



## 2019-2020 Faculty Senate Minutes

Wednesday, September 11, 2019, 2p.m.

Community Engagement Center 230/231

**Present:** Adidam, Anderson, Barone, Brownlee, Cast-Brede, Davidson, DeSanti, Escayg, Garcia, Hale, Helm, Kelly, Kilinc, King, Logsdon, Maher, Nero, Ostler, Paine, Podariu, Qureshi, Randall, Schoenbeck, Shaw, Siy, Surface, Volkman, Wessling, Zhong

**Excused:** Huq, Nelson, Rech

**Absent:** Lee, Rogers, Sharif-Kashani, Sim, Woody

- I. **The meeting was Called to Order** by President Hale at 2:04 p.m.
- II. **The Minutes** of August 21, 2019 were approved as submitted.
- 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 (Action Pending & Current Resolutions)						
Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/In Progress	Final Action/Resolved
4382	8/21/2019	Committee on Committees Replacements	9/3/2019			Acknowledged
4383	8/21/2019	2 <sup>nd</sup> Chair Election of Elliott Ostler	9/3/2019			Acknowledged
TO BE FOLLOWED UP						
CARRIED FORWARD						

2. Treasurer's Report: Senator Davidson gave the August 2019 Budget Report.

IV. **Executive Council:** Senator Surface moved the completion of the following resolution for the committee. Resolution passed.

a. **Completion of RESOLUTION 4384, 9/4/19:** 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.

Senator Surface moved the completion of the following resolution for the committee. Resolution passed.

b. **RESOLUTION 4385, 9/4/19: 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.

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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. Hein ton 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 moved the following resolutions (F.1. a-c), ballot to be sent to all faculty, for the Committee. It passed.

### 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)

After tallying the ballots, Senator Qureshi moved the following resolution for the Committee. It passed.

### 2. Resolution 4386, 9/11/19: 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) (13 For)

Ana Carballal (A&S) (15 For) ELECTED

- 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) (16 For) ELECTED

Samantha Clinkinbeard (CPACS) (12 For)

- 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 Gherzi (IS&T) (9 For)

Michelle Black (A&S) (19 For) ELECTED

### **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) (23 For) ELECTED

Ramazan Kilinic (A&S) (4 For)

*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).*

After tallying the ballots, Senator Qureshi moved the following resolution for the Committee. It passed.

### **4. Resolution 4387, 9/11/19: 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) (22 For) ELECTED

Burch Kealey (CBA) (6 For)

- 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) (11 For)

Rami Arav (A&S) (17 For) ELECTED

Senator Qureshi moved the following resolution for the Committee. It passed.

**5.Complete RESOLUTION 4388, 9/11/19: 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:

Marlina Davidson to replace Jamie Wagner.

Senator Qureshi moved the following resolution for the Committee. It passed.

**6.RESOLUTION 4389, 9/11/19: 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)

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**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

**1.No meeting, no report.**

**VII. Non-Senate Committee Reports**

**VIII. Unfinished Business**

**IX. For the Good of the Order**

**X. New Business**

**a. Policies Under Review - <https://www.unomaha.edu/campus-policies/policies-under-review.php>**

**1.Naming of Facilities & Organizational Units**

Faculty Senate voted on approval of policy. Motion passes.

Motion to support Faculty Survey (3 Questions) on University of Nebraska acquisition of Crossroads Mall to be emailed to all faculty. Motion passes.

**XI. The meeting adjourned at 3:06 pm with announcements.**