Present: Bernstein, Cast-Brede, Harden, Holley, Scherer, Sollars, Woody

Excused: Kwak

Absent: Mitchell, Stack

I. The meeting was called to order by Vice President Holley at 2:08 p.m.

II. The Minutes of April 1, 2015, was approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Scherer

1. NU System Issues
   • Update on Board of Regents Meeting, particularly issues regarding courses and new sensitivity to the use of the word “reallocations” in budgets for courses
   • Blackboard contract renewed for 3 years for the NU System

2. UNO Campus Issues:
   Div. of Continuing Studies mandating 6-month course/training (with $250 stipend) for all professors and instructors teaching for DCS, with the first session starting June 2015 and ending December 2015 and the second session lasting from January 2016 to June 2016.
   a. Communication from DCS to faculty occurred before any communication with Faculty Senate regarding this decision.
   b. Course or Training (has been referred to both ways) is six months long and results in an award of a certificate.
   c. No course content has been revealed for review and input.
   d. Is this necessary given the Center for Faculty Excellence has already created and delivered a course for part-time faculty.
   e. How has information from the phenomenally well done Adjunct Professor Handbook written by Business College Adjunct Professors been integrated? Is there reinvention of the proverbial wheel? How is this information being utilized? (agenda attachment pgs. 20-22).
   f. NO ONE is exempt or is being grandfathered out of this mandated course, including tenured and full-time faculty and experienced part-time faculty.
   g. Biggest concern is total lack of vetting of this curricula through appropriate channels of curriculum feedback and approval as required for all other new curricula. This is critical because:
      i. This process allows the content and execution of the course to be revised and improved as necessary with multiple expert voices.
      ii. The faculty is the interface of knowledge for students.
iii. These vetting mechanisms ensure quality for the students and preserve the voice of faculty regarding decisions influencing instruction of our students.

Title IX Compliance (Sexual Misconduct):

a. Faculty Senate concerned about the low awareness at UNO of the changes to Title IX, especially regarding the mandatory reporting of sexual misconduct by faculty, staff and others except professional Mental Health Counselors and trained Ombudsmen.

b. Charlotte Russell, UNO’s Assistant to the Chancellor for Equity, Access & Diversity and Title IX Coordinator, reported that the NU system purchased a Title IX training module that is very comprehensive and will be required viewing for faculty.

c. Faculty Senate President noted that faculty senators want more extensive training, education, and discussion of this issue in order to best serve students, rather than mere compliance with the law.

Community Engaged Scholarship Designation for Students and for Faculty: Need to move forward to complete the establishment of a committee of faculty and students to work with administration to develop criteria for honoring and designating students and faculty members for their voluntary service and engagement with the community.

3. Faculty Senate Issues:

a. Chancellor Christensen strong support for continued strong collaboration among Faculty Senate, Staff Advisory Committee and Student Government

b. Chancellor noted significance of information from the surveys of faculty and students to UNO Strategic Planning and requested that Lisa Scherer serve on the UNO Strategic Planning Committee in addition to the Faculty Senate representative selected by the Faculty Senate.

c. Update on website/communication/marketing plan: Scherer, Woody, Owen, and Buzzell

d. Continued enthusiasm for a UNO Intranet to enhance

e. Update on FS Donation to SAC Eraser Drive for Salvation Army Backpack Initiative

f. Update on service collaboration among FS, SAC and SG—Elmwood Park Clean-up

g. Dissemination plan for the full survey results of the 1500 UNO students underway

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

1. The EC&A met April 15, 2015.

Present: Cast-Brede, Christensen, Conley, Holley, Nastase, Reed, Russell, Scherer, Smith-Howell, Sollars, Woody,

Absent: Barnes, Castilow, Shipp, Stack

a. Resolutions

The Chancellor acknowledged the following Resolutions completed at April 8, 2015, Faculty Senate Meeting:

RESOLUTION 4190, 4/8/15: Chancellor acknowledged Spirit Planning Committee

RESOLUTION 4191, 4/8/15: Chancellor acknowledged Diversity Cabinet

RESOLUTION 4192, 4/8/15: Chancellor acknowledged Permanent Replacement for Education Senator

RESOLUTION 4193, 4/8/15: Chancellor expressed appreciation On UNO Student Learning Assessment

RESOLUTION 4194, 4/8/2015: Chancellor acknowledged Language for
Syllabus for Reporting Sexual Misconduct, to Forward for All
Campus Use
RESOLUTION 4195, 4/8/15: Chancellor acknowledged Appreciation for
Student Government President/Student Regent Jordan Koch
RESOLUTION 4196, 4/8/15: Chancellor acknowledged Appreciation for
Staff Advisory Council President Melanie Krings

b. Topics Discussed

External Issues
i. SAM vs. IPED: Chancellor expressed appreciation for the resolution and
mentioned that someone from NU administration asked him about it.

