Present: Adams, Eesley, Elder, Grams, Miller, Nash, Woody
Absent: Ostler

I. The meeting was called to order by Vice President Grams at 2 p.m.

II. The Minutes of December 7, 2016, were approved as submitted.

III. Officers’ Reports

A. President’s Report: Senator Woody wrote in his January 2017 letter to all faculty:
   Welcome to the 2017 New Year and the beginning of our Spring Semester. I am sure that we faculty members are “rarin’ to go.”

   In the Faculty Senate, the “big event” was the election of Laura W. Grams to serve as President of the UNO Faculty Senate, starting in May, 2017 (when my term ends), and continuing until May, 2018. As I have said before, I encourage every faculty member to consider seeking membership on the Faculty Senate. For whatever reason, I have been told that the election process varies with the College, so please check with your Dean’s office for details. Congratulations to President-Elect Grams.

   By invitation from the American Council of Education, UNO has affiliated with the Internationalization Laboratory, which will assist in developing goals and strategies for curriculum and engagement issues and partnerships. A plan for comprehensive internationalization will be developed. A finalized “Lab Deliverable” is targeted for April-July, 2018.

   The search committee for advising President Bounds on the hiring of a UNO Chancellor has had several communications and meetings. Any questions about the search or search committee should be directed to Melissa Lee (melissalee@nebraska.edu), Director of Communications for the NU System.

   President Bounds has formed “working groups,” under the guidance of a “steering committee,” composed of staff, faculty, and others with expertise in key nonacademic topics. A “professional planner” will assist. To date, the working group areas are:
   1. Information Technology
   2. Facilities Management
   3. Financial Operations/Accounting
   4. Human Resources/Payroll
   5. PR/Communications/Marketing
   6. Procurement
   7. Printing/Copying/Postage
   8. Energy
   9. Digital Education
   10. Travel

   Appointments to these working groups will likely be made soon (nominations
have been received). Other working groups may be added. Additional information about the working groups is presumably available from President Bounds’ assistant, Phil Bakken (pbakken@nebraska.edu).

At its December meeting, the UNO Faculty Senate endorsed the following resolution:

“THEREFORE BE IT RESOLVED that the Faculty Senate recommends to the UNO administration that the faculty members on the Academic Freedom & Tenure Committee, the Faculty Grievance Committee, and the Professional Conduct Committee all be compensated at an hourly rate comparable with what the University pays the other participants in the hearings when service on these committees extends beyond the 9 month academic year.”

It is expected that the administration will consider this resolution in the near future. I will keep the faculty posted on the status of this resolution.

In the Spring Semester, it is expected that there will be about 51 faculty members and about 1,500 students making use of Canvas. The evaluation of its possibly replacing Blackboard continues.

The Task Force on Adjuncts et al. continues its monthly meeting. No decisions have yet been made, but hopefully in January or February suggestions for policies will be submitted to the Senior Vice Chancellor and Faculty Senate for consideration and potential action.

The concern about the State budget has great priority. The possible dollar amounts necessary to achieve a viable budget vary, and it seems best at this time to say simply that needs and options are under consideration. As mentioned in my previous reports, I have no doubt that the NU administration is highly capable of promoting optimal financial benefits for all of the campuses.

B. Secretary/Treasurer Report: Senator Eesley

1. EC&A: December 21, 2016

Senators: Dale Eesley, Laura Grams, Robert Nash, Elliot Ostler, Robert Woody
Administrators: Chancellor John Christensen, SVC BJ Reed, VC William Conley

SVC Reed:

Budget Discussion:

- President Bounds is looking for areas to save money.
- The process may be different than in the past. There will be more input from Varner Hall, and perhaps more strategically.
- Hiring Freeze and non-faculty pay freeze
- Will protect the academic enterprise
- Wants to look at budget cuts, where they happen, not in a proportional way.
- Woody feels the tension regarding the budget is fairly low.

Regents:

- Approved Biomechanics program
- Approved Extra $500K for Maverick Landing. All privately funded.
- Approved Rick Yoder to be on the OPPD board

Adjunct Task Force:

- SVC BJ Reed sees the progress of the task force positively. Is supportive of hiring more instructors.
- Professors of Practice raises issues that should be discussed with AAUP.
- FS may want to contact Joe Brown.
- Data Retention Issue:
  - FS President President Woody is in touch with Matt Morton regarding data retention and regulated data.
- Woody also noted that adjuncts are favored by some colleges, they are not going away, and faculty have to shoulder their service burden.
- Avalon server has been terminated.

