After gathering in the CEC lobby for a group photo, the Faculty Senators went upstairs to the meeting room for Interim President Linder’s presentation, which was followed with a question and answer period.

I. The meeting was then officially called to order at 2:55 p.m. by President Scherer.

II. The Minutes of September 10, 2014, were approved as written.

III. Officers’ Reports

A. President’s Report: Senator Scherer reported:

   1. External Issues:
      • Discussion of University Affiliated Research Centers (UARCs) and implications for UNO
      • Discussion of Board of Regents (BOR) meeting

<table>
<thead>
<tr>
<th>Economic Competitiveness Investments</th>
<th>State Request</th>
<th>NU 2014-2015 Recurring Investments*</th>
<th>Totals</th>
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<td>Peter Kiewit Institute (Engineering and IT)</td>
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<td>National Strategic Research Institute</td>
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<td>Biomedical Institute</td>
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<td>$33.5</td>
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</table>

*Represents University funding from Programs of Excellence, budget reallocations, etc.
• Proposed one-time money for capital improvement projects at all campuses from the NE legislature
• UNO Proposed Capital Projects
• Some Planned UNO Projects: new STEM building, updating of parts of CPACS (broadcasting area), updating Durham, new stand-alone facilities office—there were others.

2. UNO Issues
• Meeting of Faculty Senate President with Student Senate President Jordan Koch and Staff Advisory Council President Melanie Krings:
  • Student Senate (SS) Initiative to Gather Information and work with other partners at UNO to determine viability of UNO becoming a nonsmoking campus.
  • Staff Advisory Council (SAC): Asked that FS ask for more money in budget for next year for ice cream portion of faculty-staff luncheon as the faculty senate allotment did not provide enough money to cover the ice cream this year due to increased attendance. Also, SAC’s major initiative is to provide opportunities for staff to enhance their professional development. They are doing a needs assessment of skills and exploring mechanisms for providing this training. Faculty may be asked at some point to provide specialized training or workshops if they have the time, skills and inclination to do so.
  • Faculty Senate: Do we have a major issue or initiative or is the strategic planning document that initiative? Diversity has been suggested as a focal issue this year by two members of the executive committee.
  • Discussion of a joint prosocial and fun endeavor involving SS, FS and SAC. Suggestions thus far have included MavPantry and Wounded Warriors.
• Faculty Survey Dissemination: Progress Report
• Student Survey: Progress report
• Emeritus Issue (R4134 – James McCarty)
• Communication (Chancellor’s Council, etc.): See Resolution in Executive Committee Report

3. Office of Academic & Student Affairs) Leadership Forum (OASA Leadership Forum is Deans’ Forum retitled) Summary: As of September 29, 2014, it has been updated to July 3, 2014.
   http://www.unomaha.edu/aandsaffairs/inside/deansforum.php

B. Secretary/Treasurer’s Report: Senator Cast-Brede reported

1. Executive Committee & Administration: The Committee met September 17, 2014. Present: M. Bacon, Cast-Brede, Christensen, Conley, Holley, Morris, Scherer, Smith-Howell, Sollars Absent: Castilow, Reed
   Resolutions
   a. As the EC&A had not met in July or August, the Chancellor acknowledged the following Resolutions completed at the August 6, 2014, Executive Council and Cabinet Meeting:
      RESOLUTION 4159: acknowledged Extension of Ad Hoc College of Engineering Steering Committee Report
RESOLUTION 4160, 8/6/14: acknowledged three Appointments to Committees: AVC for Enrollment Management Search Committee, NU Foundation Vice President Search Committee, Sustainability Committee

RESOLUTION 4161, 8/6/14: acknowledged OTICA (Outstanding Teaching & Instructional Creative Activity Award Selection Committee) Replacement

The Chancellor acknowledged the following Resolutions completed at September 10, 2014, Faculty Senate Meeting:

RESOLUTION 4148, 9/10/14: acknowledged Campus Committees Appointments: Academic Planning Council (APC), and Strategic Planning Steering Committee

RESOLUTION 4149, 5/14/14 & 9/10/14: acknowledged University Committees Appointments: University Committee for the Advancement of Teaching (UCAT), UCRCA (University Committee on Research & Creative Activity)

RESOLUTION 4162, 9/10/14: acknowledged the following committees have Faculty Senate appointees: UCAT Replacement, Temporary Replacement on University Committee on Athletics, Temporary Replacement on Parking Advisory Committee, and Replacement on Excellence in Teaching

RESOLUTION 4163, 9/10/14: acknowledged Resignation/Replacement of CFAM Senator Sharon Sobel

RESOLUTION 4164, 9/10/14: acknowledged Faculty Grievance Committee and Faculty Personnel and Welfare Committee elections

RESOLUTION 4165, 9/10/14: UNO Professional Conduct Committee election

b. Faculty Senate Topics (President Scherer)

1. BOR
   a. Distance Education: National Council for State Authorization Reciprocity Initiative, focused on multistate approval of on-line/distance courses (NC-SARA) that NU joined in August-Implications for UNO?
   b. Engineering/Peter Kiewit: Latest update
   c. Meeting with Regent Daub update

2. Internal
   a. Communities of Practice vs. Research Triangles and Teaching Circles-update
   b. Online Evaluations of Teaching-update
   c. Student Safety, Website, Syllabus and Reporting
   d. Community Engagement Scholar Designation for both students AND faculty

