evaluated the status of Applied Behavior Analysis (ABA) for children with autism. Previously, ABA was considered to be an educational intervention and not covered under the FEHB Program. The Panel concluded that there is now sufficient evidence to categorize ABA as medical therapy.”

In Nebraska, the autism bill, LB505, was introduced by Senator Colby Coach to provide requirement for insurance coverage of autism in Nebraska. A fiscal study was conducted for LB505 and this study included estimates from the state’s and the University of Nebraska’s health plans. LB505 calls for autism coverage up to a maximum benefit of $70,000 per year for the first three years of treatment and $20,000 per year for each year of treatment thereafter until the insured reaches age 21. In the hearing held on February 26, 2013, eleven citizens testified in support and no individuals or agencies testified in opposition to the bill. The Nebraska Department of Insurance submitted a letter in a neutral capacity and the representative who spoke for three major insurance companies: Blue Cross Blue Shield, UnitedHealth, and Coventry, also testified with a neutral position related to the bill. Sitting among the audience, we are pleased with how far Nebraskans have traveled towards providing care and hope for autistic children.

Including autism treatment in the university health plan will give the children affected by autism a chance to become independent citizens who contribute to the society. The autism insurance coverage will protect the employee families from tremendous financial stress caused by the disorders. Although as a self-insured employer, the University of Nebraska will not be bounded by the state mandate even if LB505 becomes a law, however, it is a moral thing to do.

We hope that you will consider including autism treatments in the 2014 university health plan. For your information, we have attached the slides selected from the document prepared by Autism Speaks; we can provide the complete document for your reference if you prefer. We will be happy to meet with you or respond to any questions that you have.
Thank you for your consideration.

Sincerely,

Tzu-Yun Chin  
Interim Assistant Director, Buros Center for Testing, UNL  
tchin2@unl.edu

Jing Zeng  
Research Assistant Professor, Department of Earth & Atmospheric Sciences, UNL  
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Jun Wang  
Assistant Professor, Department of Earth & Atmospheric Sciences, UNL  
jwang7@unl.edu

Note.

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Agenda Attachment #5

FSA Communication Schedule

May 1, 2013 – FSA Communication #1 Emailed to Employees by the University
May 15, 2013 – FSA Communication #2 Emailed to FSA Participants by the University
May 21 – June 4, 2013 - FSA Claim Blackout/Hold Period
   • FSA claims must be received in the Campus Benefits Office by 5:00 pm Monday, May 20, 2013
   • Claims must be adjudicated by Campus Benefits Office by 5:00 pm on Tuesday, May 21, 2013
May 22, 2013 – University Informational Online Meeting
May 23, 2013 – University Informational Online Meeting
May 28, 2013 – FSA Final Data Migration File Sent to WageWorks
May 30, 2013 – FSA Communication #3 Emailed to FSA Participants by the University
June 5, 2013 – “Go Live Date”
   • WageWorks begins responding to employee questions
   • WageWorks FSA website activated
   • WageWorks begins processing FSA claims
June 6, 2013 – QuickStart Guide Emailed to FSA Participants by WageWorks
June 10, 2013 – First Biweekly FSA Contribution File Sent to WageWorks
June 14, 2013 – Health Care Card Packet Mailed to FSA Participants by WageWorks
June 24, 2013 – Second Biweekly FSA Contribution File Sent to WageWorks
June 25, 2013 – First Monthly FSA Contribution File Sent to WageWorks

Other Committee Reports

A. Educational Policy Advisory Committee (EPAC): Prof. Chase (March 8, 2013)
   Members present: Bruce Chase, Gregory Morin, David Carter, Sherrie Wilson, Dhundy Bastola, Nora Hillyer, and Kerry Belden
   1. Approved summary 2-8-13
   2. Approved curriculum/concentration changes in Studio Art

   Reported
   3. On-line undergraduate and graduate certificate in Gerontology and master’s in Social Gerontology
   4. Online BGS areas of concentration:
      • Criminology & Criminal Justice
5. On-line BS in Sociology
6. Course Syllabi

**The following new course(s)were approved pending minor edits:**
2. FSMT 2300: Fire Investigation, 3 hrs.
3. FSMT 4450: Fire and Emergency Services Administration, 3 hrs.
5. FSMT 2510: Building Construction for the Fire Service, 3 hrs.
7. EMGT 4900: Special Topics in Emergency Management, 3 hrs.
8. PSCI 4210: International Relations of the Middle East, 3 hrs.
9. PSCI 4620: Islam and Politics, 3 hrs.
11. NEUR 4870: Molecular and Cellular Neurobiology, 3 hrs.
12. WRWS 4310: Creative Nonfiction Studio, 4 hrs.
13. IASC 3570: Cryptography, 3 hrs.

