Wednesday, February 10, 2016, 2 p.m., CEC 231


Excused: Bai

Absent: Betanabhatla

Hank Robinson, Director of Institutional Effectiveness, gave a brief presentation on student retention.

I. The meeting was Called to Order by President Woody at 2:03 p.m.

II. The Minutes of December 9, 2015 were approved as submitted. (The January 2016 meeting was cancelled due to President Obama’s visit.)

III. Officers’ Reports

A. President’s Report: Senator Woody reported

1. President’s Report to Faculty: Sent February 1, 2016
   
   UNO Faculty Colleagues: The winter wind and chill have not slowed the activities of your Faculty Senate. However, the visit by President Obama required canceling the January meeting of the full Faculty Senate.

   There have been continued face-to-face meetings with various UNO administrators. Appreciation is expressed for the availability and communications of members of the administration (without exception), including the Chancellor and the Senior Vice Chancellor. The result is clear. Unlike some other universities around the Country, I believe that UNO is blessed with effective organizational relationships. For example, if there is any sort of question or seeming problem, a collaborative solution is found.

   At end of the Fall Semester, every faculty member was required to start keeping attendance and reporting active involvement in every class (note previous comments and emails from various sources about the F and FW process). Within the Faculty Senate, there is concern about the seeming lack of faculty involvement in the decision-making about the FW policy (the Board of Regents Bylaws (2.12.1) support the Faculty Senate’s having the responsibility to “Act on academic matters that affect more than one college”). Vice President Laura W. Grams is monitoring this matter. If you need further clarification, you may contact the Office of the Registrar.
There is a resolution being considered that would address the issue of firearms on campus, but it has not yet been considered by the whole Faculty Senate; it is on February 10th agenda. Initially, the issue was proposed to provide a viewpoint in anticipation of a potential Unicameral bill dealing with on-campus firearms, including for persons with a State-issued Concealed Carry Permit.

Over the past several months, the Faculty Senate Executive Committee has talked with members of the administration about parking, shuttle service, grading and appeals, general classroom space, smoking, alcohol and illegal drugs, adjunct instructors, ombudsmanship, salary compression, firearms on campus, awareness of the role of the “academy,” public safety, recruitment and retention, and other topics.

The Faculty Senate recognizes and is supporting the “20,000 by 2020” objective. Said simply, this enrollment goal is a motivating force. For strategies for organizational growth, I intend to advocate consideration of diversity, access and inclusion as possible modalities.

A continuing underlying theme (which dates back several years) is “shared governance.” I am pleased that the administration has, in my opinion, been open-minded about keeping the Faculty Senate informed and involved, and welcomes input accordingly.

Notwithstanding the comments in the preceding paragraph, there has been delay in getting feedback from other sources that need to provide information or viewpoints. Some of these sources have been (said politely) a bit tardy in responding (yes, it is sometimes frustrating). Our administration has given assurances that it will follow up.

On behalf of the UNO Faculty Senate, we hope this Spring Semester will be a positive one for you.

2. **President’s Report to Faculty:** January 5, 2016

Yes, it is the advent of the 2016 Spring Semester. On behalf of the UNO Faculty Senate, I want to convey our commitment to strengthening the faculty, administration, staff, students, and others. Given the problems around the globe, it seems appropriate to suggest that we all should seek to use the “faculty voice” to make contributions well beyond the campus, namely throughout our beloved State of Nebraska and, indeed, globally.

On January 6th, the Nebraska Unicameral resumes its work, with the term lasting until April 20th. In this short legislative period, it is, of course, highly important that UNO in general and the faculty in specific seek to clarify and advocate advances that are needed to benefit all constituencies. For some folks, it may be a challenge to balance overall public good with personal preferences. Certainly as a faculty rooted in scholarship, it is necessary to craft messages that reflect academic objectivity and authority. In practical terms, all of us, individually and collectively, should consider communicating ideas to relevant sources. Said simply, it is a time for teamwork.

There are clear-cut signs that the bond between the UNO faculty and administration is strong. Assuredly, this unity will provide critical information and guidance to the Board of Regents and the Nebraska Legislature and will garner public support for our mission.

The Faculty Senate continues to deal with numerous ongoing issues, including: alcohol and illicit drug policies, emeritus status, F and FW grading, background checks, the Office of the Ombudsperson, best practices with adjuncts,
safety and well-being, disabilities, parking, salary compression, inadequate classroom space (and related scheduling problems), and free expression on campus. The ever-increasing number of administrative staff has introduced the need to assure that everyone understands the shared governance between the faculty and the administration, as set forth in the Bylaws of the Board of Regents.

Finally, I was honored that the Faculty Senate, at its December 9th meeting, elected me to continue to serve as President until May, 2017. In the meantime, I pledge to pursue effectiveness within the Faculty Senate and keep you informed. I always welcome feedback from faculty, administrators, staff, students, and the community.

3. **NU System Issues:** Hank Robinson, Director, Office of Institutional Effectiveness, spoke on underemployment issues in the Omaha metro.

4. **Internal UNO Campus Issues:**

   a. **Request from Faculty Member:**

      I believe the university needs to re-evaluate how it asks faculty leaders of study abroad trips, etc., to cover the costs for their students. The standard protocol is that the faculty member pays for expenses out of pocket and is reimbursed. The faculty member, who is doing the university a service, should not be required to take on such a burden.

      This issue was sent to the Faculty Personnel & Welfare Committee, and will also be on next week’s EC&A agenda.

