

*Wednesday, November 6, 2019, 2 p.m., ASH196*

**Present:** Cast-Brede, Davidson, Garcia, Hale, Kelly, Ostler, Qureshi, Schoenbeck, Surface, Woody  
**Excused:** Surface

**Guest Speaker:** Cathy Pettid discussed how to become Gatekeeper Certified within the REACH Program. The premise of Campus Connect Gatekeeper Training is that students, faculty & staff can be trained as gatekeepers to identify, understand, and relate to the emotional experiences of individuals in crisis & become familiar with referral strategies and resources. If faculty would like to schedule a training in order to become certified, they should contact Mary Hoffman. The trainings are 90 minutes in length and generally accommodate 2-25 people per class. Faculty can incorporate this optional component into their classes for their students.

- I. The meeting was called to order** at 2:19 p.m. by Senator Davidson.
- II. The minutes** of October 2, 2019 were approved as submitted.
- III. Officers' Reports**
  - A. President's Report:** Senator Hale
  - B. Secretary/Treasurer Report:** Senator Davidson
    - 1. EO&A:** Meeting was held September 18, 2019 at 2pm in EAB200. Attendees: Batton, Davidson, Ewald, Gold, Kopp, Pettid, Qureshi, Smith-Howell, Toman
      - 1. Chancellor Gold Updates**
        - a. Refinanced debt for University of Nebraska. For more information, you can refer to the Lincoln Journal Star article.
        - b. Early Retirement email was sent out to all faculty on the Lincoln, Kearney and Omaha campuses.
      - 2. Non-Resolution Faculty Senate Updates**
        - a. Be on the lookout for an Injury & Illness Prevention Policy, Safety Policy, Driving Policy, and Winter Weather Policy that are being updated or newly created.
        - b. Ladder Rank System – Discussion of a next step and for Faculty Senate to propose an aspirational plan. At that point Academic Affairs could then work with AAUP and collective bargaining. It was suggested we create an ad hoc committee to work on this endeavor.
      - 3. Resolution Updates**
        - a. Addition of Faculty Life Tab on UNO Website: Discussion of sharing information with Digital Executive Committee and working on the addition of the tab.
        - b. Chancellor's Sustainability Committee: Matt Hale
      - 4. New & Other Business**
        - a. Review of UNL proposal for BoR bylaws revisions.
        - b. Expanding of retirement plan options – CBO, consultant engaged. Availability of mutual fund options within the available 401k programs (TIAA/Fidelity)

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

Res.#	Date Senate Passed	Title	Admin Accept	Sent for Senate Action	Denied/Deferred/In Progress	Final Action/Resolved
4390	10/9/19	Academic Freedom &				Acknowledged

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		Tenure Committee				
4391	10/9/19	Addition of Faculty Life Tab on UNO Website				Acknowledged
4392	10/9/19	Chancellor's Sustainability Committee				Acknowledged

**2. Treasurer's Report:** Senator Davidson reported on the October 2019 budget report.

#### IV. Standing Committee Reports

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

At the meeting on October 30, 2019, the Academic and Curricular Affairs Committee considered a memorandum (prepared by Harvey Sly) on the Teaching Evaluation Form. It was agreed that T. Hank Robinson should be invited to attend the November meeting for further discussion. A plagiarism summary (prepared by Liz Wessling) was considered and will be distributed. The interdisciplinary program within the College of Arts and Sciences was discussed, with a presentation by Tammie Kennedy. (Course Evaluation Memo - agenda attachment – pgs. 13-14)  
(Memo to Faculty Senate Members – agenda attachment – pgs. 15-16)

*(Further Discussion: Senator Woody clarified the plagiarism efforts are only regarding student plagiarism.)*

##### **B. Committee on Educational Resources & Services:** Senator Schoenbeck

###### Disbursement of Facilities and Administration

The ER&S Committee was asked if it would look into established F&A disbursement policies/practices across UNO, specifically with respect to the following questions:

1. How is F&A for grants handled when it is collected? How is the 46.5% split up?
2. Is F&A handled consistently on campus, e.g. from college to college?
3. If not, why not? Is there any good rationale around the current process or is purely ad-hoc and/or up to the unit heads at each level, e.g. the deans, department chairs, *etc.*?
4. If it is inconsistent, is it possible for faculty senate to work to ensure consistency?

A limited amount of information is available through the UNO website. As a starting point, the ER&S committee will reach out to the Office of Sponsored Programs to ask for guidance in putting together an initial summary of how F&A is disbursed. If specific questions remain after the posting of the initial report, the committee will pursue the issue further.