**The following revised course(s) were approved:**
1. ART 1210: Foundations Theory & Practice: Color and Visual Literacy, 3 hrs.
2. ART 1220: Foundation Theory & Practice: Digital Media, 3 hrs.

**B. Named Professorships:** According to Dr. Barnes, there was a great response to the call for College related professorships, but only one applicant for the 5 campus-wide professorships. As a result the planned meeting for May 2nd was cancelled. BJ asked that Dr. Barnes put out a new call (extension) with a May 31 deadline. The committee will now be meeting in early June to assess the applicants.

**C. Student Publications Board:** Prof O’Hara reported the UNO Student Publications Board met on April 10th to replace the graduating Editor-in-Chief (and Sports Editor) Nate Tenopir. The Board was delighted to have the opportunity to choose between two superb candidates: current Gateway Opinion Editor Nicholas Sauma and current Gateway reporter Sean Robinson. After extensive interviews and extended discussion of the relative strengths each of these two were offering the Gateway, the consensus choice for Editor-in-Chief starting in August 2013 was Sean Robinson. In an ideal world the Gateway will continue to benefit from contributions from both candidates.

Per decisions made during the AY1112 academic year in response to deep budget cuts, the summer offerings of the Gateway will not be five papers across the four summer sessions, but instead will be two larger papers at the start and end of the summer sessions. A new decision regarding the summer paper was made to shift compensation away from salaried positions and towards piecework during the summer.

**D. University Committee for the Advancement of Teaching (UCAT):** Prof. Bloom reported:
List of Committee Members: Melanie Bloom (Chair), Ana Cruz, Carol Ebdon, Rene Erlandson, Sara Myers, Bob Ottemann, Donald Rowen, Theresa Stanton
At our final UCAT meeting of the year, held April 26th, the UCAT committee completed the following activities:

- Theresa Stanton was elected the UCAT chair for the 2013-2014 academic year.
- We reviewed seven faculty travel grants and awarded five.
- We reviewed two curriculum development grants and awarded one.
- We awarded the remaining budget ($200) to Waitman Beorn to help support his trip to the Democratic Republic of Congo this summer.

VI. New Business

A. Amend: Resolutions 4080 & 4081 Submission of Grades (A&B)

Senator Rech moved and Senator M. Bacon seconded the amending Resolutions 4080 and 4081 (strikeout and italics). These two resolutions will be sent to the full Senate at next week’s meeting.

Amended Resolution 4080, 4/10/13: Submission of Grades (A):

Whereas all members of the university community have an interest in ensuring that students eligible for financial aid receive their disbursements promptly so they can enroll in classes and buy books;

Whereas the financial aid office needs students’ fall grades in order to demonstrate their eligibility for aid in the spring semester;

Whereas with new federal regulations, the number of students needing verification of eligibility at the end of the fall semester has grown from about a dozen students in 2010 to almost 600 students in 2012;

Whereas financial aid officers can determine students’ eligibility more efficiently if grades come in at a “staggered” rate, keyed to exam dates rather than to a single date such as commencement;

Whereas prompt determinations of eligibility are especially critical for students who are financially and academically at risk;

Whereas grades submitted after the winter break come too late for the financial aid office to document satisfactory academic progress before spring classes begin;

Whereas in many courses, responsible instructional practices require that faculty assign term papers and/or essay exams;

Whereas a radically shortened grading window would create undue hardship for faculty and compromise the quality of instruction in those courses if faculty are forced to move due dates up to Prep Week or to read and evaluate students’ work hastily;

Therefore be it resolved that the longstanding practice of extending the fall grading deadline to a date after winter break be discontinued; and

Be it further resolved that the deadline for spring and summer classes be adjusted from “seven calendar days after commencement” to “seven calendar days after the scheduled exam date”; and

Be it further resolved that the deadline for fall grades be established as “seven
calendar days after the scheduled exam date in classes with exams scheduled
before December 17 and ten calendar days in classes with exams scheduled on or
after December 17 no later than December 27.”