Internal and Faculty Senate Issues:

i. Mav Arena Flush Off and Possible Minor but Fun Role for Faculty and
Staff. Follow up with Michael Cera

ii. The Faculty Personnel and Welfare Committee will work on redlining the
current NU system policy to return to Conley. Follow up later.

iii. 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.

iv. Shared the Student Survey and Dissemination Plan. The Chancellor noted
significance of this and information from the Faculty Survey to UNO
Strategic Planning. Chancellor would like Lisa Scherer to serve on UNO
Strategic Planning Committee.

v. Update on Adjunct Issues – Senator Sollars shared preliminary data from
the survey. Will continue work on this.

vi. Plan for Community Engaged Scholar – Smith-Howell reported that they
have developed two models and assembled a team to develop and
coordinate development of feedback about the modules. Follow up for the
fall.

vii. Sexual Misconduct Syllabus Language – Discussed means of distributing
it to faculty including having it on Blackboard and getting it to faculty
who don’t use Blackboard. The Chancellor noted the importance of
faculty involvement in developing the language.

viii. PRIORITY: Education of Faculty on Sexual Misconduct Issues and Title
IX beyond the NU System online module – Russell provided information
that the first emphasis was on meeting the new enhanced guidelines on
Title IX which included creating a separate policy and a mechanism for
tracking incidents. Information documents on Title IX for faculty were
shared with deans but they obviously did not trickle down to faculty.
Emphasis on faculty and staff training will begin in the fall. Questions
that Faculty Senate would like addressed are where do we refer students,
how to handle situations with students who would like confidentiality, and
is there a model of where to go for referrals and resources. Russell
indicated that the training module purchased by the system was very
comprehensive. It will be required viewing for faculty. Director Russell
invited representatives from Faculty Senate to attend a basic investigator
training in Lincoln, on June 1 and 2. President Scherer noted that UNO
doesn’t want to be just compliant but go beyond that to best serve
students.

Faculty Senate Standing Committee Report
Committee on Professional Development: Senator Sollars gave a preliminary Report of Faculty Senate Survey of Part-Time Faculty, with examples:

**Open ended question re: greatest hindrances:**

- **Employment conditions n = ~ 124**
  - Examples: not involved in department decisions, lack of community, lack of job security
- **Compensation: n = ~ 75**
  - Examples: pay, parking, health benefits, professional development
- **Facilities n = ~ 46**
  - Examples: no or multi-user office space, technology/computers
- **Training n = ~ 19**
  - Examples: blackboard, orientation (to resources, general information)

SVC Reed noted that he was particularly interested in the findings on training, mentoring, and professional development.

**Chancellor’s Topics**

- Noted that the Forensics Team is ranked 5th in the nation.
- Noted that the Dance Team is third in the nation.
- Faculty Honors are Thursday, April 16, 2015
- Expressed appreciation for the level of collaboration this year achieved among the Presidents of the Faculty Senate, Student Government, and Staff Advisory Council.

**2014-2015 Resolution Action Table**

* (Action Pending and Current Resolutions)

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept/ Acknowledge</th>
<th>Sent for Senate Action</th>
<th>Denied</th>
<th>Deferred</th>
<th>In Progress</th>
<th>Final Action/Resolved</th>
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<tbody>
<tr>
<td>4196</td>
<td>4/8/15</td>
<td>Appreciation for Staff Advisory Council President Melanie Krings</td>
<td>4/15/15</td>
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<td>Chancellor Acknowledged</td>
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<tr>
<td>4195</td>
<td>4/8/15</td>
<td>Appreciation for Student Government President/Student Regent Jordan Koch</td>
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<td>Chancellor Acknowledged</td>
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<tr>
<td>4194</td>
<td>4/8/15</td>
<td>Language on Reporting Sexual Misconduct Proposed for All-Campus Use in Syllabi</td>
<td>4/15/15</td>
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<td>Chancellor Acknowledged</td>
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<tr>
<td>4193</td>
<td>4/8/15</td>
<td>On UNO Student Learning Assessment</td>
<td>4/15/15</td>
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<td>Chancellor Acknowledged</td>
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<td>4192</td>
<td>4/8/15</td>
<td>Permanent Replacement for Education Senator</td>
<td>4/15/15</td>
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<td>Chancellor Acknowledged</td>
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<tr>
<td>4191</td>
<td>4/8/15</td>
<td>Diversity Cabinet</td>
<td>4/15/15</td>
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<td>Chancellor Acknowledged</td>
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<tr>
<td>4190</td>
<td>4/8/15</td>
<td>Spirit Planning Comm.</td>
<td>4/15/15</td>
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<td>Chancellor Acknowledged</td>
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**TO BE FOLLOWED UP**

<p>| 4188   | 3/11/15          | Revise and Separate Alcohol and Illicit                              | 3/18/15                   |                        |        |          |             | • Chancellor supports &amp; will write a |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Drugs Policies</strong></td>
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<td>response</td>
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<td>Chanc. sent to VC Conley who sent back to Faculty Senate President.</td>
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<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>
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### CARRIED FORWARD

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<tr>
<td><strong>4074</strong></td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
<td>2/18/13</td>
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<tr>
<td></td>
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<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><strong>4054</strong></td>
<td>7/11/12</td>
<td>Determine Contractual Implications of Background Check Policy (w/participation of bargaining unit and Central Admin.)</td>
<td>9/6/12</td>
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<td>The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.*</td>
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<td>(UNO Faculty Senate is not satisfied with this response.)</td>
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<tr>
<td>2944</td>
<td>1/4/09</td>
<td>UCRCA Funding</td>
<td>1/21/09</td>
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<td>X*</td>
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<td>See Below</td>
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*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 & OLDFATHER, L.L.P.; 1125 S.103rd Street, Suite 600; Omaha, Nebraska 68154; Phone 402.397.1700/Fax 402.397.1806