###### Paul Beck Memorial Scholarship contributions

A suggestion was put forth to the ER&S committee that it would be appropriate to use UNO college-level meetings as opportunities to receive contributions for the Paul Beck Memorial Scholarship. An alternative proposal was put forth during the meeting: the employment of an online function (for example, PayPal) for receiving contributions. In this way it may contributions could be solicited via the campus-wide e-mail system, and givers could be credited for their charitable contributions. The committee will look into the feasibility of this approach.

*(Further Discussion: Senator Schoenbeck is looking into how grant money is dispersed and if faculty are having difficulty securing grants due to disbursement of funds.)*

##### **C. Committee on Faculty Personnel & Welfare:** Senator Garcia

**CALEA:** We have contacted Charlotte Evans requesting an update on the CALEA Accreditation process. Most recent information accessible through UNO website dates back to 2015-16 AY (far from being able to submit application at that time)

**Charlotte Evans explains the following:**

CALEA, like all other accrediting bodies, only awards accreditation to those applicants who are already meeting the gold standard in their profession. Assuming they really are ready, the process takes three years. During this time, they hold themselves, then CALEA follows suit by holding the agency under the proverbial microscope to prove they really do meet that gold standard.

In UNO's case, the department simply was not ready. The application for accreditation was signed prior to my arrival in June, 2015, but once I had a chance to review the needs of the department, I alerted my superiors that accreditation was not a realistic goal as UNO Security (as it was known at the time) would not be able to meet any standard that would be expected of them. Policies, procedures, training, and most all other documentation necessary to be accredited simply did not yet exist, meaning we were starting from scratch.

I shared with my superiors that it would take years of heavy lifting and the topic should be revisited in 5-7 years. Since that time, UNODPS has maintained contact with CALEA and we strive to ensure we build processes within Public Safety that will meet the standard when the times comes.

Most recently, we have experience the addition of UNMC Security to our fold, creating the UNO/UNMC Department of Public Safety. Although this is a very positive move for both campuses, it has forced another setback in our timeline to consider accreditation, but I do believe the wait will be worth it.

**TRAVEL POLICY: Per diem and Payments**

The Travel Policy establishes no per diem. It doesn't look like any changes are likely to be introduced to make meal re-imbursements any easier, except for the Concur App which allows to take pictures of receipts and upload them from phone. What exactly should FP&W explore?

*(Further Discussion: TIAA and Fidelity are looking into providing more options for faculty.)*

**D. Committee on Goals and Directions: Senator Ostler****A. Ongoing/Pending Items**

**1.Non-Reported Sexual Assault:** Charlotte Russell from the Office of Equity, Access and Diversity was a guest speaker at our meeting and answered a number of questions and provided valuable information related to the University's responsibilities under Title IX and described the Reporting/Assistance structure for violations of Title IX. Committee members also gathered information from representatives for the local Women's Center for Advancement and the Police Department. At this point, more discussion and deliberation will be valuable but we have identified some preliminary potential action items related to the Issue and are keeping notes on our data collection efforts.

- a. Non-response Sexual Assault is more appropriately referred to as Non-Reported Sexual Assault. The terms are often used interchangeably in discussions but actually have different meanings within the formal legal reporting process.
- b. University systems and protocol are already in place for making Formal Complaints by alleged victims, and for assistance to victims without the necessity of reporting. Ms. Russell made it clear that the university has a legal obligation to both the alleged victims and to those who have been formally accused which demands that no "sides" be taken. However, because of the serious nature of the incidences of sexual assault, the university does provide the structure for immediate action assistance. Some of the University offices affiliated with this networked response process are the Behavioral Response Team, The Advocates Program, the Gender and Sexuality Resource Center, the Women's Resource Center, and Campus Security.
- c. The G&D Committee brought up possible action items for the Faculty Senate related to this issue:
  - a. Suggesting the inclusion of a formal Title IX Statement on Course Syllabi,  
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similar to the plagiarism statement.

- b. Faculty Senate connecting better to the existing assistance system by providing a liaison for the Faculty Conduct Board.
- c. Raising awareness of Title IX being "...used as a weapon" against gender equity efforts.

**2. Adjunct Instructor (Instructor, Lecturer, Prof. of Practice) Policy:**

- a. The Goals and Directions committee is recommending that a limited ad hoc committee of central administration and faculty members address the issue of rank, salary, and contract for non-tenure track faculty. The goal of this committee would be to establish uniform communication, and policy where possible, within an evaluated system of promotion for non-tenure track faculty at UNO. This would include both contract and pay advancement offered within our collective bargaining process.

**3. Solar Feasibility:** Given that a formal Solar Feasibility Study has been conducted by Dr. Bing Chen and that a Proof of Concept grant has been submitted to the Nebraska Environmental Trust. The G&D Committee intends to follow up with Central Administration on the commitment to Renewable Energy on Campus.

