
Wednesday, July 10, 2019, 2 p.m., MBSC 222

Members Present: Davidson, Hale, Huq, Ostler, Schoenbeck, Surface, Woody

Members Excused: Cast-Brede, Kelly, Qureshi

I. The meeting was called to order at 2:03 p.m. by President Hale

II. Minutes of June 5, 2019, were approved as submitted.

III. Officers' Reports

A. President's Report: President Hale

Dear Colleagues,

I hope that summer is treating you well. Summer always seems to be a time of rest and relaxation, but every year I'm reminded that in reality it is a busy time of the year; when we finally start to catch up on the tasks we didn't have enough time to finish during the academic year. Hopefully, you've had a bit of the former amidst the latter.

This summer has been busy, so far, in terms of faculty governance. I wanted to take this midsummer opportunity to bring you all up-to-date with the news and activities that faculty senate is aware of and engaged in, representatively, on your behalf.

News and On-going Areas of Concern

I'll start with good news. Thanks to the leadership of the prior Faculty Senate President, Chris Kelly, and close partnership with Chancellor Gold and others in NU Central Administration, we have finally begun to make some headway on the UMR mental health provider reimbursement problem. I am happy to report that effective June 1, 2019, UMR has substantially increased reimbursement rates to mental health providers in Nebraska. This *should* have the effect of expanding coverage for our faculty and staff, and their families. In some cases, reimbursement rates may increase by as much as 300% to providers – presenting a much better case for providers to offer in-network care.

Keeping with the healthcare theme, but moving into distressing news, the UNO Faculty Senate has been made aware of new issues arising for graduate students in regard to their premium and out-of-pocket health insurance costs. You may have heard system-wide news from President Hank Bounds regarding this issue. Initially, it was reported that out-of-pocket costs for graduate students in 2019-2020 were increasing to \$7,350 (up from \$2200 this year) for individuals and \$14,700 (up from \$4,400) for families.

Premiums are also increasing by 18.6%. President Bounds noted in a letter to the NU system (<https://www.unomaha.edu/news/2019/06/university-rolling-back-out-of-pocket->

[increases-for-student-insurance.php](#)) that the premiums were kept to an 18% increase and that out-of-pocket costs were covered using gap funding for this year to keep the 2019-2020 costs to their 2018-2019 levels. We in Faculty Senate recognize that this is an important issue for our students and that affordable health care is a key component of the value proposition we make to graduate students. Rising healthcare costs are also known to affect faculty research and creative activity, as premiums constitute an increasing slice of pie in grant budgets. UNO Faculty Senate will continue to work with the NU Board of Regents and the NU Office of the President to advocate for affordable health care for our students and to emphasize the burden rising health insurance costs place on our faculty and students.

In other news, as many of you already know, Hank Bounds will be stepping down as the NU President in Fall and Dr. Susan Fritz has been newly appointed by the Board of Regents as interim President. I had an opportunity to meet with and talk to Interim President Fritz at the June 28th Board of Regents meeting in Lincoln. She made it clear that she “will not be a placeholder” in her role as Interim President. She highlighted several key issues that she intends to focus on, including renewed focus on enrollment as part of a “finish in four” campaign and further effort towards better positioning the NU system to recruit top performing students in state secondary school districts.

In my new role as Faculty Senate President, I have been listening to as many UNO Faculty as I can. Many of you have reached out to me directly to express concern about the search for our next NU system-wide president. In particular, I have heard many concerns about the search process itself. The most salient issues include a lack of clarity in what the process is, how faculty are being engaged and participating in the search process, and how we can ensure that faculty voices are heard, considered, and valued throughout the process. I’d like to share what I know in this regard.

As some of you may have heard, the Board of Regents has established a Presidential Search Advisory Committee composed of faculty, staff, administrators, and community/industry partners from around NU system. News of the announcement can be found at: <https://nebraska.edu/news-and-events/news/2019/board-of-regents-to-establish-presidential-search-advisory-committee>.

The regents requested nominations from throughout the system and received approximately 200 nominations. From those, they selected 23 names. From UNO, Chancellor Gold, Associate Dean of CPACs Theresa Barron-McKeagney, and Student Regent Aya Yousuf were selected to be on the committee. Unfortunately, no UNO Faculty nominated by UNO-Faculty Senate were selected to be on the committee. I continue to advocate for the presence of representative faculty voices on the committee as part of NU’s commitment to shared governance and I am in communication with the Board of Regents in this regard.

