
Excused: Carlson, Grams, Landow, Nordman, Ritter, Tyma

Absent: Bai, Carter, Chen

Guests: Maher, Richter-Egger, Shaw

Presentation: Dave Richards, Dean, Criss Library

Dean Richards had great enthusiasm for forthcoming projects, which include: hiring three librarians to assist with online learning and digital initiatives, opening up the library’s lower lever entrance, creating a new library strategic plan, and partnering with the University of Nebraska Consortium of Libraries (UNCL). The collective purchasing power of the UNCL partnership will allow Criss Library to acquire more online journals and databases for faculty and students.

He noted that although "there will always be [paper] books and fewer people are, these days, checking out books—it is the age of progression into electronic informational sources."

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

II. The Minutes of March 10, 2016 were approved as submitted.

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

There being no objection to a report being given earlier than scheduled in the meeting, Dr. Craig Maher reported on

VI. Other Faculty Senate Committee Reports

1. Faculty Senate Budget Advisory Committee Report.
   • Salary Compression Analysis: A preliminary analysis of salary compression at UNO was conducted. They used salary data for the 2015-16 NU system. The data were then parsed to focus on
     a. UNO Faculty
     b. Faculty at the rank of Assistant, Associate and Full Professor
     This left 411 observations and the focus was on State funded salaries. Their study showed that merit and years of experience, in particular, have little to no bearing on faculty salaries.
     The committee suggests further investigation and analysis.

Guests from AAUP available to comment were:
Jim Shaw, AAUP 1st Vice President
With no objection the Senate then resumed the regular agenda.

III. Officers’ Reports

A. President’s Report: Senator Woody reported

April 1, 2016, Letter to UNO Faculty from Faculty Senate President

UNO Faculty Colleagues: With Spring Break passed, the Faculty Senate and all faculty members are headed towards the end of the semester and the concomitant exams and grading. It is, I know, a busy time for each of you. I hope that you find that things go smoothly.

The Faculty Senate President and Vice President (Laura Grams) monitor the University of Nebraska (NU) Board of Regents. As I approached Varner Hall on the March 18, 2016, a well-lighted signboard in front declared: “Nebraska – One University.” I believe that, in the last year, the Board of Regents and NU President Hank Bounds (and all of those in the administration) have demonstrated strong support for erasing any vestige of a “class system” among the four campuses.

Being the last meeting for the current Student Regents, there were Resolutions of Appreciation for them. UNO Student Regent Brock Lewis and I have had numerous contacts; without question, he has been an effective advocate for the University of Nebraska in general and the UNO campus, and particularly UNO students. Accolades to Regent Lewis, and I am sure that we all wish him well as he pursues his training and career in dentistry.

In its March meeting, the Board of Regents acted on numerous financial matters. Again, fairness to all four campuses was evident. Of concern, despite solid support from the State Legislature and Governor, overall NU still lags behind its comparable institutions, in salaries (about 80% of NU expenditures are for personnel). At the May, 26, 2016, meeting, the Board of Regents will consider the budgets for 2016-2017.

On the positive side, the NU financial staff noted the difficult/negative financial conditions over the past seven or so years, but predicted a stable future financially for the State of Nebraska and for NU.

Incidentally, within NU, the tuition level is typically below that of peer institutions. The tuition increases for the NU campuses were deemed to “have stayed moderate.” Also, it was noted that, in the coming years, higher education must cope with continued (and possibly increased) accountability and market competition.

Also, at the meeting, various reports indicated that research at UNL and UNMC is remarkably positive (note: there was no research report for UNO or UNK). Commendations are due to all concerned with the NU research mission. At UNO, there seems to be reasonable fulfillment of the research program expected for a metropolitan university.

UNO administrators and the Faculty Senate Executive Committee have continued to meet often. As Faculty Senate President, I certainly have open-door access to the Chancellor and Senior Vice Chancellor (and their constituent administrators). The sought after goal of the Faculty Senate being able to have shared governance, as intended by the Board of Regents bylaws, is honored increasingly by the UNO administrators.

Various replacement faculty members have joined or soon will join the Faculty Senate. They are:
- Tej Adidam (CBA) temporary replacement for Ziaul Huk;
- Jieru Bai (CPACS) temporary replacement for Nancy Kelley Gillespie;
- Russ Nordman (CFAM) returned, and thank you to Barry Ford for his interim service;
- Daniel Hawkins (A&S) temporary replacement for Moshe Gershovich;

Further, effective in May, 2016, new Senators will arrive. They will serve three-year terms, except as noted. They are:

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

- **College of Business Administration (3)**
  - Burch Kealey
  - Jinlan Ni (end term 5/9/18)
  - Wei Rowe

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

- **College of Education (2)**
  - Kathy Peterson
  - Bridget Franks

- **College of Information Science & Technology (1)**
  - Victor Winter

- **College of Public Affairs and Community Service (1)**
  - Julie Blaskewicz Boron

- **Criss Library (1)**
  - Bob Nash

- **External NU Faculty (1)**
  - Dale Tiller

Great appreciation is expressed for the service provided by the departing Senators. For new Faculty Senate colleagues, your willingness to devote your time and talents to the Faculty Senate is noteworthy, and we all look forward to our collegiality in accomplishing benefits for the NU, UNO, faculty, student, and the community.

