Present: Eesley, Grams, Holley, Kreiling, Nash, Nordness, Scherer, Sollars, Woody

Excused: Gershovich

I. The meeting was called to order at 2:02 p.m. by Vice President Grams.

II. The Minutes of September 2, 2015 were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Woody reported:

1. Notes:
   a. Chancellor’s Constituency cancelled: no major UNO issues for BOR
   b. Possible connections to MCC (concern about quality of MCC courses)
   c. Adjunct issue: still in progress
   d. We continue to press for advance notice of structural and functional events or changes from Administration.
   e. Honors Dinner 11/4/15: Tom Gouttierre 40+ years at UNO (Senator Grams will submit a resolution of appreciation for next week’s meeting.)
   f. Meeting w/Pres. Bounds on 11/5/15. Please submit questions to President Woody.

2. Internal UNO Campus Issues:
   a. DCS Adjunct Training & Professional Development Training Mtg:
      9/17/15
      Present: Gina Toman, Asst. Dean, CPACS; Jaci Lindburg, Asst. Dir., DCS Academic Affairs; Robert Woody, President, Faculty Senate; Suzanne Sollars, Faculty Senate Cabinet Chair & Chair of Profession Development Comm.; Robert Nash, Faculty Senate, Chair of Rules Committee; Sue Bishop, Faculty Senate Coordinator.
      Discussion of the DCS Adjunct Training and Professional Development Program for any adjunct teaching for DCS.

B. Secretary-Treasurer’s Report: Senator Eesley

1. EC&A Report: The meeting was held September 16, 2015.
   Administrators: SVC BJ Reed, AVC D.Smith-Howell, AVC Dan Shipp;
   Faculty Senate: Senators Eesley, Grams, Sollars, Woody.
   Metropolitan Community College: SVC Reed: We don’t have a formal timeline of interests or projects. Example, the digital library at 72nd St, we are being asked to participate, but don’t know what that looks like.
Discussion regarding transfer of Metro credits. President Woody asked for a voice at the policy level regarding this issue. SVC Reed said it was at the department level. SVC Reed doesn’t see this as the time for Faculty Senate to have a role, since there isn’t a major policy issue.

**Enrollment:** Funding for recruiting needy students: SVC Reed wants those type of scholarships to go through his office, since the students often aren’t enrolled in a college. There might be a good role for the faculty to play. Remissions taskforce is the right forum for this discussion.

AVC Shipp: “Know the O” campaign is another tool, used by alumni to inform potential candidates. There is a place for faculty to be on this campaign with Erin Owens.

**Adjuncts:** Administration sets the base salary, which they could raise. SVC Reed has some money for adjuncts, he comes up with half, colleges come up with half. Most of the decisions are made at the college and unit level with decisions on who to hire, what to pay, and how much to teach.

Instructors can convert into lecturers after six years. AAUP would need to include language regarding new terms like Professor of Practice.

**Public Safety:** Charlotte Evans, our first sworn officer, is working with VC Bill Conley on the safety program for campus. We will know what the plans for public safety will be at the end of 2015. She is moving forward with hiring an assistant director.

Campus safety committee is not focused on crime. A public safety committee would. If a public safety committee is convened, Senator Grams asked that there be faculty representation.

**Notification to Faculty:** President Woody asked for a higher level of communication. Faculty shared governance is, in Woody’s opinion, involvement in the process, not necessarily the decision. SVC Reed said it is a good idea, would have to think about what that means.

**Title IX:** SVC Reed says increased admin hiring is in response to compliance issues.

**Gen Ed:** AVC Smith-Howell says the easiest way for Faculty Senate to engage is have a member on the University General Education Committee Assessment subgroup.

**Background Checks:** President Woody asked for less simplistic background checks.

### 2015-2016 Resolution Action Table (Action 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>4221</td>
<td>9/9/15</td>
<td>UNO Professional Conduct Committee</td>
<td>9/16/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4220</td>
<td>9/9/15</td>
<td>Faculty Grievance Committee</td>
<td>9/16/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4219</td>
<td>9/9/15</td>
<td>UCRCA (University Committee on Research Creative Activity)</td>
<td>9/16/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4218</td>
<td>9/9/15</td>
<td>Tuition Remission Task Force</td>
<td>9/16/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4217</td>
<td>9/9/15</td>
<td>Technology Resources, Services &amp; Planning Committee</td>
<td>9/16/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>#</td>
<td>Date</td>
<td>Committee/Group/Item</td>
<td>Date</td>
<td>Action</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-------</td>
<td>---------------------------------------</td>
<td>-------</td>
<td>---------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4216</td>
<td>9/9/15</td>
<td>Judicial Committee</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4215</td>
<td>9/9/15</td>
<td>Assessment Committee</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4214</td>
<td>9/9/15</td>
<td>Faculty Senate College Liaisons</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4213</td>
<td>8/19/15</td>
<td>AAUP Exec. Comm.</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4212</td>
<td>8/19/15</td>
<td>Campus Committees (a-b)</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4211</td>
<td>8/19/15</td>
<td>Rules Committee Chair</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4210</td>
<td>7/1/15</td>
<td>Appreciation for UNO AVC for Information Systems John Fiene</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4194- A</td>
<td>4/8/15</td>
<td>Language on Reporting Sexual Misconduct Pro for All-Campus Use in Syllabi</td>
<td>4/15/15, 9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4194- B</td>
<td>4/8/15</td>
<td>Language for Title IX Responsibilities for UNO Faculty</td>
<td>9/16/15</td>
<td>Acknowledged</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TO BE FOLLOWED UP**

