Wednesday, May 4, 2016, 2 p.m., ASH 196

Members: Eesley, Grams, Holley, Kreiling, McGrath, Nash, Nordness, Sollars, Woody

I. The Meeting was Called to Order by Vice President Grams at 2:02 p.m.

II. The Minutes of April 6, 2016, were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Woody

Letter to the Faculty: May 1, 2016

UNO Faculty Colleagues: Being on the cusp of the summer months means it is time for a wrap-up of the endeavors of the UNO Faculty Senate during the past academic year. Given our reliance on the Senators for handling critical (and seldom mundane) issues, I am aware that every Senator devotes a considerable amount of time to meetings and other invaluable service activities. To each Senator I say, I hope that your service proved to be a stimulating and rewarding collegial experience. There is no doubt that every Senator contributed substantial benefits to the UNO and NU constituents: Bravo for you!

My April report noted replacement and incoming members of the Faculty Senate. Great appreciation is expressed to everyone who is ending his/her term as a Senator, namely Juliette Parnell, Beth Ritter, and Suzanne Sollars for A&S; Tej Adidam and Jinlan Ni for CBA; Amy Morris and Adam Tyma for CFAM; David Carter and John Noble for ED; Harvey Siy for IS&T; Robert Nash for Criss Library; Patty Carlson and Lyn Holley for CPACS; and Bing Chen for all external faculty at UNO.

The Faculty Senate met with David Richards, the Dean of the Criss Library. He has great enthusiasm for forthcoming projects, which include: hiring three librarians to assist with online learning and digital initiatives, opening up the library’s lower level 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. Dean Richards noted that although "there will always be [paper] books, fewer people are, these days, checking out books." It is the age of progression into electronic informational sources.

Based on my contacts with administrative and faculty sources around the country, I believe that there is justification for great positivism about the current and predicted financial conditions for UNO and the NU System. Regrettably, financial hard times and controversial issues have left many other colleges and university burdened heavily. Thankfully UNO and NU have been spared turmoil or dissonance, and our administrators and financial staff predict (so far?) a relatively stable future financially for higher education in Nebraska.

Over the past academic year, I have had several contacts with Student
Government President/Student Regent Brock Lewis. I believe that Regent Lewis and I would agree that close communication between the Student Regent and the Faculty Senate creates benefits for all concerned. Thus, I have been pleased with contacts with incoming Student Government President/Student Regent Patrick Davlin, as well as Student Government Vice President Emily Bradshaw. Incidentally, the same sort of mutually supportive relationship has been created between the Faculty Senate and the UNO Staff Advisory Council (Michael Perdunn, President).

The turbulent international scene has not gone unattended. I am serving on the Global Risk Management Committee (Teresa Carlson is the “Responsible University Administrator”). The Committee is dealing with policies and procedures relevant to travel in general and an International Emergency Response Plan for Student Emergencies in particular (which extends to faculty and staff as well). Members of the Task Force are: Emily Hassenstab (Manager of Education Abroad and Global Partnerships, International Studies & Programs), Emily Krueger (Education Abroad Advisor, International Studies & Programs), Joe Kaminski (Senior Director of Wellness, Student Life), Marcia Adler (Director UNO Health Services), Melanie Krings (Assistant Director, Executive MBA Program, Former President & Representative for Staff Advisory Council), Patrick O’Neil (Director of UNO Emergency Services Program, Public Administration), Robert Woody (Professor of Psychology, President UNO Faculty Senate), Roberto Robles (Research Compliance Officer, Office of Research & Creative Activity), Shari Thompson (Chief Audit Officer, Internal Audit), Stanley Schleifer (Director, Support Services & UNO Risk Manager), Teresa Carlson (Manager Accounts Payable, Accounting Services), and Tyler Davis (Safety Officer, Environmental & Health Safety). As your representative on the Committee, my challenge is to press for faculty preferences, convenience, and other benefits that outweigh primary concern about cost savings. If you have any questions or opinions about relevant issues, I encourage your contacting Teresa Carlson, Tyler Davis, Emily Hassenstab, or Shari Thompson.

Moving to another matter, the Faculty Senate Budget Advisory Committee (Craig Maher, Kerry Ward and Eleanor Johnson) has conducted a preliminary analysis of “salary compression” at UNO. Faculty Senate Secretary/Treasurer Dale Eesley continues to serve as liaison on this project. Additional information can be obtained from Craig Maher.

I serve on the Digital Communications Executive Committee, chaired by Jason Buzzell. Rapid and considerable progress is being made towards a major reconstruction of the UNO website. A date for total completion has not been determined, but when manifested, there will be tremendous enhancement of digital communications for faculty, administration, and students. Among other things there will be analytics of usage, etc., that will guide decision-making. For more information, contact Jason Buzzell.

During the past month, the Faculty Senate’s primary issues of concern have been: limitations of the online teaching evaluations; the 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; and proposed UNO Campus Policy development and approval process. Also, the Academic & Curricular Affairs Committee continues to monitor the development and implementation of an Academic Integrity policy.

On behalf of the Faculty Senate, have a safe, healthy, and enjoyable summer, and
bring your renewed energy to the forthcoming 2016-2017 academic year. With our unity, we will all promote continued excellence for the “Academy.”