B. **Vice President’s Report:** Senator Grams reported

1. **EC&A Meeting:** January 20, 2016

   Present: Christensen, Conley, Grams, Nash, Reed, Shipp, Smith-Howell, Sollars, Woody

   Chancellor Christensen opened the meeting with a summary of information related to President Obama’s recent visit to the UNO campus.

   The Alcohol and Illicit Drugs Policies are presently awaiting action from Varner Hall as they are presently being considered as a systems issue. President Woody reported that the Faculty Senate presidents from the four NU campuses have discussed this issue and would like to see a consistent policy across campuses with appropriate exceptions for unique situations.

   President Bounds had advised delaying a formal resolution concerning Guns on Campus until after further interaction with Nebraska State Legislators. One question is whether the Legislature might take the lead on reaffirming their prior commitments on this issue. Christensen will ask some of his own contacts about it; reporting back to the Faculty Senate is not expected until late February/early March.

   The UNO administration position on the Emeritus Status policies is generally that each College has control of this process in a manner similar to RPT guidelines. As long as College policy agrees with and is not less stringent than university-wide policy determined by Board of Regents Bylaws, they may adjust their own policies at the College level as they see fit. A copy of all College policies has been obtained.

   Woody recommended a standard legal review of individual College
Bylaws in the 2016 legal context, given that some policies may be outdated or language may require adjustment.

Assoc VC Smith-Howell discussed the process for filling openings on NU Awards committees.

Positive feedback concerning the administration’s handling of a few parking issues was conveyed. Requests to change the structure of offerings or parking fees for adjuncts should continue to be addressed to the Parking committee, which has faculty representatives. The use of license plate recognition is being investigated as a possible future option.

President Bounds has made adjunct issues part of his agenda and SVC Reed will mention this topic at his meeting with Chief Academic Officers. Faculty are interested in learning what others in the system and other urban universities are doing with respect to adjunct issues. No further response has been received from NU central admin on this topic yet.

Concerns about the policy, procedures, communication, and decisions related to the F/FW grading option were discussed. Administrators noted the significance of the federal reporting requirement but acknowledged both communication problems and other faculty concerns. SVC Reed noted that this topic is “really in a faculty member’s back yard” and that he could see why such matters are considered a “faculty prerogative” from the faculty’s perspective. He promised an effort to do better on such matters. One suggestion agreed to was to copy emails for Chairs and Directors to the Faculty Senate to improve communication, since sending information to Chairs and Deans is no guarantee that it will reach the rest of the faculty or the Faculty Senate. The “last known date of attendance” issue was communicated earlier in Fall semester 2015 but the F/FW change was not communicated at all until later in November. VP Grams noted that administrators who had developed the F/FW policy had incorporated changes suggested by the Faculty Senate in that policy. The several open questions related to policy and procedures for data collection and retention, short-term faculty, and online courses will continue to be discussed between the Faculty Senate and that group. Relevant portions of the Board of Regents ByLaws were included in the Agenda and the Faculty Senate position that F/FW is one of the “academic matters that affect more than one college” was noted.

The entrance repairs at MBSC should be resolved by mid-February, obviating further need for the wooden stairs on the South side of the building.

No legal opinion has been received from central administration concerning the Ombudsperson issue. Pres. Woody suggested asking for a legal opinion from the State Atty General; SVC Reed noted that such an opinion would not be as meaningful as actual litigation in federal court. Given an apparent difference of opinion between the national ombudspersons organization and legal experts UNO has consulted concerning Title IX interpretation, the UNO administration will go with the legal opinions they have heard so far.

A policy restricting smoking on the UNO campus has been developed and is available at: http://www.unomaha.edu/about-uno/policies/smoke-and-tobacco-free-campus.php. The Faculty Senate is invited to send a representative to join this Task Force. Vaping will be banned like other forms of smoking; smoking in a closed car parked on campus is also prohibited. Exceptions and other details may be found on the web page. The Task Force probably meets again in February.

A campus facilities planning Master Plan is developed every five to six years in accordance with the BOR procedures. A Technology Resources and
Services Committee exists.

VC Shipp is preparing a list of needs related to 20K enrollment in 2020, to be presented to President Bounds. Since faculty might have some interesting ideas about this topic, perhaps the Faculty Senate should ask VC Shipp to discuss the report with the Senate.

AVC Smith-Howell reports that a Director of General Education and Dual Enrollment will be hired soon; five candidates will visit the campus in the first week of February.

SVC Reed reported on developments with International Programs (retitled from the former International Studies and Programs). A search firm will be employed to help locate candidates for a Senior Director. Search firms cost money, Reed noted, but recent experience has indicated overall cost savings in the long run due to a greater likelihood of finding an appropriate candidate. Study Abroad, Afghan Studies, and ILUNO/IPD along with some student services will continue to be housed in International Programs, while some other elements including international Admissions and some e.g. visa issues will be handled in other offices going forward. It is hoped that ILUNO/IPD may become a pipeline to other degrees. IP will be under the College of Arts and Sciences. A useful course inventory and report has been developed as part of an effort to enhance the academic profile of IP.

SVC Reed mentioned a need to gather, house, and display materials related to Omaha’s Sister Cities (and in some instances, UNO’s sister universities in those cities).

The new library Dean, David Richards, has started at UNO.

Chancellor Christensen and SVC Reed discussed the possibility of funding for “Bridge” scholarships for students moving from Metro to UNO. They also discussed general underemployment of the work force issues in the Omaha metro (i.e. UNO is helping prepare a better educated workforce but it’s not clear our students are obtaining jobs that fully utilize their training or offer the kind of pay and opportunities commensurable with what they would receive in other places). The Director of IE, Hank Robinson, has detailed information about this problem and could be invited to share this with faculty at a future Faculty Senate meeting.