<table>
<thead>
<tr>
<th>#</th>
<th>Date</th>
<th>Item Description</th>
<th>Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>4188</td>
<td>3/11/15</td>
<td>Revise and Separate Alcohol and Illicit Drugs Policies</td>
<td>3/18/15</td>
<td>Chancellor supports &amp; will write a response</td>
</tr>
<tr>
<td>4185</td>
<td>2/11/15</td>
<td>Regarding Establishing Clear and Communicable Policies for Emeritus Status</td>
<td>2/18/15</td>
<td>Acknowledged</td>
</tr>
</tbody>
</table>

**CARRIED FORWARD**

<table>
<thead>
<tr>
<th>#</th>
<th>Date</th>
<th>Item Description</th>
<th>Date</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>4074</td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
<td>2/18/13</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>4054</td>
<td>7/11/12</td>
<td>Determine Contractual Implications of Background Check Policy (w/participation of bargaining unit and)</td>
<td>9/6/12</td>
<td>The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.*</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.)*

**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 Tribun, 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 indicated previously, this decision would likely be within the employer’s managerial discretion. However, I also believe that the University would be required to bargain over the "effects" of such a decision; such as (a) whether any information in a person’s criminal record would remain confidential; (b) whether certain employees would be exempted based upon length of exemplary work records; (c) the appeal rights of employees who claim that they have been incorrectly identified of having been convicted of a particular crime or who believe there are extenuating circumstances that would exclude their disqualification; and (d) the categories of offenses that would result in automatically exclusion from employment.  

If you would like to discuss further, please do not hesitate to call.  
John C. Hewitt: jhewitt@clinewilliams.com ; CLINE WILLIAMS WRIGHT JOHNSON & OLDFATHER, L.L.P.; 1125 S.103rd Street, Suite 600; Omaha, Nebraska 68154; Phone 402.397.1700/Fax 402.397.1806

2. **Treasurer’s Report:** Senator Eesley gave the September 2015 Budget Report.

IV. **Standing Committee Reports**

A. **Committee on Academic and Curricular Affairs:** Senator Kreiling reported the committee met on Wednesday, September 23, 2015 in Room 119 of the library.  

Those in attendance were: Jodi Kreiling, Laura Grams, Ken Dick, Stuart Bernstein, Juliette Parnell, and Holly Miller. Associate Vice Chancellor Deb Smith-Howell was in attendance for the first part of the meeting to field in questions/concerns about the 2 proposals being discussed at the meeting.  

The first proposal discussed was for approval of a Department of Biomechanics in the College of Education. The committee voted unanimously to approve the department and wrote a resolution to bring forward to the full Faculty Senate in the October meeting.  

The second proposal discussed was for approval of a PhD in Translational Biology. The committee voted unanimously to approve the PhD program and wrote a resolution to bring forward to the full Faculty Senate in the October meeting.

1. **RESOLUTION: Acceptance of the Establishment of a Department of Biomechanics in the College of Education**
WHEREAS the proposed department and the programs it contains are unique to the area and State, and creation of the department will make these programs more visible to enhance student recruitment; and

WHEREAS the proposed department has extensive outreach, cooperative, and community engagement activities and collaborations; and

WHEREAS students graduating from the proposed department’s programs will be prepared to join the biotechnology workforce in Nebraska and faculty will foster local, national, and worldwide collaborations to advance knowledge in this field; and

WHEREAS all of the resources needed for establishment of the proposed department currently exist outside of a stipend for a newly appointed Chair; and

WHEREAS the largest grant in UNO history was received by this program and would continue to be housed within the proposed department; and

WHEREAS the continuing record of research performance and publications, the organization and direction of the annual meeting of the American Society of Biomechanics, and the private funds raised to construct the Biomechanics Research Building have helped to make the University of Nebraska at Omaha a primary destination for academic excellence in biomechanics both locally and globally; and

WHEREAS the current success of the program, as warranted by their growing faculty, number of students, research participation, new building, and grants received, warrants the growth of the program into a standalone department.

THEREFORE BE IT RESOLVED that the Committee on Academic and Curricular Affairs, with the above matters being taken into consideration do hereby approve of the proposal and put it forward to the entire Faculty Senate for their approval.

2. RESOLUTION: Acceptance of the Proposal for a Ph.D. in Translational Biology

WHEREAS the proposed Translational Biology PhD program is unique in the State and the region; and

WHEREAS no other life science PhD programs in the region have an emphasis in engagement, communication and teaching that form the hallmarks of this program; and

WHEREAS the degree program provides an opportunity for students to be engaged with local businesses and industry in the life sciences through internship programs; and

WHEREAS the training provided in this degree program will provide PhD candidates with training that is highly sought after by employers in the life
science industry; and

**WHEREAS** the approach of this program will produce students with a unique skill set that sets them apart from other life science PhD candidates.

**THEREFORE BE IT RESOLVED** that the Committee on Academic and Curricular Affairs, with the above matters being taken into consideration do hereby approve of the proposal and put it forward to the entire Faculty Senate for their approval.

Both resolutions were passed by the EC&C to be presented to the full Senate next week.

