
Wednesday, August 21, 2019, Thompson Alumni Center

Members: Adidam, Barone, Cooper, Davidson, DeSanti, Escayg, Garcia, Hale, Helm, Huq, Kelly, Kilinc, King, Logsdon, Nelson, Nero, Ostler, Paine, Qureshi, Rech, Rogers, Schoenbeck, Sharif-Kashani, Shaw, Sim, Siy, Surface, Volkman, Wessling, Woody, Zhong

Excused: Anderson, Lee, Maher, Schaffer

I. The meeting was called to order at 9:49 a.m. by President Hale.

II. The Minutes of the following meetings were approved as submitted:

- May 1, 2019
- June 6, 2019
- July 10, 2019

III. Officers' Reports

A. President's Report (Summer Summary): Senator Hale

Campus Safety

In the wake of multiple mass shootings across the country and hateful posters showing up on our campus, we in Faculty Senate want to emphasize that we will do everything in our power to help create an open and safe campus for our students, staff, and faculty. Hate and racism have no place at UNO. Please be vigilant and speak out against inequity, discrimination, and marginalization wherever you find it, especially on campus. Faculty Senate has fielded questions regarding building safety, lockdown procedures, and other safety topics. We will be active in facilitating communication around these issues between faculty and administration. To begin this effort, Charlotte Evans (Director of Public Safety at UNO) will be speaking today.

Graduate student healthcare

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 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 will need concerted faculty effort and vigilance to keep healthcare affordable for students in 2020-2021 and beyond.

UMR substantially increased mental health provider reimbursement rates by as much as 300%. Should see expanding coverage for our faculty and staff, and their

families. Thanks to Chris Kelly, Chancellor Gold, the UNO Benefits office, and NU Central Administration.

New interim President Fritz

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.

Presidential Search Advisory Committee

Through July, there was a lack of clarity regarding process for identifying and hiring the new NU system president. Since then, we have learned more about the process. First, the regents 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. I’m told, after some back and forth, that the date for UNO will be **September 4, at 2 pm**. I would like to invite all of you to participate in the process and represent our campus by sharing your perspectives.

The Board of Regents has established a Presidential Search Advisory Committee composed of faculty, staff, administrators, and community/industry partners from around NU system. 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. **No UNO Faculty were selected to be on the committee.** I continue to advocate for the presence of representative faculty voices on the committee. In July, I sent a letter to the Regents formally requesting that they add a representative faculty member from UNO to the committee. I await their action and have sent a follow-up letter a few weeks ago.

New Bylaws

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.

Web hosting / Websites for faculty

Working 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) last spring, Faculty Senate identified a solution 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 was expected to occur over the summer, but we hope to hear about it today.

AEFIS pilot program

I received some initial feedback regarding the AEFIS pilot program expressing concern about how a potential move to a system other than Digital Measures might put undue burden on untenured faculty to re-enter RPT information or might disrupt RPT workflows. Since then, I have spoken to Dr. Candice Batton (Assistant Vice Chancellor for Academic Affairs) about the concerns. She told me that AEFIS adoption is conditioned on faculty input.

Specifically, she said “if it is not perceived as useful and intuitive or if it does not make faculty lives easier than they are now, then it is not a product that we want to adopt.” She reports that the piloting team will be testing the migration features to ensure moving data from Digital Measures to AEFIS works in a way that does not require faculty to re-create or re-key data that they have already entered. She notes that no one going through RPT this year will be required to use AEFIS.

B. Secretary/Treasurer Report: Senator Davidson

- a. The EO&A meeting** was held on Wednesday, July 17, 2019 at 2 PM in EAB 200.

In attendance: Batton, Davidson, Ewald, Gold, Kelly, Kopp, Qureshi, Surface, Toman

- 1. Chancellor Gold/SVC Kopp & President Hale:
 - 1. Is there anything we want Gold to cover at Faculty Senate retreat?
 - 1. Topic Ideas: Policy of Freedom of Speech
- 2. Faculty Senate Issues/Update:
 - 1. Presidential Search Advisory Committee – Faculty member(s) would like to be represented in the committee in order to contribute faculty voice in the process. Currently no faculty representation from UNO.
 - 2. Long Term Solution to Graduate Health Insurance Premiums – We get bids based on premium rates. Because we have an opt-in policy it’s creating a high deductible. Another option is to redistribute the risk by mandating health insurance from all students. We have a year to come up with a solution. We might look into OneWorld Health, Whole Healthcare, or Charles Drew who offer buy-in plans. Current graduate health insurance: 5,500 students enrolled in

student health insurance out of students 52,000 students system-wide.