### 2015-2016 Resolution Action Table

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<tr>
<th>Res.#</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
<th>Sent for Senate Action</th>
<th>Denied</th>
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<tr>
<td>4235</td>
<td>12/9/15</td>
<td>Temporary CPACS Replacement Senator</td>
<td>1/20/16</td>
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<td>Acknowledged</td>
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<td>4234</td>
<td>11/11/15</td>
<td>Global Risk Management Task Force</td>
<td>1/20/16</td>
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**TO BE FOLLOWED UP**

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<th>Res.#</th>
<th>Date Senate Passed</th>
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<th>Final Action/Resolved</th>
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| 4188  | 3/11/15            | Revise and Separate Alcohol and Illicit Drugs Policies  | 3/18/15     | • Chancellor supports & will write a response  
• Chanc. sent to VC |
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<th>Resolution</th>
<th>Date</th>
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<tr>
<td>4074</td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
<td>2/18/13</td>
<td>Not supported. As with Resolution 4073, which I opposed, in part, because of its reference to all NU campuses, I also believe this to be a safety issue for which we have legal and fiduciary responsibility. In summary, the absence of some form of background checks for persons employed on campus seems in opposition to best practices.</td>
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<tr>
<td>4054</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>
<td>The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.* (UNO Faculty Senate is not satisfied with this response.)</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 & OLDFAHER, L.L.P.;
1125 S.103rd Street, Suite 600; Omaha, Nebraska 68154; Phone 402.397.1700/Fax 402.397.1806

C. Treasurer’s Report: Senator Eesley gave the December 2015 and January 2016 Budget report.

Pending:
1. UNK Budget Process/Faculty Role: (On 2/3/16, Secretary-Treasurer Eesley was asked to relay to Daryl Kelley, President of UNK Faculty Senate, details of our Faculty Senate Budget Advisory Committee.)

I would like to get your advice on participating in budget discussions. We approached Chancellor Kristensen with the idea that faculty would like to have a role, early on, in the budget process. He recently stated that with the new VC of Finance and Business, the faculty would participate in the budget process and he saw our role as “awareness and advocacy.” I will need to help shape the role of faculty in the process and would seek your wisdom on how to proceed.

IV. Executive Committee Report: Senator Grams

A. MavCard Bus Pass for Faculty has been resolved and advertised.

B. RESOLUTION 4236, 2/10/16: Newly Elected Faculty Senators

BE IT RESOLVED that Chancellor Christensen, etc., will be notified that the following fourteen (14) faculty members have been elected to serve three-year terms from May 11, 2016 – May 8, 2019:

College of Arts & Sciences (3) Maria Arbelaez
Bradley Bereitschaft
Daniel Hawkins

College of Business Administration (3) Burch Kealey
Jinlan Ni
Wei Rowe

College of Communication, Fine Arts and Media (2) Jeremy Johnson
Marshall Prisbell

College of Education (2) Kathy Peterson
Bridget Franks

College of Information Science & Technology (1) Victor Winter
C. RESOLUTION 4237, 2/10/16: Temporarily Replace A&S Faculty Senator Gershovich (Spring 2016)

BE IT RESOLVED as there is no runner up in the most recent A&S election to the UNO Faculty Senate, the remaining A&S senators have caucused and chosen the following faculty member who will temporarily replace Senator Moshe Gershovich, who, due to health problems, will be unable to serve in Spring 2016:

Daniel Hawkins.

This resolution passed.

D. RESOLUTION 4238, 2/10/16: Replace CBA Faculty Senator Huq (Spring 2016)

BE IT RESOLVED as there is no runner up in the most recent CBA election to the UNO Faculty Senate, the remaining CBA senators have caucused and chosen the following faculty member who will replace Senator Ziaul Huq, who is on PPL for Spring 2016, and whose term will end May 11, 2016:

Phani Tej Adidam.

This resolution passed.

E. 20,000 by 2020 at UNO:

The Goals & Directions Committee was tasked to get more information about how this will be accomplished.

F. On-line World Wide:

At the most recent Board of Regents meeting a general budget was presented regarding On-line World Wide. The Executive Committee will follow up by requesting budget specifics related to UNO. It was also requested that this issue be on the next EC&A agenda.

G. RESOLUTION 4242, 2/10/16: Smoking Task Force Replacement

Senator Nordness moved and Senator Holley seconded the following resolution:

BE IT RESOLVED that the following faculty member will replace Lisa
Scherer on the Smoking Task Force:

Beth Ritter.

This resolution passed.

PENDING:
A. Grading Policy Change for “F” “FW” Grades (Policy draft 11/02/15 by Financial Support and Scholarships Office, updated 11/15/15.) Senator Grams

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Kreiling reported

The committee on Academic and Curricular Affairs met on Wednesday, January 27, 2016 in the Criss Library. Those in attendance were: Jodi Kreiling, Laura Grams, Ken Dick, Stuart Bernstein, Juliette Parnell, and Holly Miller. Assistant Vice Chancellor Deb Smith-Howell and Dr. Julie Masters (Chair of Gerontology) were in attendance for the first part of the meeting to field any questions/concerns about the PhD in Gerontology proposal being discussed at the meeting.

After a brief period of discussion, the committee voted unanimously to approve the PhD program and wrote the following resolution to bring forward to the full Faculty Senate in the February meeting.