**B. New Items:** New items have been tabled.

*(Further Discussion: Senator Qureshi has asked Senator Ostler to inquire on record keeping regarding sexual assault cases. Additionally, Senator Ostler proposed the development of a Ladder Rank System ad hoc committee. Additional details will be presented to the whole Faculty Senate. Senator Davidson has nominated herself as a committee member.)*

**E. Professional Development:** Senator Cast-Brede  
Current plan has a platinum metal level ACA rating.

Timeline – Student insurance plan needs to be ready by May to serve UNMC students

- This year, a 26 member committee has been formed with representatives from numerous stakeholders on each campus including students and faculty members. Dr. Juan Casas and Student Regent Aya Yousuf are representing UNO.
- Deadline for next year's plan is mid-March 2020.

Background – System-wide fully-insured plan began in 2014-2015 with Blue Cross Blue Shield (BCBS). In 2017-2018, BCBS proposed premiums increased 55%, so NU switched to UHC through the Midwestern Education Compact.

Challenges – Since 2014-2015, premiums have increased approximately 13% each year. Current rates are not the highest premiums but are getting there.

- In 2018-2019, UHC proposal was a 16% increase. To lower that, NU switched from a third-party handling enrollment and waiver processes to UHC conducting them in-house which lowered increase to 10%
- In 2019-2020, UHC proposal was a 26% increase. To help keep the increase down, NU absorbed out of pocket increase by covering \$32 per students (one year solution, costs the university approximately \$179,000 – without this the plan would have dropped to a ACA rating of gold). Also, instituted more restrictive waiver policy for international students and increased pharmacy co-pay.
- Pharmacy costs up 19%
- Loss ratio over 100% for the last two years.

Participation

- 5600 (including 300 dependents)
- 2018-2019 saw a drop of 600 participants

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- International students using off-short UHC plan. Expect a 100-150 increase in international student enrollments this year.

Consultant – Gallagher Risk Management Services has been hired to review plan and submit recommendations around mid-November. Gallagher will conduct benchmark comparison with peer institutions (Big 10 plus others), look at current processes and demographics, compare rates with marketplace, and conduct a SWOT analysis.

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

Matt Hale offered us a description of the use cases of the Committee matching app or “cHarmony” to match faculty interests with committee vacancies. His demo of the prototype was very well received by the committee and will now be integrated with the survey. See below:

**Matt’ app:** <http://charmony.mlhale.com/#/manage>

**Derrick’s Survey Link:** [https://unomaha.az1.qualtrics.com/jfe/form/SV\\_2t0N2MCgigd4DIx](https://unomaha.az1.qualtrics.com/jfe/form/SV_2t0N2MCgigd4DIx)

The next steps for this committee are as follows:

**Step 1:** The interests bins need to be named and described to fit faculty interests.

**Step 2:** The committees then need to be sorted into these bins. The current committee descriptions are as follows: Faculty Senate Committee Descriptions: <https://www.unomaha.edu/faculty-senate/committees/index.php>

**Step 3:** Membership criteria. We need to figure what these are for the committees.

Amy has volunteered to work with Matt on steps 1 and 2. She will get back to us over email with a proposed set of interest bins with descriptions with committees sorted into them.

Derrick will work with Matt to integrate the survey with the cHarmony App. They will also give us an update over email.

*(Further Discussion: Senator Qureshi mentioned the survey is set to be released in the Spring. In the event that Matt’s app is not completed, Derrick’s Survey Link will be used for the Spring Survey. Additionally, the Senator’s will inquire with Chancellor Gold, etc. to assist in help in promoting the tool to faculty.)*

**V. Other Faculty Senate Committees**

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

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

**VII. Non-Senate Committee Reports- University-wide Employee Benefits Advisory Committee (John Erickson, Jr.)**

**A. Information and issues regarding change to UMR**

**1. Dental**

- Estimate – 65% claims would be processed by Ameritas (in the 2018 RFP)
- Actual YTD (2019) – 79% of claims processed by in-network providers for Ameritas. Ameritas was active in recruiting providers to its network. Ameritas added many providers to their network in Kearney.
- 66% of claims paid in 2018 by previous provider

**B. Medical**

- Estimate – 96% of claims would be processed BY UMR (in the 2018 RFP)
- Actual YTD (2019) – 98% of claims processed by in-network providers for UMR.
- 99% of claims paid in 2018 by BCBS

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4. The primary disruption of care problem regarding the transition to UMR is in the area of behavioral health. NU and UMR (United Behavioral Health) are negotiating a new fee schedule with NE providers. Two of the largest providers in Lincoln were added to the list of in-network providers. Negotiations regarding providers in Omaha are still ongoing, and (UNMC) Nebraska Medicine reports that a number of severe disruptions continue.