**B. Committee on Educational Resources and Services:** Senator Nordness reported the committee met September 30, 2015.

**Committee Members Present:** Phil Nordness, Nancy Kelley-Gillespie, Dale Eesley, Azad Azadmanesh, J. Betanabhatla

**Guest:** Ann Heimann, Director, Office of Disability Services

1. Issue of Open Access—committee discussed briefly and decided that this was more of a Professional Development issue and will be deferred to that committee.

2. Issue about Disability Accommodations and the Testing Center—Ann Heimann spoke to the committee and clarified the following information:
   a. The Testing Center is a different entity from the Disability Office. They do work closely together for students who have disability accommodations and need to use the Testing Center for those accommodations. However, other than that, the Testing Center operates separately; John Goka is the Director of the Testing Center if we would like further information or clarification about those services, rules, etc.
   b. Ann explained that disability accommodations are entitled via the ADA Section 504 and this Act also protects people with disabilities, which is why faculty are not allowed to be informed of what the diagnoses are of students.
   c. There are approximately 800 students at UNO who are registered with the Disability Services Office. In order for students to qualify for disability accommodations, they must register with the Office and have certain paperwork completed that verifies their qualifying disability, which may be physical and/or psychological.
   d. The committee specifically inquired about certain disability accommodations and not knowing exactly how to implement these accommodations in a fair way that ensures students still learn and participate in the classroom what they need to. For example, “Flexible Attendance” and “Flexible Deadlines for Assignments” were two accommodations faculty questioned. Ann explained that any accommodation includes for faculty what is “reasonable” and assures that the student still needs to be “accountable.” Students should keep the lines of communication open with their instructors and let them know specifically that they want to use their disability accommodation. They should NOT be asking for accommodations after the fact of something being due; an agreement between the student and instructor should be made prior to due dates. In general, Ann said that faculty should treat students with disabilities just like they do other students. A general “rule of thumb” regarding attendance for students with disabilities is that they should not miss more than...
20-30% of classes.
e. Ann said that part of her job is really ensuring legal compliance of the ADA; the other part is working directly with students, including educating them on their own diagnoses and accommodation options. This is huge because for a lot of diagnoses, especially the “invisible” psychological/mental health diagnoses, college-age is the usual peak of manifestation for these diagnoses, so it’s new for everyone involved and can take time for students to adjust and stabilize and be successful at managing their disabilities. It was also noted that students with an accommodations plan may or may not choose to use something on their plan; if they feel that they don’t need something on the plan at any given time, they do not have to implement it; the accommodations plan can be viewed as a “safety net” for them to have in place when they need it.
f. Through the discussion, it was clear that it is possible that faculty are challenged to understand accommodation plans and how to actually follow them in their classes. Ann said that her office is in fact working on more faculty trainings and a bi-fold information brochure for faculty.
g. For further information or assistance, Ann encouraged faculty to contact her at: 4-2872 or 4-2534.

3. Blackboard to be unavailable May 11-14, 2016. UNO to become the third University of Nebraska campus to migrate Blackboard support to a managed hosting service model. This requires moving UNO’s blackboard application to an external data center hosted by Blackboard.

4. Next Committee Meeting: Wednesday, October 28th @ 2:30pm in the Criss Library Dean’s Conference Room.

C. Committee on Faculty Personnel and Welfare: Senator Gershovich wrote:
The Committee met September 23, 2015.
Present: Gershovich, Chao, McGrath, Chen, Elder
Excused: Brennan

Joe Kaminski, Senior Director of Wellness, attended the meeting and provided the committee with information regarding the pricing of faculty and staff memberships to HPER. We discussed methods to help reduce the cost to faculty, including utilizing HR benefits or insurance programs to reimburse faculty for joining a health club. Joe agreed to help us find out what other, similar universities are doing to help decrease the cost of membership. In the meantime, the committee would like to reach out to other stakeholders (SAC and the Wellness Committee) to see if they are also interested in collaborating on ways to reduce the cost to join HPER. We will also involve HR and the Benefits office to discuss possible programs.

D. Committee on Goals and Directions: Senator Holley wrote:
The Committee met Wednesday, September 30th. Next meeting will be Wednesday, October 28th.
Present: Lyn Holley, Jinlan Ni, John Noble, Beth Ritter (Patty Carlson communicated before the meeting,)
Absent/ No response: Elliot Ostler

COMMITTEE MEETING SCHEDULE AND VENUE
Agreed that regular meetings will be at Noon on the fourth Wednesday during this semester.
MONITORING OF UNIVERSITY COMMITTEES

1. Continue and finalize work to develop a complete list of committees and their Faculty Senate Liaisons.
2. Review and if needed, rebalance monitoring assignments among Goals and Directions Committee members.
3. Request Senator Harvey Siy’s assistance to locate or construct step by step directions that Faculty Senate Liaisons can follow to file their regular reports about committee activity, issues, and decisions.
4. The committee agreed on a three-part approach to facilitating the Faculty Liaison function.
   Part-1 Goals and Directions members will reach out to each of the committees to which they are assigned – contact the Chair to confirm, or to identify a faculty member who will serve as liaison, and ensure that the Committee Chair and liaison understand the Liaison responsibilities.
   Part-2 Goals and Directions members will (1) monitor reports filed by their respective committees on the Faculty Senate web site, (2) inform the Faculty Senate (via email to the Faculty Senate Executive Committee) of items of interest to the Faculty Senate that appear in the reports that the Goals and Directions member has been monitoring, and (3) follow up with the Faculty Liaison of any committee that is not posting reports in a timely fashion.
   Part-3 Goals and Directions will draft a letter to Committee Chairs that is jointly from the Senior Vice Chancellor and the Faculty Senate President that clarifies the objectives and responsibilities of the Faculty Senate Liaisons and attach to that information that will be helpful to the Faculty Liaisons, including a step by step guide to how to post their reports on the Faculty Senate Web Site.