In previous reports, I have written about the policy on F and FW grading, which has created problems for some faculty members. It has been pointed out that the Board of Regents Bylaws 2.12, specified clearly (in part) that the “Faculty Governing Agencies” (e.g., the Faculty Senate) shall “Act on academic matters that affect more than one college” and “Advise and consult with student, staff and administrative groups.” Faculty Senate Vice President Laura Grams continues to monitor this matter. Any faculty concerns about this policy should be directed to Marty Habrock, Director of Financial Aid.

During the past month, primary issues of concern have been: limitations of the online teaching evaluations; Online World Wide program budget; faculty reimbursement for student travel/events; Digital Measures; campus-wide consistent policies on academic integrity; HPER fees and enhanced wellness services; immigration process for international faculty at UNO; separation and substantive revision of Alcohol and Illicit Drugs Policy at UNO; adjunct instructors; CFE website/access to information; salary compression; and proposed UNO Campus Policy.
development & approval process.

The UNO administration has acknowledged the concerns, and indicated that steps will be taken to achieve clarification and remedies.

B. Secretary/Treasurer Report: Senator Eesley reported

1. EC&A met March 16, 2016.
   In attendance: Senators Dale Eesley, Laura Grams, Robert Nash, Suzanne Sollars, Robert Woody. Administrators VC Student Affairs, Deborah Smith-Howell, Chancellor Christiansen, VC Finance & Business Bill Conley

   **Online Education – World Wide Online**
   Chancellor: He will raise the online evaluation issue at president’s council.
   He also said that, in regard to adjuncts, the bottom line is it is easier for SVC Reed to get it on the agenda.

   **Alcohol & Drug Policy:**
   Chancellor said he did not know if it is alive or has died. Carmen Mauer has taken this to the board of regents, but the Chancellor does not know the status. He agrees that they are two separate issues. However, not a business and finance issue neither gone to a committee or the secretary for the Board of Regents.

   **20/2020**
   Dan Shipp and Omar Correa have responded to a document that addresses what this campus will have to do to meet this goal. BJ Reed has met with people to understand what this will cost and what money there would be to cover it. It is continuing to be prepared and will be presented to President Bounds in May.

   Capital Project is in the legislature now. Wanted to double the number to 22 million, but we will instead receive 11 million for capital spending for buildings like Strauss and Durham. UNO would match this. This equates to 22 million per year on an ongoing basis. 1% tuition increase was approved by the Board of Regents to fund this in part. UNO has raised and spent about 200 million over the last nine years on 450 million of projects. Only 10% of this was state funded.

   This fall, the scheduling software will be fully deployed and should lead to better utilization of existing classroom. CBA and CPAC were the two pilots this year. This allowed the running of reports. Allowing people to volunteer to schedule in Spring of 2015 didn’t work. With the knowledge from the software, scheduling has been adjusted using the scheduling software.

   To get more funding for capital campaigns, we have to show that UNO must shoe that it is using the space we have well.

   Senator Grams asked if this stance considers the rooms with special equipment or purposes, and if this would limit accessibility for those who need it. AVC Smith-Howell offered to have meetings to share reports and explain the process. Even specialized rooms will be made available if they are not requested previously by those with special needs.

   President Woody suggested inviting student government participation in this issue. Chancellor agreed and included staff.

   **Green Card:**
   AVC Smith-Howell said she will follow up on this issue.

   **Adjuncts:**
Chancellor said he thinks it is still being addressed in Lincoln.

**Digital Measures:**
This replaced MyMap. It is not centralized through the NU system. UNL CBA may have adopted it.

AVC Smith-Howell is exploring the technical issues of why some items do not print out when the report is requested.

SVC BJ Reed will make this a conversation with the deans.

The goal for digital measures is that faculty only have to input things once and that from that you are able to do annual reports, RPT, and annual awards. Chairs and Deans should be able to pull reports without requesting faculty to write ad hoc reports.

Also troubling is that as structured, faculty cannot see the value of using Digital Measures if it doesn’t save time and improve reporting.

Reporting in 2015 has improved markedly, allowing administration to identify issues such as 50 classes with community engagement they were not aware of.

Currently, the goal is a process for creating reports is cumbersome, UNO is bringing this in house to use Microsoft Reporting to access the information.

**Online Evaluations:**
Task force on all student evaluations have questioned how these evaluations used at the college level and what are the perceptions of the evaluations at the college level. The Chancellor said he would take it to the deans’ forum. He is also curious to hear from Chairs and Directors.

Chancellor Christiansen commended the Faculty Senate for working this year for positive gains on campus. He complemented the collaborative spirit. He also appreciated our encouragement of engaging student government and SAC.

