
Wednesday, June 6, 2019, 2 p.m., MBSC 222

Members: Amend, Carroll, Cast-Brede, Davidson, Gold, Hale, Kelly, Naman, Ostler, Schoenbeck, Surface, Qureshi, Woody

Excused: Huq

I. The meeting was called to order at 2:00 p.m. by President Hale

II. The Minutes of May 1, 2019, were approved as submitted.

III. Officers' Reports

A. President's Report: Senator Hale

The President did not provide a formal report. He did mention he held a meeting with SAC and AAUP to discuss the following:

1. Campus wide safety issues
2. UMR coverage for mental health issues
 - a. On June 1, 2019 payment rates will be raised for mental health providers
 - b. Reimbursement rates will be higher
 - c. Chris Kelly is taking over UMR discussions
3. UMR Graduate Health Insurance
 - a. Out of pocket costs as a graduate assistant has risen
 - b. There are potential coverage gaps that need to be addressed
 - c. There will be discussions held to see if UNO is experiencing the same issues
4. AEFIS
 - a. Burden on junior faculty and RPT process
 - b. Will changes need to occur
5. Campus Awards
 - a. Sara Meyers is looking into adding awards for each college

B. Secretary/Treasurer Report: Senator Davidson

1. EO&A: May 15, 2019

In attendance: Batton, Davidson, Hale, Kelly, Qureshi, Shipp, Smith-Howell, Surface

Points of discussion:

1. Campus-wide safety protocols and active-shooter contingencies:
 - a. We will be inviting Sgt. Dave Points, Emergency Preparedness Coordinator at the UNO Department of Public Safety to a Faculty Senate meeting in the fall to go over current procedures.

- b. Walk-in active shooter presentations and Stop the Bleed programs are conducted at MBSC once a semester. The website says that if you are interested in attending one of these sessions, please contact Sgt. Points to be placed on a notification list.
 - c. For more information in relation to Active Shooter training we can go to: <https://www.unomaha.edu/public-safety/active-shooter-training.php>
2. Process for University of Nebraska President search:
 - a. The listening sessions have tentatively been rescheduled - likely for later this year, so that more faculty, staff, and students can participate. Faculty senates from all campuses are working together to ensure faculty have a voice in the search process.
 3. Updated bylaws were acknowledged.
 - a. Faculty Senate will be reviewing appointed committees to see how those individuals on committees can share information & updates with Faculty Senate in a more systematic and easy way for all.
 4. Resources for Retiring Faculty:
 - a. Currently resources for retiring faculty are not centralized. Individuals are working with Human Resources to create a website within HR that provides information on retirement.
 5. Resolutions were acknowledged.

**2019-2020 Resolution Action Table
(Action Pending and Current Resolutions)**

Res. #	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/ In Progress	Final Action/Resolved
4380	5/8/19	Faculty Senate Presidential Appointments (a-e)				Acknowledged
4379	5/8/19	Election/Appointme nt of Chair of the Committee on Committees/Rules				Acknowledged
4378	5/8/19	Election of Faculty Senate Secretary/Treasurer				Acknowledged
4377	5/8/19	Election of Faculty Senate Vice President				Acknowledged
4376	5/8/19	Appointment of Parliamentarian				Acknowledged
4375	5/8/19	Standing Committee Chairs				Acknowledged
4374	5/8/19	Adoption of Revised Bylaws				Acknowledged
4373	5/8/19	University Committees (a-h)				Acknowledged
4372	5/8/19	Campus Committees (a-l)				Acknowledged
4371	5/8/19	Membership of 2019-2020 Faculty				Acknowledged

		Senate Standing Committees				
4370	5/8/19	Permanent Replacement for A&S Senator				Acknowledged
TO BE FOLLOWED UP						
CARRIED FORWARD						

2. **Treasurer’s Report:** Senator Davidson (May 2019) (agenda attachment – pg. 16)

IV. Standing Committee Reports

A. Committee on Academic and Curricular Affairs: Senator Woody

PENDING:

1. Plagiarism

Senator Qureshi asked if anyone knew of any institutional support in keeping track of student plagiarism cases. Phil Covington, AVC for Student Success, was mentioned. Plagiarism was also noted in the recent Academic Integrity Policy. (9/12/18: *This was assigned to the Academic & Curricular Affairs Committee.*)

We are still awaiting data and or policy information from Dr. Regina Toman related to grade changes. We have reached out to Dr. Phil Covington on the administrative implementation of the policy.

2. Student Evaluation Responses

Since student evaluation of instruction moved from paper forms done in class to on-line, the response rate has been so low the data may not be a valid indication of what the form purports to determine. In some cases the response rate itself has been improperly used in faculty evaluation; especially small sections may use no evaluation. The form itself may be part of the problem, relating to those who submit it as customers rather than learners.

