
Excused: Beard, Chao, Stergiou

Absent: Chen, Means, Mitchell, Ostler

Presentation: Melanie Krings, President, Staff Advisory Council, gave a quick overview of CBA, SAC, and awards, especially Employee of the Month Award, Spirit of Service Award, and SAC Recognition Award. She urged everyone to think about nominating someone for any one of those awards.

I. The meeting was called to order by President Scherer at 2:17 p.m.

II. The Minutes of February 11, 2015, were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Scherer reported
   Overview: My understanding is that the overarching goal for the Senate is to enhance faculty co-governance and voice, therefore we need to secure and formalize ties so we are in the conversation. Faculty voice is the essence of student-centered education. I am getting strong encouragement from the incoming President of the NU system, our administration and various constituents on campus about initiatives taken to strengthen ties across units and constituencies that support communication and collaboration, and expressions of interest in their continuation.

1. External Issues:
   SAM vs IPED: President Scherer, former UNO Faculty Senate Presidents, and many UNO faculty continue to be concerned about the use of The Integrated Postsecondary Education Data System (IPEDS) standards. The Student Achievement Measures (SAM) standards are much more appropriate for evaluating UNO students as they include many nontraditional and first generation students who transfer from community colleges and have different background experiences. The Student Achievement Measure (SAM) tracks student movement across postsecondary institutions to provide a more complete picture of undergraduate student progress and completion within the higher education system. SAM is an alternative to the federal graduation rate, which is limited to tracking the completion of first-time, full-time students at one institution.

   “Nationally, more than one in five students who complete a degree do so at an institution other than the one where they started, according to a recent study by the National Student Clearinghouse Research Center. Yet the typical
method for calculating graduation rates, as stipulated by federal legislation, counts only those students who enroll full-time and then start and finish at their first college or university.”

SAM is endorsed by the American Association of State Colleges and Universities, the American Council on Education, the National Association of Independent Colleges and Universities, the Coalition of Urban Serving Universities, the State Higher Education Executive Officers Association, the Education Delivery Institute, the State Higher Education Executive Officers Association, and the National Association of System Heads. The UNO faculty are encouraged to read further information on the SAM website at: http://www.studentachievementmeasure.org/supporters.

The question is why does the federal government insist on continued use of IPEDS across all situations even when these standards are not always appropriate.

2. NU System Issues:
   Chancellor Christensen hosted a luncheon for incoming Nebraska System President Dr. Hank Bounds on March 3 at UNO. Also attending were the Chancellor’s leadership team and the Presidents of the UNO Faculty Senate, Staff Advisory Committee, and Student Government. Dr. Bounds engaged participants in a positive and constructive dialogue.

3. Internal UNO Campus Issues:
   a. The Student Government President/Student Regent Jordan Koch, Faculty Senate President, Lisa Scherer, and Staff Advisory President Melanie Krings were invited to the Chancellor’s Cabinet to present resolutions from each of their organizations about smoking on campus. Following the presentation of each of the resolutions, the Chancellor’s Cabinet voted unanimously to establish a taskforce for the Implementation of a non-smoking and non-tobacco on campus. Membership includes: BJ Reed, Trev Alberts, Dan Shipp, Bill Conley (Administrative Chair), Jordan Koch (Student Government President and Student Regent), Lisa Scherer (Faculty Senate President), Melanie Krings (Staff Advisory Council President), Esther Scarpello (Human Resources), Charley Reed (University Communication), Jason Coleman (Wellness Coalition & Eta Sigma Gamma), Becky Vinton-Dorn (WELLCOM), Marshall Prisbell (faculty member), Ed Johnson (staff member), and Eric Velander (UNO student).

4. Internal and Faculty Senate Issues:
   a. SVC Reed noted the formation of two new organizations at UNO that are in need of faculty representation: The UNO Diversity and Inclusion Cabinet and the UNO Spirit Committee. The Diversity and Inclusion Cabinet is being formed with the goal of unifying various scattered diversity to lead the campus toward achieving its diversity goals. The UNO Faculty Senate via the Rules Committee and President Scherer are soliciting nominations for faculty senators willing to serve on the Diversity and Inclusion Cabinet, preferably a faculty senator on the Diversity Strategic Priority Action Group. The UNO Spirit Committee’s goal is to enhance the student, staff, and faculty involvement and passion around UNO events. Nominations are being sought among faculty who would make periodic reports to the Faculty Senate.
   b. Dan Shipp, in an effort to enhance communication and collaboration between the UNO Faculty Senate and newly configured Office of UNO Student Affairs, has appointed faculty to three significant elements in his organization (the UNO Orientation taskforce, Melissa Berke, the UNO LGBTQIA+ Taskforce, Jay Irwin, and the Wellness Coalition, Jason Coleman). Further, Dan has appointed Jonathan Benjamin-Alvarado as Student Affairs and
Enrollment Management Administration Liaison to the Faculty Senate.

The Faculty Senate is also invited to provide a faculty senator to attend the monthly meeting of the Student Affairs Leadership Group and the monthly meeting of the Student Affairs Enrollment Group. The Rules Committee and President Scherer are working to secure faculty senate representation at these meeting.

c. To secure a better connection between Faculty Senate and Business and Finance and as a result of discussions with UNO HR Director, Cecil Hicks, a faculty senator will be recruited to attend a monthly meeting with Cecil's leadership team.

d. The UNO website has been designed for external use. There is need for an internal design, an intranet, for use by current faculty, staff, and students.