B. Secretary/Treasurer Report: Senator Eesley

1. EC&A: There was no meeting in April 2016.

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<td>4245</td>
<td>4/13/16</td>
<td>Student Publications Committee, Position B</td>
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<td>4244</td>
<td>4/13/16</td>
<td>Food Vending RFP Review Committee Member</td>
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**TO BE FOLLOWED UP**

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<tr>
<td>4200</td>
<td>5/13/16</td>
<td>Development of Task Force to Examine the Role of Part-time Faculty in the University of Nebraska at Omaha’s Strategic Mission</td>
<td>5/20/15</td>
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**CARRIED FORWARD**

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<tr>
<td>4074</td>
<td>2/13/13</td>
<td>Criminal Background Checks at UNO</td>
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<td>Not supported.</td>
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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 check.
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<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.*</td>
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*4074 (From Chancellor Christensen via Nancy Castilow in an e-mail sent on 2/18/13: Not supported. As with Resolution 4073, which I opposed, in part, because of its reference to all NU campuses, I also believe this to be a safety issue for which we have legal and fiduciary responsibility. In summary, the absence of some form of background checks for persons employed on campus seems in opposition to best practices.)

*4054 (Legal Opinion): From: John C. Hewitt [mailto:jhewitt@clinewilliams.com]; Sent: Tuesday, July 17, 2012 9:11 PM;

To: Ed Wimes; Subject: Background Checks.

Ed,

In a response to my email of July 14, you have indicated that at this time you anticipate that the “background check” at the University of Nebraska at Omaha will consist of the University reviewing public records (i.e., sex offender registry, criminal convictions, etc.) for applicants for employment. Based on the foregoing you have inquired whether such an approach would constitute a mandatory subject of bargaining.

The simple answer is that the University could, in my opinion, proceed to implement such an approach for applicants without any discussions. The obligation to bargain in good faith concerning mandatory subjects is generally limited to the current employees of an employer. There is generally no obligation to negotiate concerning prospective employees. Star Tribune, 295 NLRB 543 (1989).

If there remains any discussion about expanding such an approach to current employees, then the answer becomes more complicated. Nevertheless, I do not believe that the University would be required to bargain over the decision to review public records at its own cost and expense. As I indicated previously, this decision would likely be within the employer’s managerial discretion. However, I also believe that the University would be required to bargain over the “effects” of such a decision; such as (a) whether any information in a person’s criminal record would remain confidential; (b) whether certain employees would be exempted based upon length of exemplary work records; (c) the appeal rights of employees who claim that they have been incorrectly identified of having been convicted of a particular crime or who believe there are extenuating circumstances that would exclude their disqualification; and (d) the categories of offenses that would result in automatically exclusion from employment.

If you would like to discuss further, please do not hesitate to call.

John C. Hewitt: jhewitt@clinewilliams.com; CLINE WILLIAMS WRIGHT JOHNSON & OLDFATHER, L.L.P.; 1125 S.103rd Street, Suite 600; Omaha, Nebraska 68154; Phone 402.397.1700/Fax 402.397.1806


IV. Standing Committee Reports

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

The Committee met April 27, 2016.

Members: Jodi Kreiling (chair), Laura Grams (vice chair), Juliette Parnell, Stuart Bernstein, Kenneth Dick, and Holly Miller.

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

Goals for Past Year: (List)
1) Determine the committee’s specific roles and expectations in the proposal review and approval process
2) Expedite all proposals forwarded to our committee

Accomplishments during Past Year:
1) Meeting with Associate Vice Chancellor Deb Smith-Howell to clarify committee’s roles and expectations in the proposal review and approval process (to foster better communication between Faculty Senate and administration)
2) Meeting with Assistant Vice Chancellor Candace Batton and Phil Covington to start the revision process on the Academic Integrity Policy (forwarded a revised policy to go into next year’s catalog)
3) Worked on creating a more open communication policy between the committee and administration / heads of departments or programs for proposals being reviewed
4) Approval of 3 resolutions for 3 reviewed programs / departments / degrees by the full senate

Resolutions from Committee in Past Year:
1) Resolution 4239, 2/10/16: PhD in Gerontology
2) Resolution 4226, 10/14/15: PhD in Translational Biology
3) Resolution 4225, 10/14/15: Department of Biomechanics

Other Committee Work: (and which committee member was working on each)
To be continued in the NEXT Year:
1) Further revision of the academic integrity policy (graduate and undergraduate)
2) Proposal reviews as necessary

Other:
The committee started preliminary research and discussion concerning freedom of expression on campus. We recommended that a task force be created to further address this issue.

Chairperson for Next Year:
The committee has selected co-chairs for 2016-2017. Senator Ken Dick and Senator Holly Miller will serve as co-chairs/vice-chairs for the committee.

PENDING:
1. Request for Faculty Working Committee for Definition/Discussion of Student Academic Integrity (from Candice Batton) (to AC&A 1/6/16)
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 Committee met on April 27, 2016, and selected Paul Beck Memorial Scholarship recipients, who will each be awarded a $1,000 scholarship:

Kristi Apa, Graduate winner;
tbd, Undergraduate winner.

End of the Year Report:
Over the course of the past academic year the ER&S committee met 7 times. Over the course of these meetings we made efforts to meet with Directors and Deans who provide an array of services to faculty, staff, and students. This included meeting with:

• Ann Heimann, Director of Disability Support Services
• John Gonka, Director of Testing Services
• Dave Richards, Dean of the Library

Each of these meetings were scheduled with the intent of obtaining more information about services for faculty and students and to share any concerns of the Faculty Senate.

We attempted to meet with Lanyce Keel, Director of Distance Learning, but because of a misunderstanding we were unable to meet.

In our final April meeting we selected the Paul Beck Scholarship Award winners. In addition we discussed who would serve as committee chair for the coming year, however there were no volunteers at this time.