*2944 (From the EC & Admin Mtg 1/21/09: The Chancellor supports the concept in Resolution 2944 on funding an UCRCA budget line but opined we wouldn’t get it during the years of budgetary problems.) (6/10/09 Nancy Castilow wrote for Chanc. Christensen: “One clarification related to Res. 2944, dealing with ongoing support of the UCRCA budget. I said that I was open to the concept and supportive of continued funding of the UCRCA budget, albeit we would need to review its funding during times of budget constraints, as we do with other such programs. The decision to fund and how much to fund remains the purview of the Office of Academic Affairs. I did not opine that the UCRCA budget line would automatically see no funding during years of budgetary problems.”)


IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Bernstein reported the committee met and proposes the following resolution. Senator Woody moved and Senator Cast-Brede moved to send it back to the committee for a stronger rational for approval.

RESOLUTION: Acceptance of the Proposal for a PhD in Translational Biology
WHEREAS UNO’s Department of Biology has put together a compelling proposal; and
WHEREAS William Tapprich, Professor and Chair of Biology, has attempted to address all of the issues raised by the members of the Committee on Academic and Curricular Affairs; and
WHEREAS the committee members do not completely agree with the explanation of the budget concerns; and
WHEREAS the committee members are still concerned with the reallocation of funds in the budget; and
WHEREAS the committee members do not completely understand or agree with the explanations provided for the discrepancies in Dissertation credit maximum and minimum limitations.
WHEREAS this PhD program is unique to the region and addresses a unique type of training for Biology graduate students to increase their likelihood for future employment; and
WHEREAS the committee members are generally in favor of this proposal and want to see it succeed and move forward in the approval process;
THEREFORE BE IT RESOLVED that the Committee on Academic and Curricular Affairs, with the above matters being taken into consideration, with the understanding that this proposal still must go through further and extensive review by the UNO administration, do hereby approve of the proposal and put it forward to the entire Faculty Senate for their approval.

End of the Year Report: Senator Parnell, chair of the committee for Fall 2014, noted that two resolutions were passed during her term as chairperson:
RESOLUTION 4169, 10/8/14: BS in Biomechanics
RESOLUTION 4172, 11/12/14: Center for Real Estate and Asset Management

B. Committee on Educational Resources and Services: Senator Cast-Brede reported the committee met on April 29th and elected Phil Nordness as a new chair for 2015-2016. We also selected Paul Beck Memorial Scholarship recipients: one for graduate and the
other for undergraduate students.
Paige Drahota is the first one for the undergraduate recipient and Jody-Ann Coore is the first one for the graduate recipient. We had a tie in the second recipient, but after discussions, we decided to rank Michele Lyles as the second, just in case.

C. Committee on Faculty Personnel and Welfare: Senator Harden reported the committee met April 29, 2015.
Attendance: Joy Chao, Moshe Gershovich, Matthew Harden, Stan Wileman and Robert Woody
Absent: Bing Chen
- Reviewed the Campus Drug and Alcohol policy, redline suggested changes that will be forwarded to the administration
  - Noted recommended changes of policy. *(The Senator Cast-Brede moved, and Senator Bernstein seconded, and the EC&C voted approval and recommended responding to the Chancellor requesting a broadly based committee or task force to review/rewrite these policies.)*
  - *(Senator Harden will red-line the policy and make that copy available at next week’s Faculty Senate meeting.)*
- Discussed Behavior Review Team Issues, particularly that the team currently does not have faculty representation
  - Recommendation that the executive committee for the faculty senate put forth nominations to place a faculty representative on this committee.
- Discussed the new contract and issues regarding research, teaching and service, and how this is accounted for.
  - Language is in the new contract. Follow up will continue with the 2015-2016 FP&W Committee
- Review cost of UNO gym membership/Wellness Center-Needs to be a resolution next year to be discussed by Faculty Senate as “Free membership for faculty”
  - What do our peer institutions do regarding membership in health facilities?
  - Currently the Vice Chancellors and Chancellor are looking into it. Is it a benefit or not.
  - Request a follow up with Administration regarding what their plans regarding the Wellness Center.
- Discussed which issues from this year should carry over into next year to complete our annual report:
  - Continue efforts regarding Adjuncts and Instructors regarding benefits, promotion, parking, pay equalization across campus
  - Continue to seek equity among all faculty and improvement of the working environment
  - Parking issues should be annually reviewed by the committee, especially as the new parking lot and shuttle changes go into effect.
  - Follow up on Emeritus and Wellness Center issues
- Elected New Chair and thanked outgoing members.
  - Moshe Gershovich inducted to be next year’s Chair.

D. Committee on Goals and Directions: Senator Holley reported the committee met May 5, 2016, for the April meeting, which was by e-mail.
Members participating were: Chair, Senator Carol T Mitchell, Senators Patricia Carlson, Lyn Holley, and Beth Ritter.
Senator voted to elect Senator Lyn Holley as chair of G & D for the 2015-2016 academic year.
E. **Committee on Professional Development:** Senator Sollars reported the committee met April 29, 2015.
In attendance: Juan Casas, Harrison Means, Harvey Siy, Suzanne Sollars, Adam Tyma, Vincent Woolf
Guest: Senior Vice Chancellor Reed

SVC Reed told us the statistics on amount of pay per course for part-time faculty (range approx. $2500 - $5000, often depending upon college where teaching occurs and level of course).

