I. Official Call to Order: President Hale

II. Presentation and Approval of Minutes: August 21, 2019 (Agenda Attachments – pgs. 1-9)

III. Officers’ Reports
   a. President’s Report: Senator Hale

August 31, 2019

Dear Colleagues,

Welcome back to a new academic year at UNO. I am excited to see our students return to campus.

UNO Faculty Senate continues to be active in representing you as part of our commitment to shared governance on campus. At our Fall retreat, we heard from Chancellor Gold and Senior Vice Chancellor Sacha Kopp about the state of our university and in regard to new and existing initiatives on campus focused on strategic and continuous campus improvements. We also heard from NU Vice President for IT and CIO Bret Blackman, and Director of Public Safety Charlotte Evans in regard to IT and public safety issues on campus. I’ve highlighted a few salient points that emerged from those discussions below.

The University’s fiscal position is better than the past few years
Chancellor Gold updated faculty senate on the specifics of the budget. Enrollment is very slightly down, but the number of credit hours taken on campus is up. This, combined with a 2.7% state appropriation increase and a 2.75% tuition rate increase, has given UNO some budgetary breathing room compared to prior years. That said, enrollment and retention remain a key focus for the coming years.

Strategic Planning: Moving the University in the right direction
UNO has been actively strategic planning over the past several years and recent efforts have been crystallized into 4 primary strategic goals: student centeredness, academic excellence, community engagement, and institutional quality. Chancellor Gold is fond of quoting, Eisenhower as saying “I have always found that plans are useless, but planning is indispensable.” The quote captures the high-level discussion faculty senate had with the Chancellor. He highlighted on-going efforts by the Strategic Planning Steering Committee as key steps in making the campus better, while noting that plans are not created to be filed away, but instead to be acted upon. The most salient strategic focal points include improving student retention, identifying signature areas of academic excellence to build upon, and staff and faculty climate improvements. I’ve summarized Chancellor Gold’s points as well as my own observations, as a member of the Strategic Planning Steering Committee, on each of these initiatives below.
Strategic Planning: The Completion Imperative
The first goal of the UNO Strategic Plan is “student centeredness, and in particular the “Completion Imperative” which seeks to improve student retention and degree completion. Last month, on August 14, committees comprised of faculty and staff presented their recommendations to the Strategic Planning Steering Committee after a year of work. Following these recommendations, Senior Vice Chancellor of Academic Affairs Sacha Kopp presented a plan to Chancellor Gold and the Chancellor’s cabinet to fund these as pilot projects over three years. He is taking a data-oriented approach to allocate those funds in ways that best break down known barriers that intercede in student degree completion and retention. Based on prior data collected at UNO, we know that close to 50% of incoming first-time students are struggling to decide-on and select an academic program of study. These students have a much lower likelihood to complete a degree at UNO. Following the recommendations of the Completion Imperative task forces, the following funding priorities were identified:

First, professional academic advising. Having advising staff that can assist students as they navigate early college enrollment has been shown to be a key factor in retention. The SVC’s office will be providing new FTE funding for academic advisors in ACDC and the colleges where advising ratios are less optimal.

Second, a proposal from the College of Arts and Sciences to immediately integrate undeclared students in a major, called “Interdisciplinary Studies.” The new major immediately connects students to faculty and gives students an academic identity when they are undecided while helping to expose and connect them to the different degree options from all of the colleges at UNO.

Third, a new “summer bridge program” will be funded by academic affairs to help students make the transition from high school to college. This program will focus on preparing incoming students with academic risk indicators with the skills they need to succeed.

Fourth, the Office of Academic Affairs will fund online development of key courses in the general education curriculum which have been barriers to timely completion of degrees.

SVC Kopp says that as these initiatives come online his office will be taking a close look at metrics of success to determine if these efforts are making an impact on retention.