**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 Educational Resources & Services Committee, 10/14/15)

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

   **Members:** Gershovich (chair fall), McGrath (VC fall, chair spring), Elder (VC spring), Chao, Chen, Brennan, Hawkins (spring, replacement for Gershovich)

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

   **Goals for Past Year:**
   1. Cost of HPER by faculty
2. Status of full-time non-tenure faculty
   - this issue is being investigated by AAUP and another Faculty Senate committee
3. Salary compression as a source of potential friction
   - this issue is being investigated by AAUP and another Faculty Senate committee
4. Issues related to workload and compensation
   - this issue is being investigated elsewhere on campus, as well as by AAUP
5. Educational quality of UNO’s Early Childhood Care Center

Accomplishments during Past Year:
1. Passing the Guns on Campus resolution, encouraged discussion about this issue within Faculty Senate, and drew support from the Chancellor as he supported the resolution and sent it to Nebraska State Senator Les Seiler, Chair of the Judiciary Committee.
2. Wellness initiatives: our initial discussion with Joe Kaminski in September encouraged a collaborative effort with multiple groups on campus. This started a conversation and an ad-hoc committee to draft a proposal to increase wellness spending for faculty and staff. Our committee continued to support methods to decrease HPER cost as part of this proposal.
   - Others involved in this ad-hoc committee: Michael Perdunn (outgoing President, Staff Advisory Council); Joe Kaminski (Senior Director of Wellness); Dave Daniels (Assistant Director UNO Campus Recreation); Lindsay D’Amour (Graduate Assistant UNO Campus Recreation); Cecil Hicks (Director, Human Resources); Esther Scarpello (Benefits Manager, Human Resources).
3. Green card/immigration concerns for new International Faculty: we brought this concern to EC&C, and this was then conveyed to the Vice Chancellors. It appears that they will continue to work on this issue from an administrative level.

Resolutions from Committee in Past Year:
1. Guns on campus (R4240, 2/10/16 passed)
2. The following resolution was passed by the Committee and will be moved by Senator McGrath for the Committee. It passed and will be presented to the full Senate next week:

RESOLUTION: Wellness on UNO Campus

WHEREAS, the University of Nebraska at Omaha strives to model best practices, which include attending to the wellness of its employees;

WHEREAS, the University of Nebraska at Omaha has not increased its wellness budget for faculty and staff since 1996, leaving it substantially underfunded;
WHEREAS, the University of Nebraska at Omaha faculty have identified the cost of HPER gym membership as a top 10 concern (Faculty Senate Survey of Faculty, 2014);

BE IT RESOLVED that the UNO Faculty Senate requests an increase in funding for faculty and staff wellness programs and initiatives, including the development of incentives that decrease the cost of HPER gym membership;

FURTHERMORE, the UNO Faculty Senate requests that the University of Nebraska System share campus-specific health and benefits data with each
campus’ Benefits office, so that campus-specific data and outcomes can be more readily assessed and used to guide future wellness activities.

**Other Committee Work:** (and which committee member was working on each)

1. Payment of student expenses during study abroad (McGrath and Brennan) (McGrath is working with Teresa Carlson to draft this document)
2. UNO Constituency and Well-being (McGrath)
   - this issue needs clarification for any additional work by Faculty Senate or our committee. Our recommendation is to contact the Wellness Committee and convey the desire to have a centralized source for information on the web (similar to Student Safety website)
3. Feedback to ombudsperson (Gershovich) (completed in December)

**To be continued in the NEXT Year:**

1. Wellness initiative: The FP&W committee should continue to work with others on this issue and continue to support incorporation of faculty concerns, particularly incentives to decrease HPER cost for faculty and staff. (list all members of this effort) (get copy of report)
2. Alcohol and Illicit Drugs policy follow up (Chancellor needs to act or find out where it is)
3. Green card follow-up (who needs to press this issue)

**Chairperson for Next Year:**

Griff Elder, although the committee wouldn’t mind perhaps electing a chair in August if possible

**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 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)?
3. **Green card follow-up** (who needs to press this issue) (issue taken up by FP&W 4/2016)

**D. Committee on Goals and Directions:** Senator Holley reported

**Members: Chair,** Lyn Holley(Gero/CPACS-2016), Vice-Chair Patti Carlson, (SoWK/CPACS-2017), Jilin Ni (Eco/CBA 2016), John Noble (HPER/ED 2016), Elliott Ostler (Teacher Ed/ED-2017), and Beth Ritter(Soc-Anthro/A&S 2016)
The Committee reviewed the goals and accomplishments of the past year, identified goals:

**Goals for Past Year:**

1. Clarify the mandate of the Faculty Senate Goals and Directions Committee
2. Assess, revise as needed and institutionalize the UNO practice established in 2014 by the President of the UNO Faculty Senate and the Senior Vice Chancellor that requires each university committee or major task group includes at least one member who is a faculty member (full time or part time) and that one faculty member of the committee or task group be designated as a Faculty Senate Liaison, thus realizing the benefits of including the faculty as major stakeholders in helping to develop and implement plans for UNO
3. Carry out other assignments within the purview of the Committee as issues arise in the Senate.