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**2015-2016 Resolution Action Table**
*(Action Pending and Current Resolutions)*

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
<th>Sent for Senate Action</th>
<th>Denied</th>
<th>Deferred</th>
<th>In Progress</th>
<th>Final Action/Resolved</th>
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</thead>
<tbody>
<tr>
<td>4236</td>
<td>2/10/16</td>
<td>Newly Elected Faculty Senators</td>
<td>2/17/16</td>
<td>3/16/16</td>
<td></td>
<td></td>
<td></td>
<td>Acknowledged Acknowledged</td>
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<tr>
<td>4188</td>
<td>3/11/15</td>
<td>Revise and Separate Alcohol and Illicit Drugs Policies</td>
<td>3/18/15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• Chancellor supports &amp; will write a response • Chanc. sent to VC Conley who sent back to Faculty Senate President.</td>
</tr>
<tr>
<td>4074</td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
<td>2/18/13</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not supported. As with Resolution 4073, which I opposed,</td>
</tr>
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*Faculty Senate Minutes – 4/13/16*
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.

<table>
<thead>
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<th>Resolution</th>
<th>Date</th>
<th>Description</th>
<th>Date</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>4054</td>
<td>7/11/12</td>
<td>Determine Contractual Implications of Background Check Policy</td>
<td>9/6/12</td>
<td>The chancellor acknowledges receipt of the resolution and has provided the legal opinion requested.*</td>
</tr>
</tbody>
</table>

*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
2. **Treasurer’s Report:** Senator Eesley submitted the March 2016 Budget Report.

IV. **Executive Committee Report:** Secretary/Treasurer Eesley moved the following resolution for the committee. It passed.

A. **Resolution 4244, 4/13/16:** Food Vending RFP Review Committee Member

**WHEREAS** UNO is currently requesting bid proposals to provide, operate, and maintain cold food, snack, and coffee vending services on campus.

**WHEREAS** Vendor RFP submissions are due March 30th, 2016. Review committee members will be asked to review and rank vendor responses by April 7th. The review committee will meet on April 11th to discuss results. The final vendor must be selected prior to May 1st. The committee member will be asked to complete a conflict of interest statement and review the RFP specifications prior to March 22nd.

**THEREFORE BE IT RESOLVED** Senator Dale Eesley has volunteered to serve on this Food Vending RFP Review Committee.

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B. **A request for Honors Convocations Representatives** from SVC BJ Reed was announced for:

**Student Honors Convocation**
   Wednesday, April 13th at 3:00 pm
   Strauss Performing Arts Center Recital Hall
   RSVP by April 1st
   A reception will be held in the Milo Bail Student Center Ballroom immediately following the program.

**Faculty Honors Convocation**
   Monday, April 18th at 2:00 p.m.
   Thompson Alumni Center
   RSVP by April 8th
   Join us to support your colleagues and enjoy hors d’oeuvres during this afternoon awards program and reception. Parking will not be ticketing in Lots F, G and H, as well as the First Christian Church lot from 1:30 – 4:30 for this event.
   Please RSVP to one or both of these events by e-mailing unoevents@unomaha.edu or calling 402-554-4152. I hope you will be able join me in congratulating these outstanding students and faculty members in person.

C. **It was announced that the next U-Wide Fringe Benefits Advisory** will be April 21, 2016. If you have any benefits-related issues or questions for this committee, please direct them to Prof. John Erickson (4-3163 or johnerickson@unomaha.edu). He will need advance notice to get them on the agenda in the Campus Representative Input section.

**PENDING**

A. **Grading Policy Change for “F” “FW” Grades (Policy draft 11/02/15 by Financial**
B. UNO Campus Policy Development & Approval Process Committee (Coordinated by Drew Nielson, Compliance Officer, Business & Finance)

- Beginning and Continuing to Establish UNO Campus-wide Policies (template, scope, policy statement, procedures, etc.)
- Faculty (Senate?) representative on Campus Policy Coordinating Committee (term?, once a month meetings?)
- The EC&C asked that this issue be sent to the full Senate, March 9, 2016, information only, and hope a volunteer would step up. No one volunteered.
- More information was requested from Drew Nielson on 4/7/16

V. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Kreiling reported the Committee on Academic and Curricular Affairs met on Wednesday, March 30th, 2016 in the Criss Library. Those in attendance were: Jodi Kreiling, Laura Grams, Juliette Parnell, and Holly Miller (Stuart Bernstein and Ken Dick were absent).

The Committee discussed the work that Senator Grams had done over the past month in terms of finding versions of the academic integrity policy as well as Faculty Senate resolutions pertaining to the academic integrity policy. Senator Grams worked to integrate the resolutions and the policies into one single policy document that could be put on the Student Affairs website and be submitted for the 2016-2017 catalog. A&CA committee members were tasked with looking over the various source documents that had been gathered by Senator Grams and check for errors in the modestly edited policy that Senator Grams had proposed be put forward for the catalog.