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

1. The EC&A met February 18, 2015.
Present: Cast-Brede, Conley, Holley, Reed, Scherer, Shipp, Sollars
Absent: Christensen, Barnes, Castilow, Woody

a. Resolutions
i. The Chancellor acknowledged the following Resolutions completed at February 18, 2014, Faculty Senate Meeting:
   • RESOLUTION 4182, 2/11/15: Chancellor acknowledge Senator resigning as Rules Committee Chair, Appointment of a New Chair
   • RESOLUTION 4183, 2/11/15: Chancellor acknowledged Senator Resigning and Appointment of Replacement
   • RESOLUTION 4184, 2/11/15: Chancellor acknowledged Faculty Role in Administration and Modification of Online Course Evaluation Process
   • RESOLUTION 4185, 2/11/15: Chancellor acknowledge Regarding Establishing Clear and Communicable Policies for Emeritus Status

b. External Issues
i. Would a resolution from Faculty Senate regarding use of SAM rather than the IPED standard be useful?
   Administration would welcome something that would strongly encourage and support the use of measures that are consistent with a metropolitan university mission and our UNO student demographics

ii. President’s Update or Meeting or E-mail Communication with incoming NU President Hank Bounds. Hank Bounds indicated he is interested in maintaining direct communication with Administrations and Faculty, Student and Staff government on all four campuses.

iii. Advice regarding possible President’s e-mail to BOR members regarding obstacles to student four year graduation rates. Administration would welcome an email to help inform the BOR regarding unique metropolitan university characteristics and missions and the importance of metrics that match UNO

c. Internal UNO Issues
i. UNO Faculty, Student and Staff government presidents are scheduled to make a presentation to the Chancellor’s Cabinet regarding each constituency’s resolutions regarding smoking on campus.

ii. Workload Problems: the monetization of research workload assignments is based on inaccurate metrics for teaching. How can we address this issue?
   Discussed possible work flow analysis.
iii Change in Finals Schedule
VC Reed is looking into it and the graduation schedule.

iv. What are the plans for educating faculty with regard to changes in Title IX? Specifically, how do we make faculty aware that they are bound by law to report incidence of sexual misconduct?
NU system purchased Train Ed and hired Ashley Robinson to address training. The Code of Conduct is scheduled to be presented in April.

v What progress has been made re designation of Community Engagement Scholar for students as well as faculty?
Deb Smith-Howell would like a couple of representatives from Faculty Senate to work on it with her office. Two CE faculty fellows positions will be created. No stipends yet but VC Reed is working on that. Relatedly, Sara Woods reported to SVC Reed that there was office space for two the CE Faculty Fellows available in the CEC.

d. Faculty Senate Issues
i. On-line evaluations (see resolutions) Noted continued faculty explicit interest in controlling timing of their classes’ evaluations, and feedback re evaluations from small classes

ii. Professor Emeritus (see resolutions)

iii. Update on Student Survey conducted by Faculty Senate and Student Government
VC Reed would like to see the common themes the Faculty Senate Survey and the Best Places to Work survey.

iv. Planned survey of part-time instructors
VC Reed asked to see the list of questions. Senator Sollars is vetting the survey questions and protocols and will present a final version to the Senate for approval.

v How do we ensure continued communication between Student Affairs and Faculty Senate? Would a Faculty Senate liaison to Student Affairs leadership team be feasible?
VC Shipp would welcome a faculty senator to serve as a liaison to help increase the communication between Student Affairs and Faculty Senate, by attending at least one of the two monthly meetings (one for the leadership team and one for the enrollment team. It was suggested that two faculty senators from Faculty Senate Goals and Directions be appointed as liaisons, one for the monthly leadership team meeting and one for the monthly enrollment meeting).

e. Senior VC Chancellor’s Topics
i. Noted discussion with AAUP on limits to Visiting Professor status and the agreement about stopping the tenure clock when faculty have or adopt a child.

ii. VC Shipp is working with Student Affairs and Enrollment team on increasing communication. An example is a new e-newsletter that will be coming out soon and a new, more integrated organization structure.

iii. The Deans and VC Shipp are looking at enrollment growth and the resource needs that goes with growth.

iv. SVC Reed is working the Deans on cash flow concerns associated with faculty buyout. Hiring to fill vacancies created by the buyout will require a plan of how the new hires would fit into the strategic priorities and the approval of the SVC.

v. University Communications is going into Phase 6 of web design. It includes assessment page for the Higher Learning Commission,
chancellor’s page and beginning development of intranet. Working a conceptual framework for the intranet. He suggests Faculty Senate work with Erin Owen to have a faculty senate representative on that committee.

vi. Developing an app for the student experience on campus. It will be an integrated app for the campus.

vii. Working on allocation of distance education dollars but waiting for budget report.

viii. New Spirit Committee has been formed to support co-curricular activities.

ix. Diversity and Inclusion Cabinet is in the forming stages. Their mission will be to move UNO forward on these issues through education, support and engagement. Compliance will not be their focus.

### 2014-2015 Resolution Action Table
(\textit{Action Pending and Current Resolutions})

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept/Acknowledge</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>4185</td>
<td>2/11/15</td>
<td>Regarding Establishing Clear and Communicable Policies for Emeritus Status</td>
<td>2/18/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4184</td>
<td>2/11/15</td>
<td>Faculty Role in Administration and Modification of Online Course Evaluation Process</td>
<td>2/18/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4183</td>
<td>2/11/15</td>
<td>Senator Resigning and Appointment of Replacement</td>
<td>2/18/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
<tr>
<td>4182</td>
<td>2/11/15</td>
<td>Senator resigning as Rules Committee Chair, Appointment of a New Chair</td>
<td>2/18/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
</tbody>
</table>

**CARRIED FORWARD**

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept/Acknowledge</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>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></td>
<td></td>
<td></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>
</tr>
<tr>
<td>4074</td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
<td>2/18/13</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not supported. As with Resolution 4073, which I opposed, in part, because of its reference to all NU campuses, I also believe this to be a safety issue for which we have legal and fiduciary responsibility. In summary, the absence of some form of background checks for persons employed on campus seems in...</td>
</tr>
</tbody>
</table>
### 2. Budget Report:

Senator Cast-Brede presented the February 2015 Treasurer’s report.