Lastly, related to the completion imperative, Vice Chancellor for Student Success Dan Ship mentioned that his office is examining university fees and tuition to explore the possibility of providing transparent inclusive tuition prices that make it easier for students to identify cost. His office is also examining alternative tuition pay models that can help students stay enrolled.

Strategic Planning: Signature academic programs
Another new effort focuses on goals 2 and 3 in the UNO strategic plan seeks to establish so-called “signature academic programs” at UNO. Using the NU “big ideas” initiatives as a model, SVC Kopp and Academic Affairs have announced to Faculty Senate that they will be creating a UNO Campus level big ideas initiative to identify 4-5 programs on campus as areas for strategic growth and as areas of campus identify. The process proposed will solicit proposals from faculty, departments, and deans from across the campus. Proposals should emphasize cross-college collaboration, partnerships with...
key external university institutional partners and community organizations, and where possible
demonstrable potential to realize external funding. SVC Kopp emailed the campus community the
outline of this process earlier this month; all are encouraged to participate in this process.

Strategic Planning: Staff and Faculty Climate improvements
Thank you once again to those that participated in the RESPECT survey. Chancellor Gold told the
Faculty Senate that the data from the survey is being used to improve faculty and staff climate. Key
issues identified in the survey related to compensation, workload assignment, and sense of presence.
I am happy to announce that our colleagues in the Staff Advisory Council have worked with
Chancellor Gold to create a staff professional development program. Faculty Senate is also working
on several faculty areas of concern including the state of parking on campus, making our service and
governance structures leaner and more effective, and on ensuring our faculty and staff have
advancement ladders. On this last point, we have begun conversations about how we can ensure
non-tenure track faculty, such as Instructors and Lecturers, have reward and advancement
opportunities at UNO commensurate with their careers of service at UNO. We anticipate further
discussions with AAUP and senior administration about career advancement.

Outcomes of Faculty Senate Actions
This summer has been very active for senate. Over the summer, the Senate work resulted in several
major achievements. First, UMR has substantially increased mental health provider reimbursement
rates. Thanks once again to Past President Chris Kelly and Chancellor Gold for their leadership in this
matter. Second, the Faculty Senate Goals and Directions Subcommittee, chaired by Senator Elliott
Ostler, worked over the summer with outgoing Chair Bradley Bereitschaft to submit a grant in
partnership with UNO to bring solar panels and renewable energy to the UNO Campus. The
commitment to green energy options on campus is one that Faculty Senate continues to explore and
advocate for. Third, I am happy to announce that the Reclaim Hosting Service for faculty web pages is
now online. Those interested in establishing a faculty web page using reclaim should be able to
contact your college IT representative for more details. Jaci Lindberg, Director of Digital Learning, and
Bret Blackman (Vice President for IT and CIO) have been very helpful in this process to bring Reclaim
to UNO. Fourth, the Faculty Senate Committee on Committees, chaired by Senator Sajda Qureshi, is
working hard to streamline faculty governance on campus by improving senate connections to
campus committees and by reducing bureaucracy. Finally, UNO hosted a series of listening sessions
regarding the hiring of the next UN President all day September 4th. Members of the Board of
Regents and the Presidential Search Advisory Committee were on-hand to hear faculty, staff, and
student feedback during the Faculty Senate sponsored session. Thank you to those that were able to
attend.

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

b. Secretary/Treasurer Report: Senator Davidson
   1. EO&A: No meeting was scheduled for August 2019.
2019-2020 Resolution Action Table
(Resolutions Pending & Current Resolutions)

<table>
<thead>
<tr>
<th>Res.#</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin Accept</th>
<th>Sent for Senate Action</th>
<th>Denied/Deferred/In Progress</th>
<th>Final Action/Resolved</th>
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<tbody>
<tr>
<td>4382</td>
<td>8/21/2019</td>
<td>Committee on Committees Replacements</td>
<td>9/3/2019</td>
<td>Acknowledged</td>
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<tr>
<td>4383</td>
<td>8/21/2019</td>
<td>2nd Chair Election of Elliott Ostler</td>
<td>9/3/2019</td>
<td>Acknowledged</td>
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<td></td>
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TO BE FOLLOWED UP