A finalized policy was forward to Assistant Vice Chancellor Candice Batton for submission to the catalog for the upcoming academic year.

The A&CA committee also agreed that the policy likely needed a closer inspection and a much larger edit over the next academic year and agreed to take on this task as a priority for the 2016-2017 academic year.

PENDING:

1. Request for Faculty Working Committee for Definition/Discussion of Student Academic Integrity (from Candice Batton) (to A&CA 1/6/16). On 4/13/16 the A&CA noted the policy likely needed a closer inspection and a much larger edit over the next academic year and agreed to take on this task as a priority for the 2016-2017 academic year.

2. Consideration of Number of Hours for Natural Sciences for GenEd Requirement (sent to A&CA 4/6/16)

B. Committee on Educational Resources & Services: Senator Nordness reported the deadline for the Paul Beck Scholarship was April 8, 2016. Received:

- 19 completed application packets (application, one page letter, letter of support) (10 Grad students; 9 undergrad students)
- 4 letters of support, no applications.

**PENDING:**

1. **On-line Worldwide Program Budget.** (This was put on the 2/17/2016 EC&A agenda. The Executive Committee will also be collecting information on budget specifics related to UNO.)
   - On-line Worldwide 2015 Tuition revenue income has increased 11%, with most from UNO. On-line Worldwide takes 10% for marketing.
   - 2/22/16: SVC Reed asked Lanyce Keel to put together a chart showing the dollars of UNO tuition that have been retained by Online Worldwide and what funds have come back to the campus, looking at the last three years.

From the NU Regents Agenda Attachments and discussion, 1/29/2016:
- “Gross distance education tuition revenue increased approximately 11% in FY15.”
- Interpretation of the report on 2014-2015 enrollment percentage changes indicates that most of the growth was accounted for by growth at UNO.
- UNO Undergraduate DE Tuition in FY 14 was $14.3 million, and in FY15 was $17.3 million. Graduate DE Tuition in FY14 was $3.1 million, up to $4.2 million in FY15. Overall growth on all four NU campuses was from $52.6 million FY14 to $58.5 million FY15.
- Five percent of gross DE tuition is held centrally to support NU Online Worldwide efforts (in FY15, this amounts to nearly 3 million); the remaining 95% returns to campuses to support infrastructure for online learning, DE programs and courses.

Of the $3 million OWW FY15 budget:
- Admin/Operations: $600,000
- Marketing/Lead Generation: $1,921,714
- Program Development/Expansion: $358,811
- Academic Support/Governance: $79,500
- Regulatory Compliance: $40,000

2. **Class Scheduling/Classroom Space** (in ER&S Committee, 10/14/15)

C. **Committee on Faculty Personnel and Welfare:** Senator McGrath reported the Committee met March 16, 2016. Those present were Senators McGrath, Elder, Chao, Brennan, Chen, Hawkins.

   We continue to work on several areas, outlined below.

**UNO Constituency Safety and Well-being**
- Emailed Jason Buzzell (Assoc. Director of Digital Communications), he indicated we can inquire about webpages and he can assist in the process
- Our Committee wants more direction on this issue. We are unsure what our next step needs to be. We plan to ask EC&C for further guidance as to the main goal and objective of this project.

**HPER/Wellness**
- Senators Elder and McGrath have been attending meetings with various other people to outline a proposal to ask for more funding for wellness activities on campus. Progress is slow but steady. Plan is to have a proposal to the Chancellor
by mid-April.
- FP&W is working on a draft resolution to support this effort, and will bring to EC&C for feedback

**Green card process for international faculty**
- Still no response from James McCarty
- Dr. Chao discussed the matter with him at a faculty recruitment workshop, she brought specific slides from the powerpoint to demonstrate what the “university policy” is regarding international hires.
- AAUP and others are also looking into this matter. We will defer to those conversations.

**Alcohol and Illicit Drugs policies**
- we are waiting on advice from President Woody on how to proceed

**Faculty Payment for student expenses (i.e. during study abroad)**
- Will work on, and disseminate, a one-page document that summarizes the options and processes for faculty. This is in progress.

**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, still in Central Administration)

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 and 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 the Committee met March 24, 2016.
Revised drafts:
1. **Faculty serving in University Committees as Liaisons to the Faculty Senate: A Systems Protocol and Description for Reporting to the Senate** … a systems description and a protocol that documents and slightly revises the current system for reports to the Faculty Senate from faculty members who are serving as Faculty Senate Liaisons to university committees.

2. **Faculty Senators Appointed to be Their College’s Focal point of Communication about and with the Senate: A Memorandum of Understanding** … describes, documents and slightly revises the role of Faculty Senators who are appointed to serve as the College Liaison/Representatives.
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.

E. **Professional Development:** Senator Sollars (No Meeting/No Report)

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, including parking issues. The Student Senate survey also indicated several concerns about adjunct instructors.
   