### IV. Executive Committee Report

#### Issues to Address:

1. **Adjunct Instructor Issues:**

   One of our strategic goals from the Mahoney Retreat was the following: “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

2. **Standard Syllabus Language Across All Faculty Courses:**
   - Which content should be standardized?
   - How should this content be standardized?
   It seems as if the norm to date is for faculty to include compliance and safety-based language as well as language pertaining to plagiarism. Further clarification of these issues is in progress via dialogue between President Scherer and UNO administration.

3. **Title IX Issues and Concerns**
   a. **Syllabus Language on Faculty/Staff as Mandatory Reporters:** Suggested wording of syllabus language to address the new sexual misconduct portion of Title IX which identifies all faculty and staff as mandatory reporters except for UNO Counseling Center Counselors and the UNO Ombudsmen. Faculty Senate President is in consultation with administration and their compliance team on this issue.
      - Which content should be standardized?
      - How should this content be standardized?
      It seems as if the norm to date is for faculty to include compliance and safety-based language as well as language pertaining to plagiarism. Further clarification of these issues is in progress via dialogue between President Scherer and UNO administration.
   b. **Informing the Students:** Importance of including syllabus language to inform students that for matters of sexual misconduct, faculty cannot maintain confidentiality, and ONLY Counseling Center Counselors and the UNO Ombudsmen can legally maintain confidentiality.
   c. **EPAC recommendations** for reporting student sexual harassment sexual violence, or sexual assault (from AVC Deb Smith-Howell to FS President Lisa Scherer) as per our plan outlined in fall of 2014 and shared with Faculty Senate.

      Statement be posted on all students’ Blackboard site rather than incorporated into master syllabi or course outlines. This allows for widespread distribution; ensures consistent information; and maintains the syllabus for academic content. Statement should be clear and brief with a link to a site with complete and detailed information. In all information (Blackboard statement and detailed website) it needs to be clear who (individuals/groups) may maintain complete confidentiality and who (individuals/groups) re required to do mandatory reporting.

      Example brief statement for Blackboard sites:

      Reporting allegations of rape, domestic violence, dating violence, sexual assault, sexual harassment, and stalking enables the University to promptly provide support to the impacted student(s), and to take appropriate action to prevent a recurrence of such sexual misconduct and protect the campus community. Any student who believes she or he may be the victim of sexual misconduct is encourage to report any such instance. Please see the UNO student safety website for resources:

At this time, this issue remains with the Faculty Senate President and Vice President for information gathering.

4. **The UNO Behavioral Review Team Concerns**
   UNO Behavioral Review Team: will determine whether the current lack of faculty representation is problematic

   Background: The BRT serves as the coordinating hub of a network of existing resources and focuses on prevention and early intervention in campus situations involving members experiencing distress or engaging in harmful or disruptive behaviors. The BRT will develop intervention and support strategies, offer case coordination, and will regularly review situations and recommend actions in accordance with existing university policies. Members of the BRT will address every report that is submitted to the team. Issues addressed by the BRT include: Academic Difficulty, Death of Family Member, Death of Fellow Student, Death of Non-Student/Other, Destruction of Property, Excessive Absences from Class, Financial Concerns, Injury/Illness – Hospital, Injury/Illness – Other, Mental Health Issues, Misuse of Alcohol, Misuse of Drugs, Physical Health Issues, Relationship Issues, Self-Harm Attempt, Self-Harm Ideation, Suicide Attempt, Suicide Ideation, Threats to Others, Transition/Involvement, Unable to Locate Student, Unusual Behavior, Urgent Room Change, and Witness to an Incident.

   Assigned to Faculty, Personnel & Welfare.

5. **Student Safety Website Concerns**
   Faculty expressed concerns about accessibility and currency of certain parts of the website and wondered what plans were in place to make students, staff, and faculty aware of this website. Website is: [http://www.unomaha.edu/student-life/student-safety/](http://www.unomaha.edu/student-life/student-safety/)

   At this time, this issue remains with the Faculty Senate President and Vice President for information gathering.

6. **Questions Raised Regarding Educating all Faculty, Staff, and Students on Issues 1-5 As Stated Above**
   What is the educational mechanism for training faculty on new changes in Title IX, especially regarding mandatory reporting?

7. **The Faculty Senate is suggesting a revision** of syllabus language of Sexual Misconduct in Title IX language. President Scherer provided the feedback to Deb Smith-Howell and the Educational Policy Committee.
   a. Please add a statement telling the students that faculty and staff are mandatory reporters who cannot by federal law maintain student confidentiality if a student reports being a victim of sexual misconduct.
   b. Please add a statement informing the student of who is NOT a mandatory reporter at UNO regarding issues of sexual misconduct: Counselors at UNO Counseling Services (link) or Ombudsmen (with link) they can talk to about a sexual misconduct issue.

V. **Standing Committee Reports**

   A. **Committee on Academic and Curricular Affairs:** Senator Bernstein reported the committee met February 25, 2015 and approved the MS in Computer Science Educational proposal. Senator Bernstein moved the following two resolutions for the committee. Both passed unanimously.

   **RESOLUTION 4186, 3/11/15:** MS in Computer Science Education Degree
WHEREAS the addition of a Master of Science degree in Computer Science Education fills a pedagogical void for the training of qualified Computer Science teachers;

WHEREAS the addition of a Master of Science degree in Computer Science Education will undoubtedly attract new students to UNO, including degree-seeking students as well as those who desire the extra certification; and

WHEREAS there are resources available to staff and fund the addition of a MS CSE without the need for additional faculty hires or new funds; then

BE IT RESOLVED that the Faculty Senate approves the creation of a Master of Science of Computer Science Education degree.