3. Faculty Senate Initiatives
   a. Faculty Senate Resolutions Passed since the Last EC&A Mtg. and Resolution Log (Resolutions listed above).
   b. Faculty Senate President’s September 2014 Report
   c. Student Survey (FS collaboration with Student Senate) (N=1500)-Update
   d. Faculty Senate Strategic Priority Action Goals (SPAGS) (see below):

Goals of Faculty Senate Strategic Priority Action Groups

1. Enhance communication among ALL of our NU constituencies (see list below the Chancellor’s Topics). (See VI. A.2, below).
2. Increase the diversity of our faculty (which lags behind the diversity of our students).
3. Foster increased support of faculty research and creative activities.
4. Maintain high academic standards to ensure the effectiveness of our
graduates and their contributions to society.
5. Identify faculty “true” workload and strive for greater workload balance across colleges
6. Supplemental Goal of President: Ensure that faculty senators are recruited and onboarded effectively and efficiently, as an informed faculty senate is necessary achieve authentic faculty voice.

c. Chancellor’s Topics
1. State of the University address will be on October 29, 2014, in the Sapp Fieldhouse at 4:30pm. A reception will follow.
2. Requested a Faculty Senate representative on the CUMU conference planning committee.
3. The May 2015 commencements will be on Friday and Saturday.

### 2014-2015 Resolution Action Table
*(Action Pending and Current Resolutions)*

<table>
<thead>
<tr>
<th>Res.#</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Acknowledged</th>
<th>Sent for Senate Action</th>
<th>Denied</th>
<th>Deferred</th>
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<tr>
<td>4165</td>
<td>9/10/14</td>
<td>UNO Professional Conduct Committee</td>
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<td>Resignation/Replacement of CFAM Senator</td>
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**CARRIED FORWARD**

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<th>Final Action/Resolved</th>
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<tr>
<td>4134</td>
<td>3/12/14</td>
<td>Initiating Emeritus Status Policies and Procedures</td>
<td>3/18/14</td>
<td>Aug ‘14 Or Sept ‘14</td>
<td>SVC BJ Reed: “I have asked James McCarty to look at a revised Emeritus policy that we can bring to Faculty Senate/Deans and other key stakeholders hopefully by August or September.”</td>
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<td>3033</td>
<td>5/12/10</td>
<td>Instruction on the Ethical Use of Print and Online Sources in Academic Papers</td>
<td>5/27/10</td>
<td>X*</td>
<td>*Chancellor acknowledges that the subject matter is primarily an Academic Affairs issue and has asked Vice Chancellor Hynes to respond as appropriate.</td>
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IV. **Executive Committee Report:** Senator Holley reported

A. **The Issue of Lack of Voice of Course Authors in Curriculum Approval Process in Some Committees** was sent to the Academic & Curricular Committee.

B. **Strategic Planning Next Steps**

A small Ad Hoc Committee was formed. They will eventually formulate the first draft of Faculty Senate Strategic Plan. The committee will consist of President Scherer, Vice President Holley, Rules Chairperson Morris, and, hopefully, a member from the Goals & Directions Committee. Senator Holley brings the following motion to the Senate:

**Motion: Ad Hoc Faculty Senate Strategic Plan Committee**

**BE IT SO MOVED** that a small Ad Hoc Faculty Senate Committee be formed to create an initial draft of a Faculty Senate Strategic Plan, with members to be appointed by Faculty Senate President Scherer.

C. The Executive Committee also passed and brings the following three resolutions to the Senate, which Senator Holley moved for the committee:
1. RESOLUTION 4166, 10/8/14: Appreciation for Mike Connolly and UNO Office of Military and Veteran Services

WHEREAS Mike Connolly, Director of UNO’s Office of Military and Veteran Services, and his colleagues at the Center have established a welcoming and nurturing environment for active duty, reserve, National Guard, and veterans of the United States armed forces matriculating at the University, and

WHEREAS their efforts along with those of other institutional actors have been recognized by The Military Times as making UNO the most military-friendly public institution of higher education in the United States (2014),

THEREFORE BE IT RESOLVED that the Faculty Senate of the University of Nebraska at Omaha commends and deeply appreciates the efforts of Mike Connolly and his colleagues at the Center for their national recognition as well as for meeting the University’s strategic goals of being student centered and being engaged with the community.

Passed

2. RESOLUTION 4167, 10/8/14: Appreciation for Holly Miller, Nancy Meyer, Brandy Klipfel and the UNO Center for Faculty Excellence Team for Their Outstanding Efforts and Programming in Welcoming and Orienting New Full-Time Faculty, New Adjunct Faculty, and New Graduate Assistants

WHEREAS the initial introduction of new faculty and graduate assistants to university practices, opportunities, technologies and institutional sources of support facilitate smoother and more efficient integration of such new faculty and researchers into the UNO community and their more rapid contribution to the strategic goal of academic excellence, and

WHEREAS new faculty orientations have been particularly successful in achieving these goals thanks to the organizational skills and enthusiasm of Holly Miller, Nancy Meyer, and Brandy Klipfel, and her team of collaborators at the UNO Center for Faculty Excellence,

THEREFORE BE IT RESOLVED that the Faculty Senate of the University of Nebraska at Omaha thanks and commends Holly Miller for her and her team’s important service to our new colleagues and to the Faculty as a whole.