**C. University Health Plan Enhancements for 2019 (from June, 2019)**

1. Premium rates went down 2%
2. Coverage for fertility treatments was added
3. Preventative allowances were increased (100% paid by the plan for dependents under the age of 2)
4. Added a high-deductible health plan option (in addition to the low, basic and high PPO options)
5. Added a preferred tier of network providers using the Nebraska Medicine PHO. Negotiations are underway with providers in Lincoln and Kearney to add a preferred tier in each of those communities.
6. Added coverage for tubal ligations and vasectomies.
7. Flu shots administered at an in-network pharmacy will now have a \$0 co-payment if the health risk assessment was completed.
8. Vision – frame allowance increased from \$120 to \$150.

**D. NU versus US rates**

1. US – average family healthcare premium is \$6015, with a \$1655 deductible
2. NU – family premium is \$3684, with \$450 deductible

**E. 2020 Benefit Items**

1. 2020 healthcare premiums likely to increase by a small amount (deductibles, out of pockets etc. are not likely to change)
2. Vision premiums will not increase for 2020. No word on dental premiums for 2020.
3. NU has selected Fidelity to manage the Healthcare Spending Accounts. The plan will be made available to employees who choose the high deductible plan.
4. The annual NUFLEX enrollment dates have not been officially released yet. They are likely to be similar to the 2018 enrollment dates (late October to late November).

**F. Campus discussions and/or requests**

1. 79% of health plan (money) comes from the NU system. Enhancements or additions to coverages that cost more money would very likely have to come from either increases in premiums or negotiations with vendors. Since fertility treatments, birth control items (tubal ligations and vasectomies), and the preventative allowance increases were added to the plan via negotiations with the vendor (UMR) in 2018, there is probably not a lot of room left for other enhancements this year.
2. Request for coverage of bariatric procedures. Discussion about where to “find the money” to offer the coverage, and alternative wellness programs to possibly reduce the need for bariatric treatments or procedures.
3. Request for coverage of HPV vaccinations, separate from the preventative care allowance. HPV vaccinations can currently be covered under the preventative care allowance, but often other preventative (vaccinations) for children and teens cost enough that, combined with the cost of the HPV vaccination, can easily exceed the preventative allowance. Brian will investigate.

**VIII. Unfinished Business**

**A. Ombuds Interaction with Faculty Senate**

1. From Shereen Bingham: The most important exploratory discussion from my perspective would be focused on the question of whether the Faculty Senate has an interest in ensuring that the role of Ombuds Services Director will continue to be a tenured faculty member after I leave the role. (Prior to my involvement, there was no director role and the three ombudspersons reported to Charlotte Russell.) If the answer to this question is “yes,” then there would be further discussion. I would like

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to hear ideas that FS members might have about methods, process, or procedures. If the answer is “no” (i.e., if the FS doesn’t care whether the director of ombuds services is a staff member vs. a tenured faculty member) then that information will also be of value.

The “terms of reference” that I submitted to BJ Reed and Chancellor Gold about a year ago was never officially approved, but it includes the following statements which are pertinent:

“Ombuds Services shall comprise a network of three or more University Ombuds selected from the current UNO faculty and staff who are employed in different academic and functional areas of the University. The appointed individuals shall serve as Ombuds while maintaining their other employed positions at UNO. One Ombuds, preferably a tenured faculty member, shall also hold the position of Director of Ombuds Services.” (italics added)

“The Ombuds shall receive stipends for their service and the Director of Ombuds Services shall receive a course reduction of one course per semester to fulfill the duties of the position.”

“When the position of Director of Ombuds Services is vacant, the Chancellor and the Senior Vice Chancellor for Academic Affairs shall establish procedures to fill the position as described in Section 2.15 of the Bylaws of the Board of Regents of the University of Nebraska, <https://nebraska.edu/-/media/unca/docs/board-of-regents/board-of-regents-bylaws.pdf?la=en> .”

*Postpone to December Executive Council Meeting, no opposed, motion passes.*

#### **B. Censure Bylaw Changes**

*Postpone to December Executive Council Meeting, no opposed, motion passes.*

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

#### **X. New Business**

##### **A. REACH Suicide Prevention Program**

*Postpone to December Executive Council Meeting, no opposed, motion passes.*

##### **B. Wellness Committee**

1. Senator Surface proposed for the Wellness Committee to fall under Faculty Senate Committees, “yellow sheet committees.”

*Postpone to December Executive Council Meeting, no opposed, motion passes.*

##### **C. Senate action regarding priority candidate Walter ‘Ted’ Carter**

*Motion to move to Faculty Senate Meeting, no opposed, motion passes.*

##### **D. Draft Campus Policy for Review & Feedback: Winter Weather Closures**

*Motion to move to Faculty Senate Meeting, no opposed, motion passes.*

#### **XI. The meeting adjourned at 3:54p.m. with announcements.**