Senator Huq would like to see Evaluation response increased. Hank Robinson will speak to the Professional Development Committee and there will be more to report then. Some questions are: What are the evaluations being used for? Is it cost effective? What information do students have about the evaluations? (On 10/10/18: *The task of consideration of the current student evaluation was accepted by the A&CA Committee.*)

We had some discussion of this issue as well as the data we are waiting on with respect to how students view the timeliness of feedback. The committee was provided with the relevant section from the Board of Regents Bylaws (5.1.2):

Students can contribute significantly to the evaluation of instruction. The faculty has the obligation to solicit students' evaluation of their educational efforts and to make changes in accordance with their best judgment. To assist the faculty in the task of providing the best possible education, students should express their reactions and opinions about the character and relevancy of the instruction to the department or college involved. Each college or school should establish a standing procedure through which student evaluations can be expressed.

We discussed the efforts led by Steve Bullock that led to the revamp of the

SET form a number of years ago. The committee shared their own experiences from their colleges where it appears that they have some latitude with respect to defining the form of the evaluation process but there was also an acknowledgment that this was a herculean task and that might explain why there has been little activity yet with respect to making changes.

The committee also discussed that it does at times feel as if the response rates are used as one of the dimensions of faculty evaluation. Anecdotes were shared about individual experiences and frustration.

3. Proposals that come before us seeking an endorsement:

12/12/18: The committee had some discussion about our specific role with respect to the proposals that come before us seeking an endorsement from our committee and the Faculty Senate. Clearly these proposals already have the support of the faculty behind the proposals and the campus leaders in their chain-of-command. By the time they have reached the committee they have been scrutinized by multiple levels of approval. Some wondered the consequence of voting against or delaying the approval until issues raised by the committee have been addressed. Some members of the committee observed that we need to presume that our colleagues and their leadership have made the best set of choices with respect to the proposals and thus our advisory role is to provide constructive feedback and/or highlight issues we believe may be raised by other stakeholders and suggest these be considered before the proposal moves through the approval process.. At least one member of the committee wondered if that were the case is there any substantive value to this process. This is important because our purpose determines our effort. If we are to scrutinize these with a neutral position and make an independent/ separate determination of their worth we would invest significantly more time than if our role is advisory only.

4. A policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations:

We had some discussion of the need for a policy to clearly establish the rights of students to seek accommodation around class activities (assignments, attendance and examinations) that are scheduled and conflict with important religious observations. There is still some uncertainty with regards to the need for this but the committee agreed that Burch Kealey will continue to review policies used by other universities and take up the discussion again at our January meeting.

(2/27/19)There was not been any action on this item.

B. Committee on Educational Resources & Services: Senator Schoenbeck

PENDING:

C. Committee on Faculty Personnel & Welfare:

PENDING:

1. Faculty/Staff Safety Processes. 10/2017 cont.: Dr. Gina Toman has been named Faculty Human Resources Officer and Assistant to the Senior Vice Chancellor. She begins her new role on October 11.

We are interested in the administration developing a website similar to the

Student Safety Website.

Note: We felt that the following site makes a good model:
<http://academicpersonnel.unc.edu/faculty-policies-procedures-guidelines/>

We expect Gina Toman will be help us address the request that there be a flow-chart that will help faculty understand and negotiate the many resources that are available: Ombudsperson, EAP person, counseling, BRT, etc. What information is confidential, etc. This “flowchart” may manifest itself in the form of the website mentioned above.

(3/4/18 Info: Academic Affairs is doing a big website development.)

2. Accessibility to Classroom IT Equipment

(3/7/18): EC&C sent this item was to the ER&S Committee.

(8/15/18: ER&S moved to have this item sent to FP&W as this seems to be ergonomics.)

(11/7/18: EC&C more fully defined this item to how to direct our future efforts in trying to understand the design process for all Colleges and how faculty can be involved in this process. Are ADA directives followed, etc.?)

(4/3/19: EC&C agreed this was not a personal issue, but a Resource Issue, such as computer control/access areas in some classrooms are too low for all to access.)

(4/3/19: EC&C said this was more a resource issue, not a personal issue.)

D. Committee on Goals and Directions: Senator Ostler

PENDING:

1. Solar Panels at UNO

Bringing solar energy infrastructure (particularly solar panels and EV charging stations) to the UNO campus and potential funding sources and partnerships.

(10/3/18: EC&C was told Senator Richard Stacy would take the point on this.)

(5/1/19 Dr. Chen and his students will be submitting their report at the end of May 2019. Senator Bereitschaft and Senator Stacy will be working on the grant proposal this summer.)

Report: There was no formal report, but it was discussed that they will pursue grant opportunities.

E. Professional Development: Senator Cast-Brede

PENDING:

1. Creation of an Easily Found List of What Retiring Faculty Need to Know for Retirement

(4/11/18: Sent to PD Committee.)