CARRIED FORWARD

2. Treasurer’s Report: August 2019 (Agenda Attachment – pg. 10)

IV. Executive Council: Senator Surface
   a. Completion of RESOLUTION 4384: Resignation and Replacement of Shelly Cooper, CFAM Senator
      Whereas the Executive Council has accepted the resignation of CFAM Senator Shelly Cooper and the
college has designated Jodeane Brownlee, CFAM according to Faculty Senate bylaws to fill the
remainder of that term to May 13, 2021, the Faculty Senate welcomes Senator Brownlee and hereby
appoints her to the Professional Development Committee for the remainder of the 2019-2020
Senate.

   b. BE IT RESOLVED as Hamid Sharif-Kashani is on sabbatical for Fall 2019, the following faculty member
      will temporarily serve in his place on the Goals and Directions Committee (08/01/19 – 1/8/20):
      Bing Chen.

V. Standing Committee Reports
   a. Committee on Academic & 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.

b. Committee on Educational Resources & Services: Senator Schoenbeck
   1. Paul Beck Memorial Scholarship
      a. Given the low number of applications received by the initial deadline in the Spring of 2019 (prompting an extension of the deadline), we considered ways to increase the visibility of the award to potential applicants. It was noted that many scholarships applications are submitted and processed through MavLink; it was proposed that the Paul Beck Memorial Scholarship be added to MavLink with the hope that more qualified students would apply. Some modifications to the description of the scholarship have been proposed to reduce the number on non-qualified applicants. The committee is waiting for input from the Office of Financial Support and Scholarships regarding how to proceed.
      b. The committee proposed a rubric for the evaluation of scholarship applicants that, it is hoped, reflects the spirit of the scholarship, balancing academic performance and financial need with the goal of increasing student degree completion.

c. Committee on Faculty Personnel & Welfare: Senator Garcia
   1. August 28, 2019 Meeting
a. Senators García and Huq (Chair and Vice-Chair of the Committee) met on August 28 at 2:00; senators Helm and Kilinc were excused. Due to Senators Rogers and Sim’s teaching schedules, this Committee will be meeting hereafter at 11:30 am on the last Wednesday of the month. Dr. Gina Toman was scheduled to come join us to discuss how to improve website accessibility of Faculty/Staff safety, policies, procedures and guidelines. Although she’d confirmed attendance a few days prior, she put the meeting off during Wednesday morning, but contacted Dr. Batton and Dr. Heint on the Committee’s behalf to join us in our September meeting. Senators García and Huq briefly discussed: (1) a peer institution’s Faculty/Staff website which could be used as a model for the change we are seeking; (2) FW issues collected by Sen. García and which will be brought to the attention of the Committee when there’s quorum.

New Item

2. Addressing Challenges Faced by Faculty

PENDING

3. Faculty/Staff Safety Process

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.)

4. 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 & Directions: Senator Ostler

1. August 28. 2019 Meeting

Attending Senators: Kelly, King, Logsdon, Maher, Ostler

Absent: Sharif-Kashani (Excused)

PENDING

a. Solar power project grant proposal to the Nebraska Environmental Trust is nearing completion and will be submitted prior to 9-15-2019. Request amount is still being
decided but is currently at approximately $300,000 not including university matching funds.

b. The 2015/16 project on Faculty Senate liaisons to University Committees and digital repository of reports was briefly discussed. Senator Ostler will provide status from previous efforts of the Committee on Goals and Directions at the next G&D meeting (9-25-19)

NEW

c. The committee identified a series of actionable items (projects) for the 2019-2020 AY and prioritized the top two items as new focus areas; those being, actions on non-response sexual assault, and suggestions for policies concerning Adjunct Instructors; and separately, identifying and centralizing policies for Instructors, Lecturers, and Professors of Practice.