**Accomplishments during Past Year:**

1. Clarification of Committee mandate.
   The Committee mandate as defined by the Faculty Senate Bylaws includes matters which pertain to:
   a. Future and development of the university (G&D member must serve on the UNO Strategic Planning Steering Committee)
   b. Public image of the university and Community acceptance of higher education
   c. Development of grant and endowment policies
   d. Planning and utilization of campus facilities
   e. Academic implications of budgets and finance (G&D member must serve on UNO Academic Affairs Committee)
   f. Student Affairs and Athletics

2. With the direction, advice and special assistance of Senator Harvey Siy(IS&T) and with leadership from Lyn Holley and Elliot Ostler, the entire committee has worked to refine systems for implementation of reporting by Faculty Senate Liaisons on University Committees to the Senate via the Faculty Senate Website. Committee members have monitored, solicited, and followed up on reports (or lack of reports) from the Faculty University Committee Liaisons

3. Strengthened the role of the Faculty Senate in UNO strategic planning through e.g.,
   a. active participation in UNO Strategic Planning Forum (Senate President, and G&D members participated and Senator Kreiling spoke at the December meeting),
   b. active participation in the UNO Strategic Planning Steering Committee (e.g., G&D member served as Chair of the Unit Strategic Planning Alignment Task Force), and
   c. institutionalizing UNOwide systems for communication that were developed last year for Faculty Senate College Liaisons and Faculty Senate Liaisons on University Committees.

**Resolutions from Committee in Past Year:**

1. Resolution that institutionalizes the arrangement for Faculty Senate University Committee Liaisons in every university committee and major task force, and Faculty Senate College Liaisons/Representatives was approved by the ECC and the Senate in April, 2016.
2. A protocol for Faculty Senate College Liaisons/Representatives was approved in April.

**Other**
1. Strategic Plan for the Faculty Senate. Senators Holley and Morris completed background research and outlining of a strategic plan for the Faculty Senate

**To be continued in the NEXT Year:**
1. Goals and Directions Committee will ensure implementation and functionality of web based reporting system for Faculty Senate Liaisons/Representatives. Continue communications with Rules Committee in regard to an eventual “hand over” of the duties of monitoring reports to the Rules Committee.
2. Continue to increase “presence” of faculty in University planning and decision making (e.g., via communications systems in 1) and through G&D member direct participation in UNO Strategic Planning Steering Committee and Academic Affairs Committee).
3. Complete work of developing UNO Faculty Senate Strategic Plan.

**Chairperson for Next Year:** Elliott Ostler (COE-2017)

**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 reported the Committee met April 25, 2016.

   **In attendance:** Travis Adams, Russ Nordman, Harvey Siy, Suzanne Sollars, Adam Tyma, Vincent Woolf.

   **Elected Chair and Vice Chair for 2016-17**
   
   Chair: Travis Adams   Vice Chair: Russ Nordman

   We chatted about possible topics for the committee for next year (to be reported by Senator Adams at the Fall Retreat).

   **Year-end report:**
   An excellent committee, if ever there was one.
   Focused on summary of open-ended answers from part-time faculty survey.
   Helped to revise content of Behavioral Review Team website and forms.
   Reviewed Center for Faculty Excellence programs.

**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 on April 27, 2016 to make Faculty Senate Standing Committee assignments for 2016-2017.

Present: Tej Adidam, David Carter, Samantha Clinkinbeard, Paul Landow, Amy Morris, and Robert Nash.

Absent: None.

End of Year Report:
Rules Committee members for 2015-2016 were: David Carter, Samantha Clinkinbeard, Ziaul Huq (replaced by Tej Adidam for the Spring 2016 semester), Paul Landow, Amy Morris, and Robert Nash (Chair).

From August 2015 through April 2015, the Rules Committee brought forward 20 resolutions (4203, 4212, 4213, 4215, 4216, 4217, 4218, 4219, 4220, 4221, 4227, 4228, 4229, 4230, 4231, 4232, 4233, 4234, 4241, and 4245) filling 30 vacancies on 20 university committees.

Senator Nash moved the following four resolutions for the committee. They passed and will be presented to the full Senate next week.

1. RESOLUTION for Membership of 2016-2017 Faculty Senate Standing Committees:

BE IT RESOLVED that the following be appointed to the 2016-2017 Faculty Senate standing committees as designated:

Committee on Academic & Curricular Affairs (6)
- Stu Bernstein, EXT
- Ken Dick, IS&T
- Laura Grams, A&S
- Jodi Kreiling, A&S
- Holly Miller, CFAM
- Burch Kealey, CBA

Committee on Educational Resources & Services (6)
- Azad Azadmanesh, IS&T
- Jayaram Betanabhatla, A&S
- Dale Eesley, CBA
- Jieru Bai, CPACS
- Phil Nordness, ED
- Barbara Robins, A&S

Committee on Faculty Personnel & Welfare (7)
- Pauline Brennan, CPACS
- Joy Chao, CFAM
- Dale Tiller, EXT
- Griff Elder, A&S
- Moshe Gershovich, A&S
- Melanie McGrath, ED
- Marshall Prisbell, CPACS

Committee on Goals & Direction (6)
- Maria Arbelaez, A&S
- Bradley Bereitschaft, A&S
- Patti Carlson, CPACS
- Bridget Franks, ED
2. **Faculty Senate Presidential Appointments (a-e)**

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

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

   BE IT RESOLVED, that the Faculty Senate President appoints the following senator, who is also an AAUP member, as the senate representative for a one year appointment from 05/11/16, through 05/10/17, to the UNO Chapter of AAUP, to replace Griff Elder, whose term has expired:

   TBA.

