2016-2017 Faculty Senate
Minutes

Wednesday, November 9, 2016, 2 p.m., CEC 230/231


Excused: Clinkinbeard, Kreiling

Presentation: Charley Reed, Assoc. Dir. of Media Relations, and Dave Points, UNO’s Emergency Mgr., on the severe weather policy and communications efforts.

I. The meeting was called to order by President Woody at 2:20 p.m.

II. The Minutes of October 12, 2016, were approved as written.

III. Officers’ Reports

A. President’s Report: Senator Woody reported in a letter to all faculty dated November 1, 2016

As has been announced, UNO Chancellor John Christensen is “stepping down” by the end of next June (or thereabouts). University of Nebraska President Hank Bounds has appointed me to serve on the search committee for the next UNO Chancellor. Although details have not been worked out yet, I will soon be meeting with President Bounds and Executive Vice President and Provost Susan Fritz. As appropriate, I will, of course, provide information to the faculty and others about the search. President Bounds welcomes additional nominations for serving on the search committee.

Presumably every UNO faculty member received the memorandum (dated 09/28/16) from University of Nebraska President Hank Bounds regarding freedom of speech. Based on a rationale of academic freedom, pursuit of truth, and First Amendment rights, President Bounds said: “College campuses, as much as any space, must be places where robust, even uncomfortable, debate is welcomed and encouraged”; and he cited the Board of Regents policy that states, “Members of the academic community have the right to extensive latitude in making their opinions known . . . The public exploration and resolution of differing views can be successful only when groups and individuals discuss the issues in forums where the right to disagree, speak freely and be heard is preserved.” In response, the UNO Faculty Senate passed the following resolution: “BE IT RESOLVED that the University of Nebraska at Omaha Faculty Senate affirms and supports President Bounds’ statement, is committed to the preservation of academic freedom, and supports the right of students, faculty, and staff of the University to engage in open dialogue and debate.”

Last May, the Faculty Senate submitted a resolution to the Administration, proposing “the establishment of a Task Force to examine the role of part-time faculty
in UNO’s strategic mission.” It is anticipated that the resolution will be acted upon soon.

Deborah Smith-Howell, Associate Vice Chancellor for Academic and Student Affairs, encourages faculty members to consider applying for one of the awards that is available through the University of Nebraska System and/or UNO. Information is available from her office or Scott Snyder, Associate Vice Chancellor for Research and Creative Activity.

Secretary-Treasurer Dale Eesley (Marketing and Management) arranged for certain administrators and myself to meet with Professor Diane H. B. Welsh (University of North Carolina at Greensboro) on the topic of entrepreneurship in higher education. As you may know, entrepreneurship is intended to promote future benefits, such as knowledge and creativity. There was special emphasis on cross-disciplinary programs. This topic may merit consideration throughout our ranks.

There continue to be opportunities to learn about the forthcoming use of Canvas (i.e. replacing Blackboard fully by the fall of 2018). Additional information about training and other Canvas-related issues can be obtained from Jaclyn Lindburg, Karen Hein, Shelley Shafer, and their associates. Jeremy Van Hof (UNL) reported: faculty required about two to four hours to adapt to Canvas, and students needed about one hour (!); and UNL faculty members have given support for Canvas.

Speaking of IT, the Faculty Senate is considering the existing and planned efforts relevant to cybersecurity. There will be follow-up with Bret R. Blackman, Chief Information Officer.

Along with the Administration, the Faculty Senate is mindful of the ongoing actions relevant to the budget. As mentioned in some of my past reports, the past budgetary support for the University of Nebraska System as a whole and for UNO from the State has been noteworthy. Due to the financial conditions linked to the economy, the Faculty Senate recognizes that challenges, now and in the foreseeable future, will likely require difficult decisions by all concerned. Information on the budget will be presented in my subsequent reports. As you may know, President Bounds sent a letter (dated 10/20/16) to certain administrators requesting “fiscal restraint.”

