



2019-2020 Faculty Senate
Minutes
Wednesday, November 13, 2019, 2p.m.
Community Engagement Center 230/231

Present: Anderson, Barone, Cast-Brede, DeSanti, Garcia, Hale, Helm, Huq, Kelly, Kilinc, King, Maher, Nero, Ostler, Paine, Podariu, Qureshi, Randall, Rech, Schoenbeck, Shaw, Sim, Siy, Surface, Volkman, Wessling, Woody, Zhong

Excused: Adidam, Davidson, Logsdon

Unexcused: Brownlee, Chen, Escayg, Lee, Nelson, Rogers

Speaker: Chancellor Gold spoke to the incident that occurred in the Elmwood Park area the night before. He reiterated that all UNO students are welcome here and intimidation has no place on our campus. Additionally, Dr. Gold would like faculty to submit all feedback to the BOR website using the indicated email address.

Speaker: Dr. Sacha Kopp, Senior Vice Chancellor, spoke on the Big Ideas movement that is currently in progress. They have reviewed ten proposals and want to fund five of them. The proposals can be funded to improve classroom teaching, but they are mainly wanting to fund research. Dr. Kopp is looking into Faculty service and compensation. Currently, fifty equitable faculty searches are taking place. He spoke on the first 100 days report that was emailed out to all faculty and staff. His key areas of focus are faculty development, student completion/achievement, and timely budget decisions.

- I. The meeting was Called to Order** by President Hale at 2:22 p.m.
- II. The Minutes** of October 9, 2019 were approved as submitted.
- III. Officers' Reports**

- A. President's Report:** Senator Hale
November 12, 2019
Dear Colleagues,

I hope this note finds you well. This month's Faculty Senate President's Report continues a series of deep dives into particular senate areas of focus. This month's theme focuses on **communication and transparency via web resources**. The senate is working actively in this area and we have some good news to share with faculty. With so much happening on campus, I've also tried to aggregate and share context regarding other important ongoing NU and UNO initiatives.

Context and Challenges: Web resources for Communication and Transparency
Nowadays I receive at least 40-50 emails a day, compared to the 10-20 before stepping into this role. Many of these additional emails are concerns from faculty about various issues around campus.

One observation I've made during this time is that many issues I hear of boil down to a lack of available information. In particular, this often takes one of the following forms: a) Faculty don't have what they need to go about their business - be that teaching, research, or service; b) Faculty have questions about university policies or strategic decisions because insufficient information is available to them; and/or c) Faculty feel disenfranchised if a policy affects them and they don't perceive that they were consulted, through shared governance, before decisions were made as to its adoption.

To help address and allay these problems, Faculty Senate is actively focused on improving campus policy-making processes more consistently, including shared governance. We've also focused on modifying web resources, like the UNO public-facing website, to help faculty get the information they



need, when they need it and to more clearly articulate the outcomes of shared governance. In the report that follows, I will summarize particular senate achievements and remaining work to be done.

Initiative 1: Web overhaul

To help with information distribution and communication around shared governance matters, the Faculty Senate has entirely restructured its website. We are also working with campus Digital Communications Executive Committee (which I am a member of) to add a “Faculty and Staff Life” feature to the main UNO website. This request asks that UNO aggregate useful HR, community, and other links together for existing faculty. It also seeks to build a profile of community details, attractions, and quality of life for prospective faculty.

In regard to the Faculty Senate website overhaul, we have, so far, created a number of helpful resource pages that enable faculty to get information about the university and shared governance. The following provides a list of pages faculty should be advised of.

Membership and contacts for Faculty Senate - including the Standing Committees. Contact me or the chair of the committee you are liaising with if you have campus-level committee minutes you want to communicate. <https://www.unomaha.edu/faculty-senate/>

A page for all committees on campus, that includes information about their charges and current membership. <https://www.unomaha.edu/faculty-senate/committees/index.php>.

Meeting dates, minutes, and Agendas of the Faculty Senate: <https://www.unomaha.edu/faculty-senate/additional-information/meetings-and-minutes.php>.

All senate resolutions, listed by year. Future work will make these more easily searchable. <https://www.unomaha.edu/faculty-senate/additional-information/resolutions.php>

List of university resources and points of contact: <https://www.unomaha.edu/faculty-senate/faculty-handbook-and-resources/index.php>.

Future work on the website will integrate the committee matchmaking and tracking app that the Senate is working on. We will also continue to work with administration and the Digital Communications Executive Committee to build out UNO site-wide features that support faculty. Our efforts in the web overhaul initiative target all of the issues (a, b, and c) as identified in the context.

Initiative 2: Committee Liaisons

As I reported last month, Faculty Senate is overhauling how campus-level committees are formed and maintained to better match faculty into committee roles and keep track of committee details and membership over time. Rather than discuss committee formation in detail in this space, I want to talk more about the changes we’ve made in the senate to ensure that committee outcomes are clearly communicated to faculty across campus.

This effort, what I have labeled “committee liaisons” is an effort to gather committee outcomes from across campus and aggregate them under the senate. The Faculty Senate has 6 standing subcommittees: Academic and Curricular Affairs, the Committee on Committees, Educational Resources and Services, Faculty Personnel and Welfare, Goals and Directions, and Professional Development. Each of these subcommittees has specific charges that divide up and partition the senate’s business into bins. Senate has modified its bylaws to make each of the subcommittees a liaison to related campus-level committees. Our goal is to have every campus-level committee not

under the purview of senate (i.e. those established by a business unit, administrator, or academic affairs) provide minutes to the Faculty Senate so that senate can distribute the outcomes and follow-up on issues as needed. Our standing committees will be working with faculty on campus-level committees to facilitate this liaison relationship. At the end of the day, our goal is not to increase bureaucracy - but rather to ensure that the important work happening on campus-level committees gets reported and promulgated to the faculty they serve.