(11/14/18: Planned action steps: HR will look at the creation of a list for those planning retirement.)

(5/1/19: This was put on the next EC&A agenda)

F. Committee on Committees: Senator Qureshi

1. RESOLUTION: UCRCA (University Committee on Research & Creative

Activity)

BE IT RESOLVED that the following name go forward as a three year appointment, from 08/1/19 through 07/31/22, to replace a member who is completing his term as an At-large member on the UCRCA (University Committee on Research & Creative Activity):

_____, (to replace Dustin Slivka).

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**2. Complete RESOLUTION: Professional Conduct Committee (for 9/11/19 mtg.)**

AND, BE IT ALSO RESOLVED, one representative will be elected by ballot vote from the following two nominees to serve a three-year term as Alternate on the Professional Conduct Committee from September 16, 2019, through September 15, 2022, to replace Juan Casas, who has been chosen as Associate Dean for Graduate Studies:

\_\_\_\_\_  
\_\_\_\_\_;

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3. Complete RESOLUTION: Academic Freedom & Tenure Committee (for 9/11/19 mtg.)

And a one tenured faculty member from the following two tenured faculty members will be elected as a one year replacement for Laura Grams who will be on Sabbatical for the Academic year 2019-2020:

_____.

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**PENDING:**

**1. Involvement in Policies (such as IT)**

The Senate recommended that it have some involvement in policy making, as in IT Policies. They would like to investigate, engage with people who make policies, like IT, and get that information back to the Senate as quickly as possible. The policies should be technology neutral.

On 2/13/19 the Senate passed this to the Rules Committee.)

**2. RESOLUTION: Election of a Second Standing Committee Chair as Executive Officer/Appointment of the Chair of the Cabinet**

As not all standing committee chairs were elected for the year, the following resolution is held until the August Retreat.

**BE IT RESOLVED**, that according to the Article V.A.2 of its Bylaws the Faculty Senate elects Senator \_\_\_\_\_ as the Second Committee Chair and 2019-2020 Executive Officer.

**V. Other Faculty Senate Committees**

**A. Faculty Senate Budget Advisory Committee Report:** Prof. Hall, Maher, O'Hara

**VI. Ad hoc Committees**

**A. Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee:** Senator Kelly

**VII. Non-Senate Committee Reports**

**VIII. Unfinished Business**

**PENDING**

- a. Election of the second chair of the standing committee chair postponed to re-treat meeting.
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**At 2:35** with no objection the EC recessed for a presentation from John Amend about Campus Security.

**Presentation: John Amend** with Facilities Management and Planning. Charlotte Evans will be asked to attend the Executive Council meeting for the July 10<sup>th</sup> meeting.

**At 3:05 p.m.** the meeting resumed

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**IX. New Business**

**A. NU Presidential Search**

- Letter of Request for Search Advisory Committee Nominations (agenda attachment – pg. 17)
- Letter from Four NU Faculty Senate Presidents (agenda attachment – pg. 18)

**Letter of Request for Search Advisory Committee Nominations**

**From:** President Search <[presidentsearch@nebraska.edu](mailto:presidentsearch@nebraska.edu)>

**Sent:** Monday, May 20, 2019 6:57 PM

**To:** Matt Hale

**Subject:** Request for Search Advisory Committee Nominations

Dear Dr. Hale:

As you know, the Board of Regents has launched a national search for the next President of the University of Nebraska. Our *Bylaws* outline a critical next step in the search process, stating,

“Whenever a vacancy in the position of President is imminent, the Board shall promptly appoint one or more presidential search advisory committee(s) to assist the Board in the search for suitable candidates to fill the position.”

The Board intends to name a search advisory committee comprised of representatives from key constituencies with which the President interacts to gather and provide stakeholder input on the profile of the next President and the priority issues facing the University in the coming years. In addition, the search advisory committee will work with an executive search firm to help promote the position, nominate candidates or solicit applications, and review and evaluate application materials.

We are writing to ask you to nominate two faculty leaders from your campus to serve on the advisory committee. Whomever you nominate should be able to consider the best interests of the University as a whole and be available to actively participate in the committee’s work over the next few months. Regents Clare, Hawks, Kenney, and O’Connor will review nominations in early June and recommend the initial membership of the committee for consideration at the Board’s June 28 meeting. Not everyone nominated will be asked to serve, but those whose names you put forward should be willing to do so if appointed.

Please send your nominations to [presidentsearch@nebraska.edu](mailto:presidentsearch@nebraska.edu) by close of business on Friday, May 31. Thank you for your help.

Sincerely,

Timothy Clare, Chairman  
Jim Pillen, Vice Chairman

#### Letter from Four NU Faculty Senate Presidents

Dear Chairman Clare and Vice Chairman Pillen,

The Faculty Senate Presidents from each of the four campuses thank you for your leadership during this transition. Undoubtedly, the faculty have a high degree of anxiety concerning the search for the next Nebraska University President. We have a few questions ourselves.

