I. Official Call to Order: Vice President Grams called the meeting to order at 2 p.m.

II. The Minutes of October 7, 2015, were approved as written.

III. Officers’ Reports

A. President's Report: Senator Woody reported

1. Internal UNO Campus Issues:

   a. Scheduling Process: Faculty President & Vice President Met with Registrar, etc., about new scheduling process. This was sent to the Educational Resources and Services Committee.

   b. Ombudsman: President Woody and VP Grams met with UNO Ombudsperson Shereen Bingham regarding a draft copy of “UNO Charter of Ombuds Office.” It was decided to send a copy to all senators and ask for feedback to be sent to Senator Gershowich, chair of the Faculty Personnel & Welfare Committee, by the beginning of December. That committee will summarize all comments and send them to Professor Bingham. President Woody also brought a copy of the draft to his meeting with NU President Bounds and the other 3 Faculty Senate Presidents.

   c. UNL Faculty Senate Considering the following resolution:

       The EC&C decided to include the following UNL Faculty Senate resolution in the full Senate agenda for next week, for information purposes only.

       UNL Resolution Concerning Guns on Campus 11/3/15

       Whereas the classrooms, laboratories, libraries and residence halls of a university are places for reflection, discussion, study and learning, and

       Whereas the presence of firearms, except those in the direct possession of law-enforcement personnel, in the university environment detracts from and interferes with the ability of faculty to teach and perform research and of students to learn, and
Whereas the evidence that people who perpetrate mass killings target victims in gun-free zones is weak or nonexistent,

Therefore, be it resolved that the Faculty Senate of the University of Nebraska-Lincoln opposes any legislation that would curtail the ability of University authorities to restrict the carrying of firearms on campus.

2. **Internal Faculty Senate Issues:**

- It was suggested that a copy of Process to Amend Student/Faculty Senate and College Bylaws letter be put in each standing committee binder.

**B. Secretary-Treasurer’s Report:** Senator Eesley reported

1. **The Executive Committee & UNO Administration** met October 21, 2015.
   
   In attendance: Senators Dale Eesley, Laura Grams, Robert Nash, Robert Woody. Administrators SVC Academic & Student Affairs BJ Reed, VC Student Affairs Dan Shipp, VC Finance & Business Bill Conley

   **Regents:** FS President Woody brought up the lack of meeting with the Chancellor on 10/23/2015. SVC Reed encouraged Woody to have sidebar conversations at regents’ meetings.

   FS President Woody asked for feedback on having FS representation on the four committees of the regents. SVC Reed thought President Bounds would need to weigh in. These committees are very substantive and regents prefer to have issues go through committees before being brought to the full board of regents. Conley thinks this could be a logistical issue.

   FS President Woody asked if there were questions to raise at the meeting of FS Presidents and President Bounds. Dan Shipp mentioned bringing up the issue of weapons on campus.

   **Translational Biology:** SVC Reed: Funding is a concern. There is great demand at the undergraduate level due to pre-health students who start in biology. Expense and teaching loads are an issue.

   **Growth of Campus:** SVC Reed: tuition covers 1/3 of the expense, growth of 5,000 students would require significant support and resources. In the next month we should have the information in place to make the case for the needed resources to meet growth goals and maintain and increase quality.

   Dan Shipp discussed additional resources and staff to support students with a disability.

   **Title IX:** SVC Reed says people are taking the training. He also said that the Ombudsperson are mandatory reporters. FS President Woody is concerned that college counselors may also be mandatory reporters. Charlotte Russell is the Title IX coordinator, she is not a mandatory reporter. Senator Grams recommended that there be a clearing house for information of who to call when dealing with Title IX issues. This was received well by SVC Reed.

   **Classroom scheduling:** The concern raised was that there are classes without rooms. SVC Reed referred this to staff to see if this is a systemic problem. Dan Shipp then discussed the role out of new software that will distribute courses across the week and across various times of day to better utilize classroom space. Many department chairs have already received training on the new system.

   **Parking:** Bill Conley confirmed that faculty can indeed use the lower level of
the east garage to park and that it will be getting new barrier gate arms.

**Metro Bus Passes:** SVC Reed said that administration is working on addressing the issue of having faculty use a separate bus pass. Faculty will indeed need to use a separate pass.

**IS&P:** SVC Reed said that he expects a report from Patrick McNamara on how the IS&P will be restructured after Tom’s retirement. They will hire an executive search firm to replace him. Faculty will serve on the search committee. The new position may be a Director rather than a Dean. They hope to hire by summer or fall of 2016.