--------------------------------------------

RESOLUTION 4187, 3/11/15: Major in Early Childhood Inclusive

BE IT RESOLVED that the Faculty Senate approves the creation of the major in Early Childhood Inclusive.

--------------------------------------------

Second, we also reviewed the program proposal for the PhD in Translational Biology and are sending that back to the department for revisions and further explanations, primarily in the area of the budget.

Third, Dr. Paul Barnes met with us to give us an update on the online course evaluations. Here were the main points:

• In regards to the window of time for evaluations to be open: faculty can log in and adjust the time at which evaluations are open; however, if they don’t log in and change the date range, the evaluations will default to the last 2 weeks of the semester.

• Additional questions: They are still working on this issues, but it seems that it will be owned by each College, and hopefully as a bank of questions from which each unit can choose. This probably will not be available for spring, but they’re working on it.

• Results of Electronic Evaluations will self-populate into Digital Measures starting this spring.

He also spoke to us regarding new guidelines concerning the internal academic review process led by the Academic Planning Council (APC). He shared new rubrics with us which were generated to help facilitate the writing process for faculty serving on those review committees. Our committee reviewed them and found them to be very helpful. The copies he brought were all paper copies, but I will ask him to send an electronic copy of these new guidelines and rubrics so the entire Senate can weigh in before the APC has them printed and/or published on the UNO website.

B. Committee on Educational Resources and Services: Senator Kwak report Interim Dean DeFrank asked the committee for feedback on engaging faculty on campus regarding the development of an open access policy for the campus. Emory University describes an open access policy as “a rights-retention instrument, ensuring that members of the University Community may choose to post works of scholarship and to make them accessible to the world without charge.”
Harvard University has identified six types of open access policies –

The types are listed below by their methods for avoiding copyright issues. (Quoted from http://cyber.law.harvard.edu/hoap/Drafting_a_policy)

1. The policy grants the institution certain non-exclusive rights to future research articles published by faculty. This sort of policy typically offers a waiver option or opt-out for authors. It also requires deposit in the repository.
2. The policy requires faculty to retain certain non-exclusive rights when they publish future research articles. Whether or not it offers a waiver option for authors, it requires deposit in the repository.
3. The policy seeks no rights at all, but requires deposit in the repository. If the institution already has permission to make a work OA, then it makes it OA from the moment of deposit. Otherwise the deposit will be "dark" (non-OA) until the institution can obtain permission to make it OA. During the period of dark deposit, at least the metadata will be OA.
4. The policy seeks no rights at all and does not require dark deposits. It requires repository deposit and OA, but only when the author's publisher permits them.
5. The policy does not require OA in any sense, but merely requests or encourages it.
6. The policy does not require OA in any sense, but asks faculty to "opt in" to a policy under which they are expected to deposit their work in the repository and authorize it to be OA.

The ER&S committee suggested that this was an important discussion but that more education needs to be done so faculty may more fully engage in the discussion. The committee recommended that the library develop an information sheet and visit individual departments, as well as present the information to new faculty during orientation.

New streaming video collection at Criss Library:

Over 8,000 streaming videos are now available from Kanopy through Criss Library. The videos are from major educational producers such as California News Reel, PBS, Videatives, Learning Seed, and Stenhouse. You can access Kanopy from the library’s database A-Z list or from the Streaming Media guide at http://libguides.unomaha.edu/streamingmedia

The videos may be embedded into your Blackboard courses. If you prefer, you can create a clip or an online playlist of clips with a static url that you can place in Blackboard or email to students.

Kanopy complements the Alexander Street Video which Criss Library already subscribes to.

C. Committee on Faculty Personnel and Welfare: Senator Harden reported

Present: Senators Chao, Chen, Gershovich, Wileman, Woody
Excused: Senator Harden

On February 25, 2015, there was a meeting of the UNO Faculty Senate’s Committee on Personnel and Welfare. Consideration was given to possible resolutions regarding: alcohol and illicit drugs; and workload issues.

Senator Harden moved the following resolution for the committee.

Senator Sollars, with Senator Holley seconding, then moved to amend the resolution by adding “on-campus locations, such as” to the third “Whereas.” The amendment was approved, as was the final resolution.

RESOLUTION 4188, 3/11/15: Revise and Separate Alcohol and Illicit Drugs Policies
WHEREAS the existing Drug and Alcohol Policy of the NU System was written many years ago (albeit occasionally revised), and

WHEREAS the existing policy places alcohol and illicit drugs in the same category, and

WHEREAS the current policy does not take into account on-campus locations, such as the UNO Student Center and the new Community Engagement Center, both of which allow events to take place involving the consumption of alcohol, and

WHEREAS the current policy neither addresses fully the health and safety of those attending events at the above locations nor sufficiently protects those who legally consume alcohol at such events from discrimination and/or persecution, and

WHEREAS alcohol is a legal substance but illicit drugs are not,

THEREFORE BE IT RESOLVED that the UNO Faculty Senate requests that (1) the current policy be reviewed and updated, with the above matters being taken into consideration, (2) the Administration establish updated and separate policies for alcohol and illicit drugs, as relevant to the University, and (3) certain Faculty Senate members participate in drafting the aforesaid policies.

D. Committee on Professional Development: Senator Sollars reported the committee met February 25, 2015. In attendance: Juan Casas, Harrison Means, Harvey Siy, Suzanne Sollars, Adam Tyma, Vincent Woolf.

We finalized adjunct faculty survey following full Faculty Senate review and feedback:
https://unopsychology.az1.qualtrics.com/jfe3/preview/SV_c01dRw3wBu2A3A1

Senator Sollars moved the following resolution for the committee. She then moved, with Senator Cast-Brede seconding, to amend the resolution to remove “adjunct/part-time” from the third “Whereas” and the last paragraph. The amendment failed. The original amendment passed.