   Discussed were follow-up strategies for analyzing the part-time survey results. Next step: categorizing and analyzing the answers given by survey respondents to the open-ended questions.

F. Committee on Rules: Senator Nash reported the Rules Committee met on September 30, 2015.
   Present: David Carter, Paul Landow, Amy Morris, Robert Nash.
   Absent: Samantha Clinkinbeard (maternity leave), Ziaul Huq (excused).
   Ballots for the Academic Freedom & Tenure Committee election were tallied. A total of 219 ballots were received. Two ballots were disqualified due to being unsigned, and seven ballots were disqualified for arriving after the September 28 deadline.
   To assist the Faculty Senate in identifying new committees, and those not on the current list, B.J. Reed has asked all academic Deans and other administrators to review the current list of university committees.
   The Rules Committee had the following committee appointments to fill:
   1. Academic Freedom & Tenure Committee (3) – Campus-wide election
   2. “True Maverick” Task Force (1)
   3. University Committee on Athletics (1)
4. Graduate Council Liaison (1)
5. Professorship Review Committee (1)
6. Student Publications Board, Position A (2 nominees for 1 position)
7. University Committee on Technology Resources, Services & Planning (1)

Rules Committee Resolutions:

1. **RESOLUTION: Academic Freedom & Tenure Committee**

   **BE IT RESOLVED,** that in accordance with Article 6.5.2 of the Faculty Senate Bylaws the following nominees for the Academic Freedom and Tenure Committee are brought forward by the Rules Committee for senate nomination. The ballot will be presented to the UNO Faculty.

   One tenured faculty member will be elected from the following two nominees to serve a three-year term from October 16, 2015, through October 15, 2018, to replace Vincent Woolf, whose term will expire:

   - Rami Arav (74 votes)
   - Gwyneth Cliver (Elected with 133 votes)

   And one Non-Tenured Faculty member will be elected from the following two nominees to serve three-year terms from October 16, 2015, through October 15, 2018, to replace Arturo Miranda, whose term will expire:

   - Alecia Anderson (Elected with 126 votes)
   - Adam Rosen (80 votes)

   And, due to Ramon Guerra’s being awarded tenure, one Non-Tenured Faculty member will be elected from the following two nominees to complete his three-year term from October 16, 2015, through October 15, 2018:

   - Anastasia Kyvelidou (Elected with 108 votes)
   - Arturo Miranda (98 votes).

2. **RESOLUTION: “True Maverick” Task Force**

   **BE IT RESOLVED,** that the following name go forward as the Faculty Senate’s representative on the “True Maverick” Task Force to be chaired by Philip Covington, Director, Student Conduct and Community Standards:

   - Patricia Meglich

3. **RESOLUTION: University Committee on Athletics**

   **BE IT RESOLVED,** that the following name go forward to complete the three-year term (08/01/14 - 07/31/17) of Randy Adkins, who is moving to an administrative position, on the University Committee on Athletics:
4. **RESOLUTION: Graduate Council Liaison**

   BE IT RESOLVED, that the Faculty Senate President appoints the following member of the Graduate Council to be the liaison between the 2015-2016 Faculty Senate and the Graduate Council for a one-year term (08/01/15 - 07/31/16):

   Paige Toller

5. **RESOLUTION: Professorship Review Committee**

   BE IT RESOLVED, that the following name go forward to complete the three-year term (08/01/15 - 07/31/18) of Patrice Proulx, who has resigned, on the Named Professorship Review Committee:

   Phani Tej Adidam

6. **RESOLUTION: Student Publications Board, Position A**

   BE IT RESOLVED, that the following names constitute the Faculty Senate approved list of nominees to the Student Publications Board, Position A, to replace Karen Weber, from which the Chancellor is to select one for a three-year appointment (01/01/16 - 12/31/18) as specified in the By-Laws of the Board of Regents:

   Hugh Reilly
   Karen Weber.

   And, that the following names constitute the Faculty Senate approved list of nominees to the Student Publications Board, Position B, to complete the term of Tammie Kennedy (07/01/13 – 06/30/16) from which the Chancellor is to select one as specified in the By-Laws of the board of Regents:

   Victoria Lentfer
   Kerry Ward.

7. **RESOLUTION: University Committee on Technology Resources, Services & Planning**

   BE IT RESOLVED, that the following name go forward to replace Nikitah Imani, who has resigned from the University Committee on Technology Resources, Services & Planning (term: 08/01/13 - 07/31/16):

   Amy Schindler.
All resolutions were passed by the EC&C to be presented to the full Senate next week.

3. Other Faculty Senate Committee Reports

A. Faculty Senate Budget Advisory Committee Report: Prof. E. Johnson, Maher, Ward
   It was decided, by consensus, that Senator Eesley will pass on the question of distribution of funds across colleges for this committee to work on. Salary Compression will also be looked at.