RESOLUTION 4239, 2/10/16: Acceptance of the Doctor of Philosophy in Gerontology Proposal

WHEREAS the proposed program already has the majority of its faculty and resources in place, leading to a very modest proposed budget; and

WHEREAS the proposed program is unique nationally, will address the needs of a rapidly growing field and will make UNO's program the 13th gerontology PhD program in the United States; and

WHEREAS UNO faculty already contribute the vast majority of the effort, time and resources to support graduate students in the program that currently resides at UNL, and UNL faculty believe that moving this program to UNO is in the best interest of students and more effective for the University of Nebraska system; and

WHEREAS moving the Doctor of Philosophy in Gerontology to UNO will greatly increase the number of students earning graduate degrees at UNO,

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

This resolution passed.

The committee also discussed our task at looking at developing a statement...
affirming free expression on campus. The committee members had read similar statements from various other campuses prior to the meeting. We feel that development of any such statement is something that could have wide-reaching impact on the campus. In our opinion, this type of statement should be authored by a committee of individuals that are directed to work on this task specifically with legal consultation before any statement was voted upon or released to the UNO campus. Recognizing that the A&CA committee did not have this expertise or interest, it agreed by consensus to (1) recommend to the EC&C that a small university task force chaired by Senator Eesley, who will select at least two other members, be established to develop such a statement, and (2) postpone indefinitely all further committee action toward developing such a statement.

We have invited Candice Batton (Assistant Vice Chancellor for Academic Affairs) and Phil Covington (UNO Conduct Officer) to speak at our February A&CA meeting to discuss trying to come up with a policy on academic integrity that is consistent between the undergraduate catalog and a resolution that was passed by the Faculty Senate in 2003.

PENDING:
1. **Statement Affirming Free Expression on Campus?** Senator Eesley (12/9/15 in Academic & Curricular Affairs Committee) This issue was discussed and tabled at the 2/3/16 EC&C meeting.
2. **Request for Faculty Working Committee for Definition/Discussion of Student Academic Integrity** (from Candice Batton) (to AC&A 1/6/16)
3. **UNK is investigating completing all course evals online.** At this time we have a low response for evaluations for online courses and there is a concern that the in-class evals will not only have lower response rates but will be less favorable to instructors. What has been the experience on your campus? Do you do anything to increase the response rate? (On 2/3/16 this issue was sent to the A&CA committee, and that committee will contact Daryl Kelley, President of UNK Faculty Senate, and relate what they have on the issue.)

C. **Committee on Faculty Personnel and Welfare:** Senator McGrath reported

1. **The committee met on January 27th, 2016.**
   Present were Senators Elder, McGrath, Chen, Chao, and Brennan.
We nominated and elected Dr. McGrath as the replacement Chair of the committee, to serve through May 2016. We nominated and elected Dr. Elder as the new Vice Chair of the committee, to serve through May 2016.

We discussed our current projects, including addressing the cost of HPER for UNO faculty, as well as an item from May 2015 regarding faculty and staff safety resources on campus. We are working with several groups (SAC, Benefits, and Wellness) to help increase funding for all wellness programming on campus, which stemmed from discussions surrounding the cost of HPER. Those efforts are on-going. Regarding faculty and staff safety resources: we are making contact with several individuals to discuss the creation of a website similar to the Student Safety site (http://www.unomaha.edu/student-life/student-safety/index.php), but also want to ensure that our efforts do not overlap with similar, ongoing efforts by other groups (ER&S, ombuds office).

2. **The committee met December 16, 2015.** Senator Elder reported

*Present:* Senators Brennan, Chao, Chen, Elder, Gershovich (Chair), McGrath

*Excused:* None

*Guest:* Dr. Shereen Bingham, UNO Ombudsperson

In its meeting of December 16, the FP&W committee met with Dr. Shereen Bingham, who serves as a UNO Ombudsperson. Dr. Bingham presented her proposed Ombuds Charter, which attempts to professionalize and modify the Ombuds Office, in line with the standards set by the International Ombudsman Association (IOA). Dr. Bingham explained the functioning of her office and outlined two models for its restructuring. Her presentation was followed by a vivid discussion on the merits and potential issues associated with her proposal.

A second issue discussed by the committee concerns a revised version to the proposed “Guns on Campus” resolution. Senator Elder circulated a draft, which the committee discussed and modified. The proposed version (see below) was approved by the committee and is now submitted to the EC&C for further consideration.

Finally, the FP&W committee continued its on-going exploration of ways to reduce costs associated with Campus Recreation and Wellness in order to encourage more faculty (and staff) to use HPER facilities. We discussed a report (see below) by Senator McGrath who (along with Senator Elder) met earlier this month with SAC President, Michael Perdunn. In conclusion of that discussion, we decided to invite SVC B.J. Reed to our next meeting (scheduled for January 27, 2016) in order to explore the possibility of support from the UNO Administration to subsidize those costs.

Senator Elder moved the following resolution for the committee:

**Resolution 4240, 2/10/16: “Guns on Campus”**

WHEREAS the University of Nebraska at Omaha and university campuses across Nebraska stand as exemplars in their engagement with the larger community, where new ideas and alternative perspectives can be weighed, explored, and openly discussed;

WHEREAS the open discussion of new ideas and alternative perspectives leads to innovations and discoveries that socially strengthen, artistically benefit, and economically enrich our state;
WHEREAS the University of Nebraska at Omaha Faculty Senate maintains that the presence of firearms on campus, except in the hands of authorized law enforcement personnel, erodes the foundation upon which the free exchange of ideas exists;

THEREFORE BE IT RESOLVED that the Faculty Senate at the University of Nebraska at Omaha is steadfast in its position supporting the continued restriction of firearms on campus, and the authority of University Administration and the Board of Regents to restrict firearm possession on campus, excepting authorized law enforcement personnel.