RESOLUTION 4189, 3/11/15: Adjunct/Part-time Faculty Survey

WHEREAS “Adjunct/Part-Time Faculty Emphasis/Issues” were among the top concerns found in the recent UNO faculty survey conducted by the Faculty Senate;

WHEREAS adjunct/part-time faculty constitute approximately half of the UNO faculty population; and

WHEREAS the Faculty Senate and its committees have little reliable information about adjunct/part-time faculty at UNO;

THEREFORE BE IT RESOLVED that the Faculty Senate’s Professional Development Committee conduct an anonymous survey of UNO’s adjunct/part-time faculty to collect information to understand the makeup and
professional development goals and aspirations of this constituency of UNO faculty.

E. **Rules Committee:** Senator Stack reported the Rules committee met February 25, 2015, and continued work on development of a spreadsheet/web page to facilitate communication between the Faculty Senate and university committees.

We also assigned newly elected Senators to standing committees:
- **Academic & Curricular Affairs:** Laura Grams and Holly Miller
- **Educational Resources and Services:** Azad Azadmanesh and Barbara Robins
- **Faculty Personnel and Welfare:** Griffith Elder, Melanie McGrath and Pauline Brennan
- **Professional Development:** Travis Adams and Russ Nordman
- **Rules:** Paul Landow and Samantha Clinkinbeard

Rules will meet next on March 18th to assign faculty to university committees using the result of the faculty survey forms.

VI. **Other Faculty Senate Committees:**

A. **Ad Hoc Faculty Senate-Student Senate Survey of Students Group:** Senator Scherer included an executive summary of the student survey conducted by Senators Scherer and Holley and former Senator Prisbell as well as Student Government President Jordan Koch and Student Senators Davlin and Brohman. Executive Summary of Survey follows:

**University of Nebraska at Omaha**

**Executive Summary of the 2014 Student Survey: A Collaboration of the UNO Faculty Senate and the UNO Student Government**

**Survey Team**

**Faculty Senate**
- Lisa Scherer, President
- Lyn Holley, Vice President
- Marshall Prisbell, Former Faculty Senator

**Student Government**
- Jordan Koch, President & UNO Student Regent
- Patrick Davlin, Student Services Committee Chair
- Mikayla Brohman, Engineering Representative

**UNO COLLABORATIVE SURVEY OF UNO STUDENTS (2014)**

**Executive Summary of UNO Student Survey**

**WHO:** An ad hoc Student Survey Team was formed consisting of 3 faculty senators and 3 student government senators, following the Faculty Senate approval of a motion coming from the 2013-2014 Faculty Senate Goals of Directions Committee to: Lisa Scherer (President), Lyn Holley (Vice President), Amy Morris (Chair, Rules Committee), Matthew Harden (Chair, Faculty and Personnel Welfare Committee), Carol Morris (Chair, Goals and Directions Committee and Faculty Representative to the UNO Strategic Planning Committee), Sue Bishop (Faculty Senate Administrative Technician).

**WHAT:** A 28-item anonymous online survey consisting of 5 open-ended questions and 23 closed-ended questions.

**A. Four Open-Ended Questions**

Four Open-Ended Questions That Were Coded for
Content

• In general, what do you perceive to be 3 major STRENGTHS or good qualities regarding your EDUCATIONAL EXPERIENCES at UNO?
• In general, what do you perceive to be 3 major WEAKNESSES or areas needing improvement regarding your EDUCATIONAL EXPERIENCES at UNO?
• In general, what do you perceive to be UNO’s 3 major STRENGTHS or good qualities OUTSIDE OF EDUCATIONAL EXPERIENCES (e.g., services, extracurricular activities, student life, etc.)?
• In general, what do you perceive to be UNO’s 3 major WEAKNESSES or areas needing improvement OUTSIDE OF YOUR EDUCATION EXPERIENCES (e.g., services, extracurricular activities, student life, etc.)?

B. 17 Closed-Ended Questions Developed by Student and Faculty Senators:

Timeliness of Feedback from Instructor (Particularly Important to the Student Senators):

- Frequency of feedback within 2 weeks of exams, quizzes, papers, homework (in classes for major and non-major classes) [2 questions]
- Frequency of feedback on exams, quizzes, papers, homework (1000/2000 level classes and 3000/4000 level classes) [2 questions]
- Frequency of feedback on exams, quizzes, papers, homework (small classes and large classes) [2 questions]
- Frequency of feedback on exams, quizzes, papers, homework (online classes, all classes in general) [2 questions]
- Frequency of receiving feedback in time to improve learning and performance on subsequent assignments and examinations within the same course. [1 question]
- Extent of agreement that timely feedback would improve academic performance. [1 question]

Blackboard Questions (Particularly Important to the Student Senators):

- Estimated % of instructors who used Blackboard. [1 question]
- Extent to which you would like instructors to use Blackboard. [1 question]
- Overall level of satisfaction with all educational experiences (e.g., curriculum, faculty, amount learned, etc.). [1 question]
- Overall level of satisfaction OUTSIDE of the classroom at UNO (e.g., services, extracurricular activities, student, life, etc.). [1 question]

Outcome Variables:

- Extent of agreement with being engaged with UNO. [1 question]
- Intentions to quit UNO. [1 question]
- Intentions to quit college entirely. [1 question]

C. 6 Demographic Questions:

Class rank
Gender
Age
GPA
Major
Transfer student

D. “Other Comments” Question on How UNO Can Improve the Quality of Experience for Students:

WHEN: The Survey team developed an online survey in March of 2014 and the link to the survey was provided to all UNO students via email and blackboard. Students completing the survey were entered into a drawing to receive Mav Items donated by UNO Student Affairs.