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

   BE IT RESOLVED, that the Faculty Senate President appoints the following senator to be the Senate representative for a one year appointment, through May 2017, to replace Jayaram Betanabhatla, to the Academic Freedom Coalition of Nebraska (AFCON):

   TBA.

c. **Alumni Association Board of Directors**

   BE IT RESOLVED, that the Faculty Senate President appoints the following UNO alum as the senate representative for one year, 05/11/16, through 05/10/17, to the Alumni Association, Board of Directors, to replace Scott Vlasek, whose term has expired:

   Scott Vlasek.

d. **Budget Advisory Committee (Faculty Senate Committee)**
BE IT RESOLVED, the Faculty Senate President has appointed the following faculty member to the Faculty Senate Budget Advisory Committee as a three-year appointment, from August 1, 2016 to July 31, 2019, to replace Kerry Ward, whose term will expire:

Michael O’Hara.

e. **Graduate Council Liaison**

BE IT RESOLVED, that the Faculty Senate President appoints the following member of the Graduate Council to be the liaison between the 2016-2017 Faculty Senate and the Graduate Council for a one-year term from 8/1/16, through 7/31/17:

*TBA (to replace Paige Toller).*

3. **Campus Committees (a-h)**

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

a. **Academic Planning Council (APC)**

BE IT RESOLVED, that the following names go forward as the Faculty Senate's representatives to the Academic Planning Council from the Committee on Academic and Curricular Affairs and the Committee on Goals and Directions each for a one-year term from 7/31/16, through 8/1/17:

TBA (August Faculty Senate Retreat), from the Committee on Academic and Curricular Affairs,
TBA (August Faculty Senate Retreat), from the Committee on Goals & Directions.

b. **Faculty Senate Liaison to Center for Faculty Excellence Advisory Committee**

BE IT RESOLVED that the following faculty members be appointed as Faculty Senate liaison to the Center for Faculty Excellence Advisory Committee, for a one year term, 8/1/16-7/31/17:

TBA (August Faculty Senate Retreat), Faculty Senate Liaison (to replace Ana Cruz).

c. **Education Policy & Advisory Committee (EPAC)**

BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/16, through 07/31/19, to the Education
Policy & Advisory Committee (EPAC) to replace John Erickson (BA) and Richard Stacey (ED) whose terms will be ending 7/31/16:

Patricia Meglich, BA (to replace John Erickson);
Ann Luther, ED (to replace Richard Stacy).

d. Judicial Committee

BE IT RESOLVED, that the following names go forward as three-year appointments, from 08/01/16, through 07/31/19, to the pool of names for the Judicial Committee:

Kathryn Dempsey (to replace Janice Rech);
Christopher Goodman (to replace Courtney Fristoe);
Michael Matthews (to replace Arturo Miranda);
Amanda Randall (to replace Tony Romero).

e. Parking Advisory Committee

BE IT RESOLVED, that the following name go forward as a three-year appointment from 08/01/16 through 07/31/19, to replace a member whose term is expiring, on the Parking Advisory Committee:

Angela Eikenberry (to replace Joshua Darr).

f. Professorship Committee

BE IT RESOLVED, that the following two faculty members serve on the Named Professorship Review Committee (Kiewit, Kayser, and Isaacson Professorships) from 8/1/16, through 7/31/17. (The Administration will select one additional member of this committee.)

Tej Adidam (to be reappointed);
Andrzej Roslanowski (to replace Doug Stack).

g. Strategic Planning Steering Committee

BE IT RESOLVED, that one member of the 2016-2017 Faculty Senate Goals & Directions Committee will be appointed to the Strategic Planning Steering Committee for a one-year term from 05/13/16, through 05/11/17, to replace Lyn Holley, whose term has expired:

TBA (August Faculty Senate Retreat).

h. Wellness Stampede Advisory Committee

BE IT RESOLVED, that the following name go forward as a two-year appointment, from 08/01/16 through 07/31/18, on the Wellness
Stampede Advisory Committee, to replace a member whose term has ended:

Stacie Haneline, to replace Jessica Baldwin.

4. **University Committees Resolution (a-j)**

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

**a. University Committee on Athletics**

**BE IT RESOLVED**, that the following name go forward as a three-year appointment from 08/01/16, through 07/31/19, to the University Committee on Athletics, to replace Adam Tyma, whose term has expired:

Ashley Blount.

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

**BE IT RESOLVED**, that the following faculty members be recommended for service as three-year appointments, from 08/01/16, through 07/31/19, on the University Committee on Excellence in Teaching. (Of the committee, two members should be recipients of the award and one member should be “first year faculty member holding a Ph.D.”) These members will serve staggered terms, and their replacements will be appointed to serve terms that would balance term endings, except for the first year faculty member, who serves one year (08/01/15-07/31/16):

David Carter, ED (to replace Shari DeVeney)
Imafedia Okhamafe, CPACS (to replace Pamela Smith)
Jennifer Harbour, new faculty holding Ph.D. (to replace Adam Weaver) (term: 08/01/16-07/31/17).

**c. University Committee on Facilities Planning**

**BE IT RESOLVED**, that the following name go forward as a three-year appointment from 08/01/16, through 07/31/19, to the University Committee on Facilities Planning:

Brett Kyle (to replace James Hagen).

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

**BE IT RESOLVED**, that the following name go forward as a three-year appointment from 08/01/16, through 07/31/19, to the University Committee on Honors & Awards, to replace Rosemary Strasser, whose term will expire:
Christopher Decker.

e. University Committee on Library & Learning Resources

BE IT RESOLVED, that the following names go forward as three-year appointments from 08/01/16, through 07/31/19, to the University Committee on Library and Learning Resources, to replace those completing their terms:

Shari DeVeney (to replace Barbara Hewins-Maroney);
Adrian Duran (to reappointed).

f. University Committee on Student Affairs

BE IT RESOLVED: that the following name goes forward as a three year appointment, from 08/01/16 through 07/31/19, on the on the University Committee on Student Affairs, to replace member who is completing her term:

Victoria Lentfer (to replace Sheryl McGlamery).

g. University Committee on Technology Resources & Services

BE IT RESOLVED, that the following three names go forward to the University Committee on Technology Resources & Services, to replace members who are completing their terms, as three-year appointments from 08/01/16 through 07/31/19:

Amy Schindler (to be reappointed);
Angelika Walker (to replace Elizabeth Leader Janssen);
Stanley Wileman (to replace Russ Nordman).