   Next Steps? How to integrate this information and work with administration to address all these adjunct issues.

2. **Enquire as to Whether the AAUP has Negotiated a Workload Policy** (sent to PD 4/6/16)

F. **Committee on Rules:** Senator Nash reported the committee met March 30, 2016.

   Attendees: Senators Nash, Carter, Clinkinbeard, Landow.
   
   Excused/Absent: Adidam, Morris
   
   Guest: Sue Bishop, Faculty Senate Coordinator
   
   There were 524 survey forms sent and 123 returned. There were 47 vacancies on university/campus committees to be filled. The committee members will be contacting those selected and the resolutions will be presented at the May Faculty Senate meeting.
   
   Senator Nash moved the following resolution for the committee. It passed.

**RESOLUTION 4245, 4/13/16: Student Publications Committee, Position B**

BE IT RESOLVED that the following names constitute the Faculty Senate approved list of nominees to the Student Publications Board, Position B, to replace Hugh Reilly, from which the Chancellor is to select one for a three-year appointment from 07/01/16 through 06/30/19 as specified in the By-Laws of the Board of Regents:

Melodae Morris

Hugh Reilly.
VI. Other Faculty Senate Committee Reports

A. Faculty Senate Budget Advisory Committee Report was given at the beginning of this meeting.

**PENDING:**
Senator Eesley’s 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.

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

C. Ad Hoc Faculty Senate Strategic Plan Writing Group: Senator Holley

D. Ad Hoc Task Force on Free Expression on UNO Campus: Senator Eesley

**Pending:**

As of 2/3/16, Senator Eesley will choose at least two other members and formulate a proposed statement affirming free expression on the UNO campus by the May 4, 2016, EC&C meeting.

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 by May 4, 2016, and (2) postpone indefinitely all further committee action toward developing such a statement.

E. Ad Hoc Task Force for Course Evaluations: Senator Tyma wrote

Members of the committee: Holly Miller, Barbara Robins, Suzanne Sollars, Adam Tyma, Michael Perdunn (SAC President)

A follow-up to the March 9, 2016, presentation by Hank Robinson, Director, Office of Institutional Effectiveness. Some issues:
- Gender bias (student/professor)
- International student/professor
- How is the evaluation being used
- Response rates.

The first step is to forward a two-question online survey to the Deans in order to best understand their perspectives and uses of Course Evaluations. This language has been reviewed by Deb Smith-Howell and, though she suggested interviews, we feel that a survey removes any desire to guide the conversation by the task force and respects the Dean’s time. We are now awaiting approval to send it forward. Once the survey is complete, we can then use those responses to help develop further questions and comparatives between Deans, Faculty, and Central Administration.

The rationale and two questions are:
Rationale: With the increased interest in, and reliance on, course evaluations at UNO, and given the recent research that has been published on usability, bias, etc., the Faculty Senate would like to explore the use of course evals on our campus and the culture around them. With that in mind, we ask that the Deans for our various Colleges take a few moments to answer the following questions. This will help us to explore the various perceptions around realities regarding course evaluations.

Question #1: How are course evaluations utilized at the college level?
Question #2: What are the perceptions on/about course evaluations at the college level?

VII. Non-Senate Committee Reports

A. APC (Academic Planning Council): Senator Ni reported the discussion about academic program review update has been proceeding in the meeting, including issues of exiting meetings in progress and some guidelines The externally accredited programs have been involved to discuss about, such as academic program review checklist, business administration programs, MIS for undergraduate. 2016-2017 Academic programs have been reviewed in the meeting in the scale of chemistry, environmental studies, geography, geology, philosophy, physics and religion.

B. EPAC (Educational Policy Advisory Committee): The following minutes were received December 11, 2015

Members present: Gwyneth Cliver, John Erickson, Richard Stacy, Marshall Prisbell, Kerry Ward, Katie Bishop, Ann Coyne and Associate VC Deborah Smith-Howell facilitator

1. Discussion/Announcements
2. Curriculum
   a. Approved the proposed PhD in Translational Biology
   b. Zero credit courses
   c. Credit/No Credit Dual Enrollment
   d. Approved the Public Policy Studies concentration (BGS)
3. Course Syllabi