Recently, the Faculty Senate terms for certain Senators have expired and there are newly elected incoming Senators. To the former, I wish to express great appreciation for their service. Much more time, energy, and knowledge are required than is commonly known. To the new Senators, I say, welcome and your commitment to service reflects well on your commitment to professionalism.

The foregoing said, on December 14th, the Faculty Senate will vote for a current Senator to serve as President-Elect, to begin the role of President in May, 2017. According to the Bylaws of the Board of Regents, after my two years, I am required to cycle off, for at least a year. Yes, when eligible again, I will likely seek to be nominated for re-election to the Faculty Senate. Although it is time consuming, I sense being rewarded for contributing to the development of UNO. I say this to encourage every faculty member to consider being nominated for UNO committees of any kind.

B. Secretary/Treasurer Report: Senator Eesley reported

1. EC&A met October 19, 2016.
   Senators: Dale Eesley, Laura Grams, Robert Nash, Elliot Ostler, Robert Woody
Administrators: Chancellor Christensen, VC William Conley, AVC Deborah Smith-Howell, Jill Russell

Chancellor Christensen remarks:

Chancellor Christensen feels that the state government has a view that the university doesn’t need additional state funds. VC Conley said that the Governor is threatening to reduce this year’s budget, which is unprecedented. He also thinks next year will be tough as well. The election could also have an impact. We will know more in just a couple weeks. The state has a large rainy day fund that might supplement the 42M the state is down. However, the governor may have different plans, such as tax reductions, to use the funds for.

Chancellor Search: Information coming out shortly from President Bounds asking for input from faculty senate. He expects to have someone selected by March. FS President Woody will be on the search committee. He believes the process will ask for extensive input from the UNO community.

FS President Woody:
a. Resolution 4200, 5/13/15: Development of Task Force to Examine the Role of Part-time Faculty in the University of Nebraska at Omaha’s Strategic Mission

   The slow rate of action by administration was noted. AVC Deborah Smith Howell asked if admin should form the task force or FS. She will take that back to BJ. (A Task Force has since been formed.)

b. Regulated Data: Chancellor Christensen went through the process with Rod Marken to review system security. They need to protect information for students. Delay due to getting the process in place. We should invite Brett Blackman to discuss. The 4 campuses have discussed this. Faculty can send their questions and concerns to Brett.

   Woody asked FS VP Grams to set up meetings with Blackman.

c. Exam Scanning by ITS. AVC Deborah Smith Howell will address it.

d. Alcohol policy: AVC Smith-Howell sent to the campus lawyer. Off campus events such as a flyer for an off campus get together was not viewed as a university event. He believes he has answered the question in his previous statement. (Consider this issue closed and discharged.)

e. HPER Fees: AVC Smith-Howell will investigate the legal issue of faculty being able to receive a discounted rate. This was turned over to Dan Shipp. He met with Joe Kominski regarding this. Because faculty have other options, if an institution has the opportunity to subsidize, it would need to be a wellness program. This goes to the system level, and doesn’t work when one campus resists the efforts of another. VC Dan Shipp feels that there is no legal issue here. The question remains of fairness and cost. (Consider this issue closed and discharged. The only option would be through a Wellness Program.)

2016-2017 Resolution Action Table
(Resolution Pending and Current Resolutions)

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<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
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<td>10/12/16</td>
<td>Professional Conduct Committee</td>
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<td>4276</td>
<td>10/12/16</td>
<td>Academic Freedom &amp; Tenure Committee</td>
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2. **Treasurer’s Report:** Senator Eesley gave the October 2016 Budget Report.

IV. **Executive Committee Report:** Senator Grams reported

A. **Thank You:** President Bounds sent a note to the UNO Faculty Senate.

   *October 21, 2016*

   Dear President Woody,

   I wanted to take this opportunity to thank you and the UNO Faculty Senate for passing Resolution 4274 earlier this month. As you know, not everyone agrees with my position, but I am grateful for your support and your commitment to the preservation of academic freedom and free speech.