1. Item 1 – non-response sexual assault justification: As the safety and well-being is a critical aspect of the university’s part in the community, and necessary for the recruitment, retention, and development of students toward responsible citizenship; we believe that providing a safe and non-threatening environment for continued safety, health, and healing needs to be a priority for all staff, faculty, and administrative members of our university community.

2. Item 2 – Adjunct Instructor (Instructor, Lecturer, Prof. of Practice) Policy justification: As critical individuals for the instructional offerings of the University of Nebraska at Omaha, we have concluded that clarification of existing policy needs to be shared beyond individual department policies. Additionally, a central point of information as to existing policies on conditions, advantages, and growth opportunities for these valued instructors is warranted based on the university’s reliance on this category of faculty member.

d. The committee members are now engaged in data collection for both items to explore the existing university policy, existing repositories of data, and current resources so that actionable goals can be identified and pursued.

e. Parking

1. It is difficult for faculty to get from north campus to south campus (PKI) in a timely way.

2. Campus parking situations are making travel between the two more difficult and changes are being made without faculty consultation that are impacting faculty abilities to do their jobs.

e. Professional Development: Senator Cast-Brede

1. Committee did not meet in August 2019 – no report to give.

PENDING

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

a. (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 EO&A agenda)
3. Insurance for Graduate Assistants
   a. Committee is following-up on specific details of the insurance plan.

f. Committee on Committees: Senator Qureshi

1. Academic Freedom & Tenure Committee

Motion from Committee on Committees. In accordance with Article VIII.B.1 of the Faculty Senate Bylaws, the ballot distributed to all faculty for election to the Academic Freedom and Tenure Committee shall include the following nominees:
   a. two tenured faculty members to be elected from the following four nominees to serve three-year terms from October 16, 2019, through October 19, 2022, to replace Anne Fruhling (IS&T) and Janice Rech (A&S), whose terms will expire,
      Matt Germonprez (IS&T)
      Robin Gandhi (IS&T)
      Carol Ebdon (CPACS)
      Chris Allen (CFAM)
   b. one tenured faculty member to be elected from the following two nominees to serve a one-year term from October 16, 2019, through October 21, 2020, to replace Laura Grams (A&S), who will be on sabbatical for the academic year 2019-2020,
      Lisa Scherer (A&S)
      Adrian Duran (CFAM)
   c. and one untenured faculty member to be elected from the following two nominees to serve a three-year term from October 16, 2019, through October 19, 2022, to replace Vivien Marmelat (HPER), whose term will expire
      Tenace Kwaku Setor (IS&T)
      Miriam Kuhn (ED)

2. Resolution: Faculty Grievance Committee:
   a. Motion from Committee on Committees. In accordance with Article VIII.B.2 of its bylaws, the UNO Faculty Senate has elected from these two nominees brought by the Committee on Committees, both at rank of professor, the following faculty member to serve a three-year term from September 17, 2019, to September 21, 2022, as a member of the Faculty Grievance Committee, replacing Carol Ebdon (Public Administration, CBA), whose term has expired.
      Victor Winter (IS&T)
      Ana Carballal (A&S)
   b. Furthermore, the Faculty Senate has elected from these two nominees brought by the Committee on Committees, both at rank of associate professor, the following faculty member to serve a three-year term from September 17, 2019, to September 21, 2022, as a member of the Faculty Grievance Committee, replacing Amy Morris (Art & Art History, CFAM), whose term has expired.
      Lisa Scherer (A&S)
      Samantha Clinkinbeard (CPACS)
c. Furthermore, the Faculty Senate has elected from these two nominees brought by the Committee on Committees, the following faculty member to serve a one-year term from September 17, 2019, to September 15, 2020, as a member of the Faculty Grievance Committee, replacing Yanhui Zhao, (Marketing and Entrepreneurship, CBA), whose term has expired.