3. August 21, 2019 Faculty Senate Retreat – UNO Alumni Center
4. Identified new space in the Alumni Center for Faculty Senate Coordinator and formal request has been submitted.
5. Resolutions were acknowledged.
3. AFIS pilot (Batton):
 1. Core team meeting weekly over the summer. Faculty from all colleges and other units participating in the pilot (approx. 70 members).

**2018-2019 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
4381	7/10/2019	Committee on Committees Replacements	7/17/2019			Acknowledged
TO BE FOLLOWED UP						
CARRIED FORWARD						

1. Treasurer's Report: Senator Davidson reported the June and July Budget.

IV. Executive Committee Report: Senator Surface

A. RESOLUTION 4382, 8/21/19: Campus Committees

1. RESOLUTION 4382: Academic Program Committee: Two members for a two-year term starting August 1, 2019:

Amy Anderson, Professor, School of Criminology & Crim Justice UNO

Michael Matthews, Math Department

No objection.

2. Complete RESOLUTION: Professional Conduct Committee

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:

Jay Irwin;

Nancy Kelley.

No objection.

B. Election of a Second Standing Committee Chair as Executive Officer

1. **RESOLUTION 4383**, 8/21/19: Second Standing Committee Chair as Executive Officer

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 Elliott Ostler as the Second Committee Chair and 2019-2020 Executive Officer.

No objection.

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V. **Standing Committee Reports:** The committees looked over their pending items.

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, 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: Senator Huq**

**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.)*

**C. 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.)*

**D. 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)*

**E. Committee on Committees: Senator Qureshi**

**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.)

**VI. Other Faculty Senate Committees**

**A. Faculty Senate Budget Advisory Committee Report:** Ebdon, Eesley, and Hall

No report.

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

No report, however, the committee will continue throughout the 2019-2020 year.

**VII. Non-Senate Committee Reports**

No report.

Recess began at 10:22 AM for Guest Speakers and Lunch. Agenda resumed at 2:22 PM.

**VIII. Unfinished Business**

**1. 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:

Lisa Scherer;

TBA.

**IX. New Business**

**A. Standing Committees Report from their Breakout Session at Retreat**

**1. Academic & Curricular Affairs Committee:** Senator Woody

Present: Nelson, Randall, Escayg, Siy, Wessling, Woody

Upcoming committee goals includes examining teaching evaluations and continued work on plagiarism.

**2. Educational Resources & Services Committee:** Senator Schoenbeck

Present: Davidson, Schoenbeck, Shaw, Surface, Zhong

Upcoming committee goals includes working on the Paul Beck Scholarship to increase donations, enhance advertising, and revamp the rubric for applicant matching.



3. **Faculty Personnel & Welfare Committee:** Senator Huq  
Present: Garcia, Rogers, Helm, Huq, Kilinc, Sim  
Upcoming committee goals includes safety, accessibility to IT in the classroom, and addressing challenges faced by faculty.
4. **Goals & Directions Committee:** Senator Ostler  
Present: Kelly, King, Logsdon, Ostler, Sharif-Kashani  
Upcoming committee goals includes solar feasibility, Summer Bridge Program follow-up, efficient committee lists, structure of FT/PT Faculty, and sexual assault.
5. **Professional Development Committee:** Senator Cast-Brede  
Present: Cast-Brede, Cooper, DeSanti, Podariu, Rech, Volkman  
Creation of an easily found list of what retiring faculty need to know for retirement. Look into improving insurance for graduate assistants.
6. **Committee on Committees:** Senator Qureshi  
Develop automated forms, surveys, and reporting mechanism for faculty to vote for and view committees. 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.

**X. The meeting adjourned** at 3:56 p.m. with announcements.

#### **XI. Announcements**

- A. **EO&A Mtg:** No meeting in August 2019
- B. **EC Mtg:** Wednesday, September 4, 2019, 2 p.m., ASH 196
- C. **Faculty Senate Mtg:** Wednesday, September 11, 2019, 2 p.m., CEC 230/231
- D. **EO&A Mtg:** Wednesday, September 18, 2019, 2 p.m., EAB 200
- E. **EC Mtg:** Wednesday, October 2, 2019, 2 p.m., ASH 196

| <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, 2019 (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 (Prep Week)<br>(Commencement 12/20)                                  |
| January 8, 2020 (Semester Begins 1/13/20)                          | January 15                                                                       |

|            |                                          |
|------------|------------------------------------------|
| February 5 | February 12                              |
| March 4    | March 11 ( <i>Spring Break 3/22-29</i> ) |
| April 1    | April 8                                  |