   Sincerely,

   Hank M. Bounds

   President

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B. **RESOLUTION:** Senator Grams moved the following resolution for the Executive Committee & Cabinet. It passed.

RESOLUTION 4278, 11/9/16 for Replacement A&S Senator:

BE IT RESOLVED that due to health matters Senator Moshe Gershovich resigned from the Faculty Senate in August 2016 and Jessiline Anderson will replace him as of 10/19/16.

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PENDING

A. **Final Task Force for Course Evaluations:** There does not seem to be any more interest in this issue, so the EC&C dismissed it 11/2/16.

B. **Grading Policy Change for “F” “FW” Grades and Verification of Attendance:**

   (Policy draft 11/02/15 by Financial Support and Scholarships Office, updated 11/15/15.) (Fall 2016 w/ Senator Grams and Executive Committee)

   - And verification of attendance.
C. **Regulated Data:** Bret Blackman is working on records retention. (to EC&A agenda 10/2016)

D. **Summer Work:** The EC&C asked that the matter of service in summer months be added to the September EC&A agenda to start discussion with administration. Most faculty have 9-month/academic year contract, so on-going service on university committees, task forces, etc. which meet during the summer months is, as yet, unpaid. (See also FP&W committee working on aspects, 8/17/16.)

E. **Final Exams** *(discharged by EC&C 11/2/16)*

(Received 9/30/16)

Greetings,

Please pass this message along to all Faculty and Staff in your College:

Based on feedback from faculty, and in collaboration with Dr. Deb Smith-Howell, Associate Vice Chancellor, College Deans, and the Faculty Senate, the Fall 2016 Final Exam Schedule has been adjusted. The changes to the schedule serve two purposes – to ensure that every class time has a Final Exam time listed on the schedule, and to eliminate as many conflicting exams as possible. Please review the adjusted Final Exam Schedule on the Office of the University Registrar website: [http://www.unomaha.edu/registrar/students/after-enrollment/final-exam.php](http://www.unomaha.edu/registrar/students/after-enrollment/final-exam.php). If you have questions about your exam time, we would be happy to help you.

Thank you,

Allison

**Allison Junker | Associate Registrar**

Office of the University Registrar

V. **Standing Committee Reports**

A. **Committee on Educational Resources & Services:** Senator Eesley reported the Committee met October 26th, 2016.

Senators Eesley, Nordness, Azadmanesh, Robins

Guests: Dr. Tej Adidam, Director of CBA Center for International Business

The committee reviewed the Global Risk Management Policy proposal. We invited Dr. Tej Adidam, the Director of the CBA Center for International Business to give us his expert opinion. Dr. Adidam was involved in earlier drafts of the document. He felt it was a good proposal overall. In particular, he highly endorsed the utilization of iNext by UNO.

Dr. Adidam disagreed with the requirement for using Travel and Transport for international travel and gave several examples of difficulties he has encountered when taking groups on international trips.

The next meeting of the ER&S will have Anne Heimann, from UNO Accessibility Services Center attend our next meeting to discuss disability letters and related topics.

**PENDING:**

1. **Class Scheduling/Classroom Space (including “homeless classes”)** (to ER&S, 10/14/15)

2. **Blackboard/Canvas** (to ER&S 8/17/16) There were questions about a possible move to Canvas from Blackboard, and the testing process of Canvas. Karen Hein will be invited to discuss FCE/API and matters related to the discussion of adopting Canvas vs. Blackboard. ER&S will also invite a Canvas expert from UNL, such as the UNL Faculty Senate President, and Bret Blackman,
Chief Information Office, Information Services to discuss the topic further.

- **Request for Blackboard Information to be Retained:** (to ER&S 11/2/16)
  Email Received 11/1/16:
  
  I suggest we consider asking that “gradebook” information be retained on Blackboard (and Canvas if we switch) for 3 years. It is currently saved for 2 years (6 semesters including summer semesters). Faculty are “strongly encouraged” to save grade information for 3 years. The online gradebook included in Blackboard is a convenient and secure location to have the information stored. Yes, we can download the information and save it, but then we need to worry about keeping it secure to comply with privacy laws and policies, whereas it is already secure on Blackboard.