FURTHERMORE the University of Nebraska at Omaha Faculty Senate stands in opposition to legislation that would curtail the independent decisions of Nebraska universities and colleges to maintain firearm-free campuses.

This resolution passed with 4 against.

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Report by Senator McGrath of a meeting with SAC President Perdunn regarding Campus wellness:

Griff Elder and I met with Michael Perdunn, the current SAC president. He wanted to get a sense of where we (FP&W committee) were in regards to this issue, and to ensure that we continued to make some forward progress towards some solution. It seems that SAC is also invested in this particular issue, and Michael indicated in our conversation that he has further discussions with Cecil Hicks, and Cecil also supports us in our effort to encourage greater wellness on campus.

We discussed several items, particularly on the barriers that have emerged towards funding some sort of HR benefit that would help reduce HPER membership cost. Michael suggested that perhaps we “reframe” the conversation a bit, and rather than just focus on HPER cost, we try and encourage a greater Wellness Program on campus that would engage all faculty/staff (not just those using HPER), but that might also lead to a cost adjustment for HPER (again, something from HR/Benefits). His suggestion was to work with Joe Kaminsky, Cecil Hicks, and the Wellness Committee to develop a larger, more comprehensive Wellness program for staff, faculty, and students. Currently the budget for the existing Wellness programming is only $5000. He suggested working with these groups to expand the program, and then meet with the Chancellor to formally request a larger budget for Wellness on campus. If more money is provided to Wellness, and if more people participate, we may be able to justify benefits that would include reducing health club memberships, like HPER.

Griff and I brought up some potential barriers, including whether Wellness really has the time to develop a comprehensive plan at this stage. However, we all agreed that this seemed like a logical step, given the conversations thus far. At the end of the meeting, we felt that the following ‘next steps’ were appropriate:

1) At the December FP&W meeting, discuss our current progress on reducing HPER cost, and perhaps discussing our progress with the Sr. VC (VC Bill Conley or AVC Dan Shipp), to see if there is any support from the administration on pursuing a benefits-related option.
2) Also at the December FP&W meeting, discuss whether we wish to encourage
a larger Wellness programming for faculty and staff, and, if so, discuss whether to invite Michael, Cecil, and Joe back to our January meeting for another brainstorming session.

At this point it seems like we have a Plan A (our current project of developing some method to reduce HPER cost for faculty and staff), and a Plan B (working with others to develop a more comprehensive wellness program that might also, eventually, lead to reduced HPER cost).

**PENDING:**

1. **Revise and Separate Alcohol and Illicit Drugs Policies** (See Resolution Log for Resolution 4188 under “To Be Followed Up”) (in Faculty Personnel & Welfare, also in Central Administration) (to 11/2015 EC&A agenda for follow up)

2. **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)?

**D. Committee on Goals and Directions:** Senator Holley reported Committee activities during January, 2016.

The Committee on Goals and Directions met on the last Wednesday of January (January 27th at 3pm in CPACS-210. Sue Bishop advised part of the meeting over speaker phone. This report reflects activities during January.


1. **Further Systems Changes Needed to Ease of Faculty Liaison Access to reporting site on Faculty Senate Web Page.**
   
   Senator Harvey Siy responded to the Committee’s request for assistance to locate or construct step by step directions that Faculty Senate Liaisons can follow to file their regular reports about committee activity, issues, and decisions. After some experience, Senators Siy and Holley held a working meeting on October 21st to help identify any systems changes needed. Discussion at the January GD meeting suggested systems changed in addition to the changes identified at the Oct. 21st meeting. The Committee will seek expert Information technology assistance to address issues of access identified. As Chair, Lyn will request additional assistance from Harvey Siy. If Senator Siy is unavailable, assistance will be requested from SVC Reed.

2. **Access to reports from Faculty Senate Liaisons in university committees need to be passworded or otherwise protected so that only members of the Senate who are responsible for monitoring that information will be able to review it.**
3. Importance of GD objective of maintaining and institutionalizing the system for Faculty Senate Liaison identification and reporting, also the system of Faculty Senate College Representatives was affirmed by SVC Reed at the January meeting of the UNO Strategic Planning Steering Committee.

E. Professional Development: Senator Sollars reported the committee met January 27, 2016.

Attending: Travis Adams; Russ Nordman; Harvey Siy; Suzanne Sollars; Adam Tyma; Vincent Woolf

Guests: Dan Shipp; Cathy Pettid

Behavioral Review Team (BRT) Report page has been changed. Other changes to online form recommended.

1st number is to report emergencies to Public Safety. 2nd number is to counseling center.

The BRT number is to Cathy & Rita Henry on a 24-hr cell.

All BRT information goes to Cathy/Rita/disability services/public safety officer.

Changes to counseling center web pages recommended to reflect availability of BRT.

Changes to search terms on main page of UNO. Do people search for “BRT” – likely not.

Central site for information? Especially for adjuncts.

After guests left, continuing discussions:

Suggestions for changes to adjunct parking. At a minimum, allow them the student rate. Perhaps a stipend to be spent on parking and/or professional development.

We will be composing an executive summary of the “adjunct” faculty survey regarding part-time faculty.