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

BE IT RESOLVED, that the following names go forward as three-year appointments, for members completing their terms, from 07/1/16 through 06/30/19 to the University Committee for the Advancement of Teaching (UCAT):

Brian McKevitt, A&S (C: Social Sciences) (to replace David Peterson)
John Zerbe, CFAM (to replace Shelby VanNordstrand).

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

BE IT RESOLVED that the following names go forward as three year appointments, from 08/1/16 through 07/31/19, to replace members who are completing their terms on the UCRCA (University Committee on Research & Creative Activity):
Elizabeth Chalecki, A&S, Social Sciences (to replace Harmon Maher);
Chin Chung (Joy) Chao, CFAM (to replace Jeremy Baguyos);
Anastasia Kyvelidou, ED (to replace Sofia Jawed-Wessel);
Dustin Slivka, At-large Member (to replace Abhishek Parakh).

j. University Council on Distance Education

BE IT RESOLVED that the following name go forward as one three-year appointment from 08/01/16, through 07/31/19, to the University Council on Distance Education: to replace Gregory Morin:

Melissa Cast-Brede (to replace Gregory Morin).

V. Other Faculty Senate Committee Reports

A. Faculty Senate Budget Advisory Committee: Prof. E. Johnson, Maher, Ward (No Report)

B. Ad Hoc Survey Group (both Faculty & Student) - Ongoing: Sent to Goals & Directions as “Ad Hoc Survey Group (both Faculty & Student) – Ongoing”

C. Ad Hoc Faculty Senate Strategic Plan Writing Group: Sent to Goals & Directions as “Ad Hoc Faculty Senate Strategic Plan Writing Group.”

D. Ad Hoc Task Force on Free Expression on UNO Campus: Senator Eesley may bring this issue to the Senate again.

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

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

The Task Force was unable to complete its work and could be reestablished at the June EC&C mtg. Senator Sollars expressed interest in continuing on the Task Force, as did Senator Tyma.

VI. Non-Senate Committee Reports

A. U-Wide Fringe Benefits Committee: Prof. Erickson wrote the meeting was held April 21, 2016.

Fidelity

Jason Cronick and Cheri Craig made a presentation to the committee titled “Guidance Discussion” regarding the importance of planning for retirement. A handout covering the main points of the presentation was attached to the agenda (Nebraska Benefits Meeting April 21, 2016). Three interesting pieces of information emerged. First, Fidelity is willing to come to the UNO campus, and even visit individual units or departments for a more extended discussion. Second, retirement plan participants can make individual appointments to meet with Fidelity representatives in Omaha. Three, the local Fidelity representative contacts are as indicated below.
Update on happenings in Employee Benefits (see U-Wide Benefits handout 4.21.16).

1. Long Term Care
   There were changes made to the Long Term Care (LTC) plan. The current carrier, CNA, stopped accepting new applications as of February 1, 2016. Genworth Financial was selected as the new provider.

2. 2016 Health Premium Holiday
   As noted in the handout, there will be a 3 month premium holiday on health and dental insurance premiums. Employees pay roughly 20% of the monthly premiums via their paycheck deductions. The University covers the other 80% of employee premiums, and will use that (the equivalent of the NU share of the premium holiday) for other purposes, such as building renovations across the NU system. It should be noted here that the NU system (along with the rest of the country) has seen 6 – 7% annual increase in medical costs annually for several years. This means that we will very likely see our premiums begin to increase soon.

   The UNO representative asked questions regarding why the reserve pool was allowed to become so large and why it took so long to react. For example, at the most recent Committee meeting (September 2015) we were informed then that there would likely be no more premium holidays. What happened between September of 2015 and March of 2016 that led to the current state of a 3 month premium holiday now? One answer was that the Legislature passed or is considering a bill to cap the reserve at 6 months and include no stop loss; reference Measure 956, Section 37.

3. 1095-C Employer Provided Health Insurance Forms
4. Addition of Breast Pumps and Lactation Consultation to University’s Health Insurance
5. Upcoming Outreach to Employees

Campus Representative Input
A group of UNL employees made an extended presentation to the Committee for the addition of bariatric surgery to the healthcare policy.

Additional item from UNO HR
UNO HR will host a Medicare and Medicare Supplement Seminar for Faculty and Staff on May 10, 2016. Please see handout (Medicare Seminar May 10, 2016 VAS)

VII. Old Business

A. Scheduling Finals Committee: A senator will be asked to volunteer at next week’s full Senate meeting.
B. **Faculty Senate’s $100 at Alumni Association:** The April decision to put $100 in our operating budget cannot be done. New decision is to put it in Paul Beck Scholarship fund.

C. **Part-time Faculty:** There was discussion as to what has happened with the following resolution, passed last May and acknowledged by the Administration May 20, 2015:

**RESOLUTION 4200, 5/13/15: Development of Task Force to Examine the Role of Part-time Faculty in the University of Nebraska at Omaha’s Strategic Mission**

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

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

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

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

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

Senator Woody then moved and Senator Eesley seconded the following motion. It passed and will be presented to the full Senate next week.