WHY: Primary Objective: to better understand how to improve the quality of UNO students’ experiences, both in and outside the classroom, in order to ultimately maximize their learning and foster their career success and well-being.

Goal 1: To foster dialog around the issues raised in the survey in cooperation with all
relevant parties at UNO including faculty, staff, administrators and students. 

**Goal 2:** To widely distribute the results of the survey across UNO constituencies, units, and departments and provide input to the UNO strategic planning process, goals, and specific strategies.

**Goal 3:** To support UNO Administrators in their decisions about matters that involve students by providing information that accurately reflects their unprompted appreciations and concerns.

**Goal 4:** To aid the UNO Faculty Senate, the UNO Student Government, and the Staff Advisory Committee in determining how our goals and strategies can best align to help students succeed and prosper.

**Goal 5:** To provide specific feedback to faculty regarding the extent to which UNO students value timely feedback and grades on papers, projects, homework and exams within their courses and the extent to which they value the use of the UNO learning management system, Blackboard.

**Goal 6:** To determine the extent to which responses to the faculty survey are consistent or overlap with the appreciations and concerns from responses to the student survey.

**Goal 7:** To examine the relationships between appreciations and concerns and student engagement and intentions to quit college.

**Overview of Methodology**

A total of 1478 students at UNO voluntarily responded to an anonymous online survey created by a six-member team of faculty and student senators. The link to the survey was distributed to the UNO students on April 2, 2014, a reminder was sent out with the attached link on April 15, 2014 and the survey was closed on May 2, 2014. Over the course of nine months, the survey team focused primarily on coding the 12 open-ended responses provided by the survey participants, resulting in the development of a master coding scheme that was used to categorize almost 18,000 student responses. Pairs of faculty and student senators categorized different parts of the survey with four iterations of coding and consensus-reaching determined. The final step required all six senators to agree to the content coding of all responses to achieve 100% agreement.

**Results**

The results of the survey are grouped as follows: The Top 10 Ranked Appreciations for Education, Top 10 Ranked Concerns about Education, Top 10 Ranked Appreciations for Non-classroom Activities & Service, and Top 10 Ranked Concerns about Non-classroom Activities & Services. Other reports related to this dataset can be found at:

**Time & Cost**

Over 1500 faculty and student hours were devoted to the development and analysis of this survey in addition to report generation and dialogs with UNO constituencies. This effort was entirely voluntary with most work done during the summer, on weekends and in the evenings, conservatively producing an in-kind cost estimate of $150,000.

**Top 10 Student Appreciations and Concerns Regarding Both Educational and Non-classroom Experiences at UNO Out of 117 Possible Appreciations and Concerns**

---

**Top 10 Student Ranked* Appreciations of Educational Experiences at UNO**

<table>
<thead>
<tr>
<th>Category of Response</th>
<th>Frequency of Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Faculty: Overall Appreciation of Professors and Teaching (n=414)</td>
<td></td>
</tr>
<tr>
<td>Category of Response</td>
<td>Frequency of Response</td>
</tr>
<tr>
<td>----------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>Faculty: Relationships with Students</td>
<td>(n=205)</td>
</tr>
<tr>
<td>Small Class Sizes</td>
<td>(n=194)</td>
</tr>
<tr>
<td>Diversity of Course, Certificate and Program Offerings</td>
<td>(n=191)</td>
</tr>
<tr>
<td>Cross-Disciplinary Learning Resources excluding library (e.g., Writing Center, Project Achieve, Trio, tutors, formal study groups)</td>
<td>(n=151)</td>
</tr>
<tr>
<td>Appreciations Specific to a Particular Department, Class, Program, or Faculty Member</td>
<td>(n=151)</td>
</tr>
<tr>
<td>Faculty: Expertise</td>
<td>(n=132)</td>
</tr>
<tr>
<td>Course Pedagogy: Materials &amp; Methods</td>
<td>(n=121)</td>
</tr>
<tr>
<td>Connectedness: Feeling Personally Connected with Others at UNO</td>
<td>(n=121)</td>
</tr>
<tr>
<td>General Appreciation of Buildings and Facilities</td>
<td>(n=101)</td>
</tr>
<tr>
<td>Appreciation for the General UNO Educational Experience</td>
<td>(n=88)</td>
</tr>
</tbody>
</table>

Top 10 Student Ranked* Concerns about Educational Experiences at UNO

<table>
<thead>
<tr>
<th>Category of Response</th>
<th>Frequency of Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course Scheduling and Frequency of Course Offerings</td>
<td>(n=226)</td>
</tr>
<tr>
<td>Course Pedagogy: Materials and Methods</td>
<td>(n=184)</td>
</tr>
<tr>
<td>Faculty: Overall Concerns about Professors and Teaching</td>
<td>(n=181)</td>
</tr>
<tr>
<td>Concerns Specific to a Particular Department, Class, Program or Faculty Member</td>
<td>(n=179)</td>
</tr>
<tr>
<td>Advising: General Academic/Course Sign-up Related Concerns</td>
<td>(n=173)</td>
</tr>
<tr>
<td>Parking (note that parking was seen as a hindrance to education as this question asked about EDUCATIONAL experiences)</td>
<td>(n=170)</td>
</tr>
<tr>
<td>Blackboard (BB): Concerns about Instructors who do NOT use BB</td>
<td>(n=121)</td>
</tr>
<tr>
<td>UNO Policies (Concerns about + and – used in grading, being Unenrolled) and Course Policies (attendance and lateness)</td>
<td>(n=98)</td>
</tr>
<tr>
<td>Educational Costs: Tuition, Fees, Textbooks</td>
<td>(n=94)</td>
</tr>
<tr>
<td>Concerns about quality of online courses</td>
<td>(n=90)</td>
</tr>
</tbody>
</table>