- In your correspondence dated April 19, 2019 you listed that the first step was to invite faculty and others to submit the “qualities, characteristics, and skills” they would like to see in the next president. You also mention that there would be “Listening Sessions” scheduled in early May; however, to the best of our knowledge these sessions have not yet been scheduled. What is the updated timeline for the rest of the search? What is the status of these listening sessions? Will they still occur, and if so, will they occur at a time that promotes maximum faculty participation, and prior to the job description being published?
- In regard to the structure of the Presidential search, we recently received an email from you where you quote the Bylaws, “Whenever a vacancy in the position of President is imminent, the Board shall promptly appoint **one or more** presidential search advisory committee(s) to assist the Board in the search for suitable candidates to fill the position.” It is our understanding that the previous search consisted of an advisory committee and a selection committee. We understand you are creating an

advisory committee, but will there also be a selection committee? We understand the faculty role of the advisory committee, and we thank you for requesting faculty nominations from us. However, we would like to know who you are expecting as the other “representatives from key constituencies.” Faculty served on the previous Presidential search committees, and similarly we want to ensure that throughout the search process there are adequate representative faculty voices from across the NU campuses on **all** committees. Furthermore, we hope that you continue to engage the faculty leadership in soliciting faculty voices, however, we believe that the faculty senates from our campuses would be the most appropriate places for those voices to originate and that selection of representatives for inclusion on the committee(s) be decided by the senates.

- There have been several questions from faculty about the interim president, particularly since the Omaha World Herald articles. What is the status of the interim position? Is there a timeline for identifying and announcing the interim?

Finally, at the next Board of Regents meeting, June 28, 2019, we request a private meeting with the both of you, Regents Hawks, Kenney, and O’Connor, as well as anyone else you feel appropriate to learn more about and further discuss the search process. Thank you for considering our request.

Sincerely,

Dawn Mollenkopf, UNK Faculty President

Kevin Hanrahan, UNL Faculty President

Allison Cushman-Vokoun, UNMC Faculty President

Matthew Hale, UNO Faculty President

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**Kevin Hanrahan**

*UNL Faculty Senate President*

*Associate Professor*

[Voice & Vocal Pedagogy](#)

[Voice Area Head](#)

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**Discussion:** The names

**B. Campus Policy/Compliance Committee (Discussions with Brenda Kolobara about better participation)**

- specific upcoming policies
  - conflict of interest policy
  - equity and royalty distribution policy / committee
    - new committee proposed to handle issues around IP/licensing/royalties

- fees for on-campus inventors
- environmental safety compliance issues

**C. IRB Committee approver role open, seeking UNO participation for better voice on what is otherwise dominated by MDs from UNMC**

**D. Update on faculty websites hosted on reclaim and on Digital communications strategy update**

**X. Adjourn**

**XI. The meeting adjourned at 3:29 p.m. with announcement.**

**XIII. Announcements**

**A. EC Mtg:** Wednesday, July 10, 2019, 2 p.m., MBSC 222

**B. EO&A Mtg:** Wednesday, July 17, 2019, 2 p.m., EAB 200

**C. EC Mtg.:** Wednesday, August 7, 2019, 2 p.m., MBSC 222

**D. Faculty Senate Retreat:** August 21, 2019 (All Senators/All Day; Alumni Center)

**E. EO&A Mtg:** (No meeting in August)

| <b>Schedule for 2019-2020</b>                                      |                                                                                  |
|--------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>EC Meetings</b><br>(Usually 1 <sup>st</sup> Wednesday of month) | <b>Faculty Senate Meetings</b><br>(Usually 2 <sup>nd</sup> Wednesday of month)   |
| June 5                                                             | <del>June</del>                                                                  |
| *July 10                                                           | <del>July</del>                                                                  |
| August 7                                                           | August 21, 2018 (Retreat) (3 <sup>rd</sup> Wednesday)<br>(Classes begin 8/26/19) |
| September 4                                                        | September 11                                                                     |
| October 2                                                          | October 9                                                                        |
| November 6                                                         | November 13                                                                      |
| December 4                                                         | December 11 ( <i>Prep Week</i> )<br>( <i>Commencement 12/20</i> )                |
| January 8, 2020 ( <i>Semester Begins 1/13/20</i> )                 | January 15                                                                       |
| February 5                                                         | February 12                                                                      |
| March 4                                                            | March 11 ( <i>Spring Break 3/22-29</i> )                                         |
| April 1                                                            | April 8                                                                          |
| May 6 ( <i>5/4 – 5/7 Finals</i> )<br>( <i>Commencement 5/8</i> )   | May 13 ( <i>change-over meeting</i> )                                            |