UNO has the highest SCH now than ever before, but number of faculty and overall budget have not shifted comparably. Suggestion by SrVC Reed is to consider a move toward more “teaching faculty” and “research faculty” rather than entirely a one-size-fits-all model. There has been a turn-over of approximately 150 tenure-track faculty (approx. 1/3 of T/T-T faculty) in the last 3 years. Discussion about “Professors of Practice” (professionals in the field; could be hired as tenure-track or non-tenure track) and converting some part-time faculty positions to full-time teaching positions (could be tenure-track or non-tenure track).

Discussed the recent media (WOWT) report about UNO part-time faculty. Plan to distribute adjunct survey analysis in Fall 2015.

The committee then discussed the Division of Continuing Studies’ (DCS) mandatory training course for all its teaching faculty. The opinion of the committee is that the course is not for credit and there is no credit hour production, so it does not need to be approved under UNO committees for course approval. The “mandatory” nature of the course for tenured/tenure track faculty is grievous; if T/T-T who do not wish to take the course exhaust all channels through the DCS in appealing the mandatory nature of the course, we suggest the AAUP may be able to examine the issue. The committee further speculated on the potential negative impact of the course on faculty retention within the DCS program, especially given a nominal payment and 7-month-long course structure.

The EC&C voted to pass the following resolution to the full Senate next week.

**Resolution:**

DEVELOPMENT OF TASK FORCE TO EXAMINE THE ROLE OF PART-TIME FACULTY IN THE UNIVERSITY OF NEBRASKA AT OMAHA’S STRATEGIC MISSION

WHEREAS a primary mission of the University of Nebraska at Omaha (UNO) is to maintain an environment of scholarship, diversity, and community,

AND WHEREAS faculty, whether part-time, full-time, tenured, or non-tenured, care about student learning and success,

AND WHEREAS we all desire to have a voice toward the goal of UNO’s success in this community of scholarship and engagement,

THEREFORE, the UNO Faculty Senate proposes the establishment of a Task Force to examine the role of part-time faculty in UNO’s strategic mission.

FURTHERMORE, the Faculty Senate suggests the composition of the Task Force include part-time faculty, full-time, non-tenured faculty and at least one
Faculty Senate member. Tenured faculty representatives from each UNO College and administration will also be included.

End of the Year Report:

Members: Juan Casas, Harrison Means (Spring ’15), Harvey Siy (Vice-Chair), Suzanne Sollars (Chair), Richard Stacy (Fall ’14), Adam Tyma, Vincent Woolf

The committee reviewed the goals and accomplishments of the past year, identified goals:

**Goals for Past Year:** (List)

1) Adjunct Faculty (Part-time Faculty) – professional development

**Accomplishments during Past Year:** (List)

1) Survey of Part-time and Full-time non-tenured/non-tenure track Faculty
2) Started analysis of survey results
3) Met with Senior Vice Chancellor Reed to discuss part-time faculty professional development

**Resolutions from Committee in Past Year:** (#, and when passed) (List)

1) Adjunct/Part-time Faculty Survey 4189, 3/11/15
2) Development of Task Force to Examine the Role of Part-time Faculty in the University of Nebraska at Omaha’s Strategic Mission, tbd

**Chairperson for Next Year:**
Suzanne Sollars

F. **Rules Committee:** Senator Stack reported the committee worked on getting final approvals to fill most of the following. The following resolutions were passed by the EC&C and will be sent to the full Senate next week.

1. **RESOLUTION for Membership of 2015-2016 Faculty Senate Standing Committees**

Committee on Academic & Curricular Affairs (6)

- Stu Bernstein (EXT)
- Ken Dick, IS&T
- Laura Grams, A&S
- Jodi Kreiling, A&S
- Holly Miller, CFAM
- Juliette Parnell, A&S

Committee on Educational Resources & Services (6)

- Azad Azadmanesh, IS&T
- Jayaram Betanabhatla, A&S
- Dale Eesley, CBA
- Melissa Cast-Brede, LIB
- Phil Nordness, ED
- Barbara Robins, A&S

Committee on Faculty Personnel & Welfare (6)

- Pauline Brennan, CPACS
- Joy Chao, CFAM
- Bing Shen, EXT
- Griff Elder, A&S
- Moshe Gershovich, A&S
Melanie McGrath, ED

Committee on Goals & Direction (6)
- Patti Carlson, CPACS
- Lyn Holley, CPACS
- Darryll Lewis, BA
- Carol Mitchell, ED
- Elliot Ostler, ED
- Beth Ritter, A&S

Committee on Professional Development (6)
- Travis Adams, A&S
- Russ Nordman, CFAM
- Harvey Siy, IS&T
- Suzanne Sollars, A&S
- Adam Tyma, CFAM
- Vincent Woolf, A&S