The following new course(s) were approved:
1. LATN 2120 Intermediate Latin II, 3 hrs.
2. SPED 4700 Clinical Practice in Special Education, 6 hrs.
3. JMC 8046 Social Media Measurement and Management, 3 hrs.
4. SPED 3800 Differentiation and Inclusive Practices, 3 hrs.
5. SPED 4870 Practicum with Infants and Toddlers, 3 hrs.
6. SPED 4860 Responsive and Reflective Teaching in Early Childhood, 3 hrs.
7. SOC 4740 Social Justice and Social Change, 3 hrs.
8. TED 2400 Planning for Effective Teaching, 6 hrs.
9. TED 2404 Practicum: Planning for Effective Teaching, 0 hr.
10. TED 3054 English as a Second Language Advanced Practicum, 0 hr.
11. TED 4310 Assessment and Classroom Management for the Elementary Teacher, 3 hrs.
12. TED 4650 Clinical Practice and Seminar: Elementary or Secondary Level, 6 hrs.
13. CMST 8126 Communication and Social Protest, 3 hrs.
The following revised course(s) were approved:
1. SPED 8500 Basic Clinical Practicum in Speech-Language Pathology, 2 hrs.
2. SPED 8510 Educational Externship in Communication Disorders, 4 hrs.
3. SPED 8520 Medical Externship in Communication Disorders, 4 hrs.
4. ART 1040 Cross-Cultural Survey of Art, 3 hrs.
5. ART 1050 Survey of Western Art History I, 3 hrs.
6. ART 1060 Survey of Western Art History II, 3 hrs.

February 12, 2016

Members present: Gwyneth Cliver, John Erickson, Richard Stacy, Marshall Prisbell, Kerry Ward, Katie Bishop, Ann Coyne and Associate VC Deborah Smith-Howell facilitator

1. Discussion/Announcements
2. Curriculum
   a. Approved the Tribal Management and Emergency Systems minor and concentration-CPACS
   b. Approved the Minor in Studio Art-CFAM *Please note: ART 2100 is not an upper-division course
   c. Approved the Biomedical Physics concentration-A&S
   d. Approved the Name change of the major and minor in Environmental Studies to Environmental Science-A&S
   e. Approved the Library Science concentration within the BGS (online) report item only
3. Course Syllabi

The following new course(s) were approved:
1. NEUR 4890 Genes, Brain, and Behavior, 3 hrs.
2. EMGT 1150 Introduction to Tribal Emergency Management, 3 hrs.
3. MATH 8326 Computational Operations Research, 3 hrs.
5. TED 4210 Socio-cultural understandings of infant, toddlers and families, 3 hrs.
6. TED 4220 Advanced Practicum in Early Childhood Education, 3 hrs.
7. SPED 4760 Community Interpreting Practicum and Seminar, 6 hrs.
8. EMIT 8150 Big Data Analytics and Visualization, 2 hrs.
10. PEA 113A Beginning Ice Skating, 1 hr.
11. SPED 8670 Math Interventions, 3 hrs.
12. EMIT 8200 Managing Information Technology Innovation, 2 hrs.
13. EMIT 8450 Evaluation of Enterprise IT, 2 hrs.
14. ART 3370 Technology in Arts Education, 3 hrs.
15. BIOL 8766 Genome Technology and Analysis, 3 hrs.
16. BIOL 8450 Biology Education Research Methods, 3 hrs.
17. ITIN 1010 Activating Innovation in Society, 3 hrs.
18. MUS 3200 Jazz Pedagogy, 1 hr.
19. WRWS 2500 Screenwriting and Television Writing Studio, 4 hrs.
20. GERO 8940 Graduate Practicum, 3 hrs.
21. ART 3304 Elementary Art Field Experience, 0 hrs.
22. BSAD 8330 Strategic Collaboration: Leading High Impact Teams, 1 hr.
23. BSAD 8440 Decision Analytics, 2 hrs.
24. BSAD 8650 International: Competing in Global Markets, 2 hrs.
25. BSAD 8640 IT: Strategic IT Development and Deployment, 1 hr.

The following revised course(s) were approved:
1. BSAD 8480 Applications in Economics, 2 hrs.
2. BSAD 8370 Business Law and Ethics, 2 hrs.

March 11, 2016

Members present: Gwyneth Cliver, John Erickson, Richard Stacy, Marshall Prisbell, Kerry Ward, Katie Bishop, Ann Coyne and Associate VC Deborah Smith-Howell, facilitator

1. Discussion/Announcements:
   a. Participation

2. Special Guest: Andrew Faltin, J.D., M.A. Coordinator of Community College Relations Enrollment Management introduced to the committee and provided an explanation of the position.

3. Curriculum
   a. The PhD Gerontology was approved. Dr. Marshall Prisbell suggested the possibility of adding the Communication Studies (CMST) course titled Health Communication as an elective to the program. This is only a suggestion.

4. Course Syllabi
   The following new course(s) were approved:
   1. FLNG 1990 Introduction to World Cinema, 3 hrs.
   2. NEUR 1540 Introduction to Neuroscience II, 3 hrs.

   The following new course(s) was approved pending minor edit(s):
   1. ITIN 2999 IT Innovation Symposium, 1 hr.

   The following revised course(s) were approved:
   1. NEUR 1520 Introduction to Neuroscience I, 3 hrs.
   2. GEOG 1030 Introduction to Physical Geography, 4 hrs.

   The following revised course(s) were approved pending minor edit(s):
   1. MUS 3190 Junior/Non Degree Recital, 1 hr.