Grievance committee and Summer Pay

SVC Reed says they may need more information. It is a workload issue as much as a compensation issue. Let’s have further discussion.

Anonymous Reporting:

BJ says there is anonymous reporting to ombudsmen. The Collective Bargaining Agreement may control reporting on faculty.

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

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Passed</th>
<th>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>
</tr>
</thead>
<tbody>
<tr>
<td>4279</td>
<td>12/14/16</td>
<td></td>
<td>Grievance Committees Summer Compensation</td>
<td>12/21/17</td>
<td></td>
<td></td>
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<td>Acknowledged</td>
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<tr>
<td>4278</td>
<td>11/9/16</td>
<td></td>
<td>Replacement of A&amp;S Senator</td>
<td>12/21/17</td>
<td></td>
<td></td>
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<td>Acknowledged</td>
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TO BE FOLLOWED UP

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</thead>
<tbody>
<tr>
<td>4200</td>
<td>5/13/16</td>
<td></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>
<td></td>
<td></td>
<td></td>
<td>Acknowledged</td>
</tr>
</tbody>
</table>

CARRIED FORWARD

### 2. The Treasurer’s Report:
Senator Eesley gave the December 2016 Budget Report.

### 3. Standing Committee Reports

#### A. Committee on Educational Resources & Services:
Senator Eesley (No Meeting/No Report)

**PENDING:**

1. Class Scheduling/Classroom Space *(to ER&S, 10/14/15)*
2. Blackboard/Canvas *(to ER&S 8/17/16)* There were questions about a possible move to Canvas from Blackboard, and the testing process of Canvas. Karen Hein will be invited to discuss FCE/API and matters related to the discussion of adopting Canvas vs. Blackboard. ER&S will also invite a Canvas expert from UNL, such as the UNL Faculty Senate President, and Bret...
Blackman, Chief Information Office, Information Services to discuss the topic further.

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

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

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

5. **Speaker for International Programs**: On 12/14/16 or 1/11/17 Faculty Senate Mtg.? Sent to Educational Resources & Services Committee to decide if a presentation is necessary or if this information can be put in writing and sent to the Senators (sent to ER&S 11/2/16).

**B. Committee on Faculty Personnel and Welfare**: Senator Elder (No Meeting/No Report)

**PENDING:**

1. **UNO Constituency Safety & Well-being**: (in Faculty Personnel & Welfare, 5/15)
   
   Senator Scherer reported better education, coordination and communication of information to all constituencies on how to facilitate the health, safety and well-being of ALL of its constituents:
   
   a. Student Safety Website—very impressive but would like to see a Faculty and Staff Safety website
   
   b. Confusion on resources for faculty staff (Ombudsmen, EAP person, counseling, Behavioral Review Team, etc.). What information is confidential? What is not? Where to go?
   
   c. BRT: Student Concerns—Student is the focal person or person of concern and faculty, staff and students can report here? If is the person of concern is a faculty or student, where does a faculty or staff person report? What are the mechanisms for dealing with the issue(s)?
   
   *On 10/12/16 this topic will be postponed until March 2017.*

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

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

4. **Bias Assessment Response Team**
   
   Sent to the Faculty Personnel & Welfare Committee to decide if a presentation is
necessary or if this information can be put in writing and sent to the Senators.
(Sent to FP&W 11/2/16).

C. Committee on Goals and Directions:

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.


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

4. How to Encourage Faculty to Serve on Faculty Senate (12/7/16 sent to G&D)

D. Committee on Professional Development: Senator Adams (No Meeting/No Report)

PENDING:
1. 10/2016: We are interested to learn more about the newly formed Nebraska Applied Research Institute and how the institute supports faculty research across disciplines (or if it is particularly focused on select disciplines/lines of inquiry) (PD 10/2016)

2. 10/2016: Given a growing number of questions and concerns about Faculty Professional Development Leave policies/procedures, our committee will be gathering information (policies/procedures) at all levels (regents, university, colleges, departments) and comparing those documents in order to explore questions, including:
   a. Can faculty get a full year of leave if waiting until 12 years of service instead of at 6 years?
   b. What are the earning restrictions while on leave (sabbatical)?
   c. What documents govern how leave is prioritized/awarded?
   d. What are the criteria for leave across colleges/departments? How consistent are these?
   e. Who all reviews and/or weighs in on these decisions?
   f. What language does the AAUP contract have regarding leave/sabbatical?