Committee on Rules
- Samantha Clinkinbeard, CPACS
- Ziaul Huk, CBA
- Nancy Kelley Gillespie, CPACS
- Paul Landow, A&S
- Amy Morris, CFAM
- David Carter, ED

2. Campus Committees:

RESOLUTION: Campus Committees (a-g)

a. Faculty Senate Liaison to Center for Faculty Excellence Advisory Committee

BE IT RESOLVED that the following faculty member be appointed as Faculty Senate liaison to the Center for Faculty Excellence Advisory Committee, for a one year term, 8/1/15-7/31/16, to replace Senator Stu Bernstein:

Ana Cruz.

b. Education Policy & Advisory Committee (EPAC)

BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/15, through 07/31/18, to the Education Policy & Advisory Committee (EPAC) to replace Dhundy Bastola (IS&T), Nora Hillyer (LIB), and Kerry Beldin (CPACSM) whose terms will be ending 7/31/15:

Kerry Ward, IS&T (to replace Dhundy Bastola);
Katie Bishop, LIB (to replace Nora Hillyer); and
Ann Coyne, CPACS (to replace Kerry Beldin).
c. Judicial Committee

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

   Ethel Williams, to replace Maryrita Dennison;
   Candice Batton, to be reappointed;
   Michael Walker, to replace Scott Vlasek;
   Bob Woody, to replace Andrew Swift.

d. OTICA (Outstanding Teaching & Instructional Creative Activity Award Selection Committee)

BE IT RESOLVED, that the following name be forwarded to Executive Vice President & Provost Linda Pratt as a nominee to fill one two-year appointment (8/1/14 – 7/31/16) as the UNO representative on the Outstanding Teaching and Instructional Creative Activity Award (OTICA) Selection Committee:

   Jody Neathery-Castro, to replace Jessiline Anderson/Peter Wolcott.

e. Parking Advisory Committee

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/15 through 07/31/18, to replace a member whose term is expiring, on the Parking Advisory Committee:

   Steven Torres, to replace Ana Carballal.

f. Professorship Committee

BE IT RESOLVED, that the following two faculty members serve on the Named Professorship Review Committee (Kiewit, Kayser, and Isaacson Professorships) from 8/1/15, through 7/31/16. (The Administration will select one additional member of this committee.)

   Patrice Proulx, to replace Sara Myers;
   Doug Stack, to be reappointed.

g. Wellness Stampede Advisory Committee

BE IT RESOLVED, that the following name go forward as a two-year appointment, from 08/01/15 through 07/31/17, on the Wellness Stampede Advisory Committee, to replace a member whose term has ended:

   Kimberly Schwab, to replace Catherine Chmidling.

3. University Committees:

RESOLUTION: University Committees (a-i)

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

a. **University Committee on Athletics**

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/15, through 07/31/18, to the University Committee on Athletics, to replace Abby Bjornsen, whose term has expired:

Andrea Bass.

b. **University Committee on Excellence in Teaching**

BE IT RESOLVED, that the following faculty members be recommended for service as three-year appointments, from 08/01/15, through 07/31/18, on the University Committee on Excellence in Teaching. (Of the committee, two members should be recipients of the award and one member should be “first year faculty member holding a Ph.D.”) These members will serve staggered terms, and their replacements will be appointed to serve terms that would balance term endings, except for the first year faculty member, who serves one year (08/01/15-07/31/16):

Phani Tej Adidam, BA, (to reappoint)  

AND

Adam Weaver, new faculty holding Ph.D. (to replace Jessica Hagaman)  
(term: 08/01/15-07/31/16).

c. **University Committee on Facilities Planning**

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/15, through 07/31/18, to the University Committee on Facilities Planning:

Suzanne Sollars, to replace Robert Blair.

d. **University Committee on Honors & Awards**

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/15, through 07/31/18, to the University Committee on Honors & Awards, to replace Lisabeth Buchelt, whose term will expire:

Sara Meyers.

e. **University Committee on Library & Learning Resources**

BE IT RESOLVED, that the following names go forward as three-year appointments from 08/01/14, through 07/31/17, to the University Committee on Library and Learning Resources, to replace those completing their terms:

Courtney Fristoe, to be reappointed;
Heidi Blackburn, to replace Jinlan Ni.

f. University Committee on Student Affairs

BE IT RESOLVED: that the following name goes forward as a three year appointment, from 08/01/15 through 07/31/18, on the University Committee on Student Affairs, to replace member who is completing her term:

Karen Weber, to be reappointed.

And

Sheryl McGlamery

To complete Tyce Strawmier’s term to 7/31/16, as she has resigned from the committee.

g. University Committee on Technology Resources & Services

BE IT RESOLVED, that the following three names go forward to the University Committee on Technology Resources & Services, to replace members who are completing their terms, as three-year appointments from 08/01/15 through 07/31/18:

Timi Barone, to replace Stan Wileman;
Gregory Morin, to be reappointed;
Paul Davis, to be reappointed.