   The following new course(s) at the Graduate Dean level were approved:
   1. CACT 8090 Critical and Creative Thinking Graduate Project, 3 hrs.
   2. ENGL 8775 Writing Center Theory, Pedagogy, and Research, 3 hrs.
   3. ENGL 8750 Oxbow Writing Project, 3 hrs.
   4. BIOL 4490/8496 Medicinal Uses of Plants, 3 hrs.
   5. BIOL 8170 Ecosystem Analysis for Educators, 3 hrs.
   6. BSAD 8070 IT Innovation Project, 1 hr.
   7. PSCI 8245 The Politics and Practice of Human Rights, 3 hrs.
   8. STAT 8710 Design of Experiments, 3 hrs.

   The following new course(s) at the Graduate Dean level will be forwarded to the Associate Vice Chancellor’s location pending Graduate Committee approval.
   1. EMIT 8050 IT Leadership, 2 hrs.
   2. EMIT 8400 Leading Teams and Managing Virtual Work, 2 hrs.
   3. EMIT 8250 Information Assurance, 2 hrs.
   4. EMIT 8700 Emerging Challenges for IT Executives, 2 hrs.
   5. EMIT 8350 Big Data Enterprise Computing, 2 hrs.
   6. EMIT 8300 Systems Development and Maintenance, 2 hrs.
   7. EMIT 8990 Integrated EMIT Capstone Project, 6 hrs.
C. **Graduate Council:** Nicole Kirsten sent the following from the March 14, 2016, meeting.

**Members present:** Maria Arbelaez, Heather Hannaford, Parvathi Chundi, Paige Toller, Joan Latchaw, Jeremy Lipschultz, Jody Neathery-Castro, Leah Pietron, Patrice Proulx, Christina Dando, Julie Boron, Phyllis Adcock and Dean for Graduate Studies Deborah Smith-Howell

**Dean’s Report**

**Enrollment/Admission Update**

Encouraging everyone to use the dashboards that have been created in Blackboard Analytics (BbA).

Spring 2016 we came out with a slight increase in headcount and a slight decrease in SCH, up in new students. For fall 2016 we are behind in new students. Officially we are up in admits as Social Work has admitted earlier than they did last year at this time.

**Commencement and Graduation**

All on Friday, May 6th divided up into two ceremonies at 9:00 and 3:00, recognized by program.

Working hard on keeping students audits up to date.

**Graduate Assistantships**

Reallocated the non-academic lines.

Since 2013 we have added 26 GA lines.

Those that were allocated in 2013-14, there are nine (9) of them that are up for review fall 2016 they all will be notified and asked to do a two-three page report on the status of the graduate program and how the GA line being utilized that will be due December 1. The reports will be reviewed and the areas will be notified by the end of February of whether they are renewed or reallocate to another program.

We received 29 request for GA lines we were only able to award seven (7) for 2016-17.

Review of the proposals by David Richards, Library Dean and Candice Batton, Assistant VC for Academic and Student Affairs review the proposals and provide recommendations. Sr. VC Reed, Scott Snyder and I looked at them again looking at the 5 year averages of the majors and graduates by program, look at the program investment and funding of GA’s whether that is by their own cost center/grant funding and what previous allocations had been awarded previously. The Deans’ have been notified and an individual email will be sent to each of the areas receiving these new lines. Those receiving are Mathematics, Exercise Science, Speech-Language Pathology, Language Teaching, Gerontology, Communication and Collaboration Science.

There is some hope that we may be able to get some additional funding yet but no promises.

We will have added 33 new lines over the last four years.

**Graduate Student Orientation(s)**

Have met a couple of times with a group that Tracy Bridgeford organizes with Graduate Program Chairs (GPC) that meet periodically. This group has been talking about orientations; use IS&T as a model. We have been getting request to have some type of an all campus something for GA’s. It would entail a couple of hours; late afternoon, social, food then at least some amount of time on overall of
the campus that is informational for all GA’s. Hold the Orientation the Monday or Friday before school starts 8:00-10:00. Encourage that all areas develop an orientation for their programs not just GA’s.

**Assessment**

Every graduate program should have a set of student learning outcomes in an assessment plan.

- Yellow dots means that there is something on file but not really an assessment plan and it may have been from some time ago.
  - There will be a request if a program has a yellow dot this is what is on file and is incomplete there will be an attachment about what you will eventually need to do and then a request that if there is a more updated document that you currently have then what we have please submit the more updated version.
- Red dots means nothing on file about student learning outcomes or plans.
  - There will be a request sent that we do not have anything on file. This is what you will eventually have to do for your assessment cycle. Please send a copy of whatever you have as of now in terms of your planning related to this whether it is your student learning outcomes.

**Action Item:**
The motion is that we raise the minimum UNO Graduate Studies language proficiency score to 550 or its equivalent on the other exams. MOTION CARRIED. Effective summer 2017.

**Committee(s):**
Courses, Programs & Evaluations committee meet and reviewed and approved several courses.
The committee recommended to the Council the consolidation of the MA/MS in Special Education. Council approved.