PENDING:

1. Adjunct Instructor Issues: (in Professional Development Committee 3/15)

Actions to Date: Professional Development Committee led by Senator Sollars conducted a survey of adjunct instructors. Faculty Survey indicated a top 10 concern regarding adjunct instructor issues

The Student Senate survey also indicated several concerns about adjunct instructors.

The Senate thought fees for Adjunct parking were still too expensive and asked this was put on the 1/20/16EC&A agenda. Administration then asked for suggestions.) Next Steps? How to integrate this information and work with administration to address all these adjunct issues.

F. Committee on Rules: Senator Nash reported and moved one resolution for the committee

1. University of Nebraska Awards (IDEA, ORCA, OTICA, UDTA) – The Faculty Senate has not provided names for the Innovation, Development and Engagement Award (IDEA); Outstanding Researching and Creative Activity Award (ORCA); or University-Wide Departmental Teaching Award (UDTA) committees for more than ten years. The Faculty Senate has, however, supplied candidates for the Outstanding Teaching and Instructional Creativity Award (OTICA) as recently as May 2015. At the January 20, 2016 meeting of the Executive Committee and Administration, it was agreed that the Faculty Senate will no longer supply candidates for the OTICA Committee unless specifically requested by the UNO Administration.
2. RESOLUTION 4241, 2/10/16: Parking Advisory Committee Temporary Replacement for Steven Torres

BE IT RESOLVED that the following faculty member will temporarily replace Steven Torres, who is on Paid Professional Leave for the Spring 2016 semester:

Clyde Richards.

This resolution passed.

3. There is no Rules Committee Report for December 2015, except to report that the Chancellor has appointed Karen Weber and Hugh Reilly to the Student Publications Board:

RESOLUTION 4233, 10/14/15: Student Publications Board

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

Victoria Lentfer
Karen Weber

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

Hugh Reilly
Kerry Ward

The above resolution is listed for information purposes only. It passed in October 2015.

VI. Other Faculty Senate Committee Reports

A. Faculty Senate Budget Advisory Committee Report: Prof. E. Johnson, Maher, Ward

PENDING:
Senator Eesley gave an update on committee’s schedule:
1. Distribution of Funds AND Salary Compression (to Faculty Senate Budget Advisory Committee, 10/7/15)
2. Before the spring 2016 semester we will be conducting a literature review and working on the dataset;
3. We are meeting in January 2016 to discuss the lit review and the existing data;
4. We will send a message to you about our lit review findings which could very well result in additional data needs;
5. We hope to prepare a report by the end of the Spring 2016 semester.

2. Ad Hoc Survey Group (both Faculty & Student) - Ongoing:

3. Ad Hoc Faculty Senate Strategic Plan Writing Group: Senator Holley reported Strategic Planning Ad Hoc Committee Report of Activities during January, 2016
1. Lyn Holley and Amy Morris attended the UNO Strategic Planning Forum (internal-UNO focused) on January 22, 2015 with the objective of ensuring that their plans for a “nested” structure for the Faculty Senate Strategic Plan were still consistent with the UNO strategic framework and format. Conclusion: all good, Faculty Senate Strategic Plan currently in progress will be at an appropriate level of generalization not to conflict with the UNO framework.
2. Committee (Lyn and Amy) – January 5 working meeting. Developed a “Table of Alignments” consisting of the UN Strategic Framework (6 overarching goals) and the UNO Strategic Plan (3 goals with subgoals). Within that framework, drafting provisions for the Faculty Senate plan that are consistent with Faculty Senators’ Appreciations and Concerns reported on the 2014 survey. Need to check results of Chancellor’s survey as well. Goal: Plan presented for Faculty Senate consideration at the May meeting.

VII. Non-Senate Committee Reports

A. AAUP: Senator Elder reported the AAUP Executive Committee met on Friday December 18 at 9am.
   The UNO AAUP and the UNO Administration have agreed on a new faculty workload policy (agenda attachment – pgs. 25-30), and will sign an agreement to this effect as soon as possible. Faculty had an opportunity to provide feedback on the draft policy beginning in August, and the UNO AAUP received many helpful comments between August and October.

B. Alumni Association: Prof. Vlasek reported the Board of Directors met December 1, 2015.
   Board Members in Attendance: Sarah Waldman, Scott Durbin, Al Hansen, Randy Stevenson, Laurie Ruge, David Craft, Andy Rikli, Traci Harrison, Adam Marek, Penny Parker, Todd Rynaski, Tina Scott-Mordhorst, Brian Allison, Tami Williams, Chris Denney, Steve Schmitz, Viv Ewing, Matt Kardell, Enid Schonewise, Chancellor John Christensen, Gary Seitz, Scott Vlasek, Brock Lewis, Lee Denker
   Guests: Brian Hastings, Mike Bird
   Others: Anthony Flott, Elizabeth Kraemer, Maria Malnack, Steven Summers, Meri Kennedy
   The minutes of the August 2015 meeting were reviewed. Viv Ewing motioned to approve the minutes as presented. Matt Kardell seconded and the motion carried.
   President’s Report:
   Lee Denker reported that phase 1 of the renovations for the Thompson Alumni Center is underway. Denker also mentioned that the Maverick Monument donor wall is officially full and complete. Denker reminded the board to submit their board engagement information to Meri Kennedy throughout the year.
   Anthony Flott reported that UNO Magazine S.T.E.M edition was published in
October with very innovative cover art. The spring issue theme is “body.” Flott also stated that the spring 2015 UNO Magazine’s pull out map earned a gold award from AIGA (American Institute for Graphic Artists) and is on display at Kaneko Library downtown.