3. **Disability Letters, etc.** (to ER&S 8/17/16) To reorganize how disability letters are sent out. Rather than one letter per student have one letter listing students for each faculty member. There should be a follow-up with information/instructions so faculty know how to apply accommodations.

4. **Digital Measures Update w/Candice Batton:** (to ER&S 11/3/16)

5. **Speaker for International Programs:** 12/14/16 or 1/11/17 Faculty Senate Mtg.?

   Sent to Educational Resources & Services Committee to decide if a presentation is necessary or if this information can be put in writing and sent to the Senators (11/2/16).

B. **Committee on Faculty Personnel and Welfare:** Senator Elder reported the Committee met on Wednesday Oct 26th.

   Present: John Noble, Pauline Brennan, Barry Ford, Griff Elder.
   Absent: Marshall Prisbell, Bing Chen.

   We drafted a resolution regarding compensation for service on grievance committees during non-contract hours, with email input from Marshall and Bing. Important: At this point, the resolution is still in committee. We are planning now to get AAUP input. If the Executive Committee has any suggestions, we would appreciate hearing them. We'll incorporate the input during our Nov 30 meeting. We hope to have a polished resolution available for the full senate to consider in December.

**PENDING:**

1. **UNO Constituency Safety & Well-being:** (in Faculty Personnel & Welfare, 5/15)

   Senator Scherer reported better education, coordination and communication of information to all constituencies on how to facilitate the health, safety and well-being of ALL of its constituents:

   a. Student Safety Website—very impressive but would like to see a Faculty and Staff Safety website

   b. Confusion on resources for faculty staff (Ombudsmen, EAP person, counseling, Behavioral Review Team, etc.). What information is confidential? What is not? Where to go?

   c. 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)?

   - On 10/12/16 this topic will be postponed until March 2017.

2. **Green Card Green Card expenses for international hires.**
• We have decided to postpone this issue until January when Joy Chao comes off of FDF and returns to the committee. We need her experience to help us understand this topic.

3. **Summer Creep/Summer compensation** (8/17/16 to FP&W; other aspects to A&CA and EC&C) Request compensation for 9-month faculty involved in governance (e.g. Faculty Senate Committee chairs, members of judicial committees: AF&T, FG, PC) when required to serve during the summer. Committee will collect and prioritize list.

• **Resolutions will be formulated for November EC&C meeting.**

4. **Wellness Initiative** concerning HPER fees and possible consultant. (8/17/16 goal of FP&W)

5. **Bias Assessment Response Team**
   - Sent to the Faculty Personnel & Welfare Committee to see how the Faculty Senate can assist 11/2/16).

C. **Committee on Goals and Directions:** Senator Ostler reported the Committee met October 26, 2016.
   - In Attendance: Amy Anderson, Maria Arbelaez, Brad Bereitschaft, Dan Hawkins, Elliott Ostler, Richard Stacy
   
   The Committee met to discuss Liaison assignments to the university committees, and review the process for updating reports through the Faculty Senate website. The process of contacting university committees is now underway and reports should begin to appear electronically over the next few months. It was noted that many of the university committees only meet 1-3 times annually, and thus, may not yet have a chair (or contact) selected. As a result, F.S. Liaisons will wait for the most appropriate time to make contact for the various committees. Further, as a next step toward a more focused engagement, the G&D Committee is hoping to make contact with Deborah Smith-Howell to get additional details about the work of the Strategic Planning Steering Committee so a more efficient agenda can be established for our future work.