### 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>
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<td>10/14/15</td>
<td>Student Publications Board, Position A</td>
<td>10/21/15</td>
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<tr>
<td>4232</td>
<td>10/14/15</td>
<td>University Committee on Technology Resources, Services &amp; Planning</td>
<td>10/21/15</td>
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<tr>
<td>4231</td>
<td>10/14/15</td>
<td>Professorship Review Committee</td>
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<td>10/14/15</td>
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<td>10/14/15</td>
<td>University Committee on Athletics</td>
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<td>10/14/15</td>
<td>“True Maverick” Task Force</td>
<td>10/21/15</td>
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<td>4227</td>
<td>10/14/15</td>
<td>Academic Freedom &amp; Tenure Committee</td>
<td>10/21/15</td>
<td></td>
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<tr>
<td>4226</td>
<td>10/14/15</td>
<td>Acceptance of the Proposal for a Ph.D. in Translational Biology</td>
<td>10/21/15</td>
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<td>Acceptance of the Establishment of a Department of Biomechanics in the College of Education</td>
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<td>Appreciation for Dean Thomas E. Gouttierre</td>
<td>10/21/15</td>
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<td>4188</td>
<td>3/11/15</td>
<td>Revise and Separate Alcohol and Illicit Drugs Policies</td>
<td>3/18/15</td>
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<td></td>
<td></td>
<td>• Chancellor supports &amp; will write a response • Chanc. sent</td>
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**TO BE FOLLOWED UP**
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<th>Action Date</th>
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</table>
| 4185| 2/11/15 | Regarding Establishing Clear and Communicable Policies for Emeritus Status | 2/18/15     | • Acknowledged  
• Sent to James McCarty, Asst to SVC |

**CARRIED FORWARD**

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</table>
| 4074| 2/13/13| Criminal Background Checks at UNO                                     | 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| 7/11/12| Determine Contractual Implications of Background Check Policy (w/participation of bargaining unit and Central Admin.) | 9/6/12      | The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.*  
(UNO Faculty Senate is not satisfied with this response.) |

*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 Tribune, 295 NLRB 543 (1989).

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

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

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


IV. Standing Committee Reports

A. Committee on Educational Resources and Services: Senator Nordness reported the committee met October 28, 2015. Prepared by Nancy Kelley-Gillespie, PhD

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

Absent: Barbara Robins

Guest: John Gonka, Director, Testing Center (since June 2012)—under Enrollment Management Services, which is under Academic and Student Affairs

1. Questions were raised about the access to and costs of the testing center. Also, clarification was asked about reciprocity (or lack thereof) across NU campuses.

a. Various testing arrangements are offered through the Testing Center and each type has a different cost and payment mechanism. For example, the fee schedule for correspondence exam proctoring is as follows: $25 if UNO affiliated; $40 if non-UNO affiliated (this includes other NU entities). These standardized fees are comparable to other Universities. Other than the fee schedule for correspondence exam proctoring, other examples are for admission exams such as the ACT and LSAT, which are not paid for by the examinee to use the Testing Center; the testing company pays the Testing Center and this fee is incorporated into the costs of the exam paid for by the examinee; proctoring these kinds of exams is actually considered “community service” for the Testing Center. There are no fees charged to students for placement exams or accommodation exams or scholarship competition exams. Personality and interest inventory assessments are charged $15/test per student.

b. UNO Testing Center does not do any make-up exams for professors.

c. There are times when arrangements can be made with certain departments to proctor exams where students are not charged, but the funding comes from somewhere else (e.g., departments).

i. An example includes the online/distance education exam proctoring pilot program to make online exams more secure, including video-taping.

d. The Testing Center currently has 4 FT staff and 2 work-study students (as of
this academic year). There has been a 160% increase in exams proctored over the past 5 years (with no increase in staff until this academic year).
e. Testing Center services are not part of general university student fees.

2. As a follow-up to last month’s conversation about UNO’s Disability Center, Johnathon Benjamin Alveredo, administrative liaison to the faculty senate is gathering a group together to initiate an outreach program for faculty and staff around disability accommodations.

3. Pursuant to inquiries about the upcoming bookstore changes that include online amazon ordering, the ERSC will bring in the head of the UNO Book Store for the January meeting.