**D. Parking Advisory Committee:** Prof. Darr sent the following meeting minutes January 26, 2016:

**Present:** Joshua Darr (faculty representative), Kim Harter (SAC), Michael Skocz (SAC), Stan Schleifer, Vanessa Rath, Brenda Frye (SAC), Mikayla Brohman (Student Government), Clyde Richards (faculty representative)

**Not Present:** Bobby Vasquez (faculty representative), Jason Michalak (Student Rep.), Cristian Valquier (Student Government)

**Guest Speaker:** None

December 2015 Minutes were approved

**General Parking Updates** – Stan Schleifer / Vanessa Rath
- Vanessa Rath & Stan Schleifer presented their proposal to increase the parking fees beginning Fall 2016 Semester. A detail outline is included in the Conference Call minutes.
- Stan was interested in getting an understanding and possibly taking any action on information given today so the proposal could be presented to the Board & Cabinet at their next meeting next week.
- Due to the urgency of the proposal and the importance a conference call was suggested by Stan S. to give all members the opportunity to respond etc.
- Mikayla requests to take this recommendation to the Student Government this week and be ready to vote at the Conference call.
• Conference call will be Friday Jan. 29, 2016 @ 2:00pm. At the end of the Conference call a vote will be taken.
• Vanessa stated that there will be no early bird special in July this year for purchasing a parking permit.

January 29, 2016:
Present: Joshua Darr (faculty representative), Kim Harter (SAC), Stan Schleifer, Vanessa Rath, Cristian Valquier (Student Government), Bobby Vasquez (faculty representative)
Not Present: Jason Michalak (student representative), Mikayla Brohman (Student Government), Brenda Frye (SAC), Clyde Richards (faculty representative), Michael Skocz (SAC)
Guest Speaker: None
Parking Permit Rate Proposal for 2016-2017
• This meeting was conducted via conference call to vote on whether or not to support the proposed rates for 2016-2017
• Cristian Valquier was introduced as a new student member of the committee
• Stan mentioned that he recently spoke about the rate proposal to Student Government, and he and Cristian indicated that, while not thrilled about the prospects of a rate increase, there was good discussion and the students were understanding
• Those present voted unanimously to support the proposed rates
• Joshua Darr indicated that of those not present, four also requested a proxy vote to support the proposed rates
• The final tally was a vote of 7-0 to support the proposed rates
• Stan indicated that he also plans to discuss the proposed rates to SAC and Faculty Senate
• Joshua Darr asked if having the next meeting the first week of March would be acceptable, and there were no objections

E. UCAT: March Meeting (due to Spring Break held April 1, 2016)
Members present: Robert Ottemann, Shelby VanNordstrand, Claudia Rauter, David Peterson, JooHo Lee, James Shaw
Members absent: Michael Messerole, Leah Pietron
Travel Applications –

Cecilia Tocaimaza-Hatch Approved for $800
Daniel Wuebben Approved for $800
Christine Beard Approved for $800
Ana Carballal Approved for $800
Andy Zhong Approved for $750
Kerry-Ann Escayg Approved for $800
Ashley Blount Approved for $800

VIII. With no other business to discuss, the meeting adjourned at 3:13 p.m. with announcements.

IX. Announcements
A. EC&A Mtg: Wednesday, April 20, 2016, 2 p.m., EAB 200
B. **Faculty/Staff Awards Banquet:** Wednesday, April 27, 2016, MBSC Ballroom, 6:30 p.m. Social, 7:15 p.m. Dinner (RSVP by April 18, 2016 to dcaughlin@unomaha.edu)  
(There will be relaxed parking for the evening, so you can park from 6:00-10:00 p.m. in surface lots on the Dodge campus and no pay required at the meters.)

C. **EC&C Mtg.:** Wednesday, May 4, 2016, 2 p.m., ASH 196

D. **Faculty Senate Mtg:** Wednesday, May 11, 2016, 2 p.m., CEC 230-231 (Change-Over Meeting)

<table>
<thead>
<tr>
<th>EC&amp;C Meetings (Usually 1st Wednesday of month)</th>
<th>Faculty Senate Meetings (Usually 2nd Wednesday of month)</th>
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<tr>
<td>June 3</td>
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<td>July 1</td>
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<td>*August 12</td>
<td>August 19, 2015 (Retreat) (3rd Wednesday)</td>
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<td>(Classes begin 8/24/15)</td>
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<td>September 2</td>
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<td>November 4</td>
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<td>December 2</td>
<td>December 9 (Prep Week) (Commencement 12/18/15)</td>
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<td>January 6th</td>
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<td>(Semester begins 1/11/16)</td>
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<td>February 3</td>
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<td>March 2</td>
<td>March 9 (Spring Break 3/20-3/27/16)</td>
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<td>April 6</td>
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<td>May 4 (Finals Week)</td>
<td>May 11 (Commencement 5/6 &amp; 5/7/16)</td>
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*Note: Dates in italics indicate special events.*