3. 10/2016: Concerns have been raised about the ownership of research/creative activity/intellectual property, particularly with regard to software, but we are exploring this issue broadly, with the following questions:
   a. What policies/practices describe intellectual property?
   b. How does ownership of intellectual property work with “new” technologies, like the Digital Commons?
   c. How or to what extend are royalties/fees received from books, research, or creative activities impacted?
Because Victor Winter raised this issue but was not at our meeting, we are asking him to speak more about this at our next meeting. Depending on where this goes, we may need to talk with administrators from a range of offices as well as the Dean of the Library.

E. Committee on Rules: Senator Nash (No Meeting/No Report)

F. Committee on Academic & Curricular Affairs: Senator Miller (No Meeting/No Report)

PENDING:
1. Request for Faculty Working Committee for Definition/Discussion of Student Academic Integrity (from Candice Batton) (to AC&A 1/6/16)
2. Review of Center for Human Rights (to A&CA 11/1/16)

V. Old Business

A. The Student Government LMS Resolution (below) will stay with the EC&C. President Woody will write a brief response acknowledging it with Board of Regents Policies. More discussion will take place in February.

Student Government LMS Resolution, 12/1/16: Learning Management System Requirement

WHEREAS, the University of Nebraska at Omaha (UNO) mission statement states that UNO will “offer comprehensive educational programs and services of the highest quality,” and;
WHEREAS, the Center for Faculty Excellence/Academic Partnership for Instruction (CFE/API) strongly supports instructor use of the learning management system (LMS), presently Blackboard at UNO, to support teaching and learning activities, and;
WHEREAS, research has shown that the use of an LMS to deliver course information, assignments, and grading is positively related to student interaction with course content, student satisfaction, and academic achievement, and;
WHEREAS, research has also shown that the use of the grade center or gradebook integrated into an LMS is also beneficial for students giving them the ability to self-assess and track their own progress towards learning goals, and;
WHEREAS, Deans and Associate Deans across colleges campus-wide are in support of delivering course information, feedback and grades through an LMS, and;
THEREFORE BE IT RESOLVED, that Student Government of the University of Nebraska at Omaha (SG-UNO) support the creation of a requirement of instructors to deliver syllabi and grades throughout the course through UNO’s current and future LMS, and;
BE IT FURTHER RESOLVED, that the author of this resolution will distribute this document to Faculty Senate and the Educational Policy Advisory Committee.

PENDING
A. Grading Policy Change for “F” “FW” Grades (Policy draft 11/02/15 by Financial Support and Scholarships Office, updated 11/15/15.) (Another issue to note is verification of attendance.) (Fall 2016 w/Senator Grams and Executive Committee)
B. **Regulated Data** *(to EC&A agenda 10/2016)*
   And **Retain Data** on Blackboard, etc., for at least 3 years. *(EC&A agenda 12/21/16)*

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

D. **Change in UNO Faculty Senate Constitution:** Senator Woody
   In order to encourage and strengthen participation on Faculty Senate some possibilities are:
   1. Change Faculty Senate Constitution
   2. Have discussions with the Colleges
   3. Go to the Board of Chairs (A&S has a “Chairperson Mentor” position)

To change Faculty Senate Constitution Article III. Election of Senators *(6th paragraph):*

> Terms of elected senators shall be three years. **No faculty person shall serve as senator for consecutive terms but may be elected again following the lapse of one academic year.**

Process *(from Faculty Senate Constitution, Article VI, paragraph 4):* The faculty senate by a two-thirds majority vote may establish a Constitutional Review Committee to evaluate the constitution and propose such changes as are deemed necessary to accomplish the purposes of the faculty. Recommended changes in the constitution must be submitted for approval by the faculty senate and ratification by vote of the university faculty in accord with procedures set forth in the first paragraph of this article.

4. **UNO Public Safety Document** *(Director, Charlotte Evans (12/7/16 Senator Elder volunteered to work on this.)*

VI. **New Business**

A. The following Faculty Senate Membership Changes were reported and approved:
   1. **CFAM Senator** Chin Chung (Joy) Chao returning from Fall 2016 Paid Professional Leave. Barry Ford replaced her for Fall 2016 only.
   2. **External Senator** Dale Tiller returning from Fall 2016 Paid Professional Leave. Bing Chen replaced him for Fall 2016 only.