B. Committee on Faculty Personnel and Welfare: Senator Gershovich reported the committee met on October 28, 2015.

Present: Senators Chao, Chen, Elder, Gershovich (Chair), McGrath
Excused: Senator Brennan
Guests: Lindsey D’Amour (GA Assistant, Wellness Program) Dave Daniels (Assistant Director, Health and Recreation); Cecil Hicks (HR Director); Joe Kaminsly (Campus Recreation Director); Michael Perdunn (President-elect, SAC); Esther Scarpello (Fringe Benefits Manager, HR); Teonne Wright (President, SAC)

We continued our inquiry concerning HPER Recreation costs for faculty (and staff) in search of ways to reduce them and thus hopefully increasing the membership of faculty members in HPER. Our focus is currently on the possibility of HR/Benefit-related subsidy to defray a portion of the cost. A possible model to consider is that currently tried by the University of Iowa, which pays for up to 50% of faculty gym cost, tied to actual use of wellness programs. However, since NU does not have a university-wide policy on wellness (thus leaving each campus to determine its own course of action), adopting such a track, which would be paid for in-part by reduced medical insurance costs, may not be possible. At any rate, HR (Esther Scarpello) is going to look for possible funding ideas to make such a solution feasible. We expect to receive the result of that examination within a week. Should there be update to report by the time of the next FS meeting, we’ll update this report.

Another issue raised at the meeting is the current availability of various free or cost-effective wellness and gym membership options that faculty may not be well aware of. Finding ways to enhance the marketing profile of these programs may provide an interim solution to the issue.

The committee also needs more information on what to work on Re: MavCard/Metro Bus Pass.

C. Committee on Goals and Directions: Senator Holley reported

COMMITTEE ACTIVITIES during October, 2015

The Committee on Goals and Directions caucused briefly prior to the meeting of the full Faculty Senate on October 14th. This report reflects activities during October.


1. Assessing Ease of Faculty Liaison Access to reporting site on Faculty Senate Web Page.

BACKGROUND
Senator Harvey Siy responded to the Committee’s request for 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.
Senator Siy and Senator Holley met on October 21st to define and review current status of Faculty Senate Liaisons’ reports and the ease of their access to the site.

**FINDINGS**

The current process for entering reports is very simple and direct as follows:

Reports and reporting opportunities can be accessed by:

- Go to [http://www.unomaha.edu/facsen/](http://www.unomaha.edu/facsen/) and, on the list labeled “inside”,
  select/click “UNO/NU Committees with Senate Appointees” which will open a page

- on that page, **Committees, Task Forces, & Boards**, Faculty Liaisons can input their reports by selecting/clicking either “1. “Initial Committee Update” or 2. “Monthly Committee Update”
  - **Initial** update is the first of a Faculty Liaison’s reports – it has “box” with a pull-down menu to select the committee, and a box to fill in to enter each of the following: Faculty Liaison’s name, Chair of the Committee, other faculty members of the committee, non-faculty members of the committee. Then click “submit”.
  - **Monthly** Committee Update is used for all subsequent reports from the Faculty Liaison (hopefully one per month, even if it’s “No meeting, No report”). It has a box with a with a pull-down menu to select the committee, box to fill in the Faculty Liaison’s name; a box with a pull-down menu to select “yes” or “no” to report whether or not the committee met that month, a “continue” into one box to type or paste in a report, then “submit”

[Note: one feature of the system that Senator Siy will try to address is that “edits” of a report that has been submitted can only be made by re-submission of the report via email to Sue Bishop.] While access to this reporting opportunity is easy for Faculty Senate Liaisons, some issues remain.

**NEED FOR SENATE ACTION**

Each month, Senator Siy assembles the reports and emails them to Sue Bishop who includes the reports in the Minutes of the Senate. This arrangement for including all reports that are input into the Web page in the Minutes for the Faculty Senate each month is unlikely to be feasible if all 41 Faculty Liaisons enter reports every month.

**PRELIMINARY PROPOSAL**

In September, the Goals and Directions Committee agreed to divide non-Senate UNO and university committees among themselves, and engage in outreach to encourage Faculty Senate Liaisons to input monthly updates from each committee. Goals and Directions Committee members also agreed to monitor monthly reports for “items of interest to the Faculty Senate that appear in the reports that the Goals and Directions member has been monitoring.” Therefore it seems reasonable to propose that it may be feasible for input of each Committee be reflected in the monthly minutes of the Senate only as a list of committees with each committee followed by an indication of “No report” “Report” and brief excerpts from reports of mention of any items identified by the Goals and Directions Committee as being of strategic concern and needing Senate attention.