Overall, the process to select the new system president will proceed, according to the regents, as follows. First, they have hired a presidential search firm to identify and recruit candidate applications from around the country. As input into this process, the Board of Regents created a set of “leadership pillars” to guide candidate selection. Next, the Regents intend to conduct a series of “listening sessions” open to students, faculty, and staff, at each of the four NU campuses. UNO Faculty Senate is working with the regents

to identify dates and times that would work best to engage UNO Faculty and staff. I would like to invite all of you to participate in the process and represent our campus by sharing your perspectives. UNO Faculty Senate will send out more information once dates and times are selected, but expect a listening session to be near the first or second week of the fall academic calendar.

Once the listening sessions are completed, the Presidential Search Advisory Committee will pour over candidate materials and make their recommendations, in private, to the Board of Regents. The process is closed, according to the Regents, to protect the privacy and confidentiality of candidates. They believe a closed process will generate more, and stronger, candidates for the position. Once the advisory committee makes their recommendation, the board will advance a single name forward. There will then be a 30-day vetting process of public forums around the four NU campuses before the candidate is voted on by the Board.

The UNO Faculty Senate will continue to advocate for faculty throughout this process and we invite you to take part in the conversation during the listening sessions and public forums. If you have specific feedback or thoughts and cannot make one of these events, the Regents have established an email and encourage the submission of comments at presidentsearch@nebraska.edu.

Faculty Senate Areas of Focus

Finally, I want to highlight several initiatives that Faculty Senate is working on.

First, we have heard many concerns about web hosting for faculty and department web pages. We have worked with Jaci Lindberg (Director of Digital Learning), BJ Reed (outgoing Senior Vice Chancellor for Academic Affairs), Jason Buzzell (Director Digital Communications), and Bret Blackman (Vice President for IT and CIO) to identify a solution that proposes to bring-back faculty and departmental web pages through a managed hosting provider called Reclaim (see: <https://reclaimhosting.com/>). Roll-out of the new program is in process and we expect to announce dates for a pilot as soon as next month. We in Faculty Senate will continue to monitor the roll-out and ensure it is meeting faculty needs.

Second, we have revised the Faculty Senate Bylaws to improve our operational efficiency. The 2019-2020 FS will operate under the new bylaws, which are published on our website at: <https://www.unomaha.edu/faculty-senate/about/bylaws.php> The new bylaws aim to overhaul shared governance on campus by making it more responsive to the faculty and to ensure that large decision making processes on campus include and incorporate faculty input. Currently, not all committees on campus report to faculty senate. You are all likely aware of the “yellow sheet” we send out to all faculty each year asking faculty to volunteer for campus committees. UNO Faculty senate matches faculty up with committees on campus. Many of those campus committees are not directly under faculty senates purview. Instead, they make decisions that ultimately may be ensconced in UNO Campus policy or implementation (e.g. selecting Canvas as a learning management software, dictating the parameters of travel policy, or implementing dual factor authentication for campus systems). Our new bylaws provide better processes for

UNO Faculty Senate to act as a liaison to campus committees so that large decisions affecting the entire campus are not made without our consultation.

Third, I have received some initial feedback about the AEPHIS pilot program. Some faculty are concerned that a potential move to a system other than Digital Measures might put undue burden on untenured faculty, as they may be asked to re-enter RPT information or that their RPT workflows might be disrupted. Faculty Senate will continue to work with Dr. Candice Batton (Assistant Vice Chancellor for Academic Affairs) to ensure faculty feedback about the pilot is being heard. I would invite all of you to share your thoughts with me and/or Candice.

Finally, Faculty Senate will be conducting several targeted discussions at our fall retreat. Speakers include Chancellor Gold, newly appointed Senior Vice Chancellor Sacha Kopp, and Vice President for IT and CIO Bret Blackman. These discussions offer UNO faculty and Faculty Senate an opportunity to learn about, and question, upcoming strategic initiatives and directions. I would like to invite faculty to be a part of these discussions. Our retreat will take place on August 21st from 8:30 to 4:30. We will release an agenda with discussion times closer to that date on our website and by email.