B. Ad Hoc Faculty Senate Strategic Plan Writing Group: Past-President Scherer

C. Ad Hoc Survey Group (both Faculty & Student) - Ongoing: Past President Scherer
   Past President Scherer reported dissemination is ongoing. Both B&C have been presented to the Student Affairs Leadership group under AVC Dan Shipp. Both B&C will be presented at the CUMU Conference.

4. Non-Senate Committee Reports

A. AAUP Executive Committee: Senator Elder wrote the committee met on Sept 18, 2015. Two items of interest were discussed.
   1. Three year contract letters: Apparently as of Sept 18, there were faculty with 3-year contracts that expected to be renewed for another three year period starting in Fall of 2016, but had not received the official letter. President Al-Hindi met with SVC Reed, and discussed this matter. Letters should now be out. In the future, faculty who are going to be renewed for another 3 year contract will receive the letter notifying them in May of the year before their new contract begins.
   2. Faculty Workload Assignment Policy. This is the document that spells out how various types of faculty work (classroom teaching, individual music instruction, etc) count as part of their workload, and is something that is negotiated with administration. Faculty in Education, Music and Social Work apparently have some of the greatest challenges making sure that their work counts. A faculty survey had been sent out. And AAUP is now taking the survey responses into consideration.

   Interesting fact: I was charged with communicating to the AAUP that the Faculty Senate Budget Advisory Committee is studying Salary Compression. I contacted the chair, Craig Maher, to hear more about what they are doing. What I learned was that the Committee is not studying Salary Compression. But if they were, AAUP informed me that they would be very interested findings and in the process used.

   The committee next met on Oct 2, 2015. Two items of note:
   1. Terry Moore, President of the Omaha Federation of Labor, AFL-CIO, met with the AAUP executive committee to talk about the possibility that the AAUP might join the AFL-CIO. Dues would be $0.75 per month per dues paying member. The benefit would be that UNO-AAUP would have the same opportunity as every affiliate to use the AFL-CIO’s "bull-horn". It was a very interesting meeting. I’d be happy to share further details with anyone who is interested.
   2. Because the AAUP Executive Committee is "very" College of Arts and Sciences,
and furthermore, "very" Humanities, there is an effort to introduce representation from other colleges. So Barbara Hewins Maroney, representing CPACS, was there and gave a brief report on happenings in CPACS.

B. Parking Advisory Committee:  Prof. Darr wrote:

**September 4, 2015**

**Present:** Bobby Vasquez, Brenda Frye, Joshua Darr, Kim Harter, Lisa Paskewitz, Mikayla Brohman, Stan Schleifer, Steven Torres

**Not Present:** Eric Velander

**May 2015 Minutes - To be approved at next meeting General Parking and shuttle updates – Stan Schleifer**

- Parking Services Staffing – They are going through a transitional phase at the moment
  - Jim Ecker retired
  - Vanessa Rath on medical leave for a couple of weeks
  - Brian Barry took another position on campus
  - Full time staff personnel resigned for family reasons
  - Paul Kosel will be helping out during the transition

- With enrollment increasing by 2% there has been an effort in leveling classes to handle the increase in student population
  - There are approximately 250 classes scheduled between 10:00 am – 2:00 pm
  - There are approximately 3,000 – 6,000 students on the Dodge Campus during 9:00 am – 2:00 pm
  - Trying to alleviate the traffic congestion by working on the class schedules

- Lot 26 (Center Campus Parking)
  - Instead of spending $400,000 to rent Crossroads for additional parking using lot 26
  - This lot will be free and has a shuttle route to campus
  - There were approximately 1,000 cars parking at Crossroads per day
  - Lot 26 has been approximately 80% full – not as many people parking at Lot 26 than Crossroads
  - There are approximately 680 stalls and 9 shuttles run from this location

- East Garage
  - The east garage has been filling up before 12:30
  - Cannot tell if this is due to pay patrons ($5.00 all day or $2.50 after 12:30)
  - Sold 60 extra permits to the east garage

- West Garage
  - Still spaces available but do not have a reason for this
  - There are approximately 800 spaces

- Miscellaneous Information
  - Free bus passes for faculty/staff/students
  - There were about 300 students who showed up at Crossroads the first week of school. This was with over 30 communications sent to students
  - Small mix-up with Chief and the routes. They had new employees and the drivers made several route mistakes. This should be corrected
  - Looking at route changes during the night hours. Shuttles run to 10:30 pm every night now
  - Will bring student data number information to the next meeting to show the class schedules etc.
  - There will be more pressure/problem with parking and frustrations as we
continue through the year with parking spaces/location/lot closings
  o New parking garage on Pacific Campus will have approximately 1,400 stalls
  o Looking at new access to the garage but will hold off until Pacific garage is built to have uniformity across the campus.
  o May replace the gates at the garage
  o Eventually all parking will be on the outskirts of campus. Need to make sure we consider stall for disabled, aging faculty/staff, etc.
  o May be considering changing policy of Scott surface permits to not be allowed to park on Dodge campus
  o Sold 3,500 surface permits

Mailing of Parking Permits

  • Permits are mailed if it was purchased before August 1st
  • Permits purchased after August 1st must be picked up at the Parking Office

Meeting Times – Fridays at 1:00 pm

May 13, 2015: March and April 2015 Minutes approved

Old Business

  • Governance
    o Governance has been changed to make it clear on the duties and responsibilities of this Committee and for the future members to know what is expected.
    o Voted and approved by the Committee