**Resolution Regarding Part-time Faculty Task Force**

WHEREAS there is increasing reliance on the use of part time faculty;

BE IT RESOLVED that a university task force be established forthwith to develop and recommend policies and procedures relevant to the use of part time faculty, submitting a report to the EC&A on or before December 1, 2016.

**PENDING**

A. **Grading Policy Change for “F” “FW” Grades (Policy draft 11/02/15 by Financial Support and Scholarships Office, updated 11/15/15.)** (Fall 2016 w/ Senator Grams and Executive Committee)

B. **Proposed UNO Campus Policy Development & Approval Process**

Drew Nielson, UNO Compliance Officer, Business & Finance was

- Beginning and Continuing to Establish UNO Campus-wide Policies (template, scope, policy statement, procedures, etc.)
- Faculty (Senate?) membership on Campus Policy Coordinating Committee (3 year term, once a month meetings)
The EC&C asked that this issue be sent to the full Senate, March 9, 2016, information only, and no one volunteered.

Requested more information from Drew Nielson on 4/7/16, and his reply on 4/11/16:

Hi, Drew,

The Executive Committee and Cabinet of the UNO Faculty Senate needs more information before they can provide a Senator as a member to the UNO Campus Policy Development and Approval Process/Committee.

Can you send me a short note on what the committee hopes to do:

- Contact/Chair person for committee (I am assuming it is you)
  - Yes – I am the contact/Chair for the committee.
- Charge for the committee
  - The committee serves a bit of a dual purpose. For the purposes of policy development/approval, this committee serves as a resource to consult with university offices on proposed and draft policies to consider whether they are necessary and aligned with institutional mission, goals, and priorities; that policies are concise, consistent in format and scope, and easy to understand; to identify constituencies and other policies that may be affected; and to make recommendations for offices attempting to create or revise campus policies. The committee also exists as the campus compliance committee providing leadership and support in promoting a culture of institutional compliance with regulatory matters. In our meetings we discuss current campus compliance related initiatives, new or challenging regulatory requirements, and the identification of risks and/or opportunities for improvement.
- Membership and who chooses
  - I’ve chosen the membership with feedback and input from campus community and leadership
- Terms of service for members
  - Ideally, I’d like to have some consistency in our membership. I believe it is especially important as it relates to policy development and approval. Familiarity with the process and existing policies would be helpful. I would recommend a three-year term but would certainly be open to discussing if that seems unreasonable.
- When does committee meet/how often?
  - We meet the second Monday of every month for an hour at 10:00 AM. Also, we’ll utilize email in between scheduled meetings to discuss new/proposed policies in the hopes that we can expedite the process a bit if/when possible.
- Etc.
  - If there is anything else I can do please let me know and I would be happy to help.

VIII. For the Good of the Order

IX. New Business

A. Personnel Action: President Woody moved and Senator Eesley seconded the following motion. It passed.

Approve Stipend for second half of 2015-2016 for Faculty Senate Parliamentarian James Carroll ($1,000 / 2 = $500.00).
Senator Eesley moved and Senator Nordness seconded the following three resolutions, bundled as a single resolution. It passed and will be sent to the full Senate next week.

B. Resolution to Permanently Replace College of Education Senator McGrath

BE IT RESOLVED as the first runner up in the most recent College of Education election to the UNO Faculty Senate, the following faculty member will replace Senator Melanie McGrath, who is leaving UNO, effective after the May 12, 2016, Faculty Senate meeting. This term ends 5/9/18:

John Noble.

C. Resolution to Temporarily Replace New CFAM Faculty Senator Chao (Fall 2016)

BE IT RESOLVED that, from 5/12/16-12/31/2016, the following first runner up in the most recent College of Fine Arts, Media, and Communication election to the UNO Faculty Senate, will temporarily replace Senator Joy Chao, who will be on Paid Professional Leave for Fall 2016:

Barry Ford.

D. Resolution to Permanently Replace CPACS Senator Carlson

BE IT RESOLVED as runner up in the most recent CPACS election to the UNO Faculty Senate, the following faculty member will replace Senator Patricia Carlson, who is retiring, effective May 12, 2016. This term ends 5/10/17:

Amy Anderson.

E. Resolutions of Appreciation

Senator Eesley moved and Senator Holley seconded the following four resolutions, which will be introduced individually at the Senate meeting. They passed and will be sent to the full Senate next week.

1. Appreciation for Vice President Laura Grams

WHEREAS Professor Laura Grams assumed the duties of Faculty Senate Vice President in May, 2015;

WHEREAS she was often the conscience of the senate;

WHEREAS she presided over meetings of the Executive Committee and Cabinet with good humor, efficiency, and fairness;

WHEREAS she showed great patience and conscientiousness in helping set agendas, edit minutes, and contribute to critical conversations with various UNO constituency groups, and often dealing with difficult academic issues;

WHEREAS she attended numerous meetings with and on behalf of the Faculty
Senate President, including the Nebraska University Board of Regents, thereby providing support and guidance to the UNO Faculty Senate President, administration, faculty colleagues, staff, and students;

**BE IT RESOLVED** that the Faculty Senate of the University of Nebraska Omaha expresses its sincere appreciation to Professor Laura Grams for her selfless dedication and commitment to the greater good of the UNO faculty and campus community in her role as Vice President during this academic year 2015-2016.

2. **Appreciation for Secretary-Treasurer Professor Dale Eesley**

**WHEREAS** Professor Dale Eesley assumed the duties of Faculty Senate Secretary-Treasurer in May 2015;

**WHEREAS** he monitored the Senate Budget and informed the Senate of the status of the budget from month to month; and

**WHEREAS** he dutifully provided thorough meeting minutes and oral reports to the Faculty Senate on monthly meetings of the Faculty Senate, the Executive Committee and Cabinet, and between the Senate Executive team and the UNO Administration.