Passed

3. RESOLUTION 4168, 10/8/14: That the Chancellor’s Council Monthly Meetings be Restored

WHEREAS Chancellor’s Councils have afforded Faculty Senate Presidents the unique opportunity to interact with both academic and business and finance leadership; and

WHEREAS the information gathered by the Faculty Senate President at
Chancellor’s Councils provides the Faculty Senate with information that is invaluable to the Faculty Senate in fulfilling its statutory responsibilities; and,

WHEREAS the Chancellor’s Councils are the only frequent occasions for such interactions and information gathering,

THEREFORE the Faculty Senate of the University of Nebraska at Omaha strongly urges the Chancellor to restore the Council’s monthly meetings.

Passed Unanimously

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Parnell reported attendees at the committee meeting: Present: Juliette Parnell, Christie Beard, Stu Bernstein, Ken Dick, Laura Grams, Jodi Kreiling; Visitors: Paul Barnes, Hank Robinson.

Senator Parnell moved, for the Committee, the following resolution:

RESOLUTION 4169, 10/8/14: BS in Biomechanics

WHEREAS there is currently no BS in Biomechanics in the State of Nebraska;

WHEREAS there are only 2 other such degrees in the USA;

WHEREAS UNO has the first research building in the world dedicated to Biomechanics, which will provide to the university an excellent edge in terms of recruiting students both nationally and internationally, thus increasing UNO enrollment;

WHEREAS the Biomechanics Research Building faculty has organized in 2013 a well attended meeting of the American Society of Biomechanics, which has cemented UNO as a primary destination for academic excellence in biomechanics and movement sciences in the world;

WHEREAS there is no need for recruiting additional faculty and nearly all Biomechanics program equipment and supply requests have been approved and purchased;

WHEREAS the Biomechanics Research Building has established strong ties with UNMC, the Omaha Veteran’s Affairs Medical Center, CHI Medical Center and UNL Engineering College;

WHEREAS Biomechanics is a rapidly growing discipline, which will provide a wide range of advancement opportunities in terms of jobs and graduate studies;

BE IT RESOLVED that the Faculty Senate of the University of Nebraska at Omaha supports the proposal from the Physical Education Program in the School of Health, Physical Education and Recreation in the College of Education to create a Bachelor of Sciences in Biomechanics at the University of Nebraska at Omaha.
Passed

The committee then talked about the Automated Course Evaluations faculty concerns: 

SUMMARY OF CONCERNS FROM UNO FACULTY ABOUT ACE

1. Low to very low rates of responses
2. Make it mandatory? And how? (Incentives and which ones?)
3. What is the incentive for students to complete the online evaluation
4. Use coercive measures (and is this legal?) to complete evaluations
5. Validity of online evaluations (low response, skewed, polarization)
6. How these evaluations will be used from the administrative viewpoint?
7. Which impact these evaluations will have on tenure-track faculty, merit and promotion (if this instrument is flawed by low response rates for example)
8. The anonymous feature might produce less useful comments or (“downright cruel comments”). How to prevent this?
9. How to avoid the polarization effect? Such as very good or very bad evaluations
10. Online evaluations may not be fully representative of students attending class, vs. ones that don’t attend class. How to differentiate both groups and get accurate picture? (Thus skewed/unreliable instrument)
11. Students may do online evaluations together in a group rather than alone.
12. How information from student online evaluations will be used?
13. Will students’ evaluations results be made public? Especially to the students?
14. The longest the evaluation will be, the less students will do it
15. It seems students don’t like doing online evaluations
16. At UNL, online evaluations have a very low response rate
17. Need for evaluations to remain online until the last day of class
18. Lack of control over availability and issuance of evaluations

We then welcomed Paul Barnes and Hank Robinson to our committee. We had a one hour Q&A session with them. They ask for our input and feedback and the Senate's on these specific items:

1. Customization formats by specific departments;
2. Need for a UNO statement regarding safeguard/safety issues related to students written comments on evaluations (i.e., offensive comments or self-destructive/suicidal statements).
3. How to handle small classes or individually taught classes (such as in music) evaluations while protecting the anonymity of students in such a situation.

The committee encourages faculty to attend ACE workshops as they are quite informative and useful. The next workshop will be on October 16, 2014, at PKI 1:00-1:30pm.

B. Committee on Educational Resources and Services: Senator Kwak reported the committee met September 24, 2014. Those present were Wikil Kwak, Philip Nordness, Dean Shorb and Associate Dean DeFrank.

The Educational Resources Committee met with Dean Shorb to discuss policies regarding the elimination of material and to determine whether there was a mechanism for departments to house materials slated for elimination. The issue came to the attention of the faculty senate via a complaint from the chemistry department. However, this issue has implications for all departments on campus and reflected a potential communication issue between the library and departments, noting that communication improvement is a major goal of the Faculty Senate. The following points came from our discussion:

1. The library receives approximately 10,000 new materials each year. Because of
limited space, the library must periodically eliminate material.

2. The library, by law, cannot sell or donate books to other libraries.

3. The library ensures that a digital version is available of major materials (such as multivolume sets and journals) that are removed.

4. Regarding journals and collections, the library attempts to check with departments to determine if they want to house these materials. However, the library cannot realistically check with departments on every single book removed.