New Business

  • Employee request for open parking after 2:30 on Friday afternoons
    o Defer until August 2016 since it goes to the Board of Regents. This would need to be done earlier for any changes to be made. (When asked about this point, Professor Darr discovered that the Board of Regents did not need to be notified. This will be noted in the minutes of the next Parking meeting.)
    o Summer only – worst time because of summer camps/day camps to relax permit requirements. This is also due to the special requests of guests
    o Class scheduling – No classes at Mammel on Fridays. Looking at more class leveling.
    o Faculty is one of the issues of class leveling – who will have to teach on Fridays

  • Miscellaneous Information
    o Lot A will be a meter lot in the fall due to the construction
    o There will be a $2.00 all level all day charge for garage

  • Elections
    o Joshua Darr is elected the new Chairperson of the Parking Advisory Committee
    o Lisa Paskewitz is elected the new Secretary of the Parking Advisory Committee

C. UCAT (University Committee for the Advancement of Teaching) Meeting:
   September 25, 2015
   Members present: Robert Ottemann, Shelby VanNordstrand, David Peterson, Jooho Lee, Claudia Rauter, Leah Pietron, Jim Shaw, Michael Messerole

Budget – Following some discussion, members agreed on the following budget appropriations:
Travel $20,000
Curriculum Development $12,000
Speaker $5,000
Designated Conference $2,000

With the designation that funds could be transferred between the categories as needed.

Travel Applications –
- Parnell – approved for $800
- Burke – approved for $800
- Surface – approved for $800

Curriculum Development/Instructional Materials Applications –
Following some discussion, it was decided that the draft presented by David Peterson required a few minor revisions. The application would then be posted to the CFE website.

Designated Conference –
Members were informed that CFE is still working on securing a presenter for the UCAT Designated Conference.

UCAT Meeting: August 28, 2015
Members present: Robert Ottemann, Shelby VanNordstrand, David Peterson, Jooho Lee, Claudia Rauter, Leah Pietron, Jim Shaw, guest Ivan Young, guest Candice Batton, guest Deborah Smith-Howell.

Following introductions, Dr. Smith-Howell provided a brief overview of the history of the UCAT program. She informed the UCAT committee that the budget for the 2015-2016 academic year was $40,000. The committee was tasked with the responsibility of designating specific amounts to each grant category. (Travel, Curriculum Development, Speaker and Designated Conference) Additionally, Dr. Smith-Howell recommended that travel grant funds be designated for travel to pedagogical conferences versus discipline specific conferences.

Election of the committee chairperson was the next item on the agenda. Robert Ottemann nominated Shelby VanNordstrand. David Peterson seconded the nomination. Committee members were in agreement that Shelby VanNordstrand should serve as the chairperson for the 2015-2016 academic year.

2015-2016 Themes
The themes for the 2015-2016 academic year remain the same as the prior year. The committee feels that the existing themes do serve all disciplines at UNO.

Recommendations from the 2014-2015 committee included combining the curriculum development and materials grants. Following some discussion it was decided that the two grants would be combined and a spring and a fall deadline would be implemented. David Peterson suggested the committee re-evaluate the purpose and processes for the curriculum development grants. It was decided that members would discuss the issue further at the September 25 committee meeting. Dr. Candice Batton suggested the possibility of having two different levels of curriculum development grants. David Peterson agreed to take the lead regarding the redesign of the Curriculum Development grant application.

Members discussed other minor changes required to the travel and speaker grant applications. It was agreed that those applications should be posted on the CFE website immediately to accommodate pending deadlines.

Existing rubrics for the applications were approved as presented and ready to be posted on the CFE website.
Committee members agreed the Designated Conference for the 2015-2016 academic year should follow the same format as the previous year. Contact has been made by CFE personnel to confirm Dr. Marc Chun, however a signed contact has not been received at this time.

D. U-Wide Fringe Benefits: Dr. John Erickson wrote the committee met September 24, 2015.

Quarterly Benefits Newsletter

This is intended to be an ongoing conversation with employees regarding benefits. The first was sent in June, the second will be sent on September 30. The newsletter will discuss topics such as NUFLEX issues, planning for life event changes (marriage, divorce, births…), financial well-being, planning for retirement (Social security status changes, Medicare enrollment…), and mental health. Other issues can be researched and discussed. If there are suggestions for items to include in the newsletter, please send them to the campus representatives or UNO Human Resources.

Long Term Care provider

The new provider will be GenWorth. Enrollment will be separate from the annual NUFLEX enrollment (see below), and will open on January 25, 2016 and close on March 4, 2016. The insurance will go into effect on April 1, 2016 for new enrollees. CNA is the current provider and will keep everyone currently enrolled and those who enroll before February 1, 2016. CNA will not accept any new applications after February 1 2016. The market for companies offering long term care policies is changing and when NU learned that CNA would leave the market, RFPs were sent in April of 2015. Only 2 companies responded. The NU system has roughly 13,000 employees, and 600 are enrolled for long term care coverage.

Catholic Health Initiatives and Blue Cross Blue Shield Settlement

A 2 year agreement was signed on July 15th. Prior to the CHI/BCBS problem, 99% of claims were in-network. During the dispute, in-network claims dropped to 96%. There was discussion that perhaps the 96% number does not represent the real impact, since many people likely switched healthcare providers during the dispute, and that the number represents those employees who really had little choice of providers, such as those in Grand Island or Nebraska City.