**Pending:**

1. **Facilities Planning & Faculty Representation** (Sent to G&D 2/10/16)
   - As important and continuous decisions are made regarding facilities and facilities planning on campus, we would like to see more faculty involvement in these plans, and be allowed frequent opportunities to engage in discussion with administration about facilities planning. The one committee the Faculty Senate is aware of is the University Committee on Facilities Planning, which meets once a year. The University Committee on Technology Resources, Services & Planning meets more frequently, but its primary focus is on the technology needs of the campus.

2. **Ad-Hoc Survey Group (both Faculty & Student) - Ongoing:** Sent to G & D on 5/4/16.

3. **Ad-Hoc Faculty Senate Strategic Plan Writing Group:** Sent to G&D on 5/4/16.

4. **Unit Based Recruiting:** Units/faculty being involved in recruiting at unit level. Sent to G&D 8/17/16)

D. **Committee on Professional Development:** Senator Adams reported the Committee met October 26th with Russ Nordman, Vincent Woolf, Victor Winter, Julia Boron,
Jinlan Ni, and Travis Adams (all present!!).

We discussed the challenge with getting someone from NARI to speak with us and decided it remains of interest to us to get more information about this potential resource. We will follow up with Scott Snyder to have him meet with us in January or February.

The committee revisited the concern about intellectual property. Senator Winter elaborated on his concerns and experiences. What surfaced was that there are two interconnected issues. One is about limits on earnings during summer months and at other times, the other is about who (faculty or institution) owns intellectual property. As a committee we are concerned that policies about both issues are unclear and seem to be enacted inconsistently. We will proceed by gathering as much policy language as we can find, analyzing those documents for points of confusion/conflict, and decide in our November meeting what course of action to take, including inviting clarification or a meeting with administrators, drafting a resolution for senate, or creating a memo/pamphlet that clarifies the policies.

We also discussed the Faculty Development Leave Policy, comparing documents members had reviewed for the meeting. At this time, it seems great control over the selection of who gets FDL falls to chairs/deans, while some departments/colleges have committees. We have yet to find documentation from colleges/departments that specifically clarify the policy beyond what is available on the College of Arts & Sciences website and a UNO/Regents policy that was last updated in 1994. Questions were raised about how many FDL are available each year, if they are distributed evenly across colleges, if all of them are used, etc. We will continue collecting and comparing policies and language, and at our November meeting will decide on next steps, with an overall goal of making this process as transparent and predictable as possible.

**PENDING:**

1. **October 2016:** We are interested to learn more about the newly formed Nebraska Applied Research Institute and how the institute supports faculty research across disciplines (or if it is particularly focused on select disciplines/lines of inquiry)
2. **October 2016:** Given a growing number of questions and concerns about Faculty Professional Development Leave policies/procedures, our committee will be gathering information (policies/procedures) at all levels (regents, university, colleges, departments) and comparing those documents in order to explore questions, including:
   a. Can faculty get a full year of leave if waiting until 12 years of service instead of at 6 years?
   b. What are the earning restrictions while on leave (sabbatical)?
   c. What documents govern how leave is prioritized/awarded?
   d. What are the criteria for leave across colleges/departments? How consistent are these?
   e. Who all reviews and/or weighs in on these decisions?
   f. What language does the AAUP contract have regarding leave/sabbatical?
3. **October 2016:** Concerns have been raised about the ownership of research/creative activity/intellectual property, particularly with regard to software, but we are exploring this issue broadly, with the following questions:
   a. What policies/practices describe intellectual property?
b. How does ownership of intellectual property work with “new” technologies, like the Digital Commons?

c. How or to what extend are royalties/fees received from books, research, or creative activities impacted?

[Because Victor Winter raised this issue but was not at our meeting, we are asking him to speak more about this at our next meeting. Depending on where this goes, we may need to talk with administrators from a range of offices as well as the Dean of the Library]

E. Committee on Rules: Senator Nash reported the Committee met on October 26.

Present: Samantha Clinkinbeard, Bob Nash, Kathy Peterson.

Absent: Paul Landow (excused), Jeremy Johnson (excused), Wei Rowe.