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

BE IT RESOLVED, that the following names go forward as three-year appointments, for members completing their terms, from 07/1/15 through 06/30/18 to the University Committee for the Advancement of Teaching (UCAT):

Bob Ottemann, CBA, to be reappointed;
_____________________, ED, to replace Sara Myers;
Leah Pietron, IS&T, to replace Victor Winter;
Jim Shaw, LIB, to replace Robert Nash.

i. UCRCA (University Committee on Research & Creative Activity)

BE IT RESOLVED that the following names go forward as three year appointments, from 08/1/15 through 07/31/18, to replace members who are completing their terms on the UCRCA (University Committee on Research & Creative Activity):

Tom Bragg, A&S, Science (to replace John McCarty);
and,
Dario Ghersi, IS&T, (to replace Haifeng Guo);
Jukka Savolainen, CPACS, (to replace Peter Szto).
4. **President Appointments:**

RESOLUTION: Faculty Senate Presidential Appointments (a-e)

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

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

   BE IT RESOLVED, that the Faculty Senate President appoints the following senator, who is also an AAUP member, as the senate representative for a one year appointment from 05/13/15, through 05/11/16, to the UNO Chapter of AAUP, to replace Avery Mazor, whose term has expired:

   _______________________.

b. **Academic Freedom Coalition of Nebraska (AFCON)**

   BE IT RESOLVED, that the Faculty Senate President appoints the following senator to be the Senate representative for a one year appointment, through May 2016, to replace Claudia Garcia, to the Academic Freedom Coalition of Nebraska (AFCON):

   Jayaram Betanabhatla.

c. **Alumni Association Board of Directors**

   BE IT RESOLVED, that the Faculty Senate President appoints the following UNO alum as the senate representative for one year, 05/13/15, through 05/11/16, to the Alumni Association, Board of Directors, to replace Scott Vlasek, whose term has expired:

   Scott Vlasek, to be reappointed.

d. **Budget Advisory Committee (Faculty Senate Committee)**

   BE IT RESOLVED, the Faculty Senate President has appointed the following faculty member to the Faculty Senate Budget Advisory Committee as a three-year appointment, from August 1, 2015 to July 31, 2018, to replace Michael O’Hara, whose term will expire:

   Craig Maher.

e. **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 from 8/1/15, through 7/31/16:

   _______________________.
V. Other Faculty Senate Committees:

A. Faculty Senate Budget Advisory Committee: Prof. Johnson, O’Hara, Ward

B. Ad Hoc Faculty Senate Strategic Plan Writing Group: Senator Scherer will continue to work on this during the summer.

C. Ad Hoc Faculty Senate-Student Senate Survey of Students Group: Senator Scherer reported the Executive Report of the Student Survey has been completed. Theme, goals, and actions will be completed this summer.

D. 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:
      1. 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.

VI. Non-Senate Committee Reports

A. Center for Faculty Excellence (CFE) Advisory Committee: Nancy Meyer/Senator Bernstein wrote the committee met April 17, 2015.
   Present:
   Stuart Bernstein - Associate Professor, DSAEC – Construction Systems
   Victoria Lentfer – Instructor, Teacher Education
   Carolyn Gascoigne – Professor, Foreign Languages
   Sara Myers – Assistant Professor, HPER
Michelle Rule – Faculty Development Coordinator, Metropolitan Community College  
Holly Miller – Lecturer, Center for Faculty Excellence Faculty Fellow  
Paul Barnes – Assistant Vice Chancellor for Academic and Student Affairs

Paul Barnes opened the meeting by welcoming all individuals followed by introductions.

Committee member, Stuart Bernstein was recognized for his service and contributions to the Center for Faculty Excellence for the 2014-2015 Academic Year.

Holly Miller shared information regarding activities and programs currently offered by the Center for Faculty Excellence. A summary of workshops, training sessions and conferences were distributed to the committee. The Center for Faculty Excellence sponsored or supported 16 workshops with 141 attendees; 11 training sessions with 37 attendees and one conference (UCAT) with 24 attendees for the 2014-2015 Academic Year. Workshop flyers were shared with the committee as well as a complete detailed listing of all events.

Paul Barnes shared the proposed new break-out session format for new full-time and adjunct orientation with the committee. All agreed that this approach may be more beneficial to attendees. Victoria Lentfer suggested that attendees be allowed to select their preferred break-out sessions in advance to ensure that all sessions are attended. If there is no apparent interest in the topic, it will eliminate any speaker discomfort. Folders of information distributed at the new full-time faculty orientation (2014) were shared with the committee. It was agreed that the volume and organization of the information was overwhelming and should be condensed.

Holly Miller reviewed the TABS (Teaching Analysis by Students) process and outlined the transition from paper to ACE (Automated Course Evaluations). Participation in the program continues to increase and it was noted that additional TABS consultants will be recruited for the 2015 fall semester. TABS participation graph for the prior four semesters revealed a 90% growth in number of faculty utilizing the service. Sara Myers commented that several faculty in her department have commented that the TABS program has been extremely helpful to them.

Sara Myers, UCAT (University Committee for the Advancement of Teaching) chairperson outlined the purpose and details of the various grants awarded by the UCAT committee. Committee members were informed that 25 travel grants, 10 materials and curriculum development grants, 3 speaker fund grants and 19 designated conference grants were awarded to faculty during the 2014-2015 academic year.

Sara commented that the new format for the UCAT “Designated Conference” was very successful. In prior years, the available funds allowed UCAT to sponsor just one or two individuals to attend a specific conference. By bringing the speaker to the UNO campus, 24 faculty members had the opportunity to attend. Committee member Stuart Bernstein shared that the conference was very engaging and informative.