Supreme Court’s Decision on same Sex Marriage – Impact on Employee Plus One

The ruling had little effect on the NU benefits or employees. Language in the health benefits plan was changed to be gender neutral. As long as the employee can produce a valid marriage license, the employee’s partner is now simply referred to as spouse. Nu will keep Employee Plus One in effect.

Affordable Care Act Compliance

As of January 1, 2016 everyone filing a U.S. tax return will be required to also file an IRS form 1095, which is a certification stating that the filer has insurance. This will also be reported on the employee’s tax return.

NU President Bounds

President Bounds has been meeting with a variety of groups. One of his meetings resulted in a health benefits change (see the addition of breast pump coverage below).

NUFLex Program Enrollment and Changes 2016

- Enrollment: Starts on Monday, November 2nd – Ends on Friday, November 20th. This is earlier than last year, but is still 3 weeks in length.
- Health Risk Assessment (HRA) – this year when an employee completes the
HRA they will receive a confirmation email that their completed survey has been received.

- Employees with University health or dental insurance will receive new insurance cards from Blue Cross effective for 2016.
- EyeMed frame/contact allowance: on January 1, 2016 the frame/contact lenses allowance will increase to $130 from the existing $120.
- Starting January 1, 2016 Vision Care Rates will Increase: between $1 and $3
- There will be no increase in active employee health insurance premiums this year. This will be 9 out of 10 years that employees will not see an increase. However, it is very likely that rates will increase in the future.
- There will likely be NO health insurance premium holiday in December this year (there has been a holiday the last 2 years).

**Other Programs**

- There will likely be no changes or premium increases to the following benefits programs:
  - Long Term Disability
  - Voluntary and Dependent Life Insurance
  - Accidental Death & Dismemberment
  - Flexible Spending Accounts (Healthcare or Dependent Care)

**Campus Representative Input**

- **Dental implant coverage**
  Will not be added in 2016

- **Post Operation Physical Therapy Limits**
  An employee requests that the coverage to be per incident rather than per year. NU Benefits has asked Blue Cross Blue Shield for a report detailing the number of incidents and the number of people impacted. NU Benefits will then determine what adding this coverage will cost.

- **Subsidizing employee enrollment fees for the Rec. Center/HPER**
  This is not something that the UWFBC or NU Benefits can easily address. The (faculty, staff and student) fee structure at UNO was determined or set by UNO in part to help fund construction of the new facility, and the only way to do something like this would be to offer it across the board to all campuses. Funding it would then be problematic.

- **Campus Rec/Activity Center Membership discounts with EveryMove Program**
  UNK has about 100 employees participating, but with no membership discounts. To roll out for all campuses and include a benefits discount would be difficult currently. There was a movement to include more benefits of this type in a comprehensive wellness program under former NU President Milliken, but in the interim period between his departure and President Bounds’ arrival, the project has not moved forward. Need more input on this…

- **Annual Preventive Care Allowance** – NU Benefits will evaluate periodically.

The next meeting is set for April 21, 2016.

5. **Old Business**

   **A. DCS Adjunct Training Program** (see President’s report)
B. UNO Ombudsman Charter/Confidentiality

An e-mail received 10/5/15:

I would like those on the Faculty Senate who view this Charter draft to be aware that there may be some controversy brewing on campus regarding the confidentiality of Ombudspersons on issues that fall under Title IX. Consistent with the Standards of Practice approved by the International Ombudsman Association, the Charter draft asserts that the UNO Ombudspersons should not be defined as “responsible employees” under Title IX, that they should not be mandatory reporters of sexual harassment or other forms of sexual misconduct, and that this should be stated in all communication and publicity about and describing the Ombuds Office so that no student will have grounds to “reasonably believe” the Ombudspersons are “responsible employees.” The disclaimer on my signature at the bottom of this email is an example of such communication.

Thank you,
Shereen

Shereen G. Bingham, Ph.D.
Professor | Ombudsperson
School of Communication | 107U Arts and Sciences Hall
University of Nebraska at Omaha
6001 Dodge Street | Omaha, NE 68182-0112
sbingham@unomaha.edu | 402-554-4857

The Ombudspersons are a resource available to all members of the UNO campus community who voluntarily seek confidential, informal assistance in resolving university-related conflicts and problems. Because of the confidential, informal, impartial, and independent function of the Ombudspersons Office, communication to the Ombudspersons does not constitute notice to UNO or the University of Nebraska of any conflict, problem, complaint or violation of law or policy. Please remember that email is not appropriate for confidential communication.

The EC&C saw a need to clarify this issue. President Woody suggested that he and Vice President Grams compose a letter to see who exactly is a confidential/mandatory reporter.

VIII. New Business

A. Resolution for Replacement CBA Senator

Senator Eesley moved and Senator Nordness seconded the following resolution, which passed. This resolution will be sent before the full Senate next week.

BE IT RESOLVED that, as Darryll Lewis has retired from UNO, and there remain no alternates from the spring, 2015, election pool, the remaining CBA Senators, Eesley and Huq, have selected Jinlan Ni to complete his term (05/8/13 – 05/11/16) as a College of Business Senator.

B. Campus Safety: UNO has no armed Police Force, which seems to be unusual for a campus this size and location. President Woody asked, at the September 9, 2015, Senate meeting, that this be sent to the EC&C for some sort of action. The EC&C decided to take no action.