5. Departments are encouraged to identify a specific faculty member to serve as a liaison to the library and work closely on these issues with their assigned subject librarians. Faculty are encouraged to put important materials on reserve. A list of librarians assigned to each department is available on the UNO library website at http://library.unomaha.edu/information/specialist.php

C. Committee on Faculty Personnel and Welfare: Senator Harden reported the committee met September 24, 2014.

Attendance: Bing Chen, Moshe Gershovich, Matthew Harden, Stan Wileman and Robert Woody

Absence: Avery Mazor (excused)

- Elected Vice-Chair for committee
  - Robert Woody was elected

- Review Responsibilities of Standing Committee (see below)
  - 5.1 Committee on Faculty Personnel and Welfare. The committee shall elect its own chairperson and vice-chair in accordance with the procedure described in Section 1, and the chairperson shall then serve in the Cabinet. The responsibilities of the committee shall include those matters which pertain to faculty working conditions and teaching loads, academic privileges and responsibilities, academic freedom and tenure, and the coordination of grievance procedures throughout the university. In addition, this committee shall have oversight responsibility for the Academic Freedom and Tenure Committee, the Faculty Grievance Committee, the Professional Conduct Committee, and any other such committees as directed by the Executive Committee.

- Discuss assignment from Executive Committee regarding how the Drug/Alcohol policy may affect faculty - http://www.unomaha.edu/student-life/student-safety/_docs/campus-drug-policy.pdf
  - The policy is too vague and needs more specific language, as well as updated to current buildings and policies in said buildings on campus. 1990 Board of Regents
  - Constitution issues
  - We have a question regarding if this has been looked at by someone with a legal acumen

- General discussion during meeting
  - More gender and age diversity on our committee is needed and we encourage the Faculty to give consideration to maintaining gender balance on standing committees
  - Tuition for Family members, especially spouses (domestic partners)
  - Strategy for reaching 20,000. How is this going to be done? Balanced money per student for students on all campuses. Equalization between all four campuses in the system. This question needs to be asked and answered, “Why is the imbalance done this way?”
  - Online Testing will take place and will effect student fees
  - Questions regarding a Teaching Load form that was handed out
Concerned about how many directives are being handed down to faculty without any input (this goes for UNO within the UN system). The concern is how this affects our workloads and mental welfare.

Items from previous years we may want to work on
- Engineering School
- Omaha Engineering.org

After our general discussion these are the Issues that we want to work on in addition to those assigned:
- We suggest that the faculty senate reopen and maintain an effort to achieve intercampus equality. We can use the Tennessee State University System as a model. Chair will look into this and bring suggestions to next meeting.
- Look into tuition for Family members, especially spouses and domestic partners. We will bring in a guest to discuss, possibility Bill Connelly or someone from the registrar’s office. How does this policy work for retired faculty? How does this compare to Lincoln’s and UNK’s policy?

D. Committee on Goals and Directions: Senator Mitchell wrote that the committee met September 24, 2014, with the Chair, Senator Carol Mitchell presiding. Four of the six members were present: Senators Patricia Carlson, Lyn Holley, Carol Mitchell, and Beth Ritter. Senator Elliot Ostler was excused due to a teaching assignment at the same time of the 2:30 meeting.

It was determined that the Committee would meet at 2:30 PM on the fourth Wednesday of each month in RH 406 Conference Room.

The Committee members spent the majority of the meeting time discussing President Sherer’s email to the Committee regarding the Goals and Direction Committee working with the Faculty Senate’s Executive Committee in strategic planning efforts and the creation of the strategic planning document. Two persons of the Committee volunteered – Senators Lyn Holley and Patricia Carlson. It was decided that due to Lyn’s role in the Faculty Senate that Patty Carlson would represent the Goals and Direction Committee. However, Senator Carlson needs more information about the assignment; for example, the number of times to attend the Executive meetings, what part is the G&D supposed to handle, what will be done with the survey information, articulation of FS strategic planning results and finally, what are the priorities of the plan.

After much discussion/questions, the meeting was adjourned

E. Committee on Professional Development: Senator Sollars reported the committee met September 24, 2014.

In attendance: Juan Casas, Harvey Siy, Suzanne Sollars, Richard Stacy, Adam Tyma, Vincent Woolf

Guest: Nora Bacon, former UNO Faculty Senator and FS Liaison to the AAUP, (who is currently on Professional Leave)

Topic: Adjunct/Part-time faculty at UNO

Dr. Bacon, via Hank Robinson, provided the committee with the current numbers of full-time and part-time faculty. UNO reports 398 (37.2%) in tenure-line, 133 (12.4%) in non-tenure track, and 540 (50.4%) part-time. These numbers appear to be fairly consistent with national trends.

Expressed concerns regarding adjunct/part-time/contingent faculty:
- Effect on academic freedom.
- Scarcity of benefits for part-time faculty and its impact on both students and the faculty.
- The increasing dependence on use of part-time faculty to evolve and maintain
programs.

Next-steps action plan:
- Meet with faculty who are adjunct/part-time/contingent.
- Examine benefits available or not available to this constituent group.
- Examine ability of adjunct/part-time/contingent faculty to make use of resources to improve teaching on campus (e.g., UCAT funding).

F. Committee on Rules: Senator Morris moved the following two resolutions for the committee.

1. **RESOLUTION 4170, 10/8/14: Academic Freedom & Tenure Committee**

   (520 Ballots were mailed to the UNO Faculty. Ballots Returned: 228. 215 Valid and counted, 13 not valid.)

   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 were brought forward by the Rules Committee for senate nomination. The ballot was presented to the UNO Faculty.