The Committee is working on a process to include nominee information for campus-wide elections, and plans to have a recommendation in time for the December 7 meeting of EC&C.

PENDING:

1. **Develop a process** to include information on nominees, for any committee where election is by an all-faculty vote. (Sent to Rules 10/12/16)

F. Committee on Academic & Curricular Affairs: Senator Miller reported the Committee met at the Criss Library on October 26, 2016.

Present: Ken Dick, Laura Grams, Stu Bernstein, Burch Kealey and Holly Miller

Absent: Jodi Kreiling (on leave)

The agenda for this meeting had a single item – continue work on the UNO Academic Integrity Procedures and Policy. Laura provided an updated version of the document that included the revisions and additions from the September A & CA meeting. Senator Miller shared information received from Phil Covington that articulates the UNO records policy and information from Candice Batton with the NUBOR policy on student records retention. Burch researched honor code/academic integrity policies at several other universities (University of Nebraska at Lincoln, University of California - San Diego and Texas State) and shared his findings. The committee members discussed the policy at length, focusing on the following:

- A faculty members’ freedom to resolve concerns with students
- The mediation process involving the Department Chair/School Director
- Balancing faculty responsibilities and student rights
- Student’s option to accept the penalty and stop the process
- Reporting requirements
- The appeal process – with a focus on consistency & fairness

To prepare for the A&CA November meeting committee members will solicit current college grade appeal policies, Burch will email links to other universities policies discussed today and Laura volunteered to create a flow chart for clarification of the UNO Academic Integrity Procedures and Policy.

PENDING:

1. **Request for Faculty Working Committee** for Definition/Discussion of Student Academic Integrity (from Candice Batton) (to AC&A 1/6/16) *(Discharged 11/2/16 by EC&C)*

2. **Review of Center for Human Rights** (to A&CA 11/1/16)
VI. Non-Senate Committee Reports

A. University Committee for the Advancement of Teaching (UCAT)
   The Committee met October 28, 2016.
   Members present: Brian McKevitt, Jack Zerbe, Jooho Lee, Claudia Rauter, Mike Messerole, Jim Shaw, guest Karen Hein, guest Candice Batton.
   Committee member, Mike Messerole chaired the meeting in the absence of Leah Pietron.
   Travel Grants:
   - Heidi Blackburn Approved
   - Melanie Bloom Approved
   - Shari Deveney Approved
   - Derrick Fox Approved
   - Suzanne Sollars Approved
   - Peter Szto Not Approved
   - Anne Karabon Approved
   - Lisa Sandlin Revisions Approved

   Following some discussion regarding the re-allocation of funds from the Designated Conference fund to the Speaker Grant fund, Jack Zerbe moved to re-allocate $1,000 from DC to Speaker Grant funding. Jim Shaw seconded the motion. It was voted on and approved.

   Committee members discussed each Speaker Grant application in detail and agreed on the following awards:
   - A&S (Darr) Not Funded
   - S&T (Hall) Funded for $600 ($690 Requested)
   - A&S (MacArthur) Funded for $300 ($1,000 Requested)
   - A&S (Nelson) Funded for $800 ($880 Requested)
   - CPACS (Masters) Funded for $300 ($600 Requested)
   - COE (Yentes) Not Funded

VII. New Business

A. Faculty Senate President-Elect Candidates
   A list of senators eligible to be nominated and elected President-Elect at the December 14, 2016, full Senate meeting was distributed.

VIII. The meeting adjourned at 2:40 p.m. with announcements.

IX. Announcements

A. EC&A Mtg: Wednesday, November 16, 2016, 2 p.m., EAB 200
B. EC&C Mtg: Wednesday, December 7, 2016, 2 p.m., ASH 196
C. UNO Holiday Open House: Wednesday, December 7, 2016, 3-5 p.m., MBSC
D. Faculty Senate Mtg: Wednesday, December 14, 2016, CEC 230/231

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<td>November 2</td>
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<td>December 7 (Prep Week 12/5-10/2016)</td>
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