**WHEREAS** he provided thoughtful advice to the Senate on a myriad important issues facing the UNO campus and Nebraska University System;

**WHEREAS** he has brought fresh and insightful perspectives to difficult matters through his astute observations, wise counsel, and professional-personal discretion:

**BE IT RESOLVED** that the Faculty Senate of the University of Nebraska at Omaha expresses its sincere appreciation to Professor Dale Eesley for his work as Secretary-Treasurer in this academic year 2015-2016.

3. **Appreciation for Chairs of the Standing Committees and Chair of Cabinet**

**WHEREAS,** the smooth and productive functioning of the Faculty Senate is dependent upon effective leadership of the standing committees,

**WHEREAS** by their service in meetings of the Executive Committee and Cabinet, committee chairpersons assist the Executive Committee in responding to the needs of the faculty and charting a course for the Senate,

**BE IT RESOLVED** that the Faculty Senate of the University of Nebraska at Omaha expresses its sincere appreciation to

- Professor Jodi Kreiling (Academic & Curricular Affairs)
- Professor Phil Nordness (Educational Resources & Services)
- Professors Moshe Gershovich and Melanie McGrath (Faculty Personnel & Welfare)
- Professor Lyn Holley (Goals & Direction)
• Professor Suzanne Sollars (Professional Development, Chair of Cabinet)
• Professor Robert Nash (Rules).

who have served as Standing Committee Chairs and members of the Senate Cabinet for their dedication, hard work, and leadership during this academic year 2015-2016;

**BE IT FURTHER RESOLVED** that Professors Suzanne Sollars and Robert Nash, be further recognized for their outstanding additional service as members of the Executive Committee.

4. **Appreciation for President Woody**

**WHEREAS,** Robert H. (“Bob”) Woody has provided steadfast, open, and committed leadership to the UNO Faculty Senate during the 2015-2016 academic year, and will continue as President for 2016-2017; and

**WHEREAS,** Bob conscientiously and vigorously represented the Senate and all of the UNO Faculty, in his usual affable and courteous manner, in his regular communications with the Chancellor, Vice Chancellor, Board of Regents, and many other individuals and groups; and

**WHEREAS,** his knowledge, insights and perspectives have offered prudent and supportive contributions to the Senate’s deliberations; and

**WHEREAS,** Bob regularly solicited the opinions of Faculty Senators, communicated with all Faculty about Senate and University affairs, and encouraged broad faculty engagement in all decisions related to the Faculty Senate and University; and

**WHEREAS,** he brought professionalism, substance, and humor to conversations;

**THEREFORE BE IT RESOLVED,** The Faculty Senate extends to President Bob Woody its deepest appreciation for his dedicated, ethical, and collegial service as President of the University of Nebraska at Omaha Faculty Senate.

F. **2016-2017 Calendar of Senate and Standing Committee meetings, usually:**

1. Executive Committee & Cabinet Meet: First Wednesday Every Month
   a. Officers and Standing Committee chairs
   b. Year round (June through May)
   c. 2:00 p.m.
   d. ASH 196

2. Full Senate Meetings: Second Wednesday Every Month
   a. All senators
   b. August through May (no meeting in June & July; see special instructions below for August [Retreat])
   c. 2:15 p.m. (2 p.m. Presentations, with meeting beginning immediately after)
   d. CEC 230 9or 231 (usually)

3. Executive Committee & Administration: Third Wednesday of Every Month
a. Officers, Chair of Cabinet and Chair of the Committee on Rules only (plus Administration)
b. Year round (June through May [except August])
c. 2:00 p.m.
d. EAB 200
e. Agenda made by Senate President, typed by Faculty Senate Coordinator

4. Standing Committee Meetings: Last Wednesday of Month
   a. All Senators excluding President
   b. August through April (no meeting in May, June, & July)
   c. 2:00 p.m. (or when all members can meet)
   d. Room arrangements (and agenda) are made by each Chair

5. Faculty Senate Retreat:
   a. Attended by all Senators
   b. Wednesday, August 17, 2016
   c. Day long planning meeting
   d. Mahoney State Park

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<th>Schedule for 2016-2017</th>
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<td><strong>EC&amp;C Meetings</strong></td>
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<td>(Usually 1*st Wednesday of month)</td>
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<td>June 1</td>
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<td>*July 6 (July 4*th is on Monday)</td>
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<td>*August 3 or 10</td>
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<td>(Classes begin 8/22/16)</td>
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<td>December 7 (Prep Week 12/5-10/2016)</td>
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<td>(Commencement 12/16/16)</td>
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<td>January 4*th (Semester begins 1/9/17)</td>
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<td>May 3 (Finals Week 5/1-4/17) (Commencement 5/5/17)</td>
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X. The meeting adjourned at 4:08 p.m. with announcements.

XI. Announcements
   A. Commencements: May 6, 2016
   B. Strategic Planning Forum: Monday, May 9, 2016
   C. Faculty Senate Mtg: Wednesday, May 11, 2016, 2:15 p.m., CEC 230-231 (Change-over Meeting)
   D. EC&A Mtg: Wednesday, May 18, 2016, 2 p.m., EAB 200 (Chancellor’s Conference Room)
   E. EC&C Mtg: Wednesday, June 1, 2016, 2 p.m., ASH 196
   F. Faculty Senate RETREAT: Wednesday, August 17, 2016, Mahoney State Park