   Two tenured faculty members are elected from the following four nominees to serve three-year terms from October 16, 2014, through October 15, 2017, to replace Joe Brown and Nancy Kelley Gillespie, whose terms will expire:

   - Rami Arav (90 votes)
   - David Carter (90 votes)
   - Carey Ryan (elected with 140 votes)
   - Richard Stacy. (elected with 97 votes)

   Passed

2. **RESOLUTION 4171, 10/8/14: Faculty Senate Liaison to Center for Faculty Excellence Advisory Committee**

   BE IT RESOLVED that Stu Bernstein be appointed as Faculty Senate liaison to the Center for Faculty Excellence Advisory Committee, for a one year term, 8/1/14-7/31/15.

   Passed

VI. Other Faculty Senate Committees:

A. SPAGS (Strategic Priority Action GroupS)

1. **Overview of the Strategic Planning Action Groups (SPAGs) and their major goals:**

   - **Communication/Marketing Committee**: Enhance communication among ALL of our NU constituencies (UNO staff, faculty, students, alumni AND BOR, NU system, NE legislature) and the communication and marketing of UNO to the external environment (potential students, donors, community, and national/international audiences).
   - **Diversity**: Increase the diversity of our faculty which lags behind the diversity of our students.
   - **Research & Creative Activity**: Foster increased support of faculty research and creative activities
[d. Academic Standards/Quality of Education] Maintain high academic standards to ensure the effectiveness of our graduates and their contributions to society.

e. Workload Quantity and Workload Balance] Identify faculty “true” workload and strive for greater workload balance across colleges and discipline (our metrics are not capturing much of our teaching time and energies—simply not “counted” and these other outside of the classroom activities often consume the greatest portion of our time and contribute greatly to student engagement and retention. Examples include graduate student practicum supervision, internship acquisition and supervision, grad thesis and dissertation AND undergraduate senior theses, honors theses, internships, readings and independent research projects (not counted!)

[f. Supplemental SPAG of Senate President] Current initiative, Senator Training.

Ensure that faculty senators are recruited and onboarded effectively and efficiently, as an informed faculty senate is necessary to achieve authentic faculty voice.

2. SPAG Progress Reports


Summarize faculty senate business in a monthly summary sent to faculty and other constituents (President)

- Designate college liaisons to work with their deans to enhance communication through reports and Q & A’s at college meetings and through other means agreed upon by liaison and dean.

Liaisons by College (This list of liaisons includes faculty on other SPAGS as well as those from the Communication and Marketing area

- CAS: Laura Grams & Robert Woody
- CBA: Wikil Kwak
- CPACS: Nancy Kelley-Gillespie & Carol Ebdon
- CFAM: Avery Mazor
- EDUC: Richard Stacy
- EXTL: Stu Bernstein
- IS&T: Stan Wileman
- LIB: Melissa Cast-Brede

- Continue to meet regularly with Chancellor (President) and Vice-Chancellor of Academic & Student Affairs (President and Vice President)
- Work with Office of Student and Academic Affairs to inventory university committees and ensure there is a faculty senator or a faculty liaison to the faculty senate.
- Developed a brief update report for the faculty liaisons (President) which was then converted to an online form (Harvey Siy) to facilitate communication between university committees and the faculty senate.
- Meet monthly with the SAC President and the Student Senate President to communicate common concerns and develop common initiatives (President)
- Re-examine and revamp Faculty Senate website (Erin Owen or team help?)
- Meet regularly with Regent Daub to exchange information and monitor BOR and NU System initiatives (President and Vice President)
- UNO Faculty Senate President to continue to email/meet regularly with
the faculty senate presidents from the other three NU campuses

b. **Diversity:** Senator Holley reported notes and impressions from our inaugural meeting below: Increasing the diversity of UNO faculty deserves priority status because:
   - Diversity of UNO faculty is conspicuously less than diversity of students.
   - The 150 UNO faculty hires over the last three years have not noticeably improved diversity of faculty which suggests that current processes will not address the need for more faculty diversity
   - “Diversity” to meet UNO potential for positive growth must extend beyond US racial diversity and include LGBTQ and global diversity

   - **Faculty Senate Liaison:** Lyn Holley
     - Lyn (or Juan Casas?) will query SVC BJ Reed to see if any other groups/committees are formally working on this issue
   - **Need Faculty “Diversity” data from Hank Robinson (Juan Casas)**
     - Need data by college, unit, and rank
     - Five and Ten year trends in faculty diversity would be informative
     - Need to know what assumptions underlay the data UNO currently collects
     - Data from peer institutions
     - What are the existing categories UNO uses to measure “faculty diversity”
   - **Need to conduct a “General Climate Survey” or at least determine whether such an instrument already exists (Darryll Lewis)**
   - **Need to check with AAUP to see if they have any faculty diversity initiatives (Beth Ritter)**
   - **Need to do some research to determine “best practices” being used to reach diversity goals in other institutions (Patty Carlson)**
     - Myra Gordon, consultant to CPACS might be a good place to begin
   - **We will share time sensitive results back via group email and/or report results back to our group at our next Faculty Senate SPAG meeting (October 8)**

c. **Academic Standard, Qualities of Education:** Senator Parnell reported members are Juliette Parnell, Doug Stack, Moshe Gershovich, Richard Stacy, Ken Dick and Vincent Woolf. Juliette Parnell will be the chair of the group and Doug Stack the secretary and updater/liaison.