   Dario Ghersi (IS&T)
   Michelle Black (A&S)

3. Election of Representative from the Faculty Personnel and Welfare Committee:
   a. Furthermore, the Faculty Senate has elected from these two nominees, both current members of the Faculty Senate Faculty Personnel and Welfare Standing Committee, the following faculty member to serve a one-year term from September 17, 2019, to September 15, 2020, as an member of the Faculty Grievance Committee, replacing Claudia Garcia (Foreign Languages, A&S), whose term has expired.

   David Helm (A&S)

   [college]

   There is no resignation replacement previously identified. The shorter term is the result of a prior partial-term replacement for one seat. Continuing members of the committee are class of 2020 member Donna Dufner (IS&QA, IS&T), and class of 2021 members James Shaw (Library) class of 2021, and Travis Adams (A&S).

4. Resolution: Professional Conduct Committee
   a. In accordance with Article VIII.B.3 of its bylaws, the UNO Faculty Senate has elected by ballot vote from the two nominees brought by the Committee on Committees, both tenured faculty ranked assistant professor or above, the following faculty member to serve a three-year term from September 17, 2019, to September 21, 2022, as a member of the Professional Conduct Committee, replacing Daniel Kissinger (ED), whose term expires as he becomes an alternate. The newly elected member will also serve a following three-year term September 21, 2022, to September 17, 2025, as an alternate, available should the need arise in a particular case.

   Jay Irwin (A&S)
   Burch Kealey (CBA)

   b. Furthermore the Faculty Senate has elected from these nominees brought by the Committee on Committees, both tenured faculty ranked assistant professor or above, the following faculty member to serve a three-year term from September 17, 2019, to September 21, 2022, as an alternate, replacing Juan Casas (A&S), who has assumed the role of Associate Dean for Graduate Studies.

   Nancy Kelley (CPACS)
   Rami Arav (A&S)

5. Complete RESOLUTION: UNO Athletics Committee
   BE IT RESOLVED that the following name go forward as an alternate One of the two faculty senate members be appointed to the UNO Athletics Committee for the 2019-2020 academic year:

   _______TBD____ to replace Jamie Wagner.
6. 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 is a replacement rep for COE UCRCA (University Committee on Research & Creative Activity):

- Kerry-Ann Escayg (COE) (Matthew Heesch)

PENDING

7. 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.)

NEW

8. Develop automated forms, surveys, and reporting mechanism for faculty to vote for and view committees.

VI. Other Faculty Senate Committees

a. Faculty Senate Budget Advisory Committee Report: Ebdon, Eesley, Hall

b. Ad hoc UNO-UNMC Faculty-to-Faculty Communication & Collaboration Committee: Senator Kelly

VII. Non-Senate Committee Reports

VIII. Unfinished Business

IX. For the Good of the Order

X. New Business


1. Naming of Facilities & Organizational Units (Agenda Attachment – pg. 11-13)

b. 2019 UCLA Higher Education Research Institute (HERI) 2019 Faculty Survey

1. The survey is completed every three years as a way of assessing faculty attitudes, opinions, and behaviors, particularly about teaching. The results are used as part of our on-going improvements and support, overall accreditation and the Carnegie application for community engagement. Similar to NSSE (National Survey of Student Engagement), the results allow us to compare ourselves to national and peer institutions and develop action steps for improvement, etc. It is also timely this year since it will give us some pre/baseline data before we implement some of the completion imperative plans and then, with our 3-year cycle—we would do again in Fall 2022—and may see change. The survey will open this October. All faculty (.50 and over so will have part-time and full-time) will get an email from HERI asking them to participate. We will send a pre-notification from Academic Affairs so that faculty are aware that emails will be coming from HERI and there will be notices in Maverick
Daily. While many faculty will have seen this previously, they are likely not to remember it since it was three years ago. We want to try to have a strong response rate so appreciate any assistant you/Faculty Senate can give.