Top 10 Student Ranked* Appreciations about Non-classroom Experiences at UNO

<table>
<thead>
<tr>
<th>Category of Response</th>
<th>Frequency of Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Events and Student Life</td>
<td>(n=226)</td>
</tr>
<tr>
<td>Wellness Center (HPER)</td>
<td>(n=197)</td>
</tr>
<tr>
<td>Extracurricular Activities (not clubs, organizations, campus events or intramurals)</td>
<td>(n=161)</td>
</tr>
<tr>
<td>Clubs &amp; Student Organizations (Excludes Sororities &amp; Fraternities)</td>
<td>(n=146)</td>
</tr>
<tr>
<td>Dorm Life</td>
<td>(n=132)</td>
</tr>
<tr>
<td>Connectedness: Feeling Personally Connected with Others at UNO</td>
<td>(n=118)</td>
</tr>
<tr>
<td>Campus Aesthetics: Pretty and Clean</td>
<td>(n=114)</td>
</tr>
<tr>
<td>Community Engagement: Service Learning &amp; Volunteering/Service Opportunities</td>
<td>(n=112)</td>
</tr>
<tr>
<td>Library</td>
<td>(n=74)</td>
</tr>
<tr>
<td>General Appreciation about the Ease of Becoming Involved at UNO</td>
<td>(n=68)</td>
</tr>
</tbody>
</table>

Top 10 Student Ranked* Concerns about Non-classroom Experiences at UNO

<table>
<thead>
<tr>
<th>Category of Response</th>
<th>Frequency of Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parking</td>
<td>(n=635)</td>
</tr>
</tbody>
</table>
B. SPAGS (Strategic Priority Action Groups)

1. Communication and Marketing: Senator Scherer
   Efforts to date:
   - Establishment of College Liaisons
   - Establishment of Monthly Dialogue with FS, SAC and SG Presidents
   - Meetings with BJ Reed in addition to already established meetings with John Christensen
   - Working with Rules Committee and SPAG to ensure better communication between faculty senate and university committees via the appointment of a faculty liaison to the faculty senate and an easier electronic method for submitting minutes.
   - President meetings and email correspondence with various Board of Regents
   - Working on formalizing communication and collaboration ties with Student Affairs and Enrollment Services as well as with Business and Finance via Cecil Hicks and Human Resources

2. Diversity: Senator Holley
   Efforts to date:
   - Goals developed and Common Ground Support Resolution created and approved by the Faculty Senate

3. Academic Standard, Qualities of Education: Senator Parnell

4. Workload and Workload Balance: Senator Harden
   Efforts to date:
   - Distinguishing between workload assignment versus workload “accounting” with the latter being the primary concern of faculty—invisible work load due to outside of classroom teaching and service duties not being accounted for. Also in discussion with the Faculty, Personnel and Welfare Committee.

5. Research and Creative Activity Support: Senator Morris
   Efforts to date:
   - Discussions of travel support and increased number of personnel to help faculty identify and write grants. Scott Snyder in...
discussions with Deans of Colleges on this issue.

VII. Non-Senate Committee Reports

A. Alumni Board: Prof. Patrick O’Neil wrote the Alumni Board meeting was held on February 24, 2015, at the Thompson Alumni Center.

Topics discussed:

- Last graduation ceremony to be held in UNO Field House. Anticipating holding future graduations in new UNO Arena.
- Alumni is sponsoring construction and installation of Maverick Bull Head at new Arena.
- Alumni Center has identified three finalists for new catering contract at the Thompson Alumni Center. Selection will be soon.
- The Gulf Committee is seeking new membership. The fund raising event has typically annually raised between $30-50K for student scholarships.
- The tail gate party for the Showdown Basketball Event between UNO and UNL anticipated 300 faculty and students attending. There were over 400. A good time was had by all.
- The UNO Hockey Alumni Night on Ice held on Feb 14 Valentine’s Day had over 400 people in attendance, which is a new record.
- The Award winning UNO Young Alumni Academy is currently ongoing and in its fifth year.
- The UNO Alumni program garnered seven District Case Awards for superior performance.
- The UNO Alumni Magazine received four Case Awards for superior work.
- Chancellor Christensen presented a report to the Alumni Center including:
  - Efforts to form a cooperative partnership agreement between the UNO Alumni Association and the Nebraska Foundation
  - UNO is going to construct a new 300 bed student housing complex in the Pacific Street Campus complex. This is the first phase. The second phase will provide an additional 300 beds. A leaning campus component will also be included within the new facility to cut down on students having to go to the Dodge Street Campus for only one class.
- The Alumni Board approved the University of Nebraska’s Advancement Agenda Goals for 2025.
- The Board also approved a $750,000 renovation for the Thompson Alumni Center. Improvement funding does not require a capital fund raising campaign. Money will be taken from the established Alumni building fund. The majority of the construction will be done in Dec 2015-Jan 2016.
- The Alumni Financial Report was presented and is available on request.
- The new UNO Arena will open Oct 23, 2015. Sale of Suites and seating is well ahead of expectations. It appears that all the suites have been sold.
- Finally, there is strong movement towards making UNO a smoke free campus. However, it is a very complex issue and will likely need a lot of study if and when implemented.

B. Sustainability Committee: Prof. Katie Bishop wrote the committee met January 16, 2015.

1. Current progress on transportation objectives:

- Zimride -social media ride share is a go. Soft rollout Jan 27th
- MavRide now available for faculty & staff as well as students. Please spread
the word! Faculty/staff need to email parking services

- Emergency ride home in the works with Happy Cab. Fac/staff will be able to get up to 4 rides per year
- Zipcar - working on allowing departments to use it for work

2. Website phase 1 will go live next week
3. Brown Bags - look for upcoming brown bags on sustainability plan

Faculty Senate Liaison’s assessment

Committee members are moving forward with their plans. Everyone is doing a great job. What, if anything, can Faculty Senate do to help?