**D. Professional Development:** Senator Sollars reported as we are continuing to work on categorizing the adjunct survey open-ended answers, we deferred the meeting until November 30.
E. **Committee on Rules:** Senator Nash reported the Committee met on October 28, 2015.
   Present: David Carter, Ziaul Huq, Amy Morris, Robert Nash.
   Absent: Samantha Clinkinbeard (excused), Paul Landow (excused).
   Lyn Holley shared the list of university committees that the Goal & Directions Committee is currently developing. When the Goals & Directions Committee completes their work, the Rules Committee will be interested in using the updated list to more effectively plan for future committee vacancies.
   The next Rules Committee meeting is tentatively scheduled for Tuesday, November 24 at 2:00 p.m.

**Rules Committee Resolution:**
Senator Nash moved the following resolution for the committee. It will be brought to the full Senate next week.

**RESOLUTION: Global Risk Management Task Force**

BE IT RESOLVED, that the following name go forward as the Faculty Senate’s representative on the Global Risk Management Task Force:

Robert Woody

V. **Other Faculty Senate Committee Reports**

A. **Faculty Senate Budget Advisory Committee Report:** Prof. E. Johnson, Maher, Ward
   Senator Eesley will check with them again.

B. **Ad Hoc Survey Group (both Faculty & Student) - Ongoing:** Professor Marshall Prisbell will be asked to complete this.

C. **Ad Hoc Faculty Senate Strategic Plan Writing Group:** Senator Holley will work on this.

VI. **Non-Senate Committee Reports**

A. **Strategic Planning Steering Committee:** Senator Holley reported the Committee met October 29th. Senator Holley accepted the position of Chair of the Task Group for Integration of Unit Level Strategic Planning.
   The primary theme of the meeting was preparation for university level accreditation by the Higher Learning Commission (formerly known as North Central Association). HLC accreditation covers all of UNO and includes all academic programs. The type of accreditation process chosen by UNO is called AQIP (Academic Quality Improvement), which focuses on continuous improvement. Different aspects of the review are due each year until the Comprehensive Review and Visit in 2017-18. 2015-16 is year 6 of an 8 year cycle. Jill Russell provided an excellent briefing about the process that is available at [http://www.unomaha.edu/accreditation/_docs/accreditation-process-presentation-10-27-15.pdf](http://www.unomaha.edu/accreditation/_docs/accreditation-process-presentation-10-27-15.pdf).
   **Upcoming events of interest:**
   UNO Strategic Planning Forums (Organizers: Kathy Lyons (Chair), Sara Woods,
The next meeting of the UNO Strategic Planning steering Committee will be December 2nd.

B. UCAT Minutes: October 23, 2015
   Members present: Robert Ottemann, Shelby VanNordstrand, Jooho Lee, Claudia Rauter, Jim Shaw
   Members absent: Leah Pietron, David Peterson, Michael Messerole

   Travel Applications –
   - Fannin – approved for $800
   - Qureshi – approved for $800
   - Madsen – approved for $800
   - Sollars – approved for $800
   - Thomsen – approved for $800

   Speaker Fund Applications –
   - Arts and Sciences – approved for $1,250
   - CPACS – approved for $1,397
   - IS&T – approved for $2,250

C. Wellness Committee: Past President Scherer wrote UNO is forming a Weight Watcher’s group with the possibility of future groups being formed in the future. The cost is $156. If interested in joining upcoming groups, please email Dave Daniels at ddaniels@unomaha.edu or consult the UNO Wellness Website at http://www.unomaha.edu/student-life/wellness/

   The UNO Health & Wellness Fair is Thursday, Nov. 5, 8:30 to 12:30 in the large gym within the UNO Wellness Center. Great information on the 8 dimensions of wellness available for free from over 70 wellness vendors and wellness-related UNO groups. All faculty, staff, students and Omaha community are invited.

VII. Old Business

A. Revise and Separate Alcohol and Illicit Drugs Policies (See Resolution Log for Resolution 4188 under “To Be Followed Up”) (in Faculty Personnel and Welfare)
   It was decided to include this resolution in the next EC&A agenda to check the extent of building choices eliminated and the No Alcohol with Students policy off-campus.

B. Regarding Establishing Clear and Communicable Policies for Emeritus Status
   (See Resolution Log for Resolution 4185 under “To Be Followed Up”) (from 4/15 EC&A Minutes: Update on Professor Emeritus Progress – Arts and Sciences have a draft policy. James McCarty is making sure there is at least a policy at the college level. Follow up in the fall 2015.) AVC James McCarty has not yet replied. The Faculty Senate Coordinator will ask him to advise us as to where the issue stands.