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Amend Resolution 4081, 4/10/13: Submission of Grades (B)

Whereas all members of the university community have an interest in ensuring
that students eligible for financial aid, scholarships, or employee tuition
reimbursement receive that support;

Whereas the registrar and the financial aid office need students’ grades in order to
demonstrate their eligibility for this financial assistance;

Whereas late grades, leading to late disbursements, have an especially dire effect
on students who are financially and academically at risk;

Therefore be it resolved that the faculty senate urge all faculty to turn in end-of-
semester grades as early as possible; and

Be it further resolved that the faculty senate urge academic deans to make faculty
aware of the financial implications for students when grades are submitted late
and supply any necessary assistance to faculty members who, due to illness or
other emergencies, are unable to submit grades promptly. And the Administration
should impose no unilateral penalty on faculty who submit late grades, without
due process through, for example, the University Professional Conduct
Committee.

B. Academic Freedom Coalition of Nebraska (AFCON):

Senator R. Smith moved and Senator M. Bacon seconded the following reso-
lution, which will be sent to the full Senate next week.

BE IT RESOLVED that the UNO Faculty Senate discontinue membership in
AFCON.

C. Personnel Action: Approve Stipend for 2012-2013 Faculty Senate Parliamentarian
Edgar Moore ($1,000.00): The Executive Committee voted to approve the stipend for
this year’s Parliamentarian, Edgar Moore.

D. 2013-2014 Faculty Senate Executive Committee Membership: Senator M. Bacon
and the EC&C discussed those who have volunteered to run for office and those who
are still to be approached.

E. Resolution: Replacement of LIB Senator

The following resolution was moved by Senator Rech and seconded by Senator P.
Smith. It will be sent the full Senate next week.

BE IT RESOLVED, that the winner in the most recent LIB election to the UNO
Faculty Senate, Linda Parker, replace Marvel Maring, who resigned from UNO
on March 15, 2013. The term runs for 6 weeks, until May 8, 2013, when Prof. Parker will then take her own seat as a Senator.

F. Resolution: Replacement of CFAM Senator

The following resolution was moved by Senator Rech and seconded by Senator P. Smith. It will be sent the full Senate next week.

BE IT RESOLVED, that the runner up in the most recent CFAM election to the UNO Faculty Senate, Matthew Harden, replace Tomm Roland, who resigned from the Faculty Senate on May 1, 2013. The term runs until May 13, 2015.

G. Resolution for New Faculty Senate Members:

The following resolution was moved by Senator Rech and seconded by Senator P. Smith. It will be sent the full Senate next week.

BE IT RESOLVED that Chancellor Christensen, etc., has been notified that the following thirteen (13) faculty members have been elected to serve three-year terms from May 8, 2013, through May 11, 2016:

- College of Arts & Sciences (3) Juliette Parnell
  Beth Ritter
  Suzanne Sollars

- College of Business Administration (2) Darryll Lewis
  Patricia Meglich

- College of Communication, Fine Arts & Media (2) Amy Morris
  Sharon Sobel

- College of Education (2) Carol Mitchell
  Nicholas Stergiou

- College of Information Science & Technology (1) Harvey Siy

- College of Public Affairs & Community Services (1) Lynn Holley

- Criss Library (1) Linda Parker

- External NU Faculty (0) Bing Chen

H. Resolutions of Appreciation:

The following resolution was moved by Senator P. Smith and seconded by Senator M. Bacon. It will be sent the full Senate next week.

1. For Outgoing Senators:

WHEREAS faculty, elected as representatives of their colleagues to serve on Faculty Senate, have volunteered considerable amounts of time and effort in their terms as Senators, and
WHEREAS the following faculty have honorably and admirably represented their constituents,

THEREFORE BE IT RESOLVED that the Faculty Senate thanks the following outgoing Senators for their hard work and dedication to the process of shared governance:

Chin Chung (Joy) Chao (CFAM)       Junke Guo (External Member)
Barbara Hewins-Maroney (CPACS)     Chris Kelly (CPACS)
William Melanson (A&S)             Rebecca Morris (CBA)
Marvel Maring (L)                  Janice Rech (A&S)
Dana Richter-Egger (A&S)           Peter Smith (ED)
Paige Toller (CFAM)                Victor Winter (IS&T)
Robert Woody (A&S)

2. Appreciation for Vice President Victor Winter

The following resolution was moved by Senator P. Smith and seconded by Senator M. Bacon. It will be sent the full Senate next week.