Faculty will need to take ownership of sustainability in the curriculum and in their research. Please plan to attend a brown bag session. Particularly on Feb 25th & Mar 11

Here is the full schedule check Mav Daily for updates:

- Jan. 28 – Community Engagement
- Feb. 4 – Energy, Buildings and Emissions
- Feb. 11 – Water and Sustainable Sites
- Feb. 18 – Materials, Waste Recycling
- Feb. 25 – Campus Culture
- March 4 – Campus Planning and Mobility
- March 11 – Academics and Research

C. UCRCA: John P. McCarty, Chair, wrote the committee met February 13, 2015.

Attendance:

John McCarty, Chair, College of Arts & Sciences - Natural Sciences
Danielle Battisti, College of Arts & Sciences – Humanities
Mark Wohar, College of Business Administration
Matthew Harden, College of Communication - Fine Arts & Media
Sofia Jawed-Wessel, College of Education
Haifeng Guo, College of Information Science & Technology
Peter Szto, College of Public Affairs and Community Service
Jamie Luhr, Student Representative
Abhishek Parakh, Member At Large, College of Information Science & Technology
Harmon Maher, College of Arts & Sciences - Natural Science (08/01/13-07/31/16)

Ex Officio:

Mary Laura Farnham, Director, Office of Sponsored Programs and Research
Scott Snyder, Associate Vice Chancellor for Research and Creative Activity
Elizabeth White, Coordinator – Internal Research Resources, Office of Research and Creative Activity

Information Covered at Meeting:

1. Minutes from the meeting of 12 December 2014 were approved.
2. Members were reminded that, while this is the last meeting where we review requests for funding, the March and April meetings will cover discussions of UCRCA policies and the appointment of the committee chair for AY 2015-16.
3. Scott Snyder asked the members to come to the March meeting future roll for UCRCA.
4. UCRCA received 13 proposals from faculty for our February deadline for full proposals. Two of these proposals were resubmissions from Fall 2014. Proposals were discussed by the committee. The committee recommended funding of seven proposals totaling $32,500. Two of the proposals were recommended contingent on satisfactorily addressing committee questions. The committee charged the Chair of UCRCA with evaluating the applicants’ responses and determining if they provided satisfactory answers.
5. UCRCA received three proposals from undergraduate students by the February deadline. The committee discussed their reviews of these proposals. The committee voted to approve all three requests, totaling $1500, pending submission of revised proposals to be evaluated by the Chair of the UCRCA.

6. UCRCA received six proposals from graduate students by the February deadline. The committee discussed their reviews of these proposals. The committee voted to recommend funding all of six proposals, totaling $2770.

VIII. Old Business

A. Sexual Misconduct Policy & Behavioral Review Team: Senator Scherer reported that there is Syllabus Language-Title IX issues and syllabus language suggested by Central Administration. EPAC, and AVC Smith-Howell, are developing a revision of language suggested by Central which will then come to Faculty Senate. FS President will follow up with Deb Smith Howell on status of EPAC’s work on this. The Faculty Senate President will form an Ad Hoc Committee to look at this wording if there is no language forthcoming from EPAC, etc.

B. UNO Constituency Safety & Well-being: 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)?
   4. Should a standing committee be tasked with following up on this-Faculty Personnel & Welfare?

C. Update on Communities of Practice (COPS) discussion with administration: Senators Scherer and Sollars have gathered information about COPS, which, this year, without much faculty input, replaced Teaching Circles and Research Triangles, etc. President Scherer negotiated several modifications to expand and clarify membership requirements which are now reflected on the COPS UNO website (e.g., only limit on number of members is that total funds for stipends not exceed $1,200.00 per year, part time faculty and graduate students may be members, but will not receive stipends.) Further negotiations are in progress regarding part-time faculty members being eligible for the $200 stipend. SVC Reed said he would consider allowing part-time faculty members who are contributing members of a COP to receive $200 participation stipend as the fulltime faculty member. Awaiting his decision.

IX. The meeting adjourned at 3:56 p.m. with announcements.

X. Announcements
   A. EC&A Mtg: Wednesday, March 18, 2015, 2 p.m., EAB 200 (Chancellor’s Conference Room)
   B. EC&C Mtg: Wednesday, April 1, 2015, 2 p.m., ASH 196
C. **Faculty Senate Mtg:** Wednesday, April 8, 2015, 2 p.m., CEC 230/231

D. **Faculty/Staff Awards Banquet:** Wednesday, April 29, 2015, 6:30 p.m. social, 7 p.m. dinner (All Faculty Senators and a guest will be invited. RSVP will be necessary.)

<table>
<thead>
<tr>
<th>Faculty Senate Meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>(Usually 2nd Wednesday of month; 2 p.m.)</strong></td>
</tr>
<tr>
<td><strong>DATE</strong></td>
</tr>
<tr>
<td>June</td>
</tr>
<tr>
<td>July</td>
</tr>
<tr>
<td>August 20, 2014 (Retreat)</td>
</tr>
<tr>
<td>September 10: MBSC</td>
</tr>
<tr>
<td>October 8: CEC</td>
</tr>
<tr>
<td>December 10: (Prep Week) Commencement 12/20/14</td>
</tr>
<tr>
<td>January 14:</td>
</tr>
<tr>
<td>February 11: (Fieldhouse 250 – 2nd floor – Athlete Study Center)</td>
</tr>
<tr>
<td>March 11: (Spring Break 3/22-3/29/15)</td>
</tr>
<tr>
<td>April 8:</td>
</tr>
<tr>
<td>May 13: (Commencement 5/8 &amp; 5/9/15)</td>
</tr>
</tbody>
</table>