Since this is my first report/newsletter of this kind, I would just like to say that it is an honor to represent you and I am committed to making sure that faculty voices are heard. If you have any issue that you want Faculty Senate to be aware of or to investigate further, please do not hesitate to contact me personally at mlhale@unomaha.edu. I look forward to a great year!

Best Wishes,
Matt Hale, UNO Faculty Senate President 2019-2020

B. Secretary/Treasurer Report: Senator Davidson

- a. **EO&A:** Wednesday, June 19, 2019 – This meeting was not held. Nothing to report.

**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
TO BE FOLLOWED UP						
CARRIED FORWARD						

- b. **Treasurer’s Report:** Senator Davidson gave the June 2019 Budget Report.

III. Standing Committee Reports

- A. **Committee on Academic and Curricular Affairs:** Senator Woody

PENDING:

1. **Plagiarism**
 2. **Student Evaluation Responses**
 3. **Proposals that come before us seeking an endorsement:**
 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:**
- B. Committee on Educational Resources & Services: Senator Schoenbeck**
- PENDING:**
- C. Committee on Faculty Personnel & Welfare: Senator Huq**
- PENDING:**
1. **Faculty/Staff Safety Processes.**
 2. **Accessibility to Classroom IT Equipment**
- D. Committee on Goals and Directions: Senator Ostler**
- PENDING:**
1. **Solar Panels at UNO**
- E. Professional Development: Senator Cast-Brede**
- PENDING:**
1. **Creation of an Easily Found List of What Retiring Faculty Need to Know for Retirement**
- F. Committee on Committees: Senator Qureshi**
- PENDING:**
1. **RESOLUTION: UCRCA (University Committee on Research & Creative Activity)**
 2. **Complete RESOLUTION: Professional Conduct Committee (for 9/11/19 mtg.)**
 3. **Complete RESOLUTION: Academic Freedom & Tenure Committee (for 9/11/19 mtg.)**
1. **Involvement in Policies (such as IT)**

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

V. Other Faculty Senate Committees

- A. **Faculty Senate Budget Advisory Committee Report:** Prof. Hall, Maher, O'Hara
- B. **Ad hoc UNO-UNMC Faculty-to-Faculty Communication and Collaboration Committee:** Senator Kelly

VII. Non-Senate Committee Reports

VIII. Unfinished Business

IX. For the Good of the Order

X. New Business

A. NU Presidential Search

- Letter to the Board of Regents

Dear Chairman Clare, Vice Chairman Pillen, and members of the Board of Regents,

This letter is sent on behalf of the The University of Nebraska at Omaha Faculty Senate (UNO-FS), and more broadly, the UNO Faculty. We the Faculty of UNO wish to specifically respond to the formation of the Presidential Search Advisory Committee by expressing our concern regarding the lack of faculty representation and by entreating you to include representative UNO faculty voice(s) on the committee.

The current Presidential Search Advisory Committee includes UNO administrative perspectives, including those of Chancellor Gold, Associate Dean of CPACS Barron-McKeagney, and Board of Regent Member Barbara Weitz. It also includes the UNO student regent Aya Youseuf. All of these perspectives are important. The committee does not, however, include a single Faculty member from UNO. Faculty have expressed grave concern that they do not have a voice in this process and it is the position of the UNO-FS that without a voice on the committee, our Faculty are disenfranchised and deprived from representative shared governance.

The UNO Faculty recognize the monumental task the Board has to form a committee that is broadly representative of its various constituencies. We recognize that the Board has attempted, in its formation of the Presidential Search Advisory Committee to represent its constituents. However, we believe that by not including UNO faculty on the committee, the Board of Regents has not satisfied its commitment to shared governance as laid out in its Bylaws. The Board has specific and clear provisions in its bylaws that address the role that Faculty, in particular, have with respect to shared governance and decision-making, particularly in its role in the selection of academic-administrative personnel. Bylaw 2.12 enconces shared governance as an operational pillar of the Board, by establishing Faculty Senate structures in its governance rules. 2.12 states:

The faculties of each major administrative unit shall establish a governing agency for dealing with matters of interest to more than one college. Such agencies shall be democratic in structure and operation and shall determine rules concerning membership.