XI. Adjourn

<table>
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<tr>
<th>Schedule for 2019-2020</th>
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<tbody>
<tr>
<td>EC Meetings</td>
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<tr>
<td>(Usually 1st Wed. of month)</td>
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<td>June 5</td>
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<td>July 10</td>
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<td>January 8, 2020 (Semester Begins 1/13/20)</td>
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<td>February 5</td>
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<td>March 4</td>
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Attachments
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](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/](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
(Admin Pending and Current Resolutions)

<table>
<thead>
<tr>
<th>Res. #</th>
<th>Date Senate Passed</th>
<th>Title</th>
<th>Admin</th>
<th>Sent for Senate</th>
<th>Denied/Deferred/In Progress</th>
<th>Final Action/Resolved</th>
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<tbody>
<tr>
<td>4381</td>
<td>7/10/2019</td>
<td>Committee on Committees Replacements</td>
<td>7/17/2019</td>
<td></td>
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<td>Acknowledged</td>
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</table>

**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

<table>
<thead>
<tr>
<th>EC Meetings (Usually 1st Wednesday of month)</th>
<th>Faculty Senate Meetings (Usually 2nd Wednesday of month)</th>
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<tbody>
<tr>
<td>June 5</td>
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<td>July 10</td>
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<tr>
<td>August 7</td>
<td>August 21, 2019 (Retreat) (3rd Wednesday) (Classes begin 8/26/19)</td>
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<td>September 4</td>
<td>September 11</td>
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<td>November 6</td>
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<td>December 4</td>
<td>December 11 (Prep Week) (Commencement 12/20)</td>
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<td>January 8, 2020 (Semester Begins 1/13/20)</td>
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<td>February 5</td>
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<tr>
<td>March 4</td>
<td>March 11 <em>(Spring Break 3/22-29)</em></td>
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<td>April 1</td>
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**Faculty Senate – Agenda Attachment - 9/11/2019 pg.10**

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**Budget, Spend, Pending Balance, Bal %**

**Year-To-Date**

**Total Non-Fensoral Services**

**Total (Return Expenditure)**

**Total**

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**Faculty Senate of the University of Nebraska at Omaha Operating Budget August 2019**
Naming of Facilities and Organizational Units

POLICY CONTENTS
Scope
Policy Statement
Reason for Policy
Procedures
Definitions
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History

Scope

This policy applies to the Facilities and Organizational Units of the University of Nebraska at Omaha (UNO).

Policy Statement

The Chancellor and University of Nebraska (NU) President shall approve and report to the NU Board of Regents:

a. The assignment of a Generic Name to a UNO Organizational Unit.
b. The assignment of a Generic Name to a UNO Facility.
c. The naming of a UNO room or small cluster of rooms or a small campus feature such as a garden, footbridge, or landscaped area in honor of an individual, family, or organization.

The NU Board of Regents shall approve, upon the recommendation of the Chancellor and NU President:

a. The naming of an Organizational Unit in honor of an individual, family, or an organization.
b. The naming of a building or wing of a building, a fountain, a monument, or large campus area such as a plaza or street in honor of an individual, a family, or an organization.

Reason for Policy

In accordance with NU Board of Regents Policies 6.2.7 and 2.6.1, this policy establishes the authority and regulations for naming and renaming Organizational Units and Facilities at UNO.

Procedures

1. APPROVAL:

Any proposal to name an Organizational Unit or Facility shall include a convincing justification and be formalized in writing and delivered to the Chancellor electronically or in hard copy. Proposals may be submitted by or on behalf of an individual(s), donor(s), department, unit, entity, etc.

