



2020-2021 Faculty Senate Minutes
Wednesday, September 2, 2020, 2p.m.
Zoom

Present: Anderson, Hale, Helm, Newcomb Brownlee, Ostler, Qureshi, Schulz, Surface, Wessling

- I. The meeting was Called to Order** by Vice-President Qureshi at 2:03 p.m.
- II. The Minutes** of August 5, 2020 were approved as submitted.
- III. Officers' Reports**
 - A. President's Report:** Senator Ostler
 1. Fall semester has started and is without serious incident as of Monday, August 31, 2020. OAA has reported that this start is one of the "quietest" ever. Some of that is, of course, the dedensification of campus but most problems are being managed at their point of occurrence. I am including this in the President's Report because unforeseen changes/challenges may cause us to have to maneuver quickly this fall on issues that have never before been issues. This is a kind request to stay diligent and listen to student and faculty concerns that might seem unusual. The stress of various schedules and contingencies will be different for different people and we want to be especially mindful of easing unnecessary strain. A quick response to concerns now may save time and effort down the line
 2. Collective Bargaining will begin in late September. Faculty Senate has resumed an earlier effort to define and include Non-Tenure track Faculty Promotion options as part of the contract. Because the Non-Tenure Track Faculty are full time and are fully invested in the function and governance of the university, the bargaining conditions affect their employment and overall part in the university teaching structure; yet, they have not been universally recognized as a priority in bargaining agreements of the past. This option is now being considered in earnest by the UNO ad hoc committee on Faculty Advancement, who will present a promotion proposal later on in the agenda. Also under the Bargaining umbrella is the Academic Calendar. With a J-term still being possible for 2022, AAUP needs information/details on specific starting and stopping dates for the Spring 2022 calendar dates and compensation structure so those can be considered in the new contract.
 3. UNO Policy and Compliance: Drew Nielsen will be working with Assistant Vice Chancellor Sarah Edwards and the Faculty Senate on some policy updates including making permanent the temporary policies of recording of zoom lessons and addressing the course attendance requirements for students observing religious holidays/observances. We have worked closely with Drew over the summer to contribute to the Title IX changes, Campus Safety policy, etc., and to get a jumpstart the Academic Integrity Policy. There are other policy/compliance actions as well. These will be assigned to the appropriate Standing Committees as soon as the policy/compliance office is ready for our input.
 4. Update on University Calendar proposal: The UNO Academic Calendar will follow the originally published dates for the 2020-2021 academic year including all of the holidays and breaks. Given the data collected and work done on possible calendar revisions, Student Government is eager to work with Faculty Senate to create a path for possible calendar changes and term additions. The Student climate survey administered this summer suggested substantial student interest in the possibility of a 2022 J-term. With Collective Bargaining and Faculty Questions exposed as possible barriers to implementing a J-term, Student Government reached out to work with faculty through Faculty



Senate. Today we will be speaking with Jabin Moore and Vanessa Chavez Juardo about starting that conversation.

B. Secretary/Treasurer Report: Senator Surface

1. No meeting. No report.

IV. Executive Council:

- A. Elected Officers & Administration:** No Meeting No Report. Note: The Faculty Senate Retreat was held in lieu of the EO&A meeting for August and hosted presentations from UNO Administration including the Office of Academic Affairs and the Chancellor.

B. August 2020 Resolutions

2020-2021 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
4419	8/19/20	Election of Second Committee Chair Jodeane Newcomb Brownlee				Resolved
TO BE FOLLOWED UP						
CARRIED FORWARD						

V. Standing Committee Reports

A. Committee on Academic & Curricular Affairs: Senator Wessling

1. No vice chair. Senator Harvey Siy is going to be our recorder of the minutes
2. Our main task for this month was to get on the same page with the progress made on goals from 2019-2020 and to read up on the temporary policies enacted in 2019-2020. Members are going to read correspondences from Hank Robinson regarding the issues he found with the current course evaluation process and his recommendations for a solution and Trent Frederiscken regarding our progress on revising the academic integrity policy.
3. To plan goals for 2020-2021 committee members are also reading up on the temporary attendance policy and the temporary video capture policy. Members are going to decide how to move forward with these policy revisions no later than the September meeting whether that is having guests join our next standing committee to clarify the policy or whether to ask for a policy discussion as a new business item for the full Faculty Senate.

B. Committee on Educational Resources & Services: Senator Surface

1. Senator Surface, the ERS Committee Chair, presented the goals that were decided at the end of the 19-20 academic year. Surface requested a replacement in her role as Committee Chair since she will serve as Faculty Senate Secretary/Treasurer



- a. The committee voted Senator Richard Stacy as Committee Chair and James Vnuk to serve in Senator Stacy's absence
2. During the 19-20 academic year, the ERS committee developed a rubric and scoring spreadsheet to assist with the reviewing of the Paul Beck scholarship applications
3. The committee discussed the Employee and Dependent Scholarship program. It was noted that when faculty logged into the Firefly website to designate the distribution available credit hours, it appears that only undergraduate hours can be designated. A question was brought to the committee regarding the lack of graduate hours available based upon the Board of Regents' rules.
4. The committee reviewed the goal of studying the allocation of Finance and Administration (F&A) funds. Senior Vice Chancellor Kopp recommended that F&A address F & A in an overall budget review.