We have already started this effort with the Campus Policy Committee. With this group, the senate now has a formal approval role before a policy is adopted by the campus. This provides faculty with more opportunity to provide feedback before adoption. We believe this effort will help address point b) and c) as I outlined the issues in the context section above and act as a model for interactions with other campus committees.

Initiative 3: Websites for faculty

One issue we have heard loud and clear from many faculty is the need for faculty websites. Faculty-built webpages were once a feature of the UNO website, but were taken away due to information security concerns a few years ago. As I have reported in prior president reports, we have been collaborating with Jaci Lindberg, Jason Buzzell, and Bret Blackman to bring back a website feature for faculty. I am happy to announce that the solution identified, a service called Reclaim hosting, launched a beta test in October and is now fully available for all faculty on campus. Reclaim allows faculty to host custom designed web pages or use one of its several website building tools (e.g. Wordpress) to create a web presence for themselves. If you are a faculty member that wishes to have a personal web page - for research, teaching, service, lab announcements, or other purposes - you may create your page now. To access the new service, visit: <https://unomaha.community/>

An official announcement about the new platform was made on 10/30/2019 here: <https://www.unomaha.edu/news/2019/10/faculty-platforms-and-hosting-tools-now-available.php>

Other updates

Finally, to ensure you stay up-to-date with happenings around campus, I have aggregated relevant knowledge senate is aware of below.

The Board of Regents has identified a priority candidate to be the next NU President. Walter “Ted” Carter was announced as the candidate on 10/25/19. Walter is a retired vice admiral in the U.S. Navy and the immediate past superintendent of the U.S. Naval Academy. The announcement details are available at: <https://nebraska.edu/news-and-events/news/2019/board-of-regents-names-walter-ted-carter-priority-candidate-for-university-of-nebraska-president>

Initial reception by faculty at UNO has been mixed. Faculty Senate will be discussing this topic at our next meeting. The Board of Regents invites faculty to submit their comments and feedback to presidentsearch@nebraska.edu.

The Office of Academic Affairs is moving forward with a Big Ideas process, in conjunction with the recommendations from the Strategic Planning Steering Committee, related to developing and maturing key areas to distinguish UNO academically and through scholarly and creative activities. Last month (Oct. 16), 10 themes were identified by the deans of all colleges on campus to move forward in the big ideas process. The Deans presented their ideas to the Strategic Planning Steering Committee on Oct. 18th. SVC Kopp will meet with Faculty Senate on November 13th to review the ideas and gather initial feedback. Full proposals are due December 2nd. Full proposals will be reviewed with the senate at our December 13th meeting and communicated to the campus at the December strategic forum.



Ideas will be selected and vetted for feasibility in early January ahead of an announcement with a selection of 4-5 of the 10 ideas set for January 31st.

University of Nebraska debt has been refinanced to make the best of low interest rates. The refinance included \$433 million in existing bonds and resulted in a savings in reduction of debt payments by nearly \$14 million. It also makes way for future savings in deferred maintenance projects and other capital improvements through a \$50 million internal lending program.

The UNO Faculty Senate Professional Development Committee is investigating changes to the Graduate Student Health Insurance plan. An NU-level committee was formed to examine the health care offerings for Graduate Students. We will be following this committee carefully and advocating for Graduate Students and Faculty at UNO.

Next month I will continue the series of deep dives into senate areas of focus. The theme will be recognition of non-tenure track faculty.

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

B. Secretary/Treasurer Report: Senator Davidson (*Senator Hale presented in Senator Davidson's absence.*)

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

IV. Executive Council: Senator Davidson – *No report.*

V. Standing Committee Reports

A. Committee on Academic & 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 would like feedback regarding plagiarism to be sent to him before the December 20th sub-committee meeting.)

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.

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: Senator Garcia would like any further comments about the per diem and payments to be sent directly to her.

D. Committee on Goals & 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:
 1. Suggesting the inclusion of a formal Title IX Statement on Course Syllabi, similar to the plagiarism statement.
 2. Faculty Senate connecting better to the existing assistance system by providing a liaison for the Faculty Conduct Board.
 3. 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 – The committee is expecting to hear more about the Solar Panels in February 2020. Senator Ostler did propose an ad hoc committee pertaining to the Ladder Rank System.

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
- 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

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 Hale’s (Matt’s app) is projected to be completed by December 2019/January 2020. This should be completed in time for the Spring 2020 election.

VI. Other Faculty Senate Committees

- A. Ad hoc UNO-UNMC Faculty-to-Faculty Communication & Collaboration Committee:** Senator Kelly – *No report.*

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

Senator Hale briefly went over the report and appreciates the receipt of the report.

VIII. Unfinished Business

IX. For the Good of the Order

X. New Business

- A. Senate action regarding priority candidate Walter 'Ted' Carter**

Moved: the UNO Faculty Senate express no confidence in priority candidate Walter “Ted” Carter for NU President.



Moved: amend by striking “express no confidence in” and insert “take no position on”.

Vote on amendment – 11 For, 6 Opposed. Amendment passes.

Vote on the motion as amended – 8 for, 9 opposed. Motion fails.

B. Draft Campus Policy for Review & Feedback: Winter Weather Closures (agenda attachment – pgs. 30-32)

Motion to approve the Winter Weather Closures Policy, no opposed, policy approval passes.

Further Discussion: The President-elect will be elected at the December Faculty Senate Meeting. Senators should be prepared to have nominations at the December Meeting.

XI. The meeting adjourned at 3:47 pm with announcements.