   Our group will focus on assessment especially since Doug Stack is the faculty rep on UNO assessment committee. He sent 2 documents for us to read so we can discuss them at the next Senate meeting. These 2 documents are: Assessment Report Template and an assessment matrix.

d. **Workload and Workload Balance:** Senator Harden reported that currently they are a small group. We introduced each other and then talked about workload issues of concern and covered a little of the information in the survey. Discussions:
   - How do our workloads compare between Colleges and Departments on the UNO Campus?
   - How do our workloads compare with similar departments at our peer institutions?
     - Who are our peers?
How are our workloads affected by the amount of money allocated to us per student by the NU system? How does this amount compare to UNK’s and UNL’s amount per student?

Discussion about how adjuncts are deployed and treated

Discussion regarding faculty support given by GTAs

Each of us took on an area to research and add to our discussion for next meeting.

e. **Research and Creative Activity Support:** Senator Morris is still drafting her report.

**VII. Non-Senate Committee Reports**

**A. APC (Academic Planning Council):** Senators Grams & Ritter reported a meeting was held September 5, 2014.

**Outcome:** Organizational meeting for 2014/2015 academic year. The APC will administer 3 academic program reviews this year: History, Political Science, and HPER. The APC will also begin drafting new guidelines for academic program reviews (with the goal of introducing new guidelines next year).

**B. Facilities Planning Committee:** Prof. Robert Blair reported the committee met October 1, 2014.

**Attendance:**
- Bill Conley, VC, Business and Finance
- John Amend, AVC, Director, Facilities Management & Planning
- George Killian, Assistant Director, FMP
- BJ Reed, SVC
- Jordan Koch, Student Regent and student representative
- Robert Blair, Faculty Senate Representative
- Richard Lomneth, Faculty Senate Representative
- Melanie, Krings, SAC Representative
- Stan Schleifer, Director, Support Services

VC Conley reviewed the Campus Facility Priorities, dated August 1, 2014. He emphasized that this is not a static list of projects. It is important to look long-term but also to take advantage of opportunities as they arise. (More detailed information on the projects are included in the attached presentation.)

The priorities include:
1. University/Community Facility (Arena)
2. Milo Bail Student Center renovation
3. Strauss Performing Arts Center renovation and addition
4. Center for Excellence in Education
5. Metropolitan STEM Center
6. Dodge Campus Parking Structure
7. Radio/TV & Communications Facility
8. CPACS Addition/Renovation
9. Central Services Building
10. PKI Addition

VC Conley added an 11th priority: additional campus housing on the Pacific campus.

It was noted that the first two projects are underway. The Arena will be ready next fall. It is anticipated that the additional parking that is now being constructed will serve as remote parking and will likely replace the Crossroads parking arrangement. Additional
planning is needed however. The MBSC renovation is beginning. VC Conley noted that no increase in student fees were needed for the MBSC renovation. Plans for the Strauss Performing Arts Center has been developed but donor funding is still in the works.

It was emphasized the remaining projects are in the “concept” stage. They were classified as undergoing “pre-programming.” However, it is possible that the higher ranked projects (4 and 5) may be part of the package of projects submitted to the Legislature in upcoming sessions.

Focus groups have been conducted regarding the development of the STEM Center. Interested faculty are encouraged to contact VC Conley or AVC Amend if they would like to provide input or participate on any aspects of the campus capital projects.

Currently the NU system is employing a campus planning consulting firm, Sasaki Associates, located in Watertown, MA, to identify system-wide facilities priorities using weighted criteria. It is believed that a systematic approach to priority-setting will strengthen the NU legislative agenda.

In addition to the attached presentation from the October 1 meeting, the following links provide access to detailed campus plans and other presentations.

http://www.unomaha.edu/facilities/documents/UNOBoardRevisedPresentation06-02-14.pdf


1. Summary of key issues discussed by committee:
   - Introductions and Meeting Schedule (Oct. 22, Nov. 19 & Dec. 10—3pm at CPACS).
   - Discussion Items: James Ecker-Updates and changes in parking on campus.
     i. Shuttle service/parking have been going great & shuttles have been added during peak times (7:30am-3pm).
     ii. Crossroads shuttle now runs from 7am-7pm (extended from 6pm to 7pm).
     iii. The Community Engagement Center has been having many events on campus. Parking (Lot D & E) has been problematic. They have not been using all the stalls that they have reserved for events. Ideally 80-90% of the stalls would be used. Trying to find a way to fix this problem.
     iv. Parking on Dodge Campus overall has been full during peak days/times (TR 9am-2pm).
     v. Permit Sales Online: To improve parking services and efficiency in permit sales, student accounts now allowed as payment option. All faculty/staff and student permits sold online.
     vi. Appeals process: Now online. Eligibility changes, including a 30 day time limit have been made. There has been an increase of appeals because it is easier for everyone.
     vii. 20% off parking fines: Any parking violation paid online within 7 calendar days of the violation issue date will be reduced by 20% (students haven’t taken advantage yet; many probably don’t know about).
     viii. HC permits: To help avoid abuse of handicap spaces, all persons with state-issued ADA cars will need to register with Parking Services. To
comply with state statues, fines for multiple offense related to HC parking will be raised significantly.

ix. Park on Dodge Campus for $5 in Lot T: As space allows, Lot T (lower level of the East Garage) will be available for Faculty/Staff/Students/Visitors to pay-to-park all day for $5. After 12:30 it’s only $2.

x. Parking Lot Monitoring: Faculty/Staff coming in to park during the first week of school found many spots in Lot M taken by students, thus making the faculty/staff late for work because they had to find other places to park (such as Elmwood Park). Parking lots are monitored and courtesy tickets are given during the first week of classes. Some students are abusing the courtesy ticket policy. Signage placement and wording have been reviewed, but students are still claiming that they do not see them. We will have to come back to this issue and see if we can find a solution.