Paul Barnes provided an update concerning the CFE Communities of Practice program implemented during the fall 2014 semester. Information distributed revealed that 44 Communities of Practice with 176 individuals are participating in the program. Applicants were required to submit goals and outcomes. It was noted that individuals have requested that the maximum recommended size be increased and adjunct faculty be eligible for the professional development stipend for participation in a Community of Practice. Those recommendations will be implemented for the 2015-2016 academic year. All full-time and adjunct faculty will receive a hard copy of the Community of Practice brochure and FAQ document the week of May 4, 2015.

Recipient photos of the UNO Thank an Educator recognition were shared with committee members.

Positive comments were shared by individuals regarding the program and its efforts.
to promote comradery at the university.

Ideas for 2015-2016 academic year proposed by new Center for Faculty Excellence coordinator, P. Ivan Young were shared with the committee. Victoria Lentfer commented that emphasizing group work in the classroom was important. Sara Myers shared that mentoring and advising students outside the classroom was a concern. Michelle Rule indicated that student engagement was a primary theme at Metro Community College. Committee members were complimentary of the proposed ideas.

Paul Barnes recognized Holly Miller for her exemplary contributions to the Center for Faculty Excellence for the past five years. Center for Faculty Excellence advisory board committee members were thanked for their service for the 2014-2015 academic year.

B. Scholarship By Review Committee: Dr. Adam Weaver wrote that between November 2014 and April 2015, the team met seven times to develop guidelines to assist in our consideration of scholarship provision and to review transcript and application materials of high school students who have applied to attend UNO. Our goal is to extend scholarship opportunities to students who show great potential but who fail to meet criteria for Regents, Chancellors, or Deans Awards.

The guidelines we have developed are as follows:

- **Tier I**: ACT score of 30+ AND top 50% HS rank AND 3.25+ cumulative GPA
- **Tier IIa**: ACT score of 29+ AND top 50% HS rank AND 3.00+ cumulative GPA
- **Tier IIb**: ACT score of 24-25 AND 1st in Class
- **Tier IIIa**: ACT score of 26-28 AND top 50% HS rank AND 3.00+ cumulative GPA
- **Tier IIIb**: ACT score of 24-24 AND top 10% HS rank

A renewable $2,200/year scholarship is offered to students at the Tier I level (similar to the Chancellor’s Award). Students must keep a 3.00 GPA at UNO for the scholarship to be renewed.

A renewable $1,000/year scholarship is offered to students at the Tier II level (similar to the Dean’s Award). Students must keep a 3.00 GPA at UNO for the scholarship to be renewed.

Finally, a nonrenewable $1,000 scholarship is offered to students at the Tier III level.

To date, we have made 143 new scholarship offers for 2015-2016, at the following levels:

- **Tier I** – 5
- **Tier II** – 14
- **Tier III** – 124

If you have any additional questions, please let me know.

C. University-Wide Fringe Benefits Committee: Prof. John Erickson, Jr., wrote the committee met in Lincoln on April 16, 2015, and discussed the following:

1. **Affordable Care Act (ACA) Review 2015 Offering and Eligibility.**
   
   NU went live on January 1 2015, offering the Bronze Plan to temporary workers, student workers and other qualified employees. The plan was offered to 3000 NU employees, mostly Graduate Assistants (GA’s). Of the 3000, 6 eligible employees enrolled. Most Student Workers or GA’s opted for student insurance (which is also ACA compliant), and is seen as “much better” than the Bronze plan. UNO had some increased costs for this because past plans offered to students were less expensive, or UNO paid a smaller portion of the premium.
   
   Adjuncts – if any adjunct instructor taught more than two 3-hour classes then
benefits must be offered, according to IRS rules. 3 adjuncts qualified for this and enrolled.

As part of an employer audit, 400 employees were monitored for hourly work to see if they qualified for benefits. 20 of 400 were benefits eligible.

The current NU plans are ACA qualified, and thus do not affect most current employees.

**1095C Tax Reporting in 2016 for 2015 year**

On January 2016, every employee will receive a 1095C that must be filed with taxes. The 1095C will provide evidence to the IRS that the person(s) filing US income taxes and all dependents were covered by an ACA qualified plan in 2015. Without this the filer’s taxes will be higher.

2. **Long Term Care Insurance** (agenda attachment – pgs. 24-25)

There will possibly a new provider in 2016, pending an on-going RFP process. In March 2015, CNA (the insurance carrier for NU policies) notified NU that they will not be accepting new enrollees after February 2016. There seems to be only 1 provider of note in the market. NU benchmarked with Iowa and Iowa State, who have encountered similar issues with their provider. There are 600 active NU employees. CNA will administer these going forward, but will accept no new applications.

3. **New Employee Benefit Enrollment Process**

NU opted for an online process for enrolling new employees. It is comparable to how NUflex works, and it went live on April 1. NU Benefits is working on enhancements/issues with the new system.