Elizabeth Kraemer gave a recap of recent events including Homecoming Office Decorating Contest, Golden Circle Luncheons, Young Alumni Academy, Alumni Open House at Baxter Arena and Alumni Night of Honor. Kraemer stated that she will attend the CASE VI Conference in January along with Lee Denker and Anthony Flott. Future programs include outreach events in Arizona and Colorado, and upcoming Golden Circle Luncheons.

**Updates:**

Brock Lewis reported that the Baxter Arena has been a huge success and has helped with student involvement. Lewis updated the board regarding the campus smoking ban and stated that there has been little push back from students. Student Government is working with the Office of Inclusion on campus to help students understand how Student Government works, how to better utilize their resources and how to become leaders.

**New Business:**

**Quarterly Financials** - Scott Durbin reviewed the quarterly UNOAA financials.

**14-15 Audit** - Durbin reported that the Operations Committee recently met with the Auditors from Hancock & Dana to review the 2014-15 audit and a clean opinion was received.

Excused to Executive Session at 4:47 p.m.

**Old Business:**

**Advancement Strategic Integration** - The board entered executive session to discuss Strategic Integration. Chancellor Christensen, Brian Hastings and Mike Bird were invited to remain in closed session. The “University of Nebraska at Omaha, University of Nebraska Foundation and University of Nebraska at Omaha Alumni Association Strategic Integration” Terms Document was reviewed. Randy Stevenson and Sarah Waldman described the process for finalizing to the terms sheet. A question and answer session followed before the three invited guests were excused. Following additional discussion, the board agreed to formalize the terms. The following motion was made by Scott Durbin. A motion to (a) accept the proposed terms set forth in the “University of Nebraska at Omaha, University of Nebraska Foundation and University of Nebraska at Omaha Alumni Association Strategic Integration” document, and (b) authorize the UNOAA Executive Committee to enter into a strategic integration agreement with UNO and UNF which contains those terms, as well as any other terms necessary to finalize strategic integration.

Second by Andy Rilki. Motion carried.

C. **Strategic Planning Steering Committee:** Senator Holley reported the Committee met January 27, 2016.

The Chair of the Faculty Senate Goals and Directions Committee participates in the UNO Strategic Planning Steering Committee. Lyn Holley attended the January 27th meeting of the Committee, and reported both on behalf of the Faculty Senate and as Chair of the UNO-SPSC Committee’s Task Group for Integration of Unit Level Strategic Planning.

1. On behalf of the Faculty Senate – reported progress of the Goals and Directions Committee in regard to achieving the overarching goals of the G&D Committee for this year which are to maintain and institutionalize the system initiated last
year for identification of a Faculty Senate Liaison on every university committee and for regular reporting by Liaisons to the Senate. SVC BJ Reed affirmed the importance of this system and urged SPSC members to actively encourage their respective colleges and units to support the system.

The primary themes of the SPSC meeting were to share perceptions of President Obama’s January 13 visit to UNO, and a “post mortem” of the UNO Strategic Planning Forum held at UNO (Thompson Alumni Center) on January 22, 2016. The importance of collection of every kind of data about UNO was again highlighted in preparation for university level accreditation by the Higher Learning Commission (formerly known as North Central Association). Jill Russell explicitly requested that all “fugitive data” be requested and welcome; when in doubt about datum, please send them to her. 

NOTE: -HCL accreditation covers all of UNO and includes all academic programs. The type of accreditation process chosen by UNO is called AQIP (Academic Quality Improvement), which focuses on continuous improvement. Jill Russell’s excellent briefing about the accreditation process that is available at http://www.unomaha.edu/accreditation/_docs/accreditation-process-presentation-10-27-15.pdf

2. As Chair of the UNO-SPSC Task Group for Integration of Unit Strategic Planning, reported that of the 53 units surveyed, only 6 have yet to report. Efforts to collect information from the stragglers continue, and Lyn will work with Jill Russell and her GA, Mary Lee Moulton to consolidate and “clean” the data collected by the survey.

3. Upcoming events of interest:

   UNO Strategic Planning Forum (Organizers: Kathe Lyons (Chair), Sara Woods, Jill Russell May 9, 2016 (Community Focus)

   The next meeting of the UNO Strategic Planning steering Committee will be February 24.

D. UCAT (University Committee for the Advancement of Teaching): Nancy Meyer wrote:

1. The committee met January 22, 2016.

   Members present: Robert Ottemann, Shelby VanNordstrand, Leah Pietron, Michael Messerole, David Peterson

   Members absent: JooHo Lee, Claudia Rauter

   Travel Applications –
   Bjornsen – approved for $800
   Perkinson – approved for $658
   Maass – approved for $800

   Designated Conference Applications –
   Surface – approved
   Bernstein – approved
   Sollars – approved
   Beadle – approved
   Kuhn – approved
   Jesseau – approved
   Rauter – approved
   Walker – approved
   Pelton – approved
It was decided that attendance at the UCAT Designated Conference would be offered to graduate teaching assistants, but no stipend would be offered.

2. **The committee met December 4, 2015.**
   - **Members present:** Robert Ottemann, Shelby VanNordstrand, Claudia Rauter, Jim Shaw, David Peterson
   - **Members absent:** Leah Pietron, Michael Messerole, JooHo Lee
   - **Guests present:** Candice Batton

   Candice Batton informed the committee that the budget allotment for UCAT for 2015-2016 academic year was $45,000 versus the $40,000 as previously noted. She suggested applying a portion of these funds toward the cost of the speaker for the Designated Conference.