A sub provision, 2.12.1 provides the responsibilities for Faculty Senates:

2.12.1 Responsibilities of Faculty Governing Agencies. Each agency shall have the following general responsibilities:

- (a) Adopt its rules of procedure, in accordance with Section 1.2 of these Bylaws;
- (b) Act as the official voice of the faculty of which it is composed;
- (c) Act on academic matters that affect more than one college;
- (d) Advise and consult with student, staff, and administrative groups on matters of general concern, which include, but are not necessarily limited to, the budget, institutional planning, library and computer operation, student academic conduct in the classroom, and the selection of academic-administrative personnel;

We the Faculty of UNO, would call the Board's attention to 2.12.1(b) and 2.12.1(d), which taken together provide a clear argument for the inclusion of faculty on the Presidential Search Advisory Committee and for such faculty to be appointed by the UNO-FS in its role as the official voice of the faculty of which it is composed. In addition to this argument from principle, the UNO-FS suggests to the board that the inclusion of representative UNO Faculty appointed by UNO-FS on the Presidential Search Advisory Committee would strengthen the Board's position on shared governance. We believe it will help to create buy-in from faculty that will lend itself towards better consensus-building around the eventual new president selected in the hiring process.

Sincerely,

Matthew L. Hale, PhD, UNO Faculty Senate President

On behalf of the UNO Faculty Senate

B. Support Services Update to Faculty Senate and SAC

- Email from Doug Ewald

From: Doug Ewald

Sent: Monday, June 24, 2019 12:41 PM

To: Matt Hale; Steven Summers S

Subject: Business and Finance --Support Services Update to Faculty Senate and SAC

Matt and Steve,

I am writing to make sure you are aware of a change in the Division of Business and

Finance that will be communicated with campus in the coming days.

Stan Schiefer, our head of UNO Support Services and Risk Management, will be retiring at the end of the month. Following this, effective July 1, Support Services and Risk Management will undergo realignment to help support the campus and our partnerships with UNMC and the rest of the NU system.

While this will not directly impact any services, there will be changes to how the units under Support Services and Risk Management report:

Youth Safety:

Youth Safety will become part of the Public Safety Department. Due to increased responsibilities, Rachael Jensen has been named Director for Youth Safety and will begin to assist UNMC in this area. Recently, Rachael Ceraso accepted the position of Youth Safety Coordinator and will work with Rachael Jensen at both campuses to help provide a safe environment for minors on campus.

Parking and Transit Services:

Manager for Parking and Transit Services Vanessa Rath will report to the Director of Auxiliary Services, Jessica Watts.

Environmental Health and Safety

Senior Chemical Safety Specialist Patrick Wheeler will report to Patrick Wortmann, UNMC Executive Director, Environmental Health and Safety. Under this agreement, Patrick will remain a UNO employee and support both UNO and UNMC efforts in their respective areas. Safety Specialist Jamal Khan will report to Patrick.

Fire Safety, led by Jim Sinclair, will report to Facilities Management and Planning.

Risk Management:

Administrative Associate Laura Lamblin will continue to handle day to day duties for Risk Management. Compliance Officer Drew Nielsen will provide risk management oversight with Laura's help.

I have shared this information with my team and plan to share the information with campus through the Maverick Daily. If you have any questions about these changes, or if you think any

functions within Faculty Senate or Staff Advisory Council may be impacted by the changes, please let me know. Thank you.

Doug

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

- Senator Hale discussed the Board of Regents Policy that is in place and how this has started the discussion for a streamlined policy across campuses.

D. Conflict of Interest Committee approver role open, seeking UNO participation for better voice on what is otherwise dominated by MDs from UNMC

- Identify Faculty Senate Member to serve on the COI Committee. Senator Hale volunteered himself for this position. The COI Committee member would be called upon as an on needed basis.

E. Parking at Scott and Dodge Campus

- Senator Hale is looking into whom to speak with about parking policies. This has the potential to be passed off to the Faculty Senate, Personnel and Welfare Committee, in the Fall for Resolution.

XI. The meeting adjourned at 3:04 p.m. with announcements.

XII. Announcements

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

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

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

D. EC Mtg.: Wednesday, September 4, 2019, 2 p.m., ASH 196

E. Faculty Senate Mtg: September 11, 2019, 2 p.m., CEC 230/231