4. **NUFlex Enrollment 2015** (agenda attachment – pgs. 26-32)

   a. UWFBC to act as focus group
   b. Changes from past – simplify and streamline, try to make less confusing
   c. Postcards not necessarily sent to everyone eligible (or did not arrive)
   d. Make emails more clear, action buttons embedded in emails seems to work well (feedback requested here especially) working on better emails
   e. Poster – make sure it is posted in every department.
   f. Completion rates are quite high – system wide above 91% (UNO 89%)
   g. Post enrollment survey – 93% say process was extremely clear or somewhat clear
   h. Text messages or tweets. Should probably be opt-in
   i. Move enrollment period to be November 2 to November 20 (2015 only but maybe more long term) because of major technical upgrade scheduled for December

5. **Campus Representative Input**

   **CHI/Blue Cross Negotiations** –

   As of yesterday the two parties continue to meet. They cautiously optimistic about near term resolution. Network utilization prior to dispute – 99.5% of claims in-network. After dispute – 98.4% of claims in-network. This means that people have switched providers. Kearney still has the biggest problem with this. This is the number one issue in all meetings with BC/BS. Brian Schlicting has continued to meet with other insurance providers.

   **Update on Retirement Plan Committee**

   The committee is moving forward slowly, but has nothing substantive to report at the moment.

6. **Next Meeting – September 24, 2015**

   Please send me any issues or concerns at least 2 weeks in advance so that I can get them on the agenda.
VII. 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 there needs to be 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 & Sollars have gathered information about COPS, which, this year, replaced Teaching Triangles, etc., without much faculty input. 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.

D. Student Photo Directory: Senator Scherer reported that the resolution initiated by Faculty Senate in 2013-2014, (RESOLUTION 4133, 3/12/14: Develop a Photo Roster of Students) this initiative is completed. Thanks to UNO Registrar’s Office, especially to Mark Goldsberry and his team for completing this ambitious undertaking.

E. Faculty/Student Voice in UNO Upper Administration Selection: Senator Scherer reported that UNO Policy now explicitly provides voice for faculty senate and student government representatives in participating in the hiring of UNO Chancellor and UNO Senior Vice Chancellors.

VIII. New Business

President Scherer moved and Senator Woody seconded the following resolutions (B-E). All will be passed to the full Senate next week.

B. Resolution for New Faculty Senate Members:

**BE IT RESOLVED** that Chancellor Christensen, etc., will be notified that the following eleven (11) faculty members have been elected to serve three-year terms from May 13, 2015, through May 9, 2018:

- College of Arts & Sciences (5)  
  Travis Adams  
  Griff Elder  
  Laura Grams  
  Paul Landow  
  Barbara Robins  
- College of Business Administration (0)  
  n/a  
- College of Communication, Fine Arts and Media (2)  
  Russ Nordman  
  Holly Miller  
- College of Education (1)  
  Melanie McGrath  
- College of Information Science & Technology  
  Azad Azadamanesh  
- College of Public Affairs and Community Service (2)  
  Pauline Brennan  
  Samantha Clinkenbeard  
- Criss Library (0)  
  n/a  
- External NU Faculty (0)  
  n/a

C. Resolution to Permanently Replace Criss Library Senator Faculty Senator Cast-Brede

**BE IT RESOLVED** as there is no runner up in the most recent Criss Library election to the UNO Faculty Senate, the following faculty member will replace Senator Melissa Cast-Brede, who is to be a College of Education faculty member, and will resign effective after the May 13, 2015, Faculty Senate meeting. This term ends 5/11/16:

Robert Nash.

D. Resolution to Temporarily Replace New CFAM Faculty Senator Nordman (Fall 2015)

**BE IT RESOLVED** that, from 5/13/15-12/31/2015, the following runner up in the most recent College of Fine Arts, Media, and Communication election to the UNO Faculty Senate, will temporarily replace Senator Russ Nordman, who will be on Paid Professional Leave for Fall 2015:

Barry Ford.

E. Resolutions of Appreciation:
1. Appreciation for Vice President Lyn Holley (President Scherer)
2. Appreciation for Secretary-Treasurer Melissa Cast-Brede (President Scherer)
3. Appreciation for Chairs of the Standing Committees and Chair of Cabinet (President Scherer)
4. Appreciation for President (Vice President Holley)
5. Appreciation for UNO Executive Team

IX. The meeting adjourned at 4:20 p.m. with announcements.

X. Announcements

A. Faculty Senate Mtg: Wednesday, May 13, 2015, 2 p.m., CEC 230/231 (Chancellor to speak) (Changeover meeting)
B. EC&A Mtg: Wednesday, May 20, 2015, 2 p.m., EAB 200 (Chancellor’s Conference Room)
C. EC&C Mtg.: Wednesday, June 3, 2015, EAB (Writing Workshop Annex)
D. Faculty Senate Retreat: Wednesday, August 19, 2015, 8:30 a.m. to 4:30 p.m., Mahoney State Park

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<tr>
<th>2014-2015 Faculty Senate Meetings</th>
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<tr>
<td>(Usually 2nd Wednesday of month; 2 p.m.)</td>
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<tr>
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<td>August 20, 2014 (Retreat)</td>
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<td>September 10: MBSC</td>
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<td>October 8: CEC</td>
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<td>December 10: (Prep Week) Commencement 12/20/14</td>
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<td>March 11: (Spring Break 3/22-3/29/15)</td>
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<td>April 8:</td>
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<td>May 13: (Commencement 5/8 &amp; 5/9/15)</td>
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