• Announcements – None

D. Strategic Planning Steering Committee: Senator Mitchell reported the committee met September 24, 2014, in the Chancellor’s Conference Room.

• The Chancellor thanked the participants of this very important committee and highlighted its role in addressing the strategic planning needs of the campus.
• State of the University address - October 29th at 4:30 PM in the SAAP Fieldhouse
• BJ Reed reported that the new arena is coming up rapidly. This is a facility for athletics, campus, and community.
• Community Engagement Center has served 17,000 people so far and 500 to 600 meetings and other events have taken place.
• Fall 2014 – 100 service learning related courses were launched.
• BJ Reed explained the 3 taskforces for the year: Unit Strategic Planning, Communication Plan for a Metropolitan University, and Shared Understanding Project
• Carol T. Mitchell gave the Faculty Senate Report citing the 51% Faculty response to the FS survey and the FS Strategic Plan work begun at the August FS Retreat.
• Reports from Student Government, Staff Advisory Council
• Capital projects – student housing, parking, and center for early education
• Milo Bail Center renovation – next year (may go for 15 months)

E. UCAT: Nancy Meyer reported the committee met September 26, 2014.

Committee chair Sara Myers opened the meeting with remarks regarding the new Speaker Fund Grant. She urged committee members to communicate deadline and details to the Dean of their college. Additionally, it was requested that a “page limit” be added to the online Speaker Fund application to deter lengthy explanations.

Robert Ottemann inquired with regard to “boundaries” of the proposed speaker’s content. Sara Myers advised that provided the subject was teaching related and the entire campus was invited to at least one session, all topics would be considered.

Sara Myers updated the committee on the progress to confirm an on-site CLA+
conference in February 2015. Although the speaker has indicated that February 2015 will accommodate his schedule, a firm date has not been set. CFE will continue efforts to contact Marc Chun and report at the October UCAT Committee Meeting.

Travel Grant Applications:

- **T001 – Madsen** – following some discussion, committee members voted to fund the application. The vote was unanimous with the exception of one committee member who expressed concern that the applicant did not follow the format as outlined and the information provided was too repetitious.
- **T002 – Leonard** – Members unanimously voted to approve this application commenting that it was very well written.

**F. UCRCA:** Prof McCarty reported the committee met September 12, 2014.

*Attendance:*

John McCarty, Chair, College of Arts & Sciences - Natural Science  
Matt Germonprez, Member At Large, College of Information Science & Technology  
Haifeng Guo, College of Information Science & Technology  
Matthew Harden, College of Communication - Fine Arts & Media  
Sofia Jawed-Wessel, College of Education  
Harmon Maher, College of Arts & Sciences - Natural Science  
Abhishek Parakh, Member At Large, College of Information Science & Technology  
Peter Szto, College of Public Affairs and Community Service  
Mark Wohar, College of Business Administration  
Mary Laura Farnham, Director, Office of Sponsored Programs and Research  
Elizabeth White, Coordinator – Internal Research Resources, Office of Research and Creative Activity

*Information Covered at Meeting:*

1. **Initial discussion on Role & Scope of the Committee**  
We discussed the guidance documents available on the UCRCA website: Principles and Procedures, Charge to the Committee, and FAQs. New and continuing members discussed the criteria used to evaluate proposals and how best to mentor applicants to improve success in seeking external funding.

2. **Goals & activities for the year**  
The major tasks for the coming year were outlined. A list of discussion items for subsequent agendas was started.

3. **Eliot S. Carter Subcommittee for Master’s Thesis Award**  
A subcommittee of three members will evaluate nominees for the Elton Carter award starting 3 November and selecting the recipient and honorable mention before 10 December. It was decided that membership on the subcommittee will be finalized after departments forward their nominees to the Graduate Office in mid-October.

4. **Any pending issues from last year**  
Faculty and Student Guidelines were updated based on committee discussions during the 2013-14 AY. An overview of changes was provided.

5. **Upcoming Meetings**  
The schedule for upcoming meetings was reviewed. Student proposals and faculty mini-grants will be accepted monthly until 1 February 2015. Full faculty proposals are due by the first of November and February as outlined in the Faculty Guidelines on the UCRCA website.
G. University-Wide Fringe Benefits Committee: Prof. Erickson reported the committee met September 25, 2014.

1. Retirement plan evaluation – David Lechner, Senior Vice President for Business and Finance, Office of the Vice President for Business and Finance, University of Nebraska

NU will reevaluate the Retirement plan. Why Re-evaluate now? Several reasons include pending court cases in other university retirement systems, sponsor regulations, and multiple vendors.

For example, TIAA and Fidelity have recently charged UNO too much in maintenance and administrative fees. Oversight required them to refund more than $1 Million (TIAA) and more than $250K Fidelity. Also, the TIAA and Fidelity funds have been underperforming as compared to other market measures.