C. Adjunct Instructor Issues: (in Professional Development Committee 3/15)
   “Improve the onboarding, training, performance evaluations and interpersonal and organizational treatment of adjunct instructors.”
   Actions to Date: Professional Development Committee led by Senator Sollars is drafting a survey of adjunct instructors and has solicited and received feedback from the Faculty Senate.
Faculty Survey indicated a top 10 concern regarding adjunct instructor issues
The Student Senate survey also indicated several concerns about adjunct instructors
Next Steps? How to integrate this information and work with administration to address all these adjunct issues.
Relevant Standing Committee: Professional Development

D. UNO Constituency Safety & Well-being: (in Faculty Personnel & Welfare, 5/15)
Senator Scherer reported better education, coordination and communication of information to all constituencies on how to facilitate the health, safety and well-being of ALL of its constituents:
1. Student Safety Website—very impressive but would like to see a Faculty and Staff Safety website
2. Confusion on resources for faculty staff (Ombudsmen, EAP person, Counseling, Behavioral Review Team, etc.). What information is confidential? What is not? Where to go?
3. BRT: Student Concerns—Student is the focal person or person of concern and faculty, staff and students can report here? If is the person of concern is a faculty or student, where does a faculty or staff person report? What are the mechanisms for dealing with the issue(s)?

E. Parking Issues (in Faculty Personnel & Welfare, 9/15):
1. Parking was oversold for the faculty garages and
2. Parking staff are allowing people to park in the lots without permits. This, in addition to the Routes that were chosen for the Lot 26 route (http://www.unomaha.edu/news/maverick-daily/2015/08/img/park-and-ride-flier.pdf), have raised valid concerns.
3. Where handicap parking is situated.
4. Lot G (between DSC & University Drive West) layout.

F. Proposal for Splitting the Current Dept. of Marketing & Management into two Departments (in Academic & Curricular Affairs, 10/7/15)

G. University of Nebraska Awards (IDEA, ORCA, OTICA, UDTA) (back to Rules Committee, 10/7/15)
This will be added to the EC&A agenda.

H. Distribution of Funds and Salary Compression (in Faculty Senate Budget Advisory Committee, 10/7/15)

I. MavCard Bus Pass for Faculty (Resolution 4224, then in Faculty Personnel & Welfare Committee, 10/7&14/15)

J. UNO Ombudsman Charter/Confidentiality (See President’s Report)
Comments of Policy are requested to be sent to Senator Gershovitch, of FP&W, by December.

K. Invite VC Conley to come to Senate and report w/a better explanation of what is now happening with “public safety” and training on this campus. Is there a lack of resources to establish a better public safety program than the “Shots Fired”
Charlotte Evans, UNO Safety Director, is scheduled to speak before next week’s full Senate meeting.

L. **Class Scheduling/Classroom Space** (in Educational Resources & Services Committee, 10/14/15)

M. **Mental Health Related Issue:** A Senator asked the Faculty Senate to follow up on what specific resources are available to report students needing help (from harming self or others) and how the process works. (in Professional Development Committee, 10/14/15)

What is the structure of reporting an issue, and how is this being advertised to faculty?

VIII. **New Business**

A. **Faculty Senate President-Elect**

Elections for the 2016-2017 Faculty Senate President will be held at the December 9, 2015, Senate meeting. The EC&C were given a list of those eligible.

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

X. **Announcements**

A. **Faculty Senate Mtg:** Wednesday, November 11, 2015, CEC 230

2 p.m. Presentation: Charlotte Evans, Director, Campus Safety.

B. **EC&A Mtg:** Wednesday, November 18, 2015, 2 p.m., EAB 200

C. **EC&C Mtg:** Wednesday, December 2, 2015, 2 p.m., ASH 196

D. **UNO Holiday Open House:** Wednesday, 12/9/15, 3:30-5 p.m., Alumni Center,
RSVP by 12/2 to dhathaway@unomaha.edu

E. **Faculty/Staff Awards Banquet:** Wednesday, April 27, 2016, MBSC Ballroom, 6:30 p.m. Social, 7:15 p.m. Dinner

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<th><strong>Schedule for 2015-2016</strong></th>
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<td><strong>EC&amp;C Meetings</strong> (Usually 1st Wednesday of month)</td>
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<td>November 4</td>
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<td>January 6th <em>(Semester begins 1/11/16)</em></td>
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