The Chancellor will coordinate the review, approval, and reporting requirements, in accordance with applicable Board of Regents Policy. No commitment for naming shall be made prior to approval of the proposed name in accordance with this policy.
2. CRITERIA:

a. Organizational Units and Facilities may be named for an individual(s), family, or entity meeting one or more of the following criteria:
   1) Extraordinary service to UNO as a faculty member, staff member, or officer;
   2) Alumni who have provided extraordinary service to UNO;
   3) Distinguished persons who have provided extraordinary service to UNO or who otherwise merit special recognition;
   4) Donors who have made a significant financial contribution to the UNO campus or a UNO college, unit, or related program; and/or
   5) Donors who have made a significant financial contribution to UNO toward the construction of a new Facility, major renovation of an existing Facility, or an endowment for maintenance and operating costs of a Facility, program, or activity.

b. Except for naming in honor of an individual(s) designated by donors [criteria a(4) and/or (5) above] or unless expressly waived by the Board of Regents:
   1) Organizational Units and Facilities shall not be named for individuals currently employed by UNO, NU, the State of Nebraska or elected officials.
   2) Organizational Units and Facilities shall not be named for individuals earlier than five years following the departure, death, or retirement of the individual from UNO, NU, the State of Nebraska or the end of an elected official's service in office.

c. Except when assigning a Generic Name, there shall be a due diligence review of each naming proposal to carefully consider the overall benefit of such naming to UNO, whether the name is and will continue to be a positive reflection on UNO and will not detract from UNO's reputation as a public institution of higher education, and whether the name comports with the purpose and mission of UNO. A due diligence review shall include:
   1) Review of any potential conflict of interest issues affecting UNO;
   2) Review of potential impact upon the academic or research autonomy of UNO;
   3) Evaluation of the impact on future giving by the donor or others;
   4) Consultation with General Counsel to ensure compliance with applicable policies/laws/regulations;
   5) Consultation, as necessary, with NU's bond counsel to determine if a proposed naming would adversely affect existing or future tax-exempt bonds.

d. Additional due diligence shall be undertaken before recommending the naming of any Organizational Unit or Facility to include the name of a commercial enterprise—in order to avoid any appearance of commercial influence or conflict of interest—and only if the proposed name:
   1) is appropriate in the educational and public setting of UNO;
   2) will not detract from UNO's use of the Facility or UNO's reputation as a public institution of higher education; and
   3) will not result in impermissible commercial endorsement or advertising benefitting the commercial enterprise.

3. DURATION OF NAMES AND NAME CHANGES:

Duration of names and name changes shall be consistent with NU Board of Regents Policies 2.6.1(6)(a-e) and RP 6.2.7(6)(a-f).

4. PRIOR PROCEDURES AND NAMES:

Names in existence at the time of the adoption of this policy shall remain in effect, subject to future renaming consistent with this policy and subject to restrictions in any gift agreements related to the prior naming action.

Definitions

“Organizational Unit” means any unit of organization at UNO including but not limited to a College, Program, Department, Center, Institute or School.

“Facility” means any physical structure or space required by an institution for the performance of its programs and related activities, including any new, existing, or leased building, a wing of a building, a room or cluster of rooms, or other significant features such as a fountain, monument, plaza, garden, landscaped area, or street. This policy shall not apply to interior spaces of a Facility which describe their functional purpose, i.e. maintenance room, closet or restroom.
“Generic Name” means the name that may be given to a Facility or an Organizational Unit which is based solely upon the use or location of the Facility, an institutional mascot name, symbol or other identifier pertinent to the institution without a modifier designating a particular person, family or organization. Examples of Generic Names for Facilities are: “College of Public Affairs & Community Service” and “Maverick Village”. Examples of Generic Names for Organizational Units are: “College of Arts and Sciences” and “School of Public Administration”.

Related Information

University of Nebraska Board of Regents Policy 6.2.7 Naming of Facilities
University of Nebraska Board of Regents Policy 2.6.1 Policy on Naming Academic Organizational Units

History

New draft policy.