The evaluation represents the first steps to protect ourselves. A permanent committee that will look something like the University-Wide Fringe Benefits Committee is being formed. Use of a consultant is also possible.

Current risks include the below.

   a. Employees taking loans on their retirement and then not being able to repay them.
   b. Excess fees charged by fund managers.
   c. Employee rollovers of their retirement to outside funds, whose managers may not have employee interests first in mind.

A possibility for a modified retirement plan includes a 4 tiered approach.

Tier 1 – The employee and advisor set target date for the fund (65th birthday for example). This would be very conservative and the least risky. If the employee wants to look at more risky investments, then they would go to tier 2.

Tier 2 – This would include indexed funds that are evaluated every couple of years.

Tier 3 – This would include a bit more risk.

Tier 4 – This would be a self-directed (brokerage), but would have some limitations on the type of investment (no commodities, etc.)

Universities who have modified their retirement include Notre Dame (they dropped TIAA and Fidelity), Missouri, Texas, Perdue, Penn State, among others. The committee will need to be careful when looking at consultants.

2. Blue Cross Blue Shield negotiation with CHI

NU did NOT ask for this. (Some of the committee used an example of 2 bullies in the neighborhood with NU caught in the middle.) The state of negotiations between the 2 parties is unclear at this time.

A serious problem for employees currently is called Balanced Billing. Balanced Billing is the practice in which if an out-of-network provider’s fees (CHI for example) for a procedure or operation are higher than the negotiated fees with BCBS, then they would bill the patient (employee) for the difference. This could amount to substantial increased costs for the employee. With in-network providers, the provider charges only the amount of the negotiated fee. As an aside here, evaluation of BCBS will likely be included in the retirement/benefits plan evaluation (Item 1 above). BCBS has offered ability to keep CHI as quasi in-network until December 31, 2014, and CHI SAYS they will not balance bill in excess of BCBS rates, but there is no real guarantee. Employees should be very aware of this date and plan ahead to the extent possible should no solution be reached in 2014.

Besides CHI, this has affected about 1600 Omaha area physicians and other practices or providers. It should be noted that around 500 of them have now
elected to move in-network with BCBS, but those choices have possible future implications.

There was a PowerPoint Slideshow for more details on the problems this has caused for many NU faculty and staff.

3. **Top Health newsletter**
Annual cost of $10,000
Most committee members were in favor of keeping the newsletter.

4. **Annual NU Flex enrollment**
There was an attached PowerPoint for more details and dates.

5. **Campus representative input**
Several UNO faculty and staff members have asked why breast pumps are not included in the benefits plan, and the question was addressed to the Assistant Benefits Director, Brian Schlichting. The problem has several parts. First, for reasons that are not clear, breast pumps have been classified in the preventative and wellness section of most benefits plans. That classification leads to all of the other issues discussed here. Second, NU has chosen to remain as a “grandfathered” plan as it relates to the Affordable Healthcare Act (ACA). Third, as a grandfathered plan, NU is not required at this point to provide coverage for any type of preventative services including “Preventative Services for Women, including Pregnant Women” (see [https://www.healthcare.gov/what-are-my-preventive-care-benefits/women/](https://www.healthcare.gov/what-are-my-preventive-care-benefits/women/) for more information. Fourth, under ACA rules, organizations opting to provide preventative healthcare of any type must then pay for ALL preventative services listed. In other words, NU cannot pick and choose which preventative services to offer for anyone – it is either all or nothing. The administrators of the NU plan have decided that offering preventative benefits at this time is too costly, since all preventative services must be covered in our benefit plans. It is not really a satisfying answer, and while the situation may change in the future, it is uncertain if anything else can be done since the issue has been tied to other services as part of the ACA.

The UNO campus representative asked about the formula for calculating part time or adjunct faculty hours as a percentage of FTE to determine benefits eligibility. There is a formula (provided by the government), but it has not yet been released. Brian indicated that he would send the formula to the campuses, but he had not done that at the time this report was submitted.

Another campus representative asked if there was a possibility of a premium holiday (similar to last year). Brian did not know the answer to that question.

6. **Next meeting will be held on April 16, 2015.**

**VIII. New Business**

A. **SPAGS were encouraged to start identifying goals and subgoals** as well as strategies for achieving those goals. All SPAGS should send their monthly reports to both Carol Mitchell, Chair of Goals and Direction, and Sue Bishop.

**IX. The meeting adjourned** at 4:14 p.m. with announcements.

**X. Announcements**

A. **EC&A Mtg:** Wednesday, October 15, 2014, 2 p.m., EAB 200 (Chancellor’s Conference Room)
B. **State of the University:** October 29, 2014, Sapp Fieldhouse
C. **Health & Wellness Fair:** November 5, 2015, 8 a.m. to 1 p.m., HPER
D. **EC&C Mtg:** Wednesday, November 5, 2014, 2 p.m., ASH 196
E. Faculty Senate Mtg: Wednesday, November 12, 2014, 2 p.m., MBSC Chancellor’s Room

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<td>August 20, 2014</td>
<td>Mahoney State Park</td>
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<td>September 10: MBSC</td>
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<td>October 8: CEC</td>
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<td><strong>January 14:</strong></td>
<td>MBSC – Chancellor’s Room</td>
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<td>February 11:</td>
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<td>AVC Dan Shipp; &amp; Lindsey Ekwereku</td>
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<td>(Spring Break 3/22-3/29/15)</td>
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