Further Discussion: Senator Qureshi recommended finding a resolution in regards to the distribution of credit hours for the Employee and Dependent Scholarship program.

C. Committee on Faculty Personnel & Welfare: Senator Helm

1. The Committee met during the Full Senate retreat during the 2 breakout sessions
 - a. Elect David Helm Chair and Ziaul Huq Vice Chair
 - b. Set Meeting Date and Times
 - c. Reviewed accomplishments from the 19/20 academic year
 - d. Discussed ongoing agenda items:
 - i. **Ongoing Committee work:** Following information received from several faculty concerning outcomes related to personnel complaints filed with Human Resources, the Behavioral Review Team and the Ombuds Service, the Committee is in the process of researching the related procedures and solutions.
 - A. The Committee began planning and defining priorities regarding research into the UNO resources available to Faculty concerned with a violation of their rights per the Board of Regents Bylaws, Chapter IV. Rights and Responsibilities of Professional Staff, section 4.1.
 - e. Report from Senator Huq regarding the system wide Committee on Benefits

Further Discussion: Senator Hale referred Senator Helm to the committee reviewing the salary survey for staff discrepancies, though the committee is not looking into the faculty and are looking in terms of gender and race. It is a new priority item for President Carter to investigate gaps between staff and faculty doing the same job.

D. Committee on Goals & Directions: Senator Schulz

Meeting date: August 19, 2020. Members present: Charles King, Cameron Logsdon, Harmon Maher, Steve Schulz, Alan Gift, Thomas Bragg

1. The Committee met after the conclusion of the Faculty Retreat (Zoom)
 - a. Introduction of all members
 - b. Confirmed Steve Schulz as the Chair for 2020-2021
 - c. Discussed last year's activities
 - i. Career path for Full-time Instructors
 - ii. Career path for Adjunct Instructors
 - iii. Sustainability on campus
 - d. Identified activities for this academic year
 - i. Continue the review of the development of career paths for Full-time Instructors
 - ii. Continue discussions about the career paths/support for Adjunct Instructors

- iii. Identify opportunities to improve sustainability on UNO's campus

E. Professional Development: Senator Newcomb Brownlee

1. Report Pending

F. Committee on Committees: Senator Anderson

1. BE IT RESOLVED that the Faculty Senate puts forward the name of Lyn Holley (CPACS) for a three-year appointment, from 08/1/2020 through 07/31/23, to the University Committee on Advancement of Teaching (UCAT). This amends the prior action appointing Seth Shafer (CFAM).
2. BE IT RESOLVED that the Faculty Senate puts forward the name of Katrina (Kati) Cox (CFAM) to serve a three-year appointment as a faculty representative to the Academic Assessment Committee.
3. **Working On/Future Issues**
 - a. Finding the replacement for Howard Paine on the Faculty Senate (CFAM), who retired
 - b. Finding a replacement for Jennifer Sinclair on the Judicial Committee
 - c. We will work on a new committee around tech issues once/if committee parameters are provided by Jaci Lindburg
 - d. Tweak last things with cHarmony, check committee structures

VI. Other Faculty Senate Committees

A. Ad hoc Committee on Faculty Advancement: Senator Hale

1. The Ad hoc Committee on Faculty Advancement stalled in the spring because of the immediate need to respond to online instruction and university operations. However, with Collective Bargaining beginning in the fall, the committee is set to pick up where we left off. The primary focus of the committee is to develop a promotion and advancement system for non-tenure track faculty. (Attachment/Resolution)

VII. Non-Senate Committee Reports

A. Sustainable Transportation Committee: Senator Hale

Further Discussion: The senate must make sure that the Parking Committee actually meets and that the faculty elected to the committee actually participate and include STC in discussions.

VIII. General Orders – carried over from August

- A.** Ratifying actions reported in Executive Council minutes of June and July 2020
- B.** Formation of ad hoc Committee on Student Bias and Hate Syllabus statement initiated by SGUNO

IX. New Business

- A.** Reimbursement to Senator Hale for web hosting services associated with cHarmony
- B.** Submission of AAUP CB Information regarding University Calendar modifications and possible inclusion of a J-Term
- C.** Defining the necessary action to reconcile the 2019-20 budget

Further Discussion: Senator Ostler stated that once Collective Bargaining is finished, Academic Affairs will begin assisting with the calendar for the proposed J-Term.

X. The meeting adjourned at 4:02 p.m. with announcements.