WHEREAS Senator Victor Winter graciously assumed the duties of Vice President of Faculty Senate in May 2012, and

WHEREAS Senator Winter effectively and efficiently conducted the meetings of the Executive Committee and Cabinet, and

WHEREAS Senator Winter provided consistent, sound advice to President Smith and served as a strong advocate for the process of clear communication, and a true partnership with the administration, and

WHEREAS Senator Winter fulfilled his role as Vice President to the Faculty Senate admirably and with dedication,

THEREFORE BE IT RESOLVED that the Faculty Senate at the University of Nebraska at Omaha expresses appreciation and thanks to Senator Victor Winter for his service.

3. Appreciation for Secretary-Treasurer Meredith Bacon

The following resolution was moved by Senator P. Smith and seconded by Senator Rech. It will be sent the full Senate next week.

WHEREAS Senator Meredith Bacon accepted the duties of Secretary-Treasurer in May 2012, and

WHEREAS Senator Bacon served the Executive Committee well through clear communication, through thorough minutes and insightful updates on budgetary issues, and

WHEREAS it is without question that Senator Bacon demonstrates a resounding commitment to faculty, students and the University as a whole,
THEREFORE BE IT RESOLVED that the Faculty Senate at the University of Nebraska at Omaha offers gratitude and thanks to Senator Meredith Bacon for her continued service to the University.

4. Appreciation for Chairs of the Standing Committees and Chair of Cabinet

The following resolution was moved by Senator P. Smith and seconded by Senator M. Bacon. It will be sent the full Senate next week.

WHEREAS the work of the Faculty Senate Standing Committees forms much of the foundation of the forward movement of the work of the Senate, and

WHEREAS the role as Chair of a Standing Committee adds considerably to the work involved in being a Senator and a faculty member, and

WHEREAS the Chair of each Committee served the role in a manner of utmost diligence, integrity and attention to detail within the Committee meetings, the Executive Committee and Cabinet and the full Senate,

THEREFORE BE IT RESOLVED that the following Senators receive great thanks and appreciation of the Faculty Senate for their excellent leadership:

- Senator Nora Bacon and Senator Greg Petrow (Academic and Curricular Affairs),
- Senator Dana Richter-Egger and Senator Marvel Maring (Educational Resources and Services),
- Senator William Melanson (Faculty Personnel and Welfare),
- Senator Christopher Kelly (Goals and Directions),
- Senator Robert Woody and Senator Ken Kriz (Professional Development, and Chair of Cabinet),
- Senator Janice Rech (Rules).

5. Appreciation for Faculty Senate Liaisons

The following resolution was moved by Senator P. Smith and seconded by Senator M. Bacon. It will be sent the full Senate next week.

WHEREAS communication with all aspects of the University is especially important to the overall work of the Faculty Senate; and,

WHEREAS Faculty Senate liaisons provide monthly or regular reports to the Senate and provide a method whereby faculty are well represented to organizations involved in University concerns; and,

WHEREAS continued Shared Governance is a critical aspect of university communications and operations for which faculty contributions are especially important and indispensable;

THEREFORE BE IT RESOLVED that the following representatives receive the thanks of the Faculty Senate at the University of Nebraska at Omaha for their work in keeping the Faculty Senate updated and informed:
I. RESOLUTION: Appreciation for President Peter Smith

The following resolution was moved by Senator Winter and seconded by Senator Melanson. It will be sent to the full Senate next week.

WHEREAS, Peter Smith has given excellent and dedicated leadership in word and action to the Faculty Senate during the 2012-2013 academic year, and

WHEREAS, he strategically represented his colleagues and this University in thoughtful conversations with the Chancellor, Vice Chancellor, Board of Regents, and many other individuals and groups, and

WHEREAS, his knowledge, insights and perspectives have been thought provoking, supportive, and productive contributions to our deliberations, and

WHEREAS, Peter solicited faculty input and encouraged faculty engagement in all decisions related to the Faculty Senate and University, and

WHEREAS, he brought depth and substance to conversations and deliberations, and

WHEREAS, he addressed multiple topics in an intentional and professional manner,

The Faculty Senate extends to President Peter Smith its deepest appreciation for his dedicated, ethical, and committed service as President of the University of Nebraska at Omaha Faculty Senate.

VIII. The meeting adjourned at 4:02 p.m. with the following announcements.

IX. Announcements
   A. Faculty Senate Mtg: Wednesday, May 8, 2013, 2 p.m., MBSC Chancellors Room
   B. EC&A Mtg.: Wednesday, May 15, 2013, 2 p.m., EAB 200, Chancellor’s Conference Room
   C. EC&C Mtg: Wednesday, June 5, 2013, 2 p.m., ASH 196
   D. Faculty Senate Retreat: Daylong Event, August 21, 2013