It was decided that this issue would not be taken up by the Faculty Senate.
C. Metro Bus Issue/MavCard:
An e-mail received 9/21/2015:
Hello,

I am emailing you to inform of an issue that Student Government is having. As I understand it Faculty/Staff are able to turn their Mavcard into a bus pass for the metro bus system. For students they are required to get a pass from the student government office. This is so we can verify that they are currently enrolled.

Currently Metro is having an issue as students seem to have picked up that their Mavcard alone will get them on the bus as the driver does/cannot immediately validate if they are a part of our MavRide program. Because of this Metro is getting a lot of invalid rides from Mavcards. In August there were 556 valid rides with 317 invalid rides. Currently we have to pay for these invalid rides that are students. The problem is that these students are not getting passes. We have over 300 passes left out of 1000 so that is not the issue. Furthermore, unless I misunderstood the message Nancy Gleason has to go through the list of invalid rides which is quite frankly a waste of her time.

There are two ways to prevent these invalid rides that our adviser suggested in her email to us. Faculty/Staff can be issued bus passes as so no one can use just their MavCard as bus pass. The other way is that the driver can look at each Mavcard and determine if they are faculty/staff or student. The second option will definitely lead to delays for the bus which is never the desired outcome.

Sorry for the long email but I wanted to make things as clear as possible. The background for all of this is in the email string I forwarded to you. Please feel free to give me any feedback on this issue.

Thank you for your time.
Brock Lewis
Student Government President/Regent

e-mail received 9/22/15:
Brock,

The SAC Exec Council has reviewed the correspondence and we have a majority vote in favor of staff being required to use a bus pass instead of their MavCard for the MavRide program. If you need a formal resolution written in support, SAC VP Michael Perdunn is over the SAC Resolutions committee will work with your team if necessary.

If there is anything else we can do to assist you let me know.
Teonne Wright
SAC President

e-mail received 9/23/15:
Hello,

While I agree that it seems easiest to request that Faculty pick up a special Bus Pass instead of simply using their MavCards, the most important thing is that we clearly broadcast this change! I would not want anyone who was already using the Mavcard successfully to attempt it after the policy change and be denied a needed ride, thus creating a crisis or maybe having to cancel class. So whatever change is made, we need a "grace period" to allow people to learn of it and seek out the bus pass.

Is it possible to obtain a list of all those faculty who HAVE already been using their cards this way, given that approvals or differentiation of faculty and student IDs were required? Can we then automatically send an email out to all those people, warning them of the change since they are the ones most likely to be immediately
affected by it? Hopefully any new riders would learn through the usual channels, and we can duplicate any other efforts to communicate through Deans & Chairs by sending it through our Liaisons.

Laura Grams, Ph.D.
Faculty Senate Vice President

E-mail received 9/28/2015:

This is great! I apologize for the delay but I wanted to wait on other details and conversations before responding. I agree with members of faculty senate that believe that a grace period is necessary before putting this in place. Not only do we need to set things in place for this to work logistically, but we also need to give staff and faculty time to get the pass.

Because of this I think it would work best if this was to be implemented for the upcoming spring semester. Let me know what you and your group think.

Thank you for working with us on this.

Brock Lewis

A resolution will be sent to the full Senate next week, and this issue will also be sent to the FP&W Committee.

D. University of Nebraska Faculty Awards (IDEA, ORCA, OTICA, UDTA):
Senator Nash brought these issues to the EC&C. The EC&C sent these issues to the Rules Committee.

E. The Proposal for Splitting the Current Department of Marketing & Management into Two Departments was understood, but he issue was also sent to the A&CA Committee.

IX. The meeting adjourned at 4:07 p.m. with announcements.

X. Announcements

A. Faculty Senate Mtg: Wednesday, October 14, 2015, CPACS 132-D
2 p.m. Presentation: Bret Blackman & Jason Buzzell from UNO Communications.
B. EC&A Mtg: Wednesday, October 21, 2015, 2 p.m., EAB 200
C. EC&C Mtg: Wednesday, November 11, 2015, 2 p.m., ASH 196

<table>
<thead>
<tr>
<th>Schedule for 2015-2016</th>
<th>EC&amp;C Meetings (Usually 1st Wednesday of month)</th>
<th>Faculty Senate Meetings (Usually 2nd Wednesday of month)</th>
</tr>
</thead>
<tbody>
<tr>
<td>November 4</td>
<td>November 11 (CEC 230)</td>
<td></td>
</tr>
<tr>
<td>December 2</td>
<td>December 9 (Prep Week) (CEC 230) (Commencement 12/18/15)</td>
<td></td>
</tr>
<tr>
<td>January 6th (Semester begins 1/11/16)</td>
<td>January 13, 2016 (CEC 231)</td>
<td></td>
</tr>
<tr>
<td>February 3</td>
<td>February 10 (CEC 231)</td>
<td></td>
</tr>
<tr>
<td>March 2</td>
<td>March 9 (Spring Break 3/20-3/27/16) (CEC 231?)</td>
<td></td>
</tr>
<tr>
<td>April 6</td>
<td>April 13 (CEC 231)</td>
<td></td>
</tr>
<tr>
<td>May 4 (Finals Week)</td>
<td>May 11 (Commencement 5/6 &amp; 5/7/16) (CEC 231)</td>
<td></td>
</tr>
</tbody>
</table>