B. **Disability Designation Process/Testing Center Capabilities** *(from Gary Krause)*
   E-mail received from Gary Krause 12/13/16:
   
   Sue:
   
   *I am not sure how to get this issue addressed at UNO so I am starting with the faculty Senate (with copies to my Department Chair, Associate Chair, and Associate Dean).*

   *I am an Associate Professor in the Civil Engineering Department which means I am technically a UNL faculty member but the students in my classes are UNO students.*

   *The issue is this:*

   *The number of students who are being granted disability status so they can have more time to take exams is growing exponentially. This semester I have 10 students in a class of 85 who have been given such status. One of the 10 was*
granted this status in the middle of the semester after performing poorly on the previous exams in my class. It took that student less than 2 days to receive his disability status. There are so many students in this situation that one of the 10 students in my class was unable to schedule his final exam until Friday morning. I had to get special permission from the registrar’s office to even be allowed to give the exam on Friday as it is against stated UNO policy to do so.

I have several questions about this that I would like the faculty Senate to look into:

1. What is the actual process by which a student can receive this disability designation? In my experience I have had students come to me to request more time for exams, and when I tell them they must go “through the process” within 2 days they have been granted disability status by the Accessibility Services Center. This seems very fast for something that should require a significant amount of testing and evaluating.

2. Is anybody involved in the process taking steps to expand the capabilities of the testing center to handle the ever increasing number of students who must take their tests there? Because of the overcrowding this semester I am giving my final exam to my class of 80 on Wednesday, but one student is taking it on Thursday and another taking it on Friday thus requiring me to develop 3 different final exams for the same class or allowing the two students the opportunity to learn what is on the exam from other students who have taken it before them.

I would like to request that this issue be placed on the next faculty senate agenda with the hope that the faculty senate would investigate the processes and procedures of the Accessibility Services center with regards to the granting of disability status to students at UNO.

Thank you for your time, and if there is someone else that I should be addressing this issue to please let me know.

Gary
Gary L. Krause P.E., Ph.D.
204 B PKI

The EC&C gave this issue to the Senator Eesley for the ER&S Committee to look at the extent that the issues of Disability Services and the Testing Center overlap. Someone will get back to Professor Krause to see what research he has done. Is this a policy issue or what is it?

C. Adjunct Task Force:
President Woody asked if anyone had comments or questions to forward to the Task Force. He will also ask the full Senate next week.

D. Nominations for Chancellor:
President Woody suggested that if the Faculty Senate has any suggestions for nomination, that they send those to the Search Group. He recommended keeping the list very small or having the suggestion come from the full Senate. No one had a recommendation. This will also come up at the full Senate meeting next week.

E. Finals Schedule:
Professor Dufner asked the Faculty Senate to look into a problem she had with finals being moved after she wrote her Fall 2016 syllabus. The issue has been researched...
and explained before this meeting and no change should happen again.

VII. The meeting adjourned at 3:32 p.m. with announcements.

VIII. Announcements

A. Faculty Senate Mtg: Wednesday, January 11, 2017, 2 p.m., CEC 230/231
B. EC&A Mtg: Wednesday, January 21, 2017, 2 p.m., EAB 200
C. EC&C Mtg: Wednesday, February 8, 2017, 2 p.m., ASH 196

| Schedule for 2016-2017 |  |
|------------------------|  |
| **EC&C Meetings**      | **Faculty Senate Meetings** |
| (Usually 1st Wednesday of month) | (Usually 2nd Wednesday of month) |
| June 1                  | June |
| *July 6 (July 4th is on Monday) | July |
| *August 10              | August 17, 2016 (Retreat) (3rd Wednesday) (Classes begin 8/22/16) |
| September 7             | September 14 |
| October 5               | October 12 |
| November 2              | November 9 |
| December 7 (Prep Week 12/5-10/2016) | December 14 (Finals 12/12-15/16) (Commencement 12/16/16) |
| January 4th (Semester begins 1/9/17) | January 11 |
| February 1              | February 8 |
| March 1                 | March 8 (Spring Break 3/19-26/17) |
| April 5                 | April 12 |
| May 3 (Finals Week 5/1-4/17) (Commencement 5/5/17) | May 10 |