   Following discussion, it was decided to award 20 - $100 stipends to individuals to attend the UCAT Designated Conference in February. Additionally, 20 - $200 stipends to individuals who attend the Designated Conference as well as one other designated event (Pre-Conference Workshop on February 1, 2016 and/or Post-Conference Workshop in Mid-April). It should be noted that first year faculty and pre-tenure faculty will be given first priority for the stipends.

   **Travel Applications**
   - Saltamacchia – approved for $666.50
   - Delkamiller – approved for $800
   - Kearney – approved for $800
   - Cooper – approved for $752

   **Curriculum Development/Materials Applications**
   - Greiner – not approved
   - Toscano – approved for $1000
   - Qureshi – approved for $1000
   - Schuetzler – approved for $324
   - Tocamiaza-Hatch – approved for $1000
   - Chalecki – approved for $1000
   - Guerra – approved for $1000
   - DeSanti – approved for $1000
   - Walls – approved for $1000
   - Boca – not approved

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**VIII. Old Business**

A. Senator Grams moved the following resolution, Senator Holley seconded. There was discussion.

   Senator Holley moved to consider this an emergency motion. Senator Robins seconded. The roll call vote was 21 in favor and 10 against. Thus the motion to consider this an emergency motion passed with more than a 2/3 vote.

   **RESOLUTION 4243, 2/10/16: Policy on F and FW Grading**
WHEREAS the UNO administration proposed a new policy on F and FW grading as of November 2015 (http://www.unomaha.edu/registrar/_documents/F%20FW%20Grading%20Policy%2020120415.pdf), which constitutes both an academic matter affecting more than one college and a matter of general concern (pertaining to student academic conduct in the classroom, computer operation, and other concerns); and

WHEREAS grading matters are a faculty responsibility, both traditionally and insofar as the University of Nebraska Board of Regents Bylaws state, under 2.12, Provision for Faculty Government, section 2.12.1, Responsibilities of Faculty Governing Agencies ("Each agency shall have the following general responsibilities:"), part (c) ("Act on academic matters that affect more than one college"), and part (d) ("Advise and consult with student, staff, and administrative groups on matters of general concern, which include, but are not necessarily limited to, the budget, institutional planning, library and computer operation, student academic conduct in the classroom, and the selection of academic-administrative personnel"); and

WHEREAS the F/FW policy to be implemented in December 2015 was issued on 11/15/2015 with no prior involvement from UNO faculty or the Faculty Senate, and after that date the Faculty Senate was able only to "advise and consult" on this policy, and some suggestions proposed by the Faculty Senate Executive Committee were incorporated into the policy on 12/04/2015, while several other areas of uncertainty and concern to faculty remain in the policy; and

WHEREAS concerns about the policy content and the lack of faculty involvement in the development of the F/FW grading policy were discussed at the meeting of the Faculty Senate Executive Committee and Administration on 1/20/2016; and

WHEREAS after 1/20/2016 a new system of Verification of Attendance for Financial Aid has been created and faculty have been asked to complete the verification of attendance within two days and retain records for a period of three years, and the Faculty Senate was provided with no prior information about this new policy and therefore no opportunity to advise or consult on this matter;

BE IT RESOLVED THAT the UNO Faculty Senate will act on the F/FW Grading and Verification of Attendance policies in accordance with its own procedures and the Responsibilities assigned to it by the Board of Regents' Bylaws insofar as these policies relate to academic matters that affect more than one college; and the Faculty Senate also will seek to advise and consult on these policies insofar as they relate to other general concerns; and the Faculty Senate requests that the UNO Administration communicate any proposed changes in these two policies long enough in advance of proposed implementation date(s) that the Faculty Senate is able to fulfill its responsibility to act, advise, and consult, through its established procedures; and the Faculty Senate does not consider either the F/FW Grading policy or Verification of Attendance policy to have been officially enacted by UNO until such time as the Faculty Senate has fulfilled its responsibilities concerning these policies in accordance with its procedures and the Board of Regents’ Bylaws.
Voting on this resolution was by roll call: 30 for, 0 opposed. The resolution passed unanimously.

IX. New Business

A. Fees for Faculty to Take Classes at UNO
   Senator Bernstein asked the Senate to look into why faculty who signed up to take classes at UNO are charged $125 in fees for each class, although tuition is free. Most of the services covered by this fee, such as use of the Library, are already available to faculty members. He suggested that it would cost less to take a class at Metro. It was requested that this be put on the 2/17/16 EC&A agenda.

B. Facilities Planning & Faculty Representation
   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.
   This issue was sent to the Goals & Directions Committee.

X. The meeting adjourned at 3:40 p.m. with announcements.

XI. Announcements

A. EC&A Mtg: Wednesday, February 17, 2016, 2 p.m., EAB 200
B. EC&C Mtg.: Wednesday, March 2, 2016, 2 p.m., ASH 196
C. Faculty Senate Mtg: Wednesday, March 9, 2016, MH 321
D. Faculty/Staff Awards Banquet: Wednesday, April 27, 2016, MBSC Ballroom, 6:30 p.m. Social, 7:15 p.m. Dinner

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**Schedule for 2015-2016**

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<th>Faculty Senate Meetings (Usually 2nd Wednesday of month)</th>
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<td>April 6</td>
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<tr>
<td>May 4 <em>(Finals Week)</em></td>
<td>May 11 <em>(Commencement 5/6 &amp; 5/7/16)</em></td>
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