



2019-2020 Faculty Senate Minutes

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

Community Engagement Center 230/231

Present: Adidam, Anderson, Brownlee, Cast-Brede, Chen, Davidson, DeSanti, Escayg, Garcia, Hale, Helm, Huq, Kelly, Kilinc, King, Logsdon, Maher, Nero, Ostler, Podariu, Qureshi, Randall, Rech, Schoenbeck, Shaw, Siy, Volkman, Wessling, Woody, Zhong

Excused: Barone, Kelly, Paine, Surface

Unexcused: Huq, Lee, Nelson, Rogers, Sim

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 ten proposals are located online. Faculty should read through them and provide their feedback. The proposals should enhance research, partnerships, and encourage cross-college collaboration. Faculty are welcome to pick and choose parts from any proposal that they like. The movement is not intended to add to faculty workload, instead it is acting as an enhancement to current work being done. Any proposal that is chosen will be evaluated and has the ability to evolve to fulfill the goals of the project. Dr. Kopp is encouraging departments to increase capacity of classes and/or add more sections of undergraduate courses. He would like to see the data of student enrollment in these courses for undergraduate students. Dr. Kopp also spoke on the distinguished professor proposal (see minutes Section VI. C. 2. for further information.). Additionally, he reminded faculty to utilize the Center for Faculty Excellence in regards to enrolling in trainings/workshops on how to handle micro-aggressive and uncomfortable classroom discussion with students.

- I. The meeting was Called to Order** by President Hale at 2:29 p.m.
- II. The Minutes** of November 13, 2019 were not voted upon to be approved. This will occur at the January 2020 Faculty Senate meeting.
- III. Officers' Reports**
 - A. President's Report:** Senator Hale
 - To Senators, I will like to communicate the following updates:
 - The anonymous feedback mechanism regarding the new NU President generated over 200+ pages of feedback from faculty and staff. It was all shared with the BoR. The board selected Ted Carter last Thursday as the next NU President with one no vote from Regent Elizabeth O'Conner. Her objection was related to salary concerns.
 - UNO students have asked that faculty, writ-large, be aware of the context of the hateful speech we heard about last month and the context of DACA court cases at the national level. I would invite senate to consider, contemplate, and provide feedback to me regarding an idea discussed at our latest EO&A meeting regarding the potential for a campus-wide training module around free speech in the classroom and faculty support for students on these difficult issues.
 - The ad-hoc committee for faculty advancement has completed its initial work and will be sharing it later in today's agenda in the form of two resolutions and proposed policies.
 - This month's report to campus will focus on:
 - known issues and efforts by the senate to address non-tenure track faculty career progression. It will overview short- and long-term solutions,
 - the same updates shared above, andoutcomes of today's agenda – including the resolutions stated herein (if they pass).
 - B. Secretary/Treasurer Report:** Senator Davidson

Attendees: Davidson, Ewald, Gold, Hale, Kelly, Kopp, Ostler, Qureshi, Smith-Howell, Surface, Toman

Chancellor Gold & SVC Kopp



- Chancellor Gold and SVP Kopp were invited to a student gathering after the Elmwood incident and both asked faculty to be sensitive towards what's happening external to our campus.
- Updated Faculty Hiring Procedures - <https://www.unomaha.edu/academic-affairs/files/documents/policies/faculty-recruitment-policy-and-procedures-2019-2020.pdf>
- Asst. Vice Chancellor for Inclusion – Recordings of each candidate's UNO forum visit are included with their bios and will remain online through 5 p.m. on Wednesday, Nov. 27.
- Chancellor Gold encourages faculty to send feedback to the board of regents regarding the priority candidate.

IV. Executive Council: Senator Surface

A. RESOLUTION 4393, 12/11/2019, Support for the Board of Regents Censure Bylaw Revisions

WHEREAS Cases of censure and emergency suspension have arisen recently on the University of Nebraska, Lincoln campus;

WHEREAS The UNL Faculty Senate has formed an Ad Hoc Committee to address AAUP Censure formally within the Board of Regents Bylaws;

WHEREAS The UNL Faculty Senate Ad Hoc Committee has developed a series of changes it believes will clarify and ensconce a fair and just process for faculty as it relates to censure and emergency suspension;

WHEREAS The UNO Faculty Senate has received the list of proposed changes and reviewed them;

WHEREAS The UNO Faculty Senate has contacted the UNO AAUP chapter for their feedback and opinion on the proposed changes;

WHEREAS The UNO AAUP chapter, chaired by President Robert (Bob) Ottemann, has reviewed the proposed changes among the UNO AAUP executive committee and the union attorney;

AND WHEREAS The UNO AAUP has stated, via their President, that they are in favor of the proposed changes in the attached bylaws revision proposal;

BE IT RESOLVED that the UNO Faculty Senate does hereby support the adoption of the proposed board of regents bylaws revisions as stated in the attached proposal from the UNL Faculty Senate Ad Hoc Committee on Addressing the AAUP Censure.

EC motioned to approve resolution. Motion passes.

B. RESOLUTION 4394, 12/11/2019, Requesting Revisions to Board of Regents NU Presidential Hiring Process

WHEREAS UNO Faculty and Staff are important constituencies of the NU System President;

WHEREAS The UNO Faculty Senate President co-authored the attached letter, on May 21, 2019, with the other campus Faculty Senates (UNL, UNMC, UNK) requesting representational faculty participation in the presidential search process;

WHEREAS The Board of Regents requested nominees from the UNO Faculty Senate for appointment to the Presidential Search Advisory Committee, but upon creating the committee on June 28, 2019 did not select any of the UNO Faculty Senate's nominees to be on the committee;

WHEREAS The Board of Regents only appointed one UNO Faculty member (Associate Dean of CPACS Theresa Barron-McKeagney) to the Presidential Search Advisory Committee;

WHEREAS The four NU faculty senate presidents met with Regents Clare and Pillen on the afternoon of June 28, 2019 to express their discontent regarding the lack of faculty and staff voices on the newly appointed committee and to request the appointment of additional representational faculty;

WHEREAS The UNO Faculty Senate President and members of his Executive Council sent a letter on July 3, 2019 (attached), describing the the lack of faculty and staff voices on the Presidential Search Advisory Committee and requesting that the Board add representative UNO Faculty to the committee;

WHEREAS The Board of Regent's Bylaws provision 2.12 states that the NU Faculty Senates (b) Act as the official voice of the faculty of which it is composed and Advise and consult with ... administrative groups on matters of general concern, which include ... the selection of academic-administrative personnel;

WHEREAS The Board of Regents did not follow or act on the response letter, leaving the Presidential Search Advisory Committee with no duly-appointed representative faculty voices from UNO;

WHEREAS The Board of Regents provided few mechanisms for faculty to engage in the selection of the NU President;

AND WHEREAS There was poor communication and late announcements of on-campus listening sessions and priority candidate forums;

BE IT RESOLVED that the UNO Faculty Senate concludes that UNO Faculty were disenfranchised of shared governance in the presidential search process

AND the UNO Faculty Senate hereby requests that the Board of Regents be consistent with provision 2.12 of its Bylaws by appointing the UNO Faculty Senate President and at least 2 of their designees to any and all future selection committees relating to key institutional administrative personnel, including, but not limited, to the NU System President.

Motion to approve resolution. Motion to amend by striking “AND WHEREAS There was poor communication and late announcements of on-campus listening sessions and priority candidate forums”. Motion on amended resolution passes.

C. Safety practices of students will be discussed at the next EO&A Meeting.

D. Ombuds Interaction with Faculty Senate has been tasked to the FP&W sub-committee.

V. Standing Committee Reports

A. Committee on Academic & Curricular Affairs: Senator Woody

The meeting was dedicated to Hank Robinson, Director of the Office of Institutional Effectiveness. It was agreed upon that Dr. Robinson will provide the committee with several questions that will facilitate effective communication between the committee and his office.

B. Committee on Educational Resources & Services: Senator Schoenbeck



The committee did not meet. Some progress was made towards current business.

1. Donations to the Paul Beck Memorial Scholarship

Senator Davidson made inquiries about mechanisms for contributions to the Paul Beck Memorial Scholarship. Debra Cox in Accounting provided the following information:

The (NU) Foundation only acts as an agent for UNO for fund #9148 at the Foundation; donations (to the Paul Beck Scholarship) cannot be made directly to the Foundation either by check or via their online donation platform.

Paypal or similar platforms are not available.

UNO Accounting can continue to accept checks from donors and deposit them directly into WBS element 47-2350-2018-100. A receipt will not automatically be generated. It is up to the department (Faculty Senate) to acknowledge non-Foundation gifts. A sample letter with necessary IRS information was provided.

There is a website called the UNO Marketplace, through which the Senate may set up a “Storefront” for the Paul Beck Memorial Scholarship Fund to facilitate donations. If a Storefront is created to accept donations, a receipt can be printed out that donors can use as their acknowledgement. A processing fee (typically 2.5-5%) is applied to these transactions. An example of a Storefront through the UNO Marketplace may be viewed at <https://commerce.cashnet.com/unocw>.

2. Facilities and Administrative Costs Policies

Senator Schoenbeck met with Vice Chancellors Ken Bayles and Sara Myers regarding F&A policies at the University (UNO Campus) level. The following summary was generated from that meeting.

Facilities and administrative costs (“F&A”) are collected at a rate determined by UNO Business and Finance, with the assistance of an outside consultant, and are based on the real costs incurred while conducting research at UNO. These funds are allocated at the Direction of the Senior Vice-Chancellor for Academic Affairs, in conjunction with UNO’s Strategic Plan to campus units. Twenty percent is distributed equally to Academic Affairs, ITS, Criss Library, and ORCA.

The balance is distributed to the colleges in amounts proportional to the F&A that each college brought in during the previous year. The disposition and disbursement of these funds is at the discretion of the dean of each college, subject to NU system spending guidelines; beyond this, there are no uniform policies regarding disbursement at the college level or lower.

Dr. Kopp clarified that F&A cuts are up to the discretion of each individual dean.

C. Committee on Faculty Personnel & Welfare: Senator Garcia

Committee did not meet, no report.

D. Committee on Goals & Directions: Senator Ostler

Report on AGENDA Items 11-27-2019

1. Ongoing/Pending Items

- A. *Non-Reported Sexual Assault*: The Goals & Directions Committee has investigated and completed the action items related to this topic to the extent of our *current* abilities. The recommendation to include a Title IX statement on all syllabi was a resolution that passed in 2015. Although the committee acknowledges that this policy is not universally enforced nor does the policy contribute significantly to non-reported sexual assault, we do believe that this issue is one that can progress through greater intentional communication to faculty within



departments and among faculty colleagues. Although there is not a specific Resolution being offered at this time, the Committee on Goals and Directions recommends the conscious consideration and open dialog about ideas concerning the safety and welfare of our student body and faculty. The Committee will continue to entertain new recommendations on the issue as they become available.

- B. Adjunct Instructor (Instructor, Lecturer, Prof. of Practice) Policy:** The Goals and Directions committee has recommended a small ad hoc committee of central administration and Faculty Senate members address the issue of rank, salary, and contract for a number of instruction-based non-tenure track faculty positions. The goal of this committee is to establish uniform communication, and policy where possible, within an evaluated system of promotion for non-tenure track faculty at UNO. The committee has met with central administration and is currently in the process of editing/drafting two interrelated documents, one concerning a system of promotion and the other concerning options for special faculty designations. The resulting documents will be used as a foundation for a more comprehensive set of ideas that can be submitted as part of the collective bargaining process. Until such time it is appropriate for a more expanded group of faculty to review and edit, the ad hoc committee will continue to work specifically with the Office of Academic Affairs. At this point, the working drafts lack several points that we believe need to be carefully articulated and we are waiting for feedback from Academic Affairs.
- C. Solar Feasibility:** The G&D Committee reported to Central Administration on the commitment to Renewable Energy on Campus. At this time, no action items are pending; however, the issue will be raised at the next EO&A meeting for additional consideration.

2. New Items: None

E. Professional Development: Senator Cast-Brede

No report.

Senator Cast-Brede reported the committee should receive a report on student health insurance next week.

F. Committee on Committees: Senator Qureshi

Committee bins categories: see agenda attachment – pgs.30-34

Amy will work on putting the committees under these headings. The links are in the previous agenda. Features discussed were: Automatic emailing to submit notes, offer a page to confirm selections and Connect to google forms to keep repository of information.

Senator Anderson spoke on the details of the application.

VI. Other Faculty Senate Committees

A. Ad hoc Committee on Faculty Advancement

1. RESOLUTION 4395, 12/11/2019, Support of Proposal for Non-tenure Track Faculty Appointments and Progression

WHEREAS Non-tenure track faculty are a key part of the UNO community;

WHEREAS It is desirable to communicate opportunities for professional growth to instructors and lecturers at UNO;

WHEREAS Non-tenure track faculty currently have no advancement and progression opportunities past "Lecturer";

WHEREAS Auxiliary special appointments are allowed for under section 4.4.1 in the Board of Regent Bylaws;

WHEREAS The ad-hoc committee on Faculty Advancement and Progression established by the Goals and Directions Committee of Faculty Senate has constructed the attached proposal in conjunction with the Office of Academic Affairs;

WHEREAS The proposal clarifies terminology and creates a new auxiliary appointment of "Senior Lecturer" to recognize Lecturers with exceptional responsibilities and contributions to UNO;

AND WHEREAS The proposal articulates a process that is inclusive and respectful of faculty shared governance;

BE IT RESOLVED that the UNO Faculty Senate does hereby recommend and endorse the proposal for adoption by the UNO Office of Academic Affairs.

Committee moved approval. Motion to strike and insert as follows:

- Evidence of teaching effectiveness including, but not limited to
 - At least three letters of recommendation from tenured or tenure-track faculty
 - At least three letters of reference from students
 - ~~Teaching evaluations from undergraduate and graduate courses taught at UNO~~

Motion to strike “, but not limited to” from the primary amendment. By show of hands, four in favor, many opposed. Secondary amendment fails.

By show of hands, 9 for, 12 opposed. Primary amendment fails.

Committee moved approval. Motion to strike and insert as follows:

- Evidence of teaching effectiveness including
 - At least three letters of recommendation from tenured or tenure-track faculty
 - At least three letters of reference from students
 - ~~Teaching evaluations from undergraduate and graduate courses taught at UNO~~

Motion to strike “, but not limited to” from the primary amendment. By show of hands, four in favor, many opposed. Secondary amendment fails.

By show of hands, 4 for, many opposed. Primary amendment fails.

*Motion to insert “**WHEREAS** It is desirable to recognize, support, and compensate faculty for significant contributions to the university;”.*

Motion to commit the business to the Academic and Curricular Affairs Committee. By show of hands, one in favor, many opposed. Motion to commit fails.

Vote by show of hands on the amendment to insert: many in favor, one opposed. Amendment passes.

Resolution as amended passes by voice vote.

2.RESOLUTION 4396, 12/11/2019, Support of Proposal for Distinguished (Associated) Professor

WHEREAS Some faculty take on exceptional responsibilities and make contributions beyond the typical level factored into workload;

WHEREAS Auxiliary special appointments are allowed for under section 4.4.1 in the Board of Regent Bylaws;

WHEREAS It is desirable to recognize, support, and compensate faculty for significant contributions to the university;

WHEREAS The ad-hoc committee on Faculty Advancement and Progression established by the Goals and Directions Committee of Faculty Senate has constructed the attached proposal in conjunction with the Office of Academic Affairs;

WHEREAS The proposal creates a new auxiliary appointment of "Distinguished (Associated) Professor" to recognize faculty, holding the continuous appointment of Associate Professor or Professor, for their exceptional responsibilities and contributions to UNO;

AND WHEREAS The proposal articulates a process that is inclusive and respectful of faculty shared governance;

BE IT RESOLVED that the UNO Faculty Senate does hereby recommend and endorse the proposal for adoption by the UNO Office of Academic Affairs.

Motion to pass the resolution. 1 opposed. Resolution passes.

Further discussion – It was requested this committee look into opportunities/faculty advancement for part time instructors.

VII. For the Good of the Order

VIII. New Business

A. President-elect Nominations

Elliot Ostler has received three nominations and has been elected the 2020-2021 President of the Faculty Senate.

B. Presidential feedback from the anonymous link will be requested at the next EO&A Meeting, as suggested in the President's Report.

C. Systemwide policy recommendations on faculty recruitment, retention, and promotion

Was reported to the EC, to which any comments should be addressed.

D. Look into how F&A funds being spent at the college level. In spirit of faculty governance, may faculty have a say in how the F&A is spent at their college level. i.e. funds would be well spent on maintenance and upgrades of equipment in labs.

Topic introduced by Senator Qureshi. Motion to move to the ER&S sub-committee. Motion passes.

IX. The meeting